

Staff Association Minutes

01/11/17

Senators Present:

Jackie Burns, Michelle Diaz, Derek Evans, Amy Foley, John Gregory, Carol Hale, Barb Harris, Lisa May, Louise Mills, Fred Nesslage, Tara Stoll, Jena Williams

Senators Absent:

Eric Kramer, Hawley Rumpf

Staff Present:

Blair Carmichael, Karen Luke, Jennie McDonald, Jessica Poet, Kelly Sloan

Faculty Present:

Dr. Elise Hepworth

Guests (Administration) Present:

Dr. Jeanne Daffron, Shana Meyer, Dr. Robert Vartabedian

Staff Association President Tara Stoll welcomed everyone and called the meeting to order at 3pm.

Report of Dr. Robert Vartabedian

- The new Missouri governor has reported there will be state budgetary shortfalls this fiscal year. The exact amount is not known. Lobbyists said Jefferson City leadership overestimated potential revenue and that this created the shortfall. Governor Greitens has not shared a lot of information about higher education, but more will be known in three weeks. MWSU is planning ahead for the potential shortfall/mid-year withholding. In preparation, vacancies will not freeze, but will have close scrutiny. Travel requests will be monitored, allowing for essential travel. Within the MWSU budget, there are certain areas that have access to more discretionary funds. These areas have been asked to hold off on spending. If the budget cuts are a one time commitment, our University's reserves are good. We have better reserves than most universities and can use the reserves for possible shortfalls.

Report of Dr. Jeanne Daffron:

- Introduction of Dr. Robyn Gleason, Associate Dean of the School of Nursing and Health Professions.
- Preferred Name Policy: official documents for students will use their legal name. Less formal documents for students will use their preferred name. Example: class rosters will have the preferred name in (). The expectation is if a student wishes to be called something other than their legal name, the University will follow through as much as possible. Adam McGowan may be contacted for any questions staff or faculty may have.
- Salary Survey/Study Status: Carol Hare reported for the C-3 Committee that an email update had been received from James C. Fox, Ph. D., Managing Director for the Higher Education & Public Sector Practice/Compensation Consulting. In the email, Dr. Fox reported that the staff at Fox Lawson have been reviewing the documentation that we submitted for comparison and they have requested additional clarity on some of our job descriptions. At this time they are still working on our list and we expect another update within the next few weeks.

- Accreditation: HLC will make a determination. A meeting will be held later this month, possibly on January 23, 2017.

Report of Dr. Robert Vartabedian (cont'd):

- On December 31, 2016, Governor Nixon appointed two new board members for MWSU. Dr. Kirby Hatcher and Reverend Daryl Jones. Both probably will not remain. It will be up to Governor Greitens as the new governor. A third, Kayla Schoonover, has not been sworn in. We could possibly lose her, as well.
- Strategic Planning: next five years – 2017-2022. Everyone is invited to add to the discussion.

Question/Clarification: by Barb Harris: We are not doing a hiring or travel freeze? Dr. Daffron responded that we will fill positions as needed and there will be no change in travel. Travel requests will continue to be reviewed as normal. Dr. Daffron continued by saying the travel with students is still very important. Dr. Vartabedian shared that the worst part about the potential budget cuts is the anxiety it causes. He asked the staff to try and not get too anxious until we know more in three weeks. Continue planning as you had previously.

Shana Meyer:

- Appreciative of change in meeting schedule. Otherwise, no report.
- Question from Jackie Burns: Is the Y Care operating in Wilson? Shana responded that as of spring break last year, there were no children enrolled in the program. However, since this fall, there are now fourteen enrolled. The program has received a one year extension to operate out of Wilson.

Office of Advancement, Jerry Pickman, Executive Director

- Upcoming Dates/Events:
 - Arizona Friends of MWSU – February 10th
 - MWAS Phantom of the Opera Trip – February 19th
 - Future Griffs at the Rocky Mountain Chocolate Factory – February 20th
- Projects:
 - Completed:
 - What's In A Name Publication
 - Ongoing:
 - Centennial Capital Campaign
 - Blackbaud NXT Software Conversion
 - RuffaloNoelLetitz Major Gift Pipeline Building
 - Constituent Relationship Management Program
 - New:
 - Family Newsletter
- Recent Successes:
 - \$80,000 received from the John S. Logan Foundation to support scholarships and programs in the Craig School of Business
 - \$31,000 gift received from the estate of Shirley Bradley
- Opportunities for Improvement/Growth/Employee Involvement:
 - University Style Guide Update
 - Visit the Public Relations and Marketing web page for the new information.
 - Solicitation Request Form
 - The form is available on the Foundation website

- Additional Comments:
 - On November 2nd, the MWSU Foundation board approved the following new Board of Directors:
 - Mike Basch
 - Susan Campbell '01
 - Wayne Chatham '90
 - John Wilson

Minutes: Correction: Amy Foley was absent. Delete Jenny Sherlock from being absent as a Senator. She is not a Senator this year. Following corrections, Jackie Burns motioned to approve, John Gregory seconded and the December 2016 minutes were approved.

Valuing People AQIP Committee - Fred Nesslage: No Report

C-3 Committee – Carol Hare: email update had been received from James C. Fox, Ph. D., Managing Director for the Higher Education & Public Sector Practice/Compensation Consulting. In the email, Dr. Fox reported that the staff at Fox Lawson have been reviewing the documentation that we submitted for comparison and they have requested additional clarity on some of our job descriptions. At this time they are still working on our list and we expect another update within the next few weeks.

Committee Reports

Salary & Fringe – Carol Hare

- The committee has not met since last time. Sara Freemyer is reviewing the Crisis Leave policy and is hoping for completion for the February GAC meeting.

By-Laws – Michelle Diaz:

- No new report.

Welcoming – Jackie Burns

New Staff: Wendy Hamilton – Degree Audit/Systems Coordinator – Registrar's, Trenton Woolery – University Police Officer – Campus Police Department, Matt Williamson – Head Football Coach – Athletics, Michael Walton – Assistant Football Coach – Athletics, Scorpio Horn – Assistant Football Coach – Athletics, Justin Richter – Assistant Football Coach – Athletics, Chet Pobolish – Assistant Football Coach – Athletics, Patrick St. Louis – Assistant Football Coach – Athletics, Ryan Watts – Assistant Football Coach – Athletics, Colin McQuillan – Assistant Football Coach – Athletics

Election – Christina Lund

- No Report

Grievance – Amy Foley

- No Report

Professional Development – Nick Edwards

- Committee will meet January 24 to review applicants. \$700 remains.

Special Events – Christina Lund for Hawley Rumpf

- No formal report. Positive comments received from Staff Winter Retreat. Attendance saw a significant increase from previous year as did donations for support of the AFL-CIO community organization.

Advantage – Jackie Burns for Chad Edwards

- Donations collected for MWSU's Adopt-a-Family provided assistance to two families. Jennie McDonald asked if the delayed information notification hindered donations. Jackie responded that with the new committee leadership, the timeline was unknown. As a follow up, committees will begin completing an exit report at the end of each year.

Faculty Report – Dr. Elise Hepworth

- As a member of the MWSU Strategic Planning Committee along with Tara Stoll, Dr. Hepworth hopes this will open the lines of communication between staff and faculty senate.

President – Tara Stoll

- The AQIP Professional Development is currently at a standstill. More information will be available at a later date.
- Online vendors for MWSU professional development are continuing to be reviewed. Faculty and staff have different needs. The committee is looking for good means of professional development that would be at no cost for the employee.

Vice President – Barb Harris

- Board of Governors:
 - Shana Meyer reported seven vendors have submitted interest for the food service contract. The deadline has been extended to February 11 for their responses.
 - Cale is working to improve security of the network system. Fred said that they are replacing/enhancing the cooling system with HB19 funds. Bids to install backup generators have been approved. This effort will take place sometime around Spring Break.
 - Jomel reported about events around the solar eclipse.
 - Cale reported on the RFQ for Patterhn & Ives Architects to begin designs, etc. with Potter Hall renovations.
 - Campus Cupboard: Protein and rice items are needed. The cupboard is located in Blum 214. 450 students have been served since the cupboard opened.
- Budget:
 - The Special Events Committee came in under estimated cost for the Winter Retreat.
 - \$1,065.00 remains for this budget year.
 - Barb asked Jackie if additional money was needed for the Welcoming Committee. There would be a small printing cost for more postcards, but Christina had some remaining from beginning of year and will give those to Jackie for the committee's use.

Old Business:

- n/a

New Business:

- n/a

Other:

Jennie McDonald: shared that minutes from the Board of Governors meeting would be posted soon.

Carol Hare: inquired with Elise in regards to the Strategic Planning Committee as to whether Staff Association should have a committee. Elise said the SP committee was meeting on Friday to discuss questions and would develop sub-committees from there. Jennie shared that in the past, the SP Committee was much larger and that for this one, Dr. Davenport wanted twelve representatives on the main committee. Dr. Davenport is being conscientious to get a variety of responses from a variety of divisions. Tara added that the focus is on staff, faculty, and students all being leaders, all being educators, and that all voices matter.

Jessica Frogge: shared that Kathy DeWalt is no longer with Aramark and that Aramark employee George has returned to his home in Columbia for care as he fights lung cancer.

John Gregory: shared that he and his wife are expecting a baby in August.

ADJOURNED at 4:05pm

Respectfully submitted,
Christina Lund
Secretary

Next Association Meeting – Wednesday, February 8, 2017, 3:00pm, Blum 234