



STAFF CONGRESS MINUTES

Date: Tuesday, April 2, 2024

MEMBERS ATTENDED (ABSENTEES HIGHLIGHTED IN YELLOW)

Michelle Barber	Sharnetta Fritts	Zachary Roberts	Xavier Scott
Jamey Carver	Merrell Harrison	Rianna Robinson	Jennifer Shaw
Chad Collett	Leeann Potter	John Rose	Jen Timmermann
Debbie Cooper	Garrick Ratliff	Laura Rucker	Helisha Tuerk
Julie Ferguson	Mikayla Ray	Ian Savard	Dieter Ullrich
David Flora	Shayla Ring	Andrew Sexton	Kelly Waite

GUESTS

Dr. Caroline Atkins and Dr. Joel Pace

CALL TO ORDER

- **Time meeting called to order:** 11:00 AM
- **Call to order given by:** Secretary Tuerk

MOTION TO APPROVE THE MINUTES

MEETING DID NOT HAVE QUORUM AT THE START OF THE MEETING.

- **Motioned by:** Rep.
- **Seconded by:** Rep.
- **Motion Approved:** Approved

CORRECTIONS

No corrections were presented.

PRESIDENT'S REPORT

No Report

STAFF CONGRESS PRESIDENT'S REPORT

President Xavier Scott reported:

No Report

VICE-PRESIDENT'S REPORT

Vice-President Jamey Carver reported:

No Report

SECRETARY'S REPORT

Secretary/Treasurer Helisha Tuerk reported:

- **Supply Account Balance:** \$202.25
- **Expenditures:** Staff Congress President Gavel Plaque \$ 55.51

STAFF SALUTES

November Staff Salutes were recognized.

Due to the Severe Weather Alert, the Staff Congress April Meeting met via Webex, the Staff Salute presentations will be postponed until the May Meeting.

COMMITTEE REPORTS

BENEFITS & COMPENSATION:

BC Committee Chair Leeann Potter reported:

No Report

CREDENTIALS & ELECTIONS:

Credentials & Elections (C&E) Committee Vice-Chair Mikayla Ray reported:

REMINDER:

2024 Staff Congress and Regent Election Calendar:

DATE	NOMINATION/ELECTION ACTIVITY
Monday, March 25	Nomination forms distributed via email to staff members
Friday, April 12	Deadline to submit nomination forms online: 4 p.m.
Tuesday, April 16 11 a.m. - Noon, ADUC 329	Staff Regent Candidate Forum
Tuesday, April 16	Sample ballot distributed by Credentials & Election Committee

Tuesday, April 23 – Wednesday, April 24	Staff Congress/Regent Online Election
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Mikayla Ray, Vice-Chair of Credentials & Elections Committee, can address questions regarding the upcoming election at meray@moreheadstate.edu.

STAFF ISSUES

Comment/Concern	Response
The white parking stops in the Enrollment Services Center parking lot are hazardous. There are 3 white parking stops along a painted white line which prohibit vehicles from driving straight through building parking. One or two are damaged from vehicles driving through anyway. I have seen and heard about people tripping over them. Wednesday, I helped an elderly gentleman who was walking through, tripped and fell hard. Can these be painted yellow or something so that they do not blend in with the white line? Maybe remove the one that is in pieces?	Kim Oatman responded: Will be looking into this to see that can be done to make improvements.
My team is grant-funded and MSU agreed to the terms within the contract sent in by the grantor. One of the terms within this contract includes employee salaries, which MSU is refusing to pay. The grantor believes their being paid accordingly is an important issue to be resolved. I'd rather my team not be robbed by their employer. Why is this happening, and what can we do to resolve it?	<p>Dear Staff Congress,</p> <p>As part of our ongoing commitment to ensuring fairness and transparency within our organization, this response is designed to discuss the importance of following University policies and federal uniform guidance regarding our compensation guidelines. Please know that at Morehead State University, we value each member of our team and strive to create an environment where everyone feels valued and respected.</p> <p>Compensation is a fundamental aspect of the University's relationship with our employees, and we recognize the importance of ensuring that it is fair and equitable across the board. As with any institution it is necessary to have clear guidelines in place to maintain consistency and fairness in our compensation practices. This is relevant regardless of the funding source—external funding or institutional funding.</p> <p>Compensation guidelines have several key objectives:</p> <ul style="list-style-type: none"> • Fairness: We endeavor to ensure that compensation decisions are based on consistent criteria (experience, education, skills required for the job, etc.) rather than subjective factors (based on individual perceptions or opinions). See UAR 324.07.

- **Transparency:** Written policies and procedures allow employees to have a clear understanding of how compensation decisions are made, thus fostering confidence in the process.
- **Employee Retention and Morale:** Fair and consistent compensation practices contribute to higher employee satisfaction, which in turn enhances retention rates and productivity.
- **Compliance:** Clear policies and procedures ensure that our compensation practices align with legal requirements, minimizing the risk of potential legal issues. See UAR 324.07. Additionally, 2CFR 200.400(c), is a federal policy guide which establishes uniform administrative requirements, cost principles and audit requirements for federal awards to non-federal entities. Specifically, in order to be allowable, costs must “*Be consistent with policies and procedures that apply uniformly to both federally financed and other activities of the non-Federal entity.*” Meaning MSU cannot pay someone more on a grant than we would pay if the funding was from the University, for the same type/classification position.

It is for these reasons that we believe that steadfast adherence to our policies and federal guidance is critical to ensuring a fair workplace from a compensation perspective.

Sincerely,
Mary Fister-Tucker
Caroline Atkins

REGENT’S REPORT

Staff Regent Joel Pace reported:

- The board entered a closed executive session to discuss matters relating to the future disposition of real estate.
- Upon its return to regular session, the board also approved the disposition of property.
- The next Board of Regents meeting is Friday, June 14.

To view board archives and minutes please visit: [Board Archives & Minutes | Morehead State University | Kentucky](#).

HUMAN RESOURCES REPORT

Dr. Caroline Atkins reported:

- Staff and Employee Performance Evaluation Period has started. The performance evaluations are due by April 12, 2024.

CABINET REPORT

Mary Fister-Tucker reported:

- No Report

FACULTY SENATE REPORT

Dr. Doug Chatman reported:

- No report

To access the Faculty Senate Official Meeting Records please visit: [Morehead State University Digital Archives](#)

STUDENT GOVERNMENT ASSOCIATION REPORT

Student Government Association (SGA) President Presley Boyer reported:

- The 2024-2025 SGA Executive Board was recently elected. They are as follows:
 - President-Elect: Brady Lawson
 - Vice President-Elect: Jaylei Jimison
 - Secretary of Internal Affairs-Elect: Hannah Albright
 - Secretary of Public Relations-Elect: Thomas Clem
 - Secretary of Campus Involvement-Elect: Bailey Bullock
- These individuals will be sworn in at the Student Choice Awards
- Due to weather, the annual SGA Spring Sesh was rescheduled for 4/9/24, 6-7:30 pm, in Button Drill Room.
- The annual SGA Student Choice Awards will be on April 24th
 - This is a ceremony to recognize the organizations, students, faculty, and staff that go above and beyond to make the college experience the best it can be!
- We only have two more official congress meetings! This Wednesday (4/3) we will be meeting to discuss a variety of topics, including the proposed First Day Complete Program from Barnes & Noble.
 - (The meeting went well!

OLD BUSINESS

No old business.

NEW BUSINESS

No new business.

ANNOUNCEMENTS

- Update from Morehead State University Cybersecurity Team
Dear Morehead State University Faculty and Staff
We would like to express our sincere gratitude for your active participation in forwarding phishing-related emails to our dedicated phishing inbox. Your vigilance and proactive actions are invaluable in strengthening our system's security and protecting our institution from potential cyber threats. Your contributions are instrumental in identifying and mitigating phishing attempts, significantly enhancing our ongoing cybersecurity initiatives. It is through such collective responsibility and teamwork that we can continue to maintain a secure digital environment.
Once again, thank you for your dedicated commitment to our institution's cybersecurity. Your actions truly make a difference.
 - Morehead State University Cybersecurity Team
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- The MSU Alumni Association is excited to offer MSU Faculty and Staff a discounted individual sponsorship rate to the MSU Spring Gala Saturday, April 27. The rate for MSU Faculty and Staff is \$125. To find out more about the Gala, visit Morehead State University, Advancement and Alumni - Annual Spring Gala
- CAMDEN-CARROLL LIBRARY HOLDS USED BOOK SALE 29 MARCH 2024
 - Morehead State University's Camden-Carroll Library (CCL) will hold a discounted book sale on Friday, April 5, from 10 a.m. to 3 p.m., on the second floor of the library.
 - Approximately 10,000 books are available for a dollar each. Visitors must pay with cash or check.
 - To learn more about MSU's Camden-Carroll Library, email library@moreheadstate.edu or call 606-783-2200.

MOTION TO ADJOURN

MEETING DID NOT HAVE QUORUM AT THE START OF THE MEETING.

- Motioned by:
- Seconded by:
- Motion Passed:
- Time Adjourned: 11:45 AM