



STAFF CONGRESS MINUTES

Date: Tuesday, June 4, 2024

MEMBERS ATTENDED (ATTENDEES INDICATED IN YELLOW)

Michelle Barber	Sharnetta Fritts	Mikayla Ray	Jennifer Shaw
Chad Collett	Erica Haddix	Shayla Ring	Jen Timmerman
Debbie Cooper	Brittany Hargett	Zachary Roberts	Helisha Tuerk
John Cox	Merrell Harrison	John Rose	Dieter Ullrich
Jamey Craver	Gabrielle Johnson	Laura Rucker	Kelly Waite
Marissa Dyer	Kristen Lowe	Leah Rucker	Garrick Ratliff
Stepanie Evans	John Mahaney	Ian Savard	
Julie Ferguson	Lakyn Miller	Xavier Scott	
David Flora	Leeann Potter	Andrew Sexton	

GUESTS

Joel Pace

CALL TO ORDER

- **Time meeting called to order:** 11.00 AM
- **Call to order given by:** President Xavier Scott

MOTION TO APPROVE THE MINUTES

- **Proposed by:** Click or tap here to enter text.
- **Seconded by:** Click or tap here to enter text.
- **Motion Approved:** Representative Dieter Ullrich made Motion to edit May Minutes. To include additional details of President Morgan's answer concerning the meeting with the Nursing Department conducted by the Provost on April 19, 2024. Approval of meetings will be tabled for the June meeting.

CORRECTIONS

Correction requested to update the last president's report regarding nursing faculty.

PRESIDENT'S REPORT

President J. Morgan reported:

- No report

STAFF CONGRESS PRESIDENT'S REPORT

President Xavier Scott reported:

- No report

VICE-CHAIR'S REPORT

Vice-Chair Jamey Craver reported:

- No report

SECRETARY'S REPORT

Secretary/Treasurer Helisha Tuerk reported:

- **Supply Account Balance:** \$202.25
- **Expenditures:** None.

STAFF SALUTES

Gavyn Gasparac

Job Title: Academic Department Specialist

Gavyn is a treasure to have in the Math department, answers emails quickly, follows through when questions are asked, and makes my job as an advisor much easier because of his dedication, work ethic, and drive to assist others.

Jewell Henderson

Job Title: Academic Department Specialist

Jewell is a jewel, pun intended! Her personality shines through in her emails, she's quick to respond, works seamlessly with her coworkers and has earned recognition for her hard work and dedication.

Dr. Bridget Prichard

Job Title: Instructional Designer

Bridget is a standout staff member, known for crafting clear and engaging training materials, facilitating effective collaboration within MSU. Her expertise in technology-enhanced instructional materials, notably in AI, greatly enriches our professional development offerings. Bridget's dedication to faculty development and her upcoming presentation at the 2024 Anthology Conference highlight her leadership in educational technology. Her remarkable performance and proactive approach to professional development make her a highly deserving candidate for recognition for her significant contributions.

Justin Slone

Job Title: RSVP Project Director

Justin is a great person to work for. He is very knowledgeable on the ins and outs of grants and making sure our programs meet all their requirements to be able to continue doing all the good work we do. He is also a very kind, caring, and good-humored person, making our office a great place to work. We are lucky to have him!

Helisha Tuerk

Job Title: RSVP Associate Director

Helisha excels at her job of RSVP Associate Director. She is very talented at event planning and making good use of donations and is very creative with decorating for everything on a shoestring budget. She is also always coming up with thoughtful ways to recognize not only the volunteers we work with, but fellow employees as well. She shines at making sure everyone feels seen and cared for and is very generous with her time and her kindness towards others.

Laura Vice

Job Title: Assistant Registrar for Graduation & Student Services

Laura again pulled off a wonderful graduation celebration for our 2024 spring and summer graduates. Her hard work behind the scenes and on the "Big Day" did not go unnoticed. Thank you for giving our students a great send-off.

Jing Zhang

Job Title: Senior Instructional Technologist

Jing Zhang's unparalleled expertise in Blackboard technology at MSU, coupled with his proactive problem-solving approach, distinguishes him as a cornerstone of excellence deserving of commendation. From swiftly restoring systems post-cyber-attack to strategically managing Blackboard's capacity within budget constraints, Jing's resilience, adaptability, and dedication ensure seamless learning experiences for faculty and students alike. Jing's tireless efforts, exemplified by his "magic worker" reputation, make him a standout employee whose exceptional dedication to MSU's educational technology landscape merits our recognition and appreciation

COMMITTEE REPORTS

BENEFITS & COMPENSATION:

B&C Chair Dr. Leeann Potter reported:

- B&C did not meet in May. No report given.

CREDENTIALS & ELECTIONS:

C&E Chair Mikayla Ray reported:

- No Report Given.

STAFF ISSUES

Staff Issues Zachary Roberts reported:

Comment/Concern	Response
This comment is in reference to the information at https://www.dol.gov/newsroom/releases/whd/whd20240423-0 . The July 1, 2024 date in which this must be implemented is coming up soon. Is MSU providing any guidance on how this is to be handled? Several employees in my area make much less than this new federal minimum to be exempt from overtime. As salaried employees, these employees often work Saturday SOARs, evenings in preparation for events, travel for conferences, etc. This will impact employee productivity if we are not able to support time and half wages as soon-to-be required.	<p>Thank you for your question. The Office of Human Resources has been working with MSU senior leadership and supervisors to assess the impact at MSU and is analyzing the University's workforce to identify positions that will be affected by the new rule. This work began in May and will continue through June to ensure successful implementation on July 1st.</p> <p>The final US Department of Labor regulations allowed for some categories of employees to not be impacted by the new regulations even though their salaries do not meet the new</p>

	<p>July 1st threshold. These special categories, referred to as “exemptions,” include faculty, coaches, some computer programming/analyst positions, academic administrative staff, graduate assistant positions, and agricultural/farm workers. Because the regulations provided exemptions, it required the Office of Human Resources to review job descriptions of each employee whose salary is under the minimum salary to confirm if the individual is impacted or not. Those employees who are impacted will be re-classified as nonexempt.</p> <p>Employees in these positions which are re-classified to nonexempt will be eligible for overtime pay for hours worked in excess of 40 in a work week (the work week begins at 12:01 am on Sunday and ends at 12:00 midnight on the following Saturday). However, overtime must be approved by the supervisor in advance of working. All MSU employees newly classified as nonexempt on July 1st, will be required to complete an electronic timecard at the end of each pay period, recording the days and number of hours worked. Timecards are completed through self-service by logging into the MyMoreheadState portal. Completion of the timecard must be monitored and approved by the employees’ supervisors. Overtime work must be approved by supervisors prior to working.</p> <p>A variety of targeted communications will be sent—one to the main campus community explaining the July 1st changes; one to employees who have been determined to remain in exempt status; and, one to employees who have been determined to require reclassification effective July 1st from their current exempt status to nonexempt status. Open forums are also being planned for mid-July and will be shared in all communications.</p> <p>Last, but certainly not least, in recognition that this change may create financial</p>
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	<p>hardships for impacted employees due to reverting to being paid in arrears, Accounting and Financial Services/Payroll will offer a transition payment to bridge the gap. The transition payment will be "opt in/opt out" and must be repaid over the course of the remainder of the fiscal year (July 2024-June 2025). If an employee leaves the University before repayment is completed, the balance may be taken from their final paycheck and/or vacation payout.</p> <p>Stay tuned for more detailed information next week.</p>

REGENT'S REPORT

Reported by: Dr. Joel Pace.

- No new updates at this time.

HUMAN RESOURCES REPORT

Reported by: Dr. Caroline Atkins reported:

- No new updates at this time.

CABINET REPORT

Reported by: Mary Fister-Tucker

- No new updates at this time.

FACULTY SENATE REPORT

Reported by: Dr. Doug Chatham wasn't present. No report provided.

STUDENT GOVERNMENT ASSOCIATION REPORT

Reported by: SGA Chair wasn't present. No report provided.

OLD BUSINESS

- None.

NEW BUSINESS

- None.

ANNOUNCEMENTS

- None.

MOTION TO ADJOURN

- Motioned by: Julie Ferguson
- Seconded by: Garrick Ratliff
- Motion Passed
- Time Adjourned: 12:00 PM