

Staff Congress: At-A-Glance

November 07, 2016

Chair Report: Dr. Scott Niles

Chair Niles informed the group that Secretary Thompson is serving on the Diversity Committee, and will push to have a Staff Congress representative on final committee. Chair Niles stated he would like for Provost Ralston to attend Staff Congress meetings semiannually. The Staff Congress report was on the November PLC agenda. Jimmy Martin left university employment and thus vacated the Parliamentarian spot. Anyone interested in serving as Parliamentarian should see Chair Niles after the meeting or email him.

Vice-Chair Report: Clarissa Purnell

Vice-Chair Purnell indicated that the that Staff Congress By-laws have been updated on the portal. All items on the portal should now be up-to-date.

Staff Salutes

Jimmie D. Martin has made the following nomination for Staff Salute:

I would like to nominate Robert Sparks for a staff salute because he is a great supervisor and an amazing resource to all, especially minority students. Rob has done a lot for this institution and it's time he got some recognition.

INSIDE THIS ISSUE

- 1 **Chair and Vice-Chair Reports**
- 2 **Committee Reports**
- 4 **Other Reports**
- 6 **Old Business & New Business**
- 6 **Upcoming Eagle Events and Announcements**



Committee Reports

Benefits & Compensation: Committee Chair Craig Dennis

* **Committee Chair Dennis** updated the group regarding the committee's suggested revision(s) to UAR 324.03 that internal candidates should not be treated any differently than external candidates. All candidates should be evaluated the same.

Committee Chair Dennis suggested that all Staff Congress members email their constituent list regarding benefit open enrollment and encourage them to attend one of the informational sessions due to the many changes in health benefits.

Credentials & Elections: Committee Chair Lora Pace

***Representative LaFontaine**, reporting for Committee Chair Pace, informed Staff Congress that John Haky will be filling the vacancy left by Jimmy Martin who resigned from the university. Mr. Haky was next in line on the ballot during the spring 2016 election and was asked to fill this position and he accepted. Representative Fryman was recommended for the open position on the Student Disciplinary Board by the Credentials & Elections committee.

Staff Issues: Committee Chair Jill McBride

* Chair Niles discussed how the Staff Issues/ Staff Concerns were going to be handled from this point on. All concerns will be reviewed by the Staff Issues committee so that they can weed out the "cumbersome" submittals prior to sending them out for responses. The deadline to have a staff concern in and to be looked at during next meeting is the 15th of each month at 4:30pm. The concern form is up to date with the new language.

Committee Chair McBride was unable to attend, but the following staff concerns were submitted since the September 2016 meeting:

CONCERN (submitted 10/10/2016)

Mr. Shaw's recent email about the new branding initiative and research completed by FuseIdeas indicated "The findings were eye-opening and valuable." Where would I find a copy of these findings to review myself?

RESPONSE from Jami Hornbuckle via email 10/10/2016

Jim shared with me the Staff Concern submitted below. I am attaching an executive summary of the findings, which we are happy to share in an effort to better educate our faculty and staff on how the new brand messaging evolved and was established. For purposes I hope you and members of Staff Congress will understand, we do not make the full report public since it contains strategies which will be implementing to make us more uniquely positioned in comparison with other institutions with which we compete. I have presented to several campus groups about the WHY behind the new branding message and where we are heading, and I would be more than happy to do the same for Staff Congress if that is of interest to the group. Perhaps this would alleviate you from having to respond to additional submissions.

Executive Summary:

Awareness

- Morehead State University was best known among Juniors, and not surprisingly, Kentucky residents.
- Juniors are further ahead in the college evaluation process and have a much clearer idea of what they are looking for in a college, as well as potential colleges to consider. Therefore they are much more engaged and receptive to Morehead State.
- Prospective students are likely to think of MSU as a good college in terms of its academic/programs and its reputation. Some also think of it as small in size but that's not always a negative. The light hearted side also comes to mind as many mentioned fun and friendly.

Clear winner

- The statements showed an equally high importance level for almost all 13 characteristics tested with 11 of 13 rated between 8 and 9 (on a 10 point scale).
- The front runners were narrowed down to 4 characteristics that were chosen as favorites by about half of respondents:
 - A university where support for your path to success begins as soon as you enroll and continues throughout your life.
 - A university with a personalized success program that helps you reach your goals.
 - A university with high quality academic programs.
 - A campus in a community where you feel safe.
- And finally the most preferred characteristic (A university with high quality academic programs) emerged as a clear winner with a choice exercise.
- The exercise allowed us to determine that when compared to all other statements, *high academic quality* was selected 2.5x more over the next closest feature (personalized success program).
- Subsequently, the first and second characteristics combined is the strongest choice of the three themes tested.
 - Morehead State combines high quality academic programs with personalized student success support.

CONCERN (submitted 10/12/2016)

regarding the wellness activities. each time I visit the site or informational items sent to me, it always informs people to check on Facebook for details or human resources page. My concern is, the person who sends out information on upcoming and current events it would be nice if ALL THE INFORMATION FOR THAT PARTICULAR EVENT BE INCLUDED IN THE EMAIL AND NOT DIRECTED TO SOMEWHERE ELSE.

CONCERN (submitted 10/21/2016)

Can the livewell emails be limited to one a week? Maybe plan in advance and do it in a newsletter format? I have received at least 6 emails this week on Breast Cancer wellness alone and while I appreciate the updates I think they need to limit what they send out.

This concern has been forwarded to Human Resources.

CONCERN (submitted 10/12/2016)

Hello! I am writing in an attempt to notify but also ask why our salary information on the State of Kentucky's Open Door transparency portal (<http://opendoor.ky.gov/search/Pages/SalarySearch.aspx>) is neither correct nor current. Hires that have been here over a year are not listed and those that are not in the correct position or salary if this has changed. Can someone from HR please ensure this is corrected or contact whomever at the state level would need to update this?

RESPONSE from Harold Nally, Staff Congress meeting, Monday, November 7, 2016:

Human Resources supplies the information to the site once it is requested, usually annually. To my recollection this information has not yet been requested, but I will look into this issue further.

CONCERN (submitted 10/20/2016)

I'm concerned about the sometimes selfish and childish concerns voiced to and by Staff Congress. An organization of this size is not going to be agreeable to everyone. What can be done to assist the administration in generating additional revenues to offset the continually decreasing state appropriations?

RESPONSE

Staff Congress acts as a conduit voicing concerns that are submitted through the anonymous Staff Concerns form on the portal. We merely review the concerns and pass them on to the appropriate personnel for action or review. As a group, Staff Congress has become concerned with the inflammatory and accusatory nature of some submissions and, as a result, has revised the language that appears on the submission form. Staff Congress reserves the right to review and edit submitted concerns for clarity and discard concerns that are inflammatory and/or unprofessional in nature.

NOTE: All submitted Staff Concerns may be seen in their entirety, along with the corresponding response, on the Staff Congress Portal site. Login to the Portal site, go to Employee Services, select Staff Congress, and then choose the Past Staff Concerns button. There will be a listing by month and year of the Staff Concerns from which you may choose to review.

Sustainability Committee

***Representative Niehoff** was unable to attend and no report was submitted.

Other Reports

Staff Regent Report: Shannon Harr

Staff Regent Harr had several updates: This Friday, November 11, will be a work session but no action will be taken. There will be a dedication of the Padula Hall at the Derrickson Agricultural Complex at 1:30.

There are 26 active candidates currently in presidential search pool. There were a total of 146 names but after review of qualifications and some declining nomination, 26 candidates remain. The search firm expects the number of candidates to increase between now and the close date (November 15). The search firm looked at the credentials of the candidates.

Staff Regent Harr reminded Staff Congress that he can take written concerns to President Andrews and/or the BOR on our behalf. Employees are also reminded to follow additional pertinent information regarding the Presidential search, by visiting <http://www.moreheadstate.edu/presidentialsearch/>.

Human Resources Report: Harold Nally, Director of Human Resources

Director Nally encouraged all employees to attend one of the Benefits Open Enrollment sessions and/or one of the lab sessions. There are three health plans offered, each with significant changes. Representative Cooper asked if HR could update the enrollment presentations with regards to all the questions that have

been asked thus far in the informational sessions. Mr. Nally replied HR would. There was discussion. Vice Chair Purnell noted that if life insurance and beneficiary information is staying the same on the MSU life insurance policy, then there is nothing the employee needs to do this year. Mr. Nally replied that is correct. Open Enrollment closes on Friday, November 18th at midnight. If you have any questions, please call HR.

Cabinet Report: Beth Patrick

VP Patrick was unable to attend and no report was submitted.

Guest Speaker: Dr. Steven Ralston, Provost and VP for Academic Affairs

Dr. Ralston gave a brief update of all the new and exciting things happening at MSU. He stressed the importance of being careful on how we spend money now and in the future. Below are Dr. Ralston's agenda and items discussed:

- Expanding the BSN by 60 (a spring cohort).
- Launching the Family Nurse Practitioner degree program fall 17.
 - Dr. Ralston response: there will be 3-4 new faculty and 1 new staff position created for the new program.
- Reviewing other programs, such as the Doctor of Physical Therapy with St/Claire as our partner.
- Space Science Center (Program of Distinction) now the only R & D of its type among the regional comprehensive institutions (e.g., eastern).
- Winter session last year successful, and we have expanded our offering for this winter, providing students with more opportunities—thus connected to retention and graduation success. Add to this faculty can earn additional income and the institution gains some much appreciated net profit.
 - Dr. Ralston response:
 - 2015 winter session brought in \$267,000
 - 2016 winter session is projected to bring in \$500,000 due to offering more classes
- SACS 5th year review out this year—all looks good, such as QEP (Quality Enhancement Program).
- New NPPI out for next year—calls for submission of new degree program ideas for summer grant funding—submit feasibility study next fall
- Diversity—CPE has passed a new Diversity Plan/Initiative. We must now put together a new diversity plan. Presently we have an *ad hoc diversity committee* (your own Jessica Thompson serves on it) working to identify members to serve on the Diversity Plan Task Force—broad institutional representation.
 - Craig Dennis asked if town leaders were being included on this. There was discussion.
 - Dr. Ralston response: he thinks so.
- President's Blue Ribbon Committee that is studying Regional Outreach and Empowerment, chaired by Dan Connell.
 - This was put together in order to learn and understand how things are going, what the needs are and what is not needed.
- Entering into discussion with UK and St Claire about expanding the medical program at CHER—could meet more opportunities for our students and increased revenue source, good branding and a lot more!
 - There was general discussion regarding faculty tenure. Also, general discussion on how to move past the programs not doing well and how to adjust with all the changes. VP Ralston stated MSU needs to create programs that students need and want.

OLD BUSINESS:

No old business to report.

NEW BUSINESS:

Representative Fryman was selected to serve on the Student Disciplinary Committee. The appointment was voted on and passed with a majority vote.

UPCOMING EAGLE EVENTS

- Wednesday, November 2nd – November 16th: Registration for Winter Session 2016-17 and Spring 2017 classes.
- Tuesday, November 8: MSU will be closed for Election Day.
- Open enrollment workshops will be held November 9, 10, 14, and 16. Please visit the wellness portal at livewell.mycernerwellness.com for specific times and locations or to register for a session.
- Thursday, November 17: Senior Training Specialist Debra Graham will be on campus offering a workshop in two tracks, Leading Effective Teams and Group Problem Solving.
- Friday, November 18: Benefits Open Enrollment closes at midnight.
- Wednesday, November 23 – 25: MSU will be closed for Thanksgiving Break.
- Monday, December 5: Next STAFF CONGRESS meeting Combs Building 413 1:00 p.m.

CAMPUS ANNOUNCEMENTS

- Rep. LaFontaine shared that the Recreation and Wellness Center will have regular hours on Election Day. MSU finished 11th in the Outdoor Nation Campus Challenge out of 89 participating colleges and universities. The Recreation and Wellness Center hours will be adjusted during Thanksgiving break. Please check their website or call the front desk at 783-2083 for those adjusted hours.
- Staff/Faculty are encouraged to participate in intramurals by joining an existing team or starting a new team.
- Don't forget to check www.msueagles.com for upcoming MSU athletic events.
- Cotinine testing is going on now in Counseling & Health Services! Please don't wait until the last minute to schedule your test. Call 3-2123 to schedule your appointment today!

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