

Staff Association Minutes

11/09/16

Senators Present:

Jackie Burns, Nick Edwards, Derek Evans, Jessica Frogge, John Gregory, Carol Hare, Barb Harris, Christina Lund, Tara Stoll, Jena Williams

Senators Absent:

Eric Kramer, Lisa May, Louise Mills, Fred Nesslage, Hawley Rumpf, Jenny Sherlock

Staff Present:

Michelle Diaz

Faculty Present:

n/a

Guests (Administration) Present:

Dr. Doug Davenport, Dr. Cale Fessler, Colleen Kowich, Shana Meyer, Dr. Robert Vartabedian

Staff Association President Tara Stoll called the meeting to order.

Report of Dr. Jeanne Daffron by Dr. Doug Davenport:

- Draft report to Commission from HLC Team about MWSU was positive with no surprises. Dr. Davenport is fact checking the seventy-four page report and will then submit to the Commission.
 - The Institutional Actions Council will vote whether accreditation should be continued. Dr. Davenport has confidence in the eventual outcome.
- Commencement will be December 17, 2016 at 11am.
 - Any volunteers are welcomed and appreciated.
 - Any staff that has regalia is welcome to march.

Report of Dr. Cale Fessler:

- HR:
 - Fair Labor Standards Act (FLSA) changes to exempt/non-exempt status – Sally is having meetings with all supervisors on campus. She will contact employees affected by the change and they will receive training for time report submission, etc. For now, they will remain on monthly payroll.
 - Open enrollment deadline: November 11, 2016.
- Power issues on campus: they are not originating here, but around us. Talks are being held about power backup in Hearn's server room.
- Missouri Dept. of Higher Ed. (MDH) has received updates about House Bill 19 projects.
- Potter: \$150,000 appropriation from state and \$150,000 from the Foundation has been committed for the architectural design of Phase 1. The firm will be announced soon. Efforts with this company will begin soon after.
- With a new governor being elected, MWSU is monitoring his interests.
- Question from Tara Stoll: have we received the Great Colleges to Work For survey results?

- Response from Dr. Davenport: Yen To, Director of Assessment has the results and is working through/reviewing the open ended comments. She will distribute once finished.

Report of Dr. Robert Vartabedian:

- Mystics and Band members have taken a knee during the National Anthem at recent MWSU events. This caused a stir with some alum and benefactors. A couple have sent letters announcing the finality of their continued support. Dr. Vartabedian shared that MWSU has no choice. Everyone has a right to non-violently expressing themselves. The Mystics have said they will continue through basketball season. While there is a concern due to the potential of veterans being present, the University still has to and will allow the freedom of expression.
- Training Camp meeting: future negotiations will not be as much as in the past. The city, county and CVB representatives are aware.
- Cronkite: The November 4 private and November 5 public celebrations of his birthday went well.
- Potter: Phase 1 of the architectural plan is moving forward.
- Enrollment consultants: have exceeded expectations with current fall enrollment and prospective student visitors.
- Daycare on Campus: YMCA has had their people and equipment on our campus for several years. Currently, there is small interest and the relationship is coming to an end. In the future, Student Affairs might handle the effort in house.
 - Question from Jessica Frogge: when is the last day for the daycare? Cale responded that there is no one there currently. It has been empty through the summer and fall. The contract expired in October. Dr. Vartabedian spoke to the SGA President and wanted to mention it to the Student Senate. Barb Harris asked if it could be a Lab School. Dr. Vartabedian said that is a possibility down the road. Dr. Vartabedian reported that students and employees had been informally surveyed and there is no current interest.
- Outcome of last night's elections: The governor's race affects us the most. Greitens is a wild card as governor. He can help or hinder our progress. Trump/Clinton indirectly affects us. With the new administration, programs on campus could be shut down. An example would be Title IX. Kander/Blunt – Blunt is close to the University. As a Republican, he might reinstate earmarks. This could work to our advantage.
- Tara Stoll thanked Dr. Vartabedian on behalf of the staff for the additional holiday break days. Dr. Vartabedian expressed his appreciation and said that was the least he could do for everyone.

Report of Jerry Pickman by Colleen Kowich:

- Homecoming was successful and the Black Alumni Homecoming was very successful. A new event this year was having the younger Future Griffs dress as superheroes and princesses. This was a lot of fun and will continue. Two hundred Alumni t-shirts and two hundred Future Griffs t-shirts were handed out.
- Arts Society: Dr. Susan Carter's Opera Workshop performed segments from *Ragtime* at the Society's annual meeting.
- Donors: received Foundation Report last week
- What's In a Name: naming opportunities on campus initiated by Dr. Vartabedian will go out soon.
- Database upgrade: moving from traditional to a hosted program. This will allow online event registration and will be mobile friendly. Online giving apps will allow for multiple staff users and will be more customer friendly.

- 2017 Solar Eclipse: will be in August 2017. St. Joseph will be able to see it quite well. Jomel Nichols, Kendy Jones, Patty Kuechler and Amanda Morrow are MWSU representatives on the community committee.

Report of Shana Meyer:

- There was a campus watch party for last night's election with seventy-five students in attendance. Busses took students to the polls for voting. It was heartening to see so many students and they were rooting for both candidates.
- Counseling Center: post-election stress – some were referred from their classes. Some feel fear. Perception is legitimate.
- Proposal: SGA at Mizzou is asking for Missouri legislators to fund \$2 million to increase counseling staff. One counselor/five hundred students is being proposed. They are asking for \$50,000 to be allocated to MWSU.
- Veterans: activities in Blum this week. There is concern that we are not closed for Veterans' Day.
- RFP for food service contract: Aramark expires in May. It is hopeful to have a decision by the February Board Meeting.
- Food/Coat Drive: will be held November 14-18 in Blum.
 - Question from Carol Hare: will that be a drive for our students? Shana responded yes. Any that are not distributed will go out to the community.

Minutes: Following one correction, Carol Hare motioned to approve, Jessica Frogge seconded and the October 2016 minutes were approved.

Committee Reports

Salary & Fringe – Carol Hare

- C3: has received a detailed report on areas submitted. They will hear by the first of the year from Sally and will call the committee when needed.
- Salary & Fringe: Sara Freemyer met with the committee and reviewed the first year of the Crisis Leave Policy. Changes to the policy were reviewed, making it more compatible to FMLA. Changes to verbage: "life threatening" being changed to "serious illness, etc." Carol has updated for the committee and Sara to review. GAC will meet in December and Carol will report following. Carol will email a working document for anyone that would like to see it. Sara will do a report at the end of the second year and will contact Salary/Fringe on Staff and Benefits on Faculty Senate.
- Great Colleges Survey: Carol is in contact with Yen To. Because of comments with names listed, there is the need to remove personalization without removing the message of the responses.
 - Committee will meet next week to review survey/divide answers/consider possible changes, new orientation policies. Etc.
 - Question by Jessica Frogge: date of meeting? Carol responded that it is tbd.

By-Laws – Michelle Diaz:

- No new report.
- Question by Michelle: with the staff survey, is there any information the By-Laws Committee needs to update? Tara responded saying that Sally has asked us to wait until information has been shared with employees. Possibly after the first of the year.

Welcoming – Jackie Burns

- New Staff: Maggie Burton – Cashier/Billing Clerk – Business Office, Shelley Hager – Custodian – Physical Plant, Amy Saxton – Unit Secretary at WRDCC – Western Institute, Bradley Stephens – Custodian – Physical Plant, Troy Stewart – HVAC/R Technician – Physical Plant

Election – Christina Lund

- No Report

Grievance – Amy Foley

- No Report

Professional Development – Nick Edwards

- Committee will meet end of January to review applicants

Special Events – Jessica Frogge

- Campus Cupboard clothing items is being checked on with Shana. Jessica is working on storage for the items.

Advantage – Jackie Burns for Chad Edwards

- The committee has discussed editing the form to make it online and not just used at the holidays. Chad called Rodema. The group is meeting on Monday.

AQIP – Valuing People – Amy Foley & Fred Nesslage

- No Report

President – Tara Stoll

- Attended:
 - October 18: Chiefs' Review Meeting. There is good community support for not providing as many resources when reviewed again. The next negotiation is January 2018.
 - October 20: Travel Policy meeting. Purchasing will update website. Please call Letha or Carey with any questions.
 - October 26: Valuing People/Professional Development. The group is looking at online professional development.
 - October 27: Board of Governors
- E-Board Terms: pros and cons of two year commitment vs. a one year commitment. Tara appreciated the feedback generated. Most were in support for a two-year term. Staggered terms will be evaluated. Subject will continue being discussed.
 - Carol Hare: this would change constitution/by-laws and would need to go to GAC, but would be a minor effort. Once the exempt/non-exempt status is resolved, this should make the positions easier to fill.
 - Tara would like to have this finalized by Spring.
- United Way: Thank you! We made our goal!

- Jessica Frogge shared information about Griffs Giving Back: meeting with Brett Rosenauer, student. The Griffs Giving Back concept would be a centralized location to find information about volunteer opportunities. Please forward any volunteer requests to Brett.

Vice President – Barb Harris

- No GAC Report
- Budget: Welcoming Committee purchased mugs, but the expense has not posted to the budget, yet. \$2343.11 will remain after the mug purchase.

Old Business:

- n/a

New Business:

- n/a

Other:

- Carol Hare suggested an update to the agenda itinerary that was met with mutual agreement:
 - Administration Reports
 - Invited Guests
 - Committee Reports

Next Association Meeting – Wednesday, January 11, 2017, 3:00pm, Blum 220.

Motion to adjourn by Carol Hare.

Seconded by Jessica Frogge

ADJOURNED at 4:04pm

Respectfully submitted,

Christina Lund

Secretary