

Staff Association Minutes

August 8, 2018, 3:00pm

Spratt 109

Senators Present: Lisa May, Jessica Frogge, Fred Nesslage, Jessica Poet, Marissa Steimel, Andrea Keller, Derek Evans, Shelle Browning, Kathy Gammon, Hawley Rumpf, Jackie Burns, Betsy Wright

Senators Absent: Louise Mills, Nicki Robertson, Jena Williams, Barb Harris,

Staff Present: Sandra Pennock, Teresa Crist, Minvera Correa Torres, Colette Weipert

Invited Guests: Dr. Vartabedian, President

Dr. Davenport, Interim Provost

Dr. Vartabedian Report:

- Governor Mike Parson will be on campus on Tuesday, August 14th, for the final Chiefs practice and a lunch with me and a few other people. This is the second time he will be here since he's taken office. Dr. Vartabedian will be talking to him about board appointments.
- Chiefs camp is in full swing. Patrick Mahomes is a big factor in high numbers. Last weekend alone, we had about 11,000 people attend. The camp runs 15 days, so we can figure the total numbers from that. In the history of the camp, the first eight years starting in 2010, we have totaled 300,000 guests. We can add another 40,000 to that number this year. So far, all comments have been positive. Our facilities were referred to as "second to none." That's all positive to them coming back next year. If they don't come back next year, he would be shocked. The contract states that as long as both parties are in agreement that we continue, there doesn't need to be new a contract.
- There are two candidate searches going on that Dr. Vartabedian is a part of. The police chief search has been going on for a while, and it has been narrowed down to three or four candidates. If you're interested in being part of that process, contact Tim Kissock, who is heading that search. The other search is for the Director of External Relations, which is a cabinet position. Brandt Shields has accepted a job with Senator Roy Blunt. It has been posted, and applications are coming in. If you have anyone interested, have them contact the president's office.
- In Athletics, there was a meet and greet for the new track coach. He is a world-class triple jumper. He won the Bulgarian National Championship six years in the best, and competed at Northern Iowa. He has coached at various universities. Missouri Western is hosting the Small College Hall of Fame Induction Ceremony, and tournament. The tournament will be at the Civic Arena to try to draw people to the downtown area. John Wooden is one of the inductees, as well as other people who started at small colleges and then became big in the athletics field. Fall sports will be here before you know it: Football, volleyball, soccer, cross country. This year's football schedule has been flipped, so the really tough games are at the beginning. The first game is against Northwest (ranked #1) at Maryville, our second is at home against Fort Hays (ranked #2), and our third is against Central Missouri (ranked #6). This doesn't frighten Coach Willie, but it's a tough way to start the season.
- Governor Parson recently appointed Paul Granberry as our new student governing board member. We still have three vacancies of voting members, and at the end of November, we'll have two more vacancies. Dr. Vartabedian assumes we'll soon have appointments or they'll have the bare minimum for voting requirements.
- Monday, August 27th, is the first day of classes. August 20th is the General Session and the Family Picnic.

Dr. Davenport Report:

- Plan Week Activities: A lot going on in that week. There are 19 new faculty members for New Faculty Orientation, and many new staff members.
- He will be talking about Strategic Plan Implementation after Dr. Vartabedian in the General Session.

- Important to note: “No plan is worth the paper it’s written on without the people behind it.” Dr. Davenport wants to affirm and encourage every employee that they have a part to play. The last point in the plan under Culture is that every employee is an educator.
- He will be talking about the new mission and values, which will include table tents and signs for offices. The focus of our mission is to focus on applied learning and our vision is become the premier open access institution in America.
- As it relates to staff, there are two things he’s trying to push from the Strategic Plan. The first is Diversity Hiring Initiatives, which relates to where our jobs are posted and statement that highlights our commitment to a diverse pool of candidates. That came directly from the Diversity & Inclusion Task Force Report. You cannot have a diverse faculty and staff if you don’t recruit from a diverse pool
- The second idea is the Center for Teaching & Learning or the Center for Teaching. The intent is that the center will facilitate professional development for staff and faculty. He has been talking to HR about staff development, and realizes they don’t have the resources to do a lot of professional development. The intent is to get it up and running as soon as we can. His expectation about who will lead it will be a faculty member who has some reassigned time. At this point, we cannot afford a full-time center director as we would like. He has seen these types of centers provide support for grant writing, etc. We can develop some real synergy between areas on campus. He wanted to share that with staff because we may think it’s not for us, but it is.
- Jackie Burns asked when the center would be opening. Dr. Davenport said most likely the spring.
- He is looking at the idea of Provost Fellows, which would be people who would be appointed to special projects (like running the center). He likes Provost Fellow rather than Faculty Fellow because they could be a staff member instead of a faculty member.
- Dr. Davenport will also be starting Coffee with the Provost to start some open conversations.
- Shelle Browning asked if the services of the center would be open for all departments, i.e. Physical Plant, instead of just faculty. Dr. Davenport made it clear that the center would be focused on all employees, not just faculty.
- A question about how enrollment is looking was asked. Dr. Davenport said we are looking at a 7-10% increase in our freshmen enrollment. We have done exceptionally good work on preparing for an incoming group of students. It’s difficult because we’re still looking at the affects of the last few years; we still have those two classes that are hurting momentum. Retention rate is down slightly. Headcount is looking to be about full, but we’re going to be up in credit hours.
- A question about whether there were waiting lists in the Residence Halls was asked. Dr. Davenport said he didn’t know, but to ask Nathan Roberts. It’s consistent with what he’s heard. At the place where we can put a new student with an RA.
- Derek Evans asked if the increase in credit hours was due to the Finish in 4 initiative. Dr. Davenport said he wouldn’t say that’s the case. It could be because we have increases in the last two freshmen cohorts; they tend to enroll in more credit hours than juniors and seniors. He couldn’t say for sure.

Old Business

The May minutes were approved by the Senate.

Committee membership for 2018/2019 was approved by the Senate.

Committee Reports

- Salary & Fringe – no report
- Constitution & By-laws – no report
- Welcoming – Five new staff members:
- Election – no report
- Grievance – Haven’t met; there was one who was going to file, but then withdrew
- Professional Development – no report

- Special Events – no report
- Advantage – no report

President's Report – Fred Nesslage

- He doesn't have much to report – it's a new year! Students will be back soon, so let's get moving.
- Things will pick up soon, so we'll have more to discuss. He has a few items that he will talk about later.

First Vice President's Report – Fred Nesslage (Kathy Kelly was not present)

- He presented the proposed budget for FY19. It doesn't necessarily have to be approved by the Senate, but the Exec Board would like to get approval. [See the attached proposed budget]
- The budget is based on last year's budget, plus the focus on group professional budget rather than individual grants like in the past.
- Jessica Frogge asked what happened to the leftover professional development from last year. Fred said we used most of it, but there was \$1,040 balance at the end that was a carry forward that we can request to be released for the next fiscal year.
- Derek Evans asked if there was any reason not to release it. Fred said we just needed to put in a request for it.
- Jessica Frogge asked about the individual professional development grants, which is \$2,000, and asked if we're still going to do that again this year even though we put it on hold last year. Fred said we allocated \$2,800 to individual professional development last year, so the new budget shows a decrease in that availability because of the move to a focus on group professional development. There was a discussion among the Senators as to the fact that we hadn't decided to do away with individual professional development, but rather just put more of a focus on group professional development. The money had been put on hold last year while the Senate decided how much to allocate to individual professional development. Jessica asked how many individual applications we turned down last year while decisions about what to do with it were being made, and Jackie said she didn't know.
- It was brought up that the new center could fund more staff development. There was discussion about how there had been talk about combining the Special Events & Professional Development committees to put on something. Fred commented that the new center could be a good place to get ideas for professional development even if we still funded it.
- There were no other comments about the budget, so Fred said we would use the budget going forward.
- He talked more about the goal of having the Special Events and Professional Development work together to put together a good retreat. We tried to come up with something last year, but didn't have time. Hawley Rumpf asked for any suggestions to be sent to the Special Events committee.
- Teresa Crist asked if there were any ideas on how to get more staff to attend Staff Association Meetings. There are many staff members who don't realize they are part of the Association. Senators need to communicate with their constituents to get them to attend. Fred said there have been hurdles in the past, so he's drafting a letter to the president to address those hurdles in an effort to get more attendance. Small offices can't close, so they can't attend. Fred had the idea for small offices to stagger staff and to make sure the food stays out during retreats in order to let everyone eat. It's easy to have phones forwarded to email now, so walk in traffic is the only thing you would miss.
- There has been some concern about the University's hiring practices, mainly how they do or do not prefer internal candidates. Fred will be sitting down with Sara in HR to discuss the hiring practices. If something doesn't sit well, he will charge one of the committees to draft a proposal to make some changes.
- Last year, there was a new grievance procedure submitted to the policy guide. The membership of the committee in that procedure and the membership in our by-laws does not match. Fred is tasking the Constitution and the By-Laws Committee with getting those to match again.

Final Questions

- Jackie Burns asked if the Senator constituent lists had been made yet. Fred said Kathy Kelly had a draft, and it would be sent out soon.
- Teresa Crist asked if MOAs could be part of Staff Association. There was discussion among the Senate about whether they could come to events, but couldn't be a member. Fred said he would look at the Constitution to see how it defines a "member."
- Marissa said to check your email for a signup for the Griffon Edge Schedule Scavenger Hunt. You will get a free t-shirt, and you just need to sit at a table. August 23rd, from 11am-2pm, but you would just sign up for a one hour block. You would need to smile at your table, unless you're Fred.
- Tomorrow is the final Griffon Orientation. It's the final GO of the summer!

Mark your calendars: Next meeting will be Wednesday, September 12, in the Blum Junior College Room (Blum 234).