

Staff Association Minutes

February 13, 2019, 3:00pm

Blum Union Junior College Room

Senators Present: Shelle Browning, Derek Evans, Kathy Gammon, Barb Harris, Andrea Collins-Keller, Kathy Kelly, Louise Mills, Jessica Poet, Hawley Rumpf, Jena Williams, Nicki Robertson

Senators Absent: Betsy Wright, Jessica Frogge, Lisa May

Staff Present: Shana Meyer, Colette Weipert, Stephanie Spratt, Quentin Laws, Amber Halstead, Susan Garrison, Kelly Sloan

Invited Guests: Dr. Vartabedian, President; Dr. Davenport, Interim Provost

Dr. Vartabedian Report:

- Several administrative searches going on; Liberal Arts dean - open search; Western Institute dean - open search; Graduate Dean & Professional Studies - probably internal; VP Financial Planning search; hopefully taken care of by end of semester
- Went to Jefferson City for Great Northwest Days last week; let people know we exist; took a team of student leaders and administrators; students made the rounds - general member commented on how impressed they were by the students
- Made the rounds to the legislative delegation (3 reps, 1 senator); had good conversations
- Stopped by budget office
- Stopped by Kyle Aubuchon's office - handles boards and appointments; we have three vacancies; that relationship is very important; he said he'll give us two in mid-March - can't vote until they're confirmed, they have a month to get confirmed, shouldn't affect the vote on the presidential search
- Stopped by Speaker of the House's office, Elijah Haahr; MWSU alum and past SGA president
- Encouraged by various visits
- Strong support for the MOExcel grant - Senator Luetkemeyer said he would do everything in his power to make that happen; would be a great help to our health programs; called up later to confirm
- Representative Sheila Solon - said Potter Project was her top priority; taking it on to make that happen because we are in her district; hoping to get three million for the project
- Hoping to get money for maintenance repair
- What does the Potter Project entail? Total cost?
 - Phase 1: Creating an annex for three dimensional art (health concerns in main building), which would be three million; Phase 2: Expanding the main building, which would be 12 million; first time in 11 years that we have had a representative willing to push the project

Dr. Davenport Report:

- Been a busy semester...when we're here; been a challenging semester in that respect - some Wednesday classes have met only once; reminds us about the use of technology as a supplement; in the future, how can we learn and grow from this?
- Appreciative of the Physical Plant team - they have been doing work to make things safe, and it's no small task
- Working with Carey McMillian to make decisions that look out for the safety of students, staff, and faculty
- Department Chair Guidelines: Set of policies around the roles and selection of the chairs; need guidance on what they should be doing; Jessica Poet asked about having admins weigh in on the policy, so Dr. Davenport was able to meet with her and make changes to the policy, good changes to the policy, that show it's about the whole department, not just the faculty
- While in Jefferson City, met with Majority Floor Leader because of a personal connection; thanks to Senator Dan Hegeman for paying for all of the food so a lot of senators showed up

- Had one student fall and broke his leg from the ice storm. It was advised to everyone to walk on the grass if the sidewalks are icy.
- When questioned about fixing the potholes on Mitchell, he was not able to state when it would be fixed but that it's a minefield! Well-traveled road that we would all like to see fixed.

Shana Meyer

- Here to support and answer any questions from Student Affairs.

Old Business:

- January minutes deferred to March meeting to make corrections.
- Faculty Paid Parental Leave proposal
 - Officially, the Salary & Fringe committee supports the proposal in principle, but it needs some wordsmithing to make it in line with other policies; there is a joint meeting with faculty and Salary & Fringe committee tomorrow. Some senators have not had a lot of time to review it. It was explained that It's written to pay for up to six weeks of leave per person; based on Missouri Southern's proposal, which allows for a total of six weeks if both parents work there, but ours is six weeks for each; it doesn't address payment. Similar to FMLA. The committee supports the theory, just needs rewording. It was asked to have more clarification in the policy because some of the wording didn't make sense. The consensus is that faculty are pushing very quickly. A senator stated that we cannot assume that it will not pass, we have to push through. Another senator stated that with the current wording, it will not pass. It is good to support the faculty when needed, as we may need their support in the future. The overall concern from staff is the financial ramifications.

Committee Reports

- Salary & Fringe
 - No report
- Constitution & By-laws
 - No report
- Welcoming
 - Amanda Quenemoen – Residence Hall Director, Residential Life
 - Connor Perkins – Groundskeeper, Physical Plant
- Election
 - No report
- Grievance
 - No report
- Professional Development
 - Haven't met with Special Events yet
 - A senator met with an FBI agent who works in their cyber security; he would be willing to present on cyber security for free to us; about phishing schemes, etc.
- Special Events
 - Wish Reveal tonight! February 13th, 6:45 p.m. at Looney; wear bright colors
- Advantage
 - No report

President's Report – Fred Nessler

- Presidential Search Committee – Search Update/Schedule
 - Narrowed things down to ten semi-finalists; next weekend, we are bringing them in for hour and fifteen minute interviews near the airport; once those are complete, the search committee will meet and bring

in three finalists the week of March 3rd; 70 applications came through - looked at credentials first and ranked them as yes, maybe, and no; then interviewed the final 15 references, and narrowed it down to ten from those reference checks

First Vice President's Report – Kathy Kelly

- Budget Report
 - \$6569 left in Foundation
 - \$2328 left from MWSU

Other Business/Open Discussion/Announcements

- A constituent asked about the rationale with tuition - currently only covers 80% of the on-campus tuition, but doesn't cover the extra fees for online courses. It was explained that when we first started online courses, needed a way to incentivize faculty to teach them. If the online course is done well, it is very time consuming. There have been a lot of changes coming to the online and dual credit courses. Has not been announced yet, but the Staff Association President has been in on the discussions. All current discounts are to be signed off by HR when the staff/faculty member has completed the documentation. Then goes to Financial Aid. This only includes undergraduate tuition.
- Faculty Senate Liaison Report - Jessica Poet
 - Attended Faculty Senate meeting on January 17, 2019
 - Introduced herself to the Executive Board as the staff liaison from the Staff Association Senate
 - Was able to communicate to the Faculty Senate that the Staff Association is still interested in discussing the parental leave policy and someone from the Salary & Fringe committee would be in touch with their committee before the next meeting
 - Learned of a new Department Chairperson policy for academic departments being drafted and advocated on behalf of department staff to be allowed input on policy
 - Good that we're bringing the faculty and staff senates together
 - Constituent question: Anything about staff positions being re-classified in HR?
 - HR reclassified positions for their current staff absorbing the duties of a lost position. These reclassification can be shared now because they were approved. It was stated that they were put into effect at the end of January. Robertson and Scott's positions were reclassified as was Hill's in payroll. Vides position was reclassified in title only. Kissock's position was also reclassified. It was asked if this is going to happen in other departments when a position isn't filled or is it going to be a case-by-case basis. There was not an answer for this. If someone feels like their job description doesn't cover what they do, they can go to their supervisor to discuss possible reclassification.
- Proposal in front of GAC – Pay for inclement weather
 - The wording is very unclear, so the HR director will rewrite it. Once it is rewritten, it should pass with no problem.

Mark your calendars: Next meeting will be Wednesday, March 13th at 3:00pm in Blum Union JCR.