



## Staff Congress

### Draft Minutes for December 9, 2020 On-line Meeting via Zoom

**Present:** Charley Allen-Dunn, Marty Anderson, Laura Buchanan, Dr. S.G. Carthell, Duane Dycus, Dr. Jessica Evans, Marion Hale, Orville Herndon, Matt Jones, Sondra Kreger, Trish Lofton, Jeremy McKeel, Jerry O'Bryan, Evan O'Neal, Debbie Plummer, Lindsey Powers, Brian Purcell, Matt Purdy, Kendrick Quisenberry, Brett Shather, Brian Truskey, Dr. J. David Wilson, and Staff Regent Phil Schooley.

**Guests:** Jackie Dudley, Vice President of Finance and Administrative Services; Dr. Robert (Bob) Jackson, President; Dr. Don Robertson, Vice President of Student Affairs; Dr. Melony Shemberger, Faculty Regent; and Dr. Tim Todd, Vice President of Academic Affairs.

**CALL TO ORDER:** Staff Congress President Dr. David Wilson called the meeting to order.

**Dr. Robert (Bob) Jackson, President:** Dr. Bob Jackson provided information in response to questions he has received regarding the KERS pension plan. He explained that universities were given three options for KERS: completely leave the plan, partially leave the plan, or stay in the plan. Staying in the current KERS pension plan presents the least amount of risk and fewest problems for Murray State. To completely leave the pension system would require MSU to finance approximately \$125-\$155 million. The university administration recommended to the Board of Regents that the university stay in the KERS plan. Northern Kentucky University is the only state university planning to partially leave KERS. All of NKU's staff and faculty are in KERS which makes the financing option for NKU greater than Murray State's financing option.

One goal of the pension plan workgroup, of which Dr. Jackson is a member, is to keep the employer contribution rate at 49%. If the employer contribution is changed from 49% to 93% or higher, the cost to Murray State University would be approximately \$4 million. The workgroup wants new employees to have retirement plan options just as teachers have options such as ORP and TRS.

Dr. Jackson is also a member of a performance funding workgroup comprised of university presidents, the president of the CPE, and legislators. Earlier in December 2020, the workgroup provided to the General Assembly recommended improvements to the Performance Funding Model. The proposed revisions would be improvements for Murray State. The recommendations require approval from the General Assembly.

Dr. Jackson said the university administration is maintaining communication with officials and staff in Washington, D.C., concerning stimulus funding which would assist universities, including Murray State, in recovering revenue lost due to the pandemic.

At its December 4, 2020 meeting, the Board of Regents approved the new Strategic Plan and the Mission Statement. The updated documents, which guide the university, will be distributed.

Dr. Jackson answered questions.

**Dr. Tim Todd, Vice President of Academic Affairs:** Dr. Timothy Todd thanked staff for their work during the semester and wished staff a Merry Christmas.

**Dr. Don Robertson, Vice President of Student Affairs:** Dr. Don Robertson gave final enrollment information for the fall semester. Staff in his office will contact students who attended the fall semester but have not enrolled for the spring semester. Students will also be contacted for a well-being check.

Lindsey Powers asked if staff may share with students the promotional codes that allow students to waive certain fees. Dr. Robertson said the codes may be shared.

**Jackie Dudley, Vice President of Finance and Administrative Services:** Jackie Dudley said W-2 forms will be available in Banner in approximately mid-January. Due to an update to Banner, the W-2 forms may be posted a little later than usual. During the December break, grounds and custodial staff will be working on plant beds and extra cleaning.

**Faculty Regent Report:** Faculty Regent Dr. Melony Shemberger said that faculty will be attending the annual Blitz Week hosted by the Faculty Development Center from January 11 through January 14, 2021. The sessions will be virtual. Staff are invited to attend Blitz Week and other programs offered by the Faculty Development Center.

**Staff Regent Report:** Staff Regent Phil Schooley said he emailed to Staff Congress members his report of the December 4, 2020 Board of Regents meeting. He thanked Staff Congress President Dr. David Wilson for presenting the Staff Survey at the Board of Regents

meeting. Mr. Schooley thanked Staff Survey Committee Chair Dr. Jessica Evans and the committee members for their work on the Staff Survey. Mr. Schooley also thanked Staff Special Events Committee Chair Trish Lofton and the committee members for organizing the virtual Santa visits in lieu of the annual Children's Christmas Party which was unable to be held due to the pandemic. He has received much positive feedback on the virtual Santa visits. Mr. Schooley wished everyone a good holiday.

**APPROVAL OF MINUTES:** Debbie Plummer made a motion to approve the November 2020 Staff Congress meeting minutes as presented. Marty Anderson seconded, and the motion carried.

**APPROVAL OF TREASURER'S REPORT:** Laura Buchanan made a motion to approve the November 2020 Treasurer's Report as presented. Debbie Plummer seconded, and the motion carried.

**STANDING COMMITTEE REPORTS:**

**Executive Committee:** Dr. David Wilson reported that at its meeting on December 3, the Executive Committee discussed the Staff Survey report to be presented at the Board of Regents meeting on December 4.

**Credentials and Elections Committee:** Committee Co-Chair Orville Herndon emailed the proposed Staff Regent Election calendar to Staff Congress members before today's Staff Congress meeting. Orville Herndon made a motion to hold the Staff Regent Election March 9-11, 2021. Debbie Plummer seconded, and the motion carried. Mr. Herndon said the Barkley Room in the Curris Center has been reserved for a Staff Regent candidate forum if in-person meetings can be held at that time.

**Staff Recognition Committee:** No report.

**Staff Special Events Committee:** Committee Chair Trish Lofton thanked Laura Buchanan for arranging the Santa for the virtual visits with Santa. The visits are scheduled for December 12. Orville Herndon will be helping with the technology for the visits

**Communications Committee:** Committee Chair Charley Allen-Dunn said the committee will be sending a Google form to Staff Congress members requesting a short biography and contact information which will be included on the Staff Congress website.

**Staff Survey Committee:** Phil Schooley said the committee will meet after the first of the year.

**Staff Congress Foundation Textbook Scholarship Committee:** No report.

**Personnel Policies and Benefits Committee:** Committee Chair Marion Hale read the names of the committee members. She will email the committee in January to schedule a meeting. The committee will need a Congress member to volunteer to fill the vacancy to be created by Debbie Griffin's upcoming retirement.

**Working Conditions Committee:** No report.

**UNIVERSITY-WIDE COMMITTEES:**

**Faculty and Staff Insurance and Benefits Committee:** Orville Herndon said the committee will not meet in December. The next meeting is scheduled for January 15, at 8:30 a.m., via Zoom. He will email the meeting link to Staff Congress members. The committee will begin hearing information about 2022 health insurance soon. Staff can send thoughts on 2022 health insurance to members of the Faculty and Staff Insurance and Benefits Committee.

**Intercollegiate Athletic Council:** No report.

**Naming Campus Facilities Committee:** No report.

**Judicial Board:** No report.

**Sick Leave Appeals Committee:** No report.

**International Studies Advisory Committee:** No report.

**Budget Advisory Committee:** No report.

**Shared Governance Committee:** No report.

**Parking Advisory Committee:** No report.

**AD HOC COMMITTEES:**

**Bylaws Revision Committee:** Dr. David Wilson said Orville Herndon has been working with Human Resources to reconfigure the number of Staff Congress representatives in the employment categories due to the change in the number of university staff resulting from outsourcing of some positions. Orville Herndon said the committee will also be looking at questions that have been presented regarding open meetings and voting.

**Staff Handbook Committee:** No report.

**Diversity Committee:** No report. Dr. David Wilson said the committee plans to meet in January 2021.

**UNFINISHED BUSINESS:**

Regarding the Faculty Senate resolution titled “Support for the Relocation of the Downtown Confederate Monument” discussed at the November Staff Congress meeting, Dr. David Wilson reported that he informed Faculty Senate President Dr. David Roach that Staff Congress referred the document to the Staff Congress Diversity Committee. Dr. Wilson said the Faculty Senate has moved forward with the document after removing “Staff Congress” from it. As a result, the need for the Staff Congress Diversity Committee to discuss whether or not Staff Congress will sign the resolution no longer exists.

Debbie Plummer said she spoke with her colleagues about the resolution who asked her to relay their comments. Dr. David Wilson said comments can be emailed to him to be presented to Staff Congress.

**NEW BUSINESS:**

Debbie Plummer relayed the concern from staff who asked if the Wellness Center will be open so they can meet the requirements of the Wellness Pledge. Dr. Wilson said that staff may contact Lauren Smee in Human Resources. That office has been able to adjust Wellness Pledge requirements due to the pandemic. Jackie Dudley added that she will relay the concern to Joyce Gordon, Director of Human Resources.

Dr. David Wilson said he appreciates all of staff members’ work. The next Staff Congress meeting is scheduled for January 20, 2021.

**ADJOURNMENT:**

Debbie Plummer made a motion to adjourn. Marion Hale seconded, and the motion carried. The meeting was adjourned.