



Staff Congress

Draft Minutes for February 16, 2022 On-line Meeting via Zoom

Present: Charley Allen-Dunn, Marty Anderson, Christian Barnes, Dedrick Brooks, Russell Dunn, Duane Dycus, Angela Guyton, Marion Hale, Jodi Hanneman, Marion Hale, Sara Hardaway, Orville Herndon, Matt Jones, Sondra Kreger, Trish Lofton, Jeremy McKeel, Audrey Neal, Brian Purcell, Matt Purdy, Brett Shather, Brian Truskey, Dr. J. David Wilson.

Absent: Chris Cobb, Kevin Crawford, Parker Griffith, Kim Newbern, Kendrick Quisenberry, Angela Richerson.

Guests: Jackie Dudley, Vice President, Finance and Administrative Services; Dr. Jessica Evans, Staff Regent; Dr. Don Robertson, Vice President, Student Affairs; Dr. Melony Shemberger, Faculty Regent.

CALL TO ORDER: Dr. David Wilson called the meeting to order. Dr. Jackson is travelling to Frankfort and will not be able to attend today's Staff Congress meeting. Dr. Wilson relayed Dr. Jackson's appreciation to staff for their work.

Dr. Don Robertson, Vice President, Student Affairs: Dr. Robertson said the Admitted Student Weekend has been rescheduled to February 19 due to icy weather that occurred on the previously scheduled Admitted Student Weekend. He asked any staff who will be on campus that day to welcome students and their families. He reported on plans for Racer Nation Orientation. The Presidential Lecture with actor W. Earl Brown is scheduled for February 23, at 7:30 p.m., in the CFSB Center.

Jackie Dudley, Vice President, Finance and Administrative Services: Jackie Dudley said the next quarterly Board of Regents meeting is scheduled for March 11. Dr. Jackson, Jordan Smith, and some of the MSU deans are travelling to Frankfort to speak on behalf of the university for budget items requests, pension dollars, and capitol asset requests. Renderings of campus projects will be presented at the Board of Regents meeting. Renderings for updates to the Curris Center are anticipated to be on display in the Curris Center in a couple of weeks. Work will be done on the foot bridge this summer. Ms. Dudley reported on the progress of the P3 Project in Housing.

Staff Regent Report: Dr. Jessica Evans reported that approximately 20 staff attended the Staff Regent Listening Session on February 9. Topics discussed included mask mandates, paid time off, and the Wellness Pledge, which staff appreciate. Some attendees requested clarification of procurement policies. The next Staff Regent Listening Session will be held February 25, 8:30-9:30 a.m., in the Barkley Room of the Curris Center and via Zoom. She will send a reminder so staff can register to receive the Zoom meeting link. Staff Congress Executive Officers plan to present Staff Survey results at the March 11 Board of Regents meeting.

Faculty Regent Report: Dr. Melony Shemberger said faculty are watching bills in Frankfort that pertain to instruction.

APPROVAL OF MINUTES: Jodi Hanneman made a motion to approve the January Meeting Minutes as presented. Brian Purcell seconded, and the motion carried.

APPROVAL OF TREASURER'S REPORT: Jodi Hanneman made a motion to approve the January Treasurer's Report as presented. Marty Anderson seconded, and the motion carried.

STANDING COMMITTEE REPORTS:

Executive Committee: Dr. David Wilson said that items discussed at the February Executive Committee meeting will be presented in New Business during today's Staff Congress meeting. He appreciates the Staff Regent Listening Sessions hosted by Dr. Jessica Evans. He thanked Audrey Neal and Dedrick Brooks for completing the Staff Congress terms of members who resigned. Credentials and Elections Committee Chair Orville Herndon is working to find a staff member to complete the remainder of Tim Williams' term on Staff Congress.

Credentials and Elections Committee: Orville Herndon said he has contacted the staff member who received the next highest number of votes in the 2021 Staff Congress Election to complete Tim Williams' term on Staff Congress. He will inform Staff Congress of that person's decision whether or not to serve on Staff Congress when he receives it. He asked Dedrick Brooks to introduce himself. Mr. Brooks is completing Dr. Jessica Evans' term on Staff Congress.

Mr. Brooks said he works in the Institutional Effectiveness Office as a Programming Analyst. He has been at MSU for three years.

Mr. Herndon presented the proposed calendar for the 2022 Staff Congress Election: The proposed filing period is March 28 – April 11. Proposed dates for voting are April 26-28. Trish Lofton made a motion to approve the 2022 Staff Congress Election Calendar.

Dr. David Wilson asked if there was any discussion. There was none. He called for the question. The motion carried. Mr. Herndon will contact Staff Congress members whose terms expire at the end of June to remind them their terms are expiring. After he receives a

response from the staff member who has been contacted about completing Tim Williams term, he will update the Staff Congress membership roster.

Staff Recognition Committee: Jeremy McKeel reported that the committee is working with the Staff Congress Executive Officers to take pictures and prepare information about the Staff Excellence Award recipients.

Staff Special Events Committee: No report.

Communications Committee: Christian Barnes said he will send a Doodle Poll to Communications Committee members to schedule a meeting date for the committee. Staff may contact him with questions.

Working Conditions Committee: Brian Truskey reported that the Working Conditions Committee is discussing via email the items from the Staff Survey.

Staff Survey Committee: Brett Shather said the Staff Survey is waiting to hear back from the Executive Committee.

Textbook Scholarship Committee: Dr. Wilson asked Textbook Scholarship Committee members interested in chairing the committee to contact him.

Personnel Policies and Benefits Committee: Orville Herndon said he will call a meeting of the Personnel Policies and Benefits Committee to ask for a volunteer to chair the committee.

UNIVERSITY-WIDE COMMITTEES:

Faculty and Staff Insurance and Benefits Committee: Orville Herndon reported that the Faculty and Staff Insurance and Benefits Committee will meet next February 21, at 8:30 a.m., to discuss several issues including tuition waivers, bereavement leave, and flexible work.

Intercollegiate Athletic Council: No report.

Naming Campus Facilities Committee: Dr. Wilson said Staff Congress members can contact him if they are interested in serving the remainder of Tim Williams' term on the Naming Campus Facilities Committee.

Judicial Board: No report.

Sick Leave Appeals Committee: No report.

International Studies Advisory Committee: Dr. Wilson asked that persons interested in serving on the International Studies Advisory Committee contact him.

Budget Advisory Committee: Brian Purcell presented information discussed at the Budget Advisory Committee meeting on January 24. The governor's proposed budget includes increased funding for higher education. He said the university will no longer be losing money for performance funding.

Shared Governance Committee: No report.

Parking Advisory Committee: No report.

AD HOC COMMITTEES:

Bylaws Revision Committee: No report.

Staff Handbook Committee: No report.

Diversity Committee: No report.

UNFINISHED BUSINESS: None.

NEW BUSINESS: Trish Lofton said that within the last couple of months, the Executive Committee has met and reviewed comments on the Staff Survey. As a result, the committee has drafted the following three resolutions that were emailed to Staff Congress members prior to today's Staff Congress meeting. Ms. Lofton gave an overview of each resolution as it was introduced.

1)Resolution on Tuition Waiver Benefits:

Jodi Hanneman made a motion to approve the resolution. Marty Anderson seconded. Dr. Wilson asked if there was any discussion. Discussion followed. Dr. Wilson asked for a motion to continue with the resolution. Jodi Hanneman made a motion to continue with the resolution. Marty Anderson seconded. The motion carried.

2)Resolution for Cost-of-Living Adjustment:

Brian Purcell noted a correction: Paragraph 4 "...during the January 27, 2022 Budget Advisory Committee meeting" should be corrected to "January 24, 2022". Ms. Lofton will make the correction. Jeremy McKeel made a motion to discuss the resolution. Angela Guyton seconded the motion. Dr. Wilson asked for discussion. Orville Herndon noted some typing errors to be corrected: Paragraph 9, the comma should be removed after "University"; an "s" should be added to "recommend". Marion Hale suggested that corrections be made and then the resolution be presented at the next Staff Congress meeting. Dr. Wilson said that the resolution would need to be presented at the March 2022 Board of Regents meeting due to the time table for the next budget cycle. Discussion continued. Due to the number of changes suggested for the resolution, Marion Hale moved to table the resolution until the March 2022 Staff Congress meeting. Matt Jones seconded, and the motion carried. The Staff Congress Executive Committee will make the corrections and changes.

3)Resolution on Flexible/Remote Work:

Audrey Neal made a motion to discuss the resolution. Charley Allen-Dunn seconded. Discussion followed. Dr. Jessica Evans noted that policies would be determined by the committees mentioned in the resolution. The purpose of the resolution being discussed is to present the request on behalf staff who have requested on the Staff Survey that such a policy be developed. Discussion continued. Audrey Neal asked if the resolution is indicating that remote work and flexible work are two separate concepts. She said the resolution needs to use consistent phrasing to note that remote work and flexible work are separate subjects so that the meaning of the resolution is clear. Ms. Lofton said the Executive Committee understands the two items to be closely related but each needs its own policy. Matt Jones said the Executive Committee will adjust the resolution accordingly. Charley Allen-Dunn moved to amend the motion to recommend that separate policies be developed for remote work and flexible work. Matt Jones seconded, and the motion carried. Ms. Lofton forwarded the draft resolution to Ms. Neal to make the adjustment to the resolution. Ms. Neal read the amended resolution. Discussion followed regarding recommending that remote and flexible work be available to all employees. Marty Anderson made a motion to approve the amendments to the resolution as read by Audrey Neal. Brian Truskey seconded. The motion carried. Charley Allen-Dunn made a motion to approve the amended resolution. Marty Anderson seconded, and the motion carried.

Dr. Wilson said that, according to according the Staff Congress Constitution, he will forward the approved resolutions to the University President. They will also be sent to all staff. Orville Herndon recommended the resolutions also be sent to Jackie Dudley and Courtney Hixon. Dr. Wilson agreed.

Staff Regent Dr. Jessica Evans thanked the Executive Officers for their work on the resolutions.

Information Items: Dr. Wilson said a campus-wide power outage is scheduled for March 23 and 24, and possibly March 25, during spring break. He reminded staff who will be on campus Saturday, February 19, to welcome admitted students and their families.

The next Staff Congress meeting is scheduled for March 16, at 1:30 p.m., via Zoom.

ADJOURNMENT: Matt Jones made a motion to adjourn. Trish Lofton seconded, and the motion carried.