

## Chair Report: Shannon Harr

\*Chair Harr reported that the executive committee submitted a list of questions regarding the employee compensation plan/Voluntary Buyout Program to Phil Gniot. He was going to address these questions today, but couldn't be at the meeting. He will meet with the executive committee possibly next week to address our concerns about reclassification and exempt salaries. Secretary Crisp read aloud the following questions submitted to Mr. Gniot:

### Questions:

- ⇒ What percent of staff received no compensation increase? What percent of staff receiving a compensation increase received less than 2% of their salary?
- ⇒ How did entry-level classifications get reduced?
- ⇒ Are strategic initiatives the determining factor in how the classification scale was developed?
- ⇒ If there is a need to activate the reduction in force, what is the plan?
- ⇒ Is there a plan in place, like EKU had, for the open positions to be filled that are created from the incentive program?
- ⇒ When will the new compensation scale be posted on the web?
- ⇒ How was the compensation scale formulated? What was the justification for grouping of the job titles in each grade?
- ⇒ I still have not been told about the compensation plan – how can I find out where I stand?
- ⇒ When I was initially hired, my job required a master's degree at a level 4. I have worked here more than 15 years and thought I had the opportunity for a fair and equitable salary increase to reach the high point for a level 4. Under the new compensation plan, I am very discouraged and disheartened that I am now placed in a lower salary bracket and feel that my education (all of which is from MSU) and years of experience are not valued. Why are current employees who were hired under the old classification system levels not "grandfathered" in?
- ⇒ If the necessary number of faculty and staff do not take the buyout, have supervisors been asked to identify staff whose employment may be terminated? How much notice will be given to these employees?

\*Please email other questions you have for Mr. Gniot to a member of the executive committee so your concerns may be addressed.

## Vice-Chair Report: Craig Dennis

>Vice-Chair Dennis reported that the website has been updated. He met with Information Technology two weeks ago. The Staff Concerns Tab has been added to the website in the Portal, along with online submissions of Staff Concern forms and officer election statements of interest.

### Staff Congress welcomes the following new members:

- ◇ **Mica Collins** representing Secretary/Clerical
- ◇ **Louise Cooper** representing Professional/Non-Faculty
- ◇ **Jerel Benton** representing Professional/Non-Faculty
- ◇ **Corey Wheeler** representing Professional/Non-Faculty
- ◇ **Jill McBride** representing Professional/Non-Faculty
- ◇ **Richard Fletcher** representing Executive/Managerial





# STAFF CONGRESS

## COMMITTEE REPORTS

### Benefits & Compensation: Committee Chair Amy Moore

\*No report was submitted

### Staff Issues: Committee Chair Kenna Allen

\*Committee Chair Allen reported staff issues received this month were included in the questions submitted to Mr. Gniot and read aloud by Representative Crisp. Staff issues can now be submitted via the Staff Congress website in the Portal. The Staff Concerns form is still anonymous and your identity will only be known if you leave your name in the field to receive a response to your inquiry.

\*Executive Council will be meeting with Mr. Gniot soon to get our questions answered (regarding the employee compensation plan and Voluntary Buyout Program). If anyone wants their questions to be anonymous, submit them through the portal instead of emailing them to a member of the committee.

### Sustainability Committee: Committee Chair Benji Bryant

\*No report was submitted.

### Credentials & Elections : Committee Chair Lora Pace

\*Committee Chair Pace reported we will have officer elections today during "New Business."

### Staff Regent Report: Mr. Todd Thacker

Staff Regent Thacker reported that the BOR will meet this Thursday. He received the agenda this morning which includes information about the budget and the roster for the upcoming fiscal year. He thinks the questions Staff Congress asked Mr. Gniot are valid and are questions employees should be asking. Members are also welcome to share concerns with him.

Mr. Gniot was unable to attend today's meeting and no report was submitted.

### Human Resources Report: Mr. Phill Gniot, Human Resources Director

VP Patrick reported that the BOR will meet on Thursday. The administration is watching the voluntary buyout and looking at how to fill vacant positions. As of Friday at noon, 8 faculty and 32 staff had completed the entire process for the buyout. There were 30 vacant positions before the buyout. They could be getting close to the numbers needed depending on how many vacancies are not committed to being refilled. They have the potential to make the goal. Employees have until June 9 to apply for the buyout. They will hear a decision within one week of their application and will have seven days after the decision to change their mind. HR is trying to approve new applications for the buyout each Friday. The option of deferring funds into a 457 account has been approved. Contact Gaylena Cline in Payroll for details.

### Cabinet Report: Ms. Beth Patrick

Phase A design work is being done on a number of projects that are not funded yet, just to get an idea of the scope of the project and the amount of funds needed. Below is an update on the progress of current and upcoming projects:

- Phase A design work is being done on the new Welcome and Alumni Center at the old Brass Eagle Apartment location. Work is already being done to tear down the inside of the structure. We will start seeing the outside come down this week. This space will be used for parking until we get the money to build the new building. This building will be built with private funds that haven't been raised yet. They already have a one million dollar commitment, but they need \$3-\$3.5 million, so there is a way to go with the fund raising.
- Phase A design work is being done on Phase II of the KCTM building. Private dollars will be raised to add a sound stage. This will be a \$1.5-\$2 million dollar project.
- Phase A design work is being done on changing the boulevard back to a walkway. Funding has not been identified yet.
- Work is being done to convert the old pool in the AAC to a volleyball facility. It is projected to be done fall 2015. A lot of other work is being done on the AAC at the same time, such as infrastructure and roofing work.
- A feasibility study is being done on Jayne Stadium just to plan forward.

*In order to create a stronger bond within the staff, to promote cooperation among the administration, faculty, students, and staff at Morehead State University, we, the staff of this university, do establish a representative body to be known as the Staff Congress.*

### Logon to the Staff Congress Website

via the PORTAL—We can be found under Employee Services



Please click here to submit a Staff Concern

Click here to view and register for the latest Professional Development sessions

- Phase A design work is being done on a new parking structure at the Waterfield Hall location, which will come down the middle-end of July. On top of the parking structure will be a food service building. This project will be done with cash. Aramark will donate half of the funding needed, or \$6 million. The remainder of the funding will come from parking revenue and an endowment that will be liquidated. The state did not authorize us to sell bonds for this project, so half of the money needed must be private dollars. When this building is done, there will be no debt associated with it.
- Garrett House is coming down in the next couple of weeks because it is unstable. The property will be used for green space at this time.
- Work will be done to redo the main switch gear where the power comes in to the university. This gear will be moved from the building beside Howell-McDowell and put in its own separate space. This will separate it from the steam controls so we won't have continuing problems like we had last year with power outages.
- EOP is the architect chosen to do the status plan for ADUC. A group is being gathered to discuss planning and expansion for this building which includes a new dining hall and a one-stop shop for students. Construction won't start until school lets out next spring. The state will pay for this work.
- There will be temporary parking on the lawn of the Recreation and Wellness Center during construction. After construction is done in that area, the area will go back to green space.
- Rowan Fiscal Court voted to give the old Allie Young Law Office building back to MSU. The Historical Society never received the money to renovate it as was planned. This building will most likely be torn down.

Everything we're working on is being paid for with state dollars or money coming in from auxiliaries, such as housing and parking. We are not using tuition or ENG dollars (which are used for departmental/unit operation).

## OLD BUSINESS: NONE

### NEW BUSINESS: OFFICER ELECTIONS

Officer elections for the 2014-2015 year were held. Committee Chair Pace reported anyone interested in seeking an officer position was required to submit a statement of interest in the position. These statements were sent out via email to all current members and were also posted on the Staff Congress website in the Portal.

**MOTION:** To approve **Craig Dennis** as Chair of Staff Congress for 2014-2051 by acclamation since he ran unopposed.

**PROPOSED:** Credentials and Elections Committee

**SECONDED:** None Needed

**CALLED FOR VOTE:** Motion passed.

**MOTION:** To approve **Scott Niles** as Vice-Chair of Staff Congress for 2014-2051 by acclamation since he ran unopposed.

**PROPOSED:** Credentials and Elections Committee

**SECONDED:** None Needed

**CALLED FOR VOTE:** Motion passed.

Two members ran for Secretary/Treasurer: **Clarissa Purnell** and **Barbara Willoughby**. Both candidates left the room and members voted by paper ballot. The new secretary will be **Clarissa Purnell**.

No one ran for the Communications Officer position, so the committee will defer until later for that position to be filled.

## Upcoming EAGLE Events



Summer  
Summer I  
Summer II



June 2—July 25  
June 2 - 27  
June 30—July 25

**SOAR**

**May 16 - 22**

**Governor's Scholars Program (GSP)**



**June 15—July 19**



**INDEPENDENCE DAY!!!!**  
**MSU CLOSED**  
**NO CLASSES**  
**OR OFFICE HOURS**

Friday,  
July 4th



**Next Staff Congress Meeting**  
**1:00 p.m. (Riggle Room, ADUC )**



**July 7th**



## SPECIAL ANNOUNCEMENTS

Support Services will hold a special public sale at their warehouse. Their warehouse is located across from Wal-Mart behind Dairy Queen. The sale will include furniture from Housing and will be priced to sell! This will be an advertised sale and will be open to the public.

June 19  
10:00 a.m.—3:00 p.m.

The Fiscal Year ends June 30th. Please do not forget to submit final year-end documents for payment.

**FY ends June 30!**

Support Services will have a new name—"Office of Procurement."

July 1

There are around 60 groups on campus this summer. If anyone needs a schedule that includes the name of the group, dates on campus, and the director's name, please contact Rebecca McGinnis.

Summer 2014

A special thanks to the Staff Congress Members who are rotating off this year:  
**Benji Bryant, Jason Dailey, Kenna Allen, Michelle Hutchinson, Paul Hitchcock, and Tina McWain.**

Staff Congress term  
ended June, 2014

We appreciate your commitment and service to Staff Congress!