Murray State University Staff Congress
Draft Minutes for April 16, 2014
304 North Applied Science Building

PRESENT: James Barnett, Terri Benton, Shanna Burgess, Jessica Evans, Debbie Griffin, Marion Hale, Orville Herndon, Dana Howard, Laura Lohr, Ann Matheny, Margie Miller, Jerry O'Bryan, Evan O'Neal, Debbie Plummer, Brian Purcell, Sheri Riddle, Ashley Rogers, Tressa Ross, Stephanie Totty, Daniel Williams, Tim Williams, Lisa Willis, Dwaine Willoughby, Gina Winchester, Chad Wortham, and John Young.

Guests: Dr. Robert Davies, University President-elect; Dr. Renee Fister, Faculty Regent; Tom Hoffacker, Director, Human Resources; Timothy Jaeger, Facilities Management; Robert Long-Mendez, Facilities Management; Dr. Tim Miller, University President; Dr. Jay Morgan, Provost and Vice-President for Academic Affairs; and Phil Schooley, Staff Regent.

CALL TO ORDER: Staff Congress President John Young called the meeting to order.

REPORTS FROM SPECIAL GUESTS:
Staff Congress President John Young introduced Dr. Tim Miller and Dr. Robert Davies, the 12th and 13th University Presidents.

Dr. Robert (Bob) Davies, University President-Elect: Dr. Davies thanked Dr. Miller for all he has done for the university.

Dr. Tim Miller, University President: Dr. Miller welcomed Dr. Davies and thanked Staff Congress members for their work. At John Young's request, Dr. Miller elaborated on the recent budget decisions of the Kentucky Legislature and answered questions. He said that at its meeting on April 28-29, the CPE will set the tuition increase cap.

Dr. Jay Morgan, Provost and Vice-President for Academic Affairs: Dr. Morgan provided an update on Mid-Continent University. Murray State's administration is working to assist Mid-Continent students in transferring to Murray State. Dr. Morgan and Dr. Miller answered questions.

Tom Hoffacker, Director, Human Resources: Tom Hoffacker answered questions.

Staff Regent Report: No report. The next Board of Regents' meeting is scheduled for June 6.

Faculty Regent Report: No report. Dr. Fister noted that she appreciates the work of Staff Congress.

APPROVAL OF MARCH MEETING MINUTES: Daniel Williams made a motion to approve the March minutes. James Barnett seconded. Jerry O'Bryan said he attended the March meeting but his name was omitted from the attendance section of the minutes. After Dr. Miller left the meeting, Marion Hale said that at the March Staff Congress meeting, a motion was made, seconded, and passed that Staff Congress join the Faculty Senate and SGA in hosting a reception for Dr. Miller in recognition of his service as University President. The motion was omitted from the March minutes because the reception is intended to be a surprise to Dr. Miller. Marion made a motion to correct the minutes to include the aforementioned motion. Orville Herndon seconded, and the motion passed.

APPROVAL OF MARCH TREASURER'S REPORT: Treasurer Sheri Riddle presented the March Treasurer's Report. James Barnett made a motion to approve the March Treasurer's Report as presented. Laura Lohr seconded, and the motion carried.

STANDING COMMITTEE REPORTS:
Executive Committee: John Young said the Faculty and Staff Leadership Council met with Dr. Miller on April 10. Topics discussed at the meeting included the budget and the need for a professional staff salary review. The council will meet with Dr. Miller again on April 30. John summarized the letter Staff Congress received from Kentucky Representative John C. Tilley. This letter was in response to the letter Staff Congress officers sent on behalf of Staff Congress to the Kentucky Legislature in support of rescinding the 2.5% appropriation reduction.

John said the Faculty and Staff Leadership Council will meet with Dr. Davies later today. He has asked Dr. Davies to continue holding the Faculty and Staff Leadership Council meetings. Faculty Regent Dr. Renee Fister added that the faculty have also requested that the council meetings continue.

Credentials and Elections Committee: Orville Herndon reported that 17 people will be running in the upcoming Staff Congress Election to be held April 22-24. He asked for assistance with voting kiosks for staff who may need assistance using myGate to vote.

Staff Recognition Committee: No report. John Young encouraged Staff Congress members to remind their co-workers to nominate staff for Staff Excellence Awards.

Staff Special Events Committee: Shanna Burgess said she will purchase items that are currently on sale to be used for the Children's Christmas Party gift bags and Staff Reception door prizes in December.

Communications Committee: Laura Lohr said the Communications Committee will mail a newsletter after the Staff Congress Election.

Working Conditions Committee: No report.

Staff Congress Foundation Book Scholarship Committee: Debbie Plummer gave the final total of the amount raised from the textbook scholarship fundraiser. Thank you notes have been mailed to those who donated items for the fundraiser.

Personnel Policies and Benefits Committee: Stephanie Totty presented the draft resolution from the Personnel Policies and Benefits Committee concerning tuition waivers for extended family members. The committee recommended approving the resolution. Because it was a committee recommendation, a second was not needed. Discussion followed and changes were made to the resolution. The recommendation, as amended, passed.

UNIVERSITY-WIDE COMMITTEES:

Faculty and Staff Insurance and Benefits Committee: Stephanie Totty reported on the April 11 meeting of the Faculty and Staff Insurance and Benefits Committee. Topics being researched by the committee include childcare for employees, use of Health Services by spouses of employees, and smoke-free campus. Stephanie said the committee expressed best wishes for Mary Mays of Human Resources in her retirement. She talked about the progress of this year's implementation of Express Scripts. Stephanie encouraged Congress members to contact committee members with any comments for the 2015 health insurance.

Intercollegiate Athletic Council: Sheri Riddle reported on today's meeting of the Intercollegiate Athletic Council. Topics discussed at the council meeting included softball and golf championship play-offs and NCAA governance updates. Margaret Simmons has been elected to the OVC Hall of Fame. She explained some academic offerings that will be of interest to some athletes and are related to some of the athletes' major fields of study.

Naming Campus Facilities Committee: Gina Winchester said a naming proposal will be presented at next Board of Regents' meeting for approval.

Judicial Board: No report.

Sick Leave Appeals Committee: No report.

International Studies Advisory Committee: No report.

MSU 100: Sheri Riddle reported that at the recent MSU 100 meeting, Dr. Todd presented the information that will serve as an outline for the direction of MSU academics over the next 10 years. The information was prepared at Dr. Morgan's request and will be presented to Dr. Davies.

Dual Employment Committee: No report. Debbie Plummer said the committee is scheduled to meet on April 21.

OLD BUSINESS: None.

NEW BUSINESS: None.

ADJOURNMENT: Stephanie Totty made a motion to adjourn. Daniels Williams seconded, and the motion carried. The meeting was adjourned.

Murray State University
Staff Congress
Resolution on Tuition Waivers

WHEREAS: Murray State University has charged ad-hoc budget review committees to find ways to decrease the expenses of the University for the current and upcoming fiscal years;

WHEREAS: Murray State University has proposed elimination of several employee positions in the 2014-15 fiscal year budget;

WHEREAS: Murray State University is considering eliminating certain employee benefits for the 2014-15 fiscal year, including parking waiver for long-term employees, suspending the annual staff luncheon, ending wellness incentives, and increasing employee parking costs at the Murray campus;

WHEREAS: Murray State University's Insurance and Benefits Committee vetted the tuition waiver policy in recent years and submitted a recommendation to the Vice President of Finance and Administrative Services in February 2012 requesting to change the tuition waiver policy to allow employees to transfer waivers to Extended Family Dependents, "biological" children, and to children of an age coinciding with the age for which a child would be eligible to be on the employee's health insurance;

WHEREAS: Murray State University's Vice President of Finance and Administrative Services responded to the University Insurance and Benefits Committee recommendations received in February 2012 regarding tuition waivers as follows;

"… Mercer Consulting's analysis of this proposed policy change and data related to dependents determined that the cost to implement this plan would be nearly $108,000 per year. As you can see, adding extended family members & dependents to the list of eligible recipients of tuition waivers is clearly a substantial expense item. Unfortunately, the university is not in a position to significantly increase costs and, as a result, is choosing not to revise the policy at this time. …"

THEREFORE: Be it resolved that the Staff Congress strongly supports tabling any efforts to expand tuition waivers until a future date when the University's budget is stabilized to the point that the University is not laying off employees or eliminating existing staff benefits.

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Staff Congress President Staff Congress Vice President

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Staff Congress Treasurer Date

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