



## Staff Congress

### Draft Minutes for April 20, 2022 On-line Meeting via Zoom

**Present:** Charley Allen-Dunn, Marty Anderson, Dedrick Brooks, Dr. S.G. Carthell, Russell Dunn, Duane Dycus, Angela Guyton, Marion Hale, Jodi Hanneman, Orville Herndon, Trish Lofton, Audrey Neal, Kim Newbern, Matt Purdy, Brett Shather, Brian Truskey.

**Absent:** Christian Barnes, Chris Cobb, Kevin Crawford, Parker Griffith, Sara Hardaway, Matt Jones, Sondra Kreger, Jeremy McKeel, Kendrick Quisenberry, Angela Richerson, Dr. J. David Wilson.

**Guests:** Dr. Jessica Evans, Staff Regent; Courtney Hixon, Director, Human Resources; Dr. Robert (Bob) Jackson, University President; Dr. Don Robertson, Vice President, Student Affairs; Dr. Melony Shemberger, Faculty Regent; Daniella Tebib, MSU College Democrats.

**CALL TO ORDER:** Treasurer Trish Lofton presided over the meeting. Due to the lack of a quorum, she said informational items would be heard and no action items would be presented unless a quorum was reached later in the meeting. She said she received an email from Staff Congress member Russell Dunn. He has been trying to attend the meeting via Zoom, but the connection dropped.

**Dr. Robert (Bob) Jackson, University President:** Dr. Bob Jackson reported on the Kentucky Legislature Session. He explained that the net base funding did not change. Changes to the performance funding model have enabled it to be used for additional funding. Other items he discussed included Breathitt Veterinary Center funding, KERS pensions, and the nursing program funding. The dual credit tuition rate was increased from 40% to 50% of the tuition rate. The Budget Advisory Committee will meet on April 25. A budget town hall meeting is scheduled for April 28, at 3:00 p.m., in the Curris Center Theatre and will be available to view via a live stream. All-Campus Sing will be held at 4:00 p.m., on April 28.

**Dr. Don Robertson, Vice President, Student Affairs:** Dr. Don Robertson reported on the Racer Nation Orientations and honor student orientations held earlier in April. More orientations are scheduled. The senior breakfast will be in the CFSB Center on April 27. He discussed recruitment and enrollment numbers that were presented at the March 11, 2022 Board of Regents meeting. He thanked staff for their work that contributes to the return of students. He thanked Staff Congress officers Dr. David Wilson, Matt Jones, and Trish Lofton for their presentation of the Staff Survey to the Board of Regents. Dr. Robertson said the university is pursuing the return of the Governor's Scholars Program at MSU. If the program returns to MSU, it will start in the summer of 2023.

**Courtney Hixon, Director, Human Resources:** Courtney Hixon gave information on upcoming Racer Wellness Events. May 31 is the deadline for phase 1 of the Racer Wellness program. She gave information on upcoming Lunch and Learn sessions. Questions may be sent to her or to Lauren Smee in Human Resources.

**Staff Regent Report:** Staff Regent Dr. Jessica Evans encouraged staff to attend the Budget Town Hall meeting on April 28, either in the Curris Center Theater or online. She will attend the Budget Advisory Committee meeting on April 25, the Faculty and Staff Leadership Council meeting on May 2, and the Board of Regents Finance Committee meeting on May 26. She will send an April Staff Regent Report to staff in the near future.

**Faculty Regent Report:** Dr. Melony Shemberger said the Faculty Senate will hold an organizational meeting on May 3. The meeting will not involve new business but will be an orientation for incoming Faculty Senate members. A run-off election for Faculty Senate is scheduled for the current week. The Faculty Awards Luncheon is scheduled for April.

**Daniella Tebib, MSU College Democrats:** Trish Lofton introduced Daniella Tebib, a representative of the MSU College Democrats. Ms. Tebib contacted the Staff Congress Officers and asked to speak to Staff Congress. She has worked with MSU News and other campus organizations, and has attended multiple Board of Regents meetings. Today she is speaking on behalf of MSU College Democrats. On May 2, the College Democrats will host an outdoor gathering to discuss workers' rights, work culture, and work climate on campus, as well as the Staff Survey results. She said the Staff Survey results have been presented to the Board of Regents since 2015, and have indicated concerns present across campus with staff, faculty, and students. Details for the May 2 event are being finalized. Speakers at the event will be members of the campus community. She hopes the event will foster interdependent relationships. Staff play a significant role on campus. She has sent a flyer for the event to Staff Regent Dr. Jessica Evans to forward to staff.

**QUORUM/CALL TO ORDER:** Trish Lofton received a message from Parliamentarian Orville Herndon that a quorum for today's Staff Congress meeting had been reached. Ms. Lofton called the meeting to order.

#### **APPROVAL OF MINUTES:**

**March 16, 2022 Monthly Meeting Minutes:** Dedrick Brooks made a motion to approve the March 16, 2022 Monthly Meeting Minutes as presented. Kim Newbern seconded, and the motion carried.

March 30, 2022 Special Meeting Minutes: Audrey Neal made a motion to approve the March 30, 2022 Special Meeting Minutes as presented. Dedrick Brooks seconded, and the motion carried.

**APPROVAL OF TREASURER'S REPORT:** Marion Hale made a motion to approve the March 2022 Treasurer's report as presented. Jodi Hanneman seconded, and the motion carried.

**STANDING COMMITTEE REPORTS:**

**Executive Committee:** Trish Lofton reported that at the Executive Committee's meeting earlier in April, Daniella Tebib presented information about the May 2 College Democrats event. The committee also discussed filling representative openings in Staff Congress and also on Staff Congress committees.

**Credentials and Elections Committee:** Orville Herndon said the candidacy filing period for the Staff Congress Election has closed. Staff have been sent an email with the list of candidates for the upcoming Staff Congress Election. He read aloud the names of the candidates. He noted that because the Secretarial and Facilities Management categories each have only candidate and two open positions, write-in candidates will be accepted in those categories. For a write-in vote to be counted, the voter must check the box next to the name of the write-in candidate. All staff are able to vote for candidates in the At-large category. Voting will be open from 12:00:01 a.m., on April 26, until 11:59:59 p.m., on April 28. He encouraged staff to vote early to avoid having the voting session ended by the Vote Net system at 11:59:59 p.m., on April 28.

**Staff Recognition Committee:** No report.

**Staff Special Events Committee:** No report.

**Communications Committee:** No report.

**Working Conditions Committee:** Brian Truskey reported that the Working Conditions Committee has finished viewing the leadership videos from Wayne Corporation. The committee compiled a list of leadership modules recommended for viewing by managerial staff at orientation. The list of recommended videos has been forwarded to Staff Congress President Dr. David Wilson.

**Staff Survey Committee:** Brett Shather said the Staff Survey Committee met and revised the Staff Survey questions for 2022. Information Systems will be sending the survey to staff. The anticipated email date for the survey is the last week of April or the first week of May. Once emailed to staff, the survey will be open for two weeks.

**Textbook Scholarship Committee:** No report.

**Personnel Policies and Benefits Committee:** Orville Herndon reported that at the April meeting of the Personnel Policies and Benefits Committee, Parker Griffith volunteered to serve as committee chair. Trish Lofton noted that Mr. Griffith's appointment as the committee chair will be presented for a vote in today's New Business.

**UNIVERSITY-WIDE COMMITTEES:**

**Faculty and Staff Insurance and Benefits Committee:** Orville Herndon said the Faculty and Staff Insurance and Benefits Committee will meet on April 25. The committee will begin discussing insurance plan design changes for 2023 soon. He encouraged staff to contact him or other committee members with items they would like the committee to discuss. Mr. Herndon said the committee has indicated that tuition waiver reinstatement has been pursued as far as possible at this time. The Bereavement Leave Policy changes have been completed. Employees have informed the committee that persons with the high deductible health insurance plan have learned that they must pay the full cost of doctor office visits.

**Intercollegiate Athletic Council:** No report.

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

**Judicial Board:** No report.

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

**Budget Advisory Committee:** Audrey Neal said Staff Congress President Dr. David Wilson has appointed her to fill the remainder of Brian Purcell's term on the Budget Advisory Committee. The committee will meet on April 25.

**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:**

Orville Herndon made a motion to appoint Parker Griffith as chair of the Staff Congress Personnel Policies and Benefits Committee. Jodi Hanneman seconded, and the motion carried.

Matt Purdy made a motion to appoint Audrey Neal to the University-wide Budget Advisory Committee. Angela Guyton seconded, and the motion carried.

Orville Herndon made a motion to appoint Dr. S.G. Carhell to serve the remainder of Tim Williams's term on Staff Congress, which ends June 30, 2023. Marty Anderson seconded, and the motion carried.

**Information Items:** Trish Lofton said the next Staff Congress meeting is scheduled for May 18, at 1:30 p.m., via Zoom.

**ADJOURNMENT:** Jodi Hanneman made a motion to adjourn. Marty Anderson seconded, and the motion carried. The meeting was adjourned.