

Staff Association Minutes

10/12/16

Senators Present:

Jackie Burns, Nick Edwards, Derek Evans, Amy Foley, John Gregory, Carol Hare, Barb Harris, Eric Kramer, Christina Lund, Lisa May, Louise Mills, Fred Nesslage, Hawley Rumpf, Tara Stoll, Jena Williams

Senators Absent:

n/a

Staff Present:

Chad Edwards, Latoya Fitzpatrick, Carey McMillian, Letha Nold

Faculty Present:

Dr. Elise Hepworth

Guests (Administration) Present:

Dr. Jeanne Daffron, Dr. Cale Fessler, Dr. Judy Grimes, Kurt McGuffin, Jerry Pickman, Sally Sanders, Dr. Robert Vartabedian

Staff Association President Tara Stoll called the meeting to order.

Report of Dr. Robert Vartabedian:

- Athletics is completing a compliance review for the Office of Civil Rights. First draft is due October 14, 2016 with the final report being due November 1, 2016. A campus visit is to be determined.
- Homecoming activities this week
- November 4-5, 2016: Walter Cronkite's 100th birthday will be celebrated on campus. Eric Fuson and colleagues are completing a 32' Apollo 11 sculpture to be unveiled at the celebrations.
- Tara Stoll will be the staff representative at an October 18, 2016 meeting with the Kansas City Chiefs and the future of training camp at MWSU.
- English Department will have a creative writing performance on April 6, 2017.

Report of Dr. Jeanne Daffron:

- Big thank you to everyone for their help with the HLC Accreditation visit. It was unusual to have such short notice on the agenda for their visit. All went very well and a positive outcome is anticipated.
- The 25th Annual Putman County Spelling Bee is October 14-16 and 20-22, 2016.
- Tournament of Champions – 31st Annual. Over twenty high school area bands participated. This event is seen as a wonderful recruitment tool
- Leadership St. Joseph will be on campus October 13, 2016 and will participate in a scavenger hunt.

Report of Dr. Cale Fessler:

- Audit is being completed.
- FAFSA opened October 1, 2016.
- Physical Plant is back to normal after summer and the opening, remodeling and renovating of campus locations. This is a hectic week for event planning due to Homecoming activities.

Report of Jerry Pickman:

- Several Homecoming activities through the Alumni Office, Student Affairs and Athletics are planned for this week.
- The Foundation has completed their audit in preparation for the University audit. 990 tax returns are being finalized.
- Several entrepreneurial activities including Auntie Anne's opening at East Hills Mall later this year. These donor related programs provide collateral for the first time business owner.
- The Foundation is having software updates to help with the access to donor information on mobile devices and also for online event registration.
- Public Relations & Marketing work in four different areas for MWSU: marketing, public relations, media relations and help with enrollment management. Digital awareness and activity is increasing. Whereas last year at this time, MW was experiencing 1300 social media posts on average, this September there were 10,000/day.
- Arts Society will hold their annual meeting on October 18, 2016. Call Rachel Graves for reservations.
- August 21, 2017: Solar Eclipse Committee is working on events centered around this date. The committee will grow as the date draws closer.

Report of Shana Meyer by Dr. Judy Grimes

- Student employees are very involved
- 61% of incoming freshmen have completed the Title IX training.
- Leadership for registered organizations and Greek organizations participated in a good leadership summit.
- Shana Meyer is the coordinator for the East & West regions of National Student Leadership Organization. Minerva Correa Torres and Latoya Fitzpatrick are to be honored.
- International students went to the President's house for a picnic and took a trip to the pumpkin patch. We saw a 10-12% increase from last year. 132 are enrolled for AY17.
- October 19 at 7pm: viewing of the Presidential debate with the Political Science department assisting.
- November 12: International Dance Party in the Remington Atrium
- November 14: International Fair will be held in Fulkerson from 3-6pm. This is in conjunction with International Week.
- Pool is doing really well.
- Kudos to Amy Foley for Student Health Fair. Amy said they had 450 student participants.

Report of Sally Sanders:

- Busy time of year in Human Resources as they prepare for Open Enrollment. Meetings will be held November 1 and 2. More providers will be on site for these meetings. A high level overview of benefits to be offered will be presented.
- October 12-13: Flu Shots available in the Junior College Room from 10am-2pm.
- November 2: Online enrollment opens
- Wellness Programming: Yoga and Pilates are now offered. There are four nights of activities per week.
- Two sessions have been offered to provide general Medicare information and different investment options.
- FLSA Projects: Fair Labor Standards Act defines overtime, exempt, nonexempt by the nature of the job duties as to what makes the designation. Staff positions will be subject to possible change. This is driven by the Federal government.
 - Question by Tara Stoll: Is this to be in place by December 1, 2016?
 - Sally replied yes. Sally is meeting with supervisors with a deadline to have all in place prior to the Thanksgiving Break.

- Additional question by Tara Stoll: will staff be issued new contracts?
 - Sally said they are not down to the final detail, yet. Non-exempt would no longer be on contract. They would receive an hourly rate letter. This would not nullify their contract and pay should remain the same.
- Question by Amy Foley: how many employees will be affected?
 - Sally said 225 individuals are in this group with about 115 being affected.
- Question by John Gregory: are employees allowed to bring spouses to wellness activities?
 - Sally said most offerings do allow guests and to double check with Sara Freemyer.
- Doug Davenport and Sally attended a summit in Columbia, MO to learn more about diversity, recruitment and retention.

Report by Kurt McGuffin

- 40 students ADA Academic Achievement Awards. At least one/sport
- Soccer: 8 years with National Academics.
- Golf: Men's – placed 6th out of twenty teams. Four freshmen and one junior. One freshman finished fourth. Women's – are placing well. There is one sophomore international student athlete.
- Breast Cancer Awareness: Pink Week donations will be collected/donated.
- SAAC: Sock-tober new socks collection for Noyes Home. October 28: Trick or Treat event and movie on video board. No food or drink on field, but guests will be able to sit on the field.
- Tara thanked Kurt for football tickets used for United Way giveaway.

Minutes: Motion to approve, seconded and passed.

Committee Reports

Salary & Fringe – Carol Hare

- Committee met October 6, 2016.
- A request was made to Sally Sanders for C3 committee members to meet with her.
- Survey Results: this year, they salary/fringe committee will start prioritizing the survey results and see how we can best act on the results of the survey, implement changes suggestions, etc.
- Crisis Leave: Carol will be the Staff Senate representative for the Crisis Leave Committee.
 - Number of full-time equivalent sick and vacation leave hours donated to Crisis Leave November 2015 – 712 sick/186 vacation. Dollar value of hours donated based on salary of donor: \$26,061.18. Number of full-time equivalent hours granted for the Crisis Leave FY16 = 332.60 hours. Dollar value of hours used based on the salary of the recipient: FY 16=\$5,130.52. Crisis Leave funds available: \$20,930.66.
 - In accordance with the policy: The maximum amount of Crisis Leave that may be donated at any given time may have a value of no more than \$20,000.00. If hours (value) are at this level during the normal annual donation period, no annual donation period will be held.
 - Our committee will meet on October 19 with Sara Freemyer to review the first year of implementation of the crisis leave act, discuss any issues that may have occurred and to select a Crisis Leave Committee.

By-Laws – Christina Lund for Michelle Diaz

- Question raised by committee of the one year terms and raising that to a two-year term.
 - Barb and Fred both agreed the one year terms were to keep people from getting involved.
 - Derek commented that juggling and shifts occur no matter what. If the term was for two years, the President could have a better understanding of their role.
 - The discussion would be continued to decide how we can better serve constituents.

Welcoming – Jackie Burns

- New Staff: Nancy Nelson: Developmental Reading Program Coordinator – Center for Academic Support and Marc Bierbaum – Head Men’s and Women’s Cross Country and Track & Field Coach – Athletics.

Election – Christina Lund

- No Report

Grievance – Amy Foley

- No Report

Professional Development – Nick Edwards

- \$1700 remains. The budget began with \$4500. 14 applications have been received.

Special Events – Hawley Rumpf

- The committee is considering December 20 or 21 for Staff Retreat.

Advantage – Chad Edwards

- Chad reported he is working with a fantastic group. They are in the process of reorganizing document for staff to fill out in their time of need. Information will be available throughout the year as needed.

AQIP – Valuing People – Amy Foley & Fred Nesslage

- The committee was divided into four areas with a different goal per area. The committee is working on the feeling of disconnect between administration and staff and are looking to have more social interaction in an effort to know individuals beyond the job title. The campus community is continuing to strengthen. Britt Johnson provided a final version of the charter project document that includes milestones and measures to be reported annually. The committee will meet one time per month and have everything in place by December 2017.

President – Tara Stoll

- Has a meeting with Sally Sanders next week with Professional Development information and will forward to Amy Foley.
- Please send any comments you would like Tara to share at the Chiefs Meeting.

Vice President – Barb Harris

- Budget: \$2400 currently. Welcoming Committee will have a \$100.50 expense.

- GAC – minutes are posted. Items being revised for student handbook and policy guide. The preferred name policy with regards to LGBTQ will be added. Chosen/preferred name will be in (). Please encourage co-workers to look at changes.
- Academic calendar changes have affected registration. This will begin in February instead of April.

Old Business:

- Travel Policy – Carey McMillian and Letha Nold
 - Carey – in accordance with June 13, 2016 email, rental cars are to be ordered through physical plant. This is the most economical mode of vehicular transportation.
 - Flying – can make arrangements for own vehicle reservation. No premium vehicles.
 - Airport Parking – University will pay for the most economical -\$7.50/day
 - Kansas City conferences – personal preference with driving back and forth or hotel is alright

New Business:

- Latoya Fitzpatrick – Director of Multi-Cultural Center
 - 10/13/16: Michael Sam – first openly gay NFL player will tell his story about standing in his truth. Res Life will have a racism training.
 - 10/25/16: Safe Zone training
 - Creates allies on campus for LGBTQIA with up to date wordage. Please respond by October 20. The training will be from 2-5pm. There is no charge and refreshments will be provided.
 - 11/01/16: Haskell University will perform tribal dances in traditional regalia.
- Eric Kramer
 - Is Monday, January 2, 2017 a holiday for campus as the national holiday for January 1?
 - Tara will inquire and report back.

Other:

- n/a

Next Association Meeting – Wednesday, November 9, 2016, 3:00pm, Blum 220.

Motion to adjourn by Barb Harris.

Seconded by Eric Kramer

ADJOURNED at 4:38pm

Respectfully submitted,

Christina Lund

Secretary