

Staff Congress: At-A-Glance

August 07, 2017

Guest Speaker: Dr. Jay Morgan, MSU President

President Morgan began his address by thanking the MSU Eagle community for the warm welcome he and his family received.

He explained that the current Strategic Plan is sunsetting, and that he would like to immediately begin forming sub-committees and task force groups to work on a new Plan. Dr. Morgan stated that many of the things MSU needs to do have already been planned for us through items such as the new Diversity Plan that was developed earlier this year. However, meeting goals as outlined in the Diversity Plan is not only good for campus, it is required by the Council on Postsecondary Education for Performance Funding which went into effect a little over a month ago.

Dr. Morgan stressed that MSU will no longer receive a base funding amount from the state, but rather our appropriations will be determined based on meeting performance goals. He has pledged to work cooperatively with all campus constituents, and he welcomes the opportunity to attend future Staff Congress meetings to address concerns and hopefully quiet the campus rumor mill as we continue to move our institution forward.

Staff Salutes

First Salute: Dr. Jay Morgan

I would like to officially welcome our new president Dr. Jay Morgan by honoring him with a Staff Salute. In his short time at MSU, Dr. Morgan has already reached out to staff and is making us a part of the decision-making process. I believe MSU staff are energized and excited about the opportunity to play a significant role in the future shaping of our University!

Second Salute: Staff of Procurement Services

Reason for Nomination: I would like to nominate the staff in Procurement Services for successfully closing another fiscal year. It takes a great deal of effort and hard work on their part to ensure commodities and services are ordered, received and paid for in the proper year. This is no small task and once again, they stepped up and made it happen.

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Chair Report: Dr. Scott Niles

Chair Niles was unable to attend the August meeting, but Staff Regent Harr gave the following report in his absence:

Campus constituents met with Dr. Morgan on August 7, and staff constituents were the only group ready to present the requested list of employees for committee/task force memberships. Dr. Morgan would like to see a campus wide survey go out toward the end of August. This survey would have a common set of questions for all constituents (students, faculty, and staff) along with 10-12 questions specifically targeted to each group.

Committees will meet every other Friday, beginning in September with work scheduled to be complete right before Thanksgiving break. Each committee will be given approximately two (2) pages in the new Strategic Plan to share their findings and suggested strategies, that Dr. Morgan would like to be 10-12 pages in length.

Vice-Chair Report: Clarissa Purnell

Vice-Chair Purnell indicated that all items on the legacy portal are as up-to-date as possible, and changes will be submitted to COMA for the forward facing site.

Benefits & Compensation: Committee Chair Craig Dennis

* **Committee Chair Dennis** asked HR Director Nally about the status of UAR 324.03, to which Director Nally indicated there was no substantial progress to mention, and PG-50 has been approved with the changes that were previously brought forth for review by the subcommittee.

Committee Chair Dennis asked where we were at regarding 2018 insurance. Director Nally said that HR is currently working on rate modeling with Sibson, and he should be able to provide a better idea of rates at the September meeting. Director Nally also noted that claims were not as low as we would like, which will be a big factor behind employees being hit with some sort of premium increase for next year. Benefit Open Enrollment will open late October into early November.

Credentials & Elections: Committee Chair Lora Pace

* **Committee Chair Pace** had no report.

Staff Issues: Committee Chair Jill McBride

* **Committee Chair McBride** presented the following Staff Issues that were received since the July 2017 meeting:

**** CONCERN (submitted 07/14/2017)****

I would like to suggest Human Resources communicates to staff when there is an issue with essential programs such as Flex Made Easy. I think it is reasonable to expect to receive a communication notifying staff of that issue, when it is expected to be resolved and instructions of what staff should do until that resolution happens for copays or prescriptions. There seems to be a regularity of emails that are sent concerning live well work well events which are optional not essential.

RESPONSE (from HR Director Harold Nally at the August Staff Congress meeting)

I want employees to understand that we have handled these on a case by case basis, but the office is more

than happy to communicate future issues. Flex Made Easy knows very well that we are not happy. As far as their service, this has happened twice (once in January and again in July) and we are going out for a bid in this area for a provider for next year.

**** CONCERN (submitted 07/24/2017)****

Is there any way that we could get more than 2 handicapped parking spots behind Ginger Hall? There are currently two spots now, but also TWO reserved maintenance spots as well. Is there any way that those two spots could be converted to handicapped? The closest handicapped spots (if you can't get one of those 2 directly beside the building) are at the entry to the F/S parking lot behind the library. For someone that suffers/finds it difficult to walk at times, that added distance is horrible.

RESPONSE: At the time of the August Staff Congress meeting, no response had been received from Joe Stiltner.

Sustainability Committee

*Representative Niehoff provided the following updates:

- Recycling bins have been ordered but delivery to campus has been delayed until the week of August 21st. Bins will be placed throughout campus shortly thereafter.
- Bicycle lanes have been installed on the roadway. Everyone is encouraged to use these lanes rather than ride on the sidewalk.

Other Reports

Staff Regent Report: Dr. Shannon Harr

Staff Regent Harr added that the Board of Regents will have a work session on August 24, which is open to the public, in the CHER building's Demoss Suite.

Human Resources Report: Harold Nally, Director of Human Resources

Director Nally indicated that the Title IX training is open, and employees have until the end of August to complete it. There have been a few reports of links within the training not working properly, and HR has been in contact with the company to correct the issues. HR receives notification each time an employee completes the training, and they will be notifying supervisors who has yet to complete.

Cabinet Report: Beth Patrick

VP Patrick noted that Dr. Morgan had already hit on Cabinet happenings of strategic planning and making sure everyone understands what is required with the performance funding model during his address to Staff Congress.

OLD BUSINESS: Subcommittee new appointments

Benefits & Compensation: Rep. Craig Dennis re-elected Chair

- Rep. Shana Savard-Hogge

Credentials & Elections: Rep. Lora Pace re-elected Chair

- Rep. Sherry Surmont
- Rep. Shayla Ring (Menville)
- Rep. Richard Fletcher

Staff Issues: Rep. Louise Cooper elected Chair

- Rep. Paige McDaniel
- Rep. Barb Willoughby

NEW BUSINESS:

No new business to report.

CAMPUS ANNOUNCEMENTS

- Monday, September 11: Next STAFF CONGRESS meeting Combs Building 413 1:00 p.m.
- ADUC renovations are approximately 50% complete.
- The Star Theatre will be continuing their bi-monthly relaxation programs. Check their website at <http://www.moreheadstate.edu/College-of-Science/Earth-and-Space-Sciences/Star-Theater> for dates and times.
- The ADUC renovation is 42% complete.
- Cotinine testing and biometric screenings for 2017 WellPoints are available by appointment in the Caudill Health Clinic.
- Don't forget to check www.msueagles.com for upcoming MSU athletic events.

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