

Staff Association Minutes

February 14, 2018, 3:00pm

Blum Junior College Room (Blum 234)

Senators Present Fred Nesslage, Barb Harris, Kathy Kelly, Christina Lund, Lisa May, Jessica Frogge, Derek Evans, Eric Kramer, Louise Mills, Jackie Burns, Jessica Poet, Carol Hare, Andrea Collins Keller

Senators Absent: Hawley Rumpf, Tara Stoll, Jena Williams

Invited Guests Dr. Vartabedian, President, Dr. Davenport for Dr. Daffron
Dr. Fessler, Vice President for Financial Planning and Administration

Dr. Vartabedian Report

- Enrollment trends continue to be promising; the February 24th Showcase Day is anticipated to have the highest attendance yet with 659 people
- Great Northwest Days went well, Jessica Frogge and her students had a wonderful time
- Kansas City Chiefs have signed a letter of intent to 1 year guaranteed, 2nd year by mutual consent; just waiting for the Chiefs to finalize the details of that agreement
- MWSU has 13 military partnerships – looking to have a special recognition of the 139th airlift wing in the future
- The administration is preparing for cutbacks based on the MO Governor's proposed budget – plan on making several if/then budget scenarios to try and anticipate different amounts of cutbacks. Dr. Vartabedian is hopeful that the positive reception he received on his last visit to Jeff City will mean minimal cutbacks

Dr. Davenport Report

- Enrollment trends continue to be promising; applications are up significantly
- We must continue to focus on revenue streams – revenue is insulation against budget cuts
- The Strategic planning process is going well. This is the last week for work committees, lots of good conversations being had. Hope to have the plan presentable to the University by the end of March.

Dr. Fessler Report

- The administration is exploring several areas in which to absorb the cuts, should they happen. Some proposed ideas are: extend the 4 day summer work weeks into both May and July; shut down several buildings over the summer (currently Murphy and Wilson); personnel attrition; administration retirements and consolidations; and continued program contribution review.
- There has been some discussion of voluntarily moving employees to a 10 month contract. Must address the difference this will mean for salary v hourly employees. Benefits would remain the same. Once a position is moved to a 10 month contract, it will be very difficult for that position to be allowed back to a 12 month position.
- There is a proposed Senate Bill 389 that could help University's in regards to the current tuition cap
- Not anticipated to be any revenue generated by land this year; however, the University is still trying to put a contract together to get the 80 acres behind the residence halls developed.

Old Business

October minutes were never approved – consensus was to approve those by email prior to the next meeting.

Approval of November minutes - approved

Approval of January minutes – approved

Committee Reports

- Salary & Fringe – no chairperson
 - Barb and Fred met with the faculty chairperson, the faculty are proposing two initiatives
 - the faculty would like for fees to be included in the tuition waiver – they are currently doing a cost/benefit analysis; the staff association will not support this initiative until this analysis has been done
 - the faculty are proposing paid parental leave – they have not looked at fiscal impact yet
- Constitution & By-laws – no chairperson, committee has not met
- Welcoming – Jackie – no one to be welcomed since last meeting
- Election – Jessica P. – no report
- Grievance – Kathy – no report
- Professional Development – Jackie – no report
- Special Events – no report
- Advantage – Eric
 - Committee is proposing to change some of the wording on the Staff Association meeting to make things more clear, also proposing to put the application on the HR website. Would like to send an email, first to the staff as a whole, then through Senators to constituents, to get the word out about Advantage

President's Report – Fred Nesslage

- Budget Advisory Council – its suggested to stay abreast of what this council is doing by reading meeting minutes
- GAC – two policy changes to be aware of
 - there has been a change to the children of divorced parents rule – child no longer has to be claimed on tax return to get a tuition reduction
 - changes to overtime/flex/comp time policy – only hours worked will be counted toward earning overtime

First Vice President's Report – Barb Harris

- Budget Report – budget still stands at \$2244.19
- Waiting to hear back from Jomel to provide more information on workshops for staff

New Business

- There is a question of why certain administration classifications are included in the Staff Association and others are not. Confusion is not helped by the changing of classification levels/labels in the past. Senators suggested that it is important to find out when D1 was allowed in the past and why. Consensus seemed to be to not allow D2 and D3 classifications to be included in the staff association.
- Fred asks that the Constitution and Bylaws committee meet and address the changes necessary for the P1, P2, P3 classifications be included in the constitution – these staff members were included in the association, but due to the classification names being changed by the University, are no longer explicitly stated in the Constitution.

Meeting adjourned 4:40.

Mark your calendars: Next meeting will be **Wednesday, March 14th at 3:00pm** in Junior College Room (Blum 234)