

## Staff Association Minutes

November 14, 2018, 3:00pm

Blum Union Junior College Room

**Senators Present:** Kathy Kelly, Marissa Steimel, Louise Mills, Derek Evans, Hawley Rumpf, Betsy Wright, Andrea Keller, Jessica Frogge, Kathy Gammon, Jessica Poet

**Senators Absent:** Fred Nesslage, Jena Williams, Barb Harris, Nicki Robertson

**Staff Present:** Aubry Carpenter, Colette Weipert, Rachel Lundy, Kelly Sloan, Minerva C. Torres, Amber Halstead, Teresa Crist, Elise Hepworth

**Invited Guests:** Dr. Vartabedian, President

Dr. Davenport, Interim Provost

### Dr. Vartabedian Report:

- MWSU invited to participate in Texarkana Bowl. Big annual event, treated like a Division I event
- Bill Eichorst donated his prints art collection. No strings attached, which is amazing. Even said we could sell one or two. Very expensive collection.
- International Fair going on right now.
- Two new governing board members. Lee Tieman and Kayla Schoonover. Both connected to MWSU and were on our list. The last three appointments have been off of our list, which usually doesn't happen.
- If you have any connections to Mosaic Life Care, let them know how much we appreciate them matching our grant proposal. They came through on the grant that the governor is pushing. Mosaic is matching \$400,000.
- Spent time with lobbyists today to advocate for improved funding. However, the latest news is that there isn't a lot of money left to lobby for. Three things that we're pushing on our agenda: 1) Campus conceal and carry, 2) Appropriation restoration – we've been cut 17% in our budget in the last two years, want to call that to attention of governor, and 3) Get help on the Potter Hall project – there is some buy-in, so hoping to get it done
- Was asked about grant: Essentially, the grant is to expand our nursing program from graduating 100 nurses to 120 nurses and to renovate some spaces; there were more grant submissions than we expected; think we have a good shot at the 1.2 million; hope to increase enrollment
- Dr. Davenport: Mosaic has a need for nurses, so they're pushing for it.
- Was asked about Texarkana game: Will take place on December 1<sup>st</sup>; doesn't think it will be televised; big deal for the surrounding community; extends our season by three weeks

### Dr. Davenport Report:

- Center for Excellence in Applied Health Care Learning – lab is receiving additional equipment and more space; it allows us to graduate more nurses is through clinical placements; due to limited clinical space, we can only place so many nursing students; this Center would be a site for doing clinicals – Mosaic would have five staff members who would be clinical instructors; we would increase our students without increasing our faculty; connecting to other health care facilities in the region – continuing education opportunity for them
- Site will be on campus – expansion of the Murphy Sim Lab; several faculty willing to move out of their offices so we can reconfigure space and make a bigger lab; something that's already here, just expanding on what we have

## Old Business

- The October minutes were approved by the Senate.

## Committee Reports

- *Salary & Fringe*
  - Overtime policy went to GAC; going up to the president to be signed; it had been submitted and went to GAC, which is the version everyone had a problem with – it was re-written to make it the old way, and that was taken to Salary & Fringe and approved
  - *Jessica Frogge*: for overtime calculations now, it does not include vacation time, sick time, comp taken time; it's just hours worked plus campus closures plus holidays
- Constitution & By-laws
  - Took grievance procedure language to the by-laws; wanted to make the by-laws consistent
  - *Jessica Frogge*: What happens if we don't have three exempt and three non-exempt volunteer to be on the grievance committee?
  - *Jessica Poet*: The old version said you would have a minimum of five, but now it says you "will have" instead
  - *Jessica Frogge*: What happens if we can't get seven people?
  - *Kathy Kelly*: Then we shouldn't have a grievance policy. If seven people in this university won't stand up, that's a serious issue. It can't be two and two because of the range of opinions. That's never been an issue in the 13 years I've been doing it.
  - *Jessica Poet*: I have a problem with the fact that the President can appoint a committee without the senate
  - *Kathy Kelly*: That's in place in case there's an emergency situation where several people leave the committee and there needs to be a decision made on a grievance situation. The president can't wait until another Senate meeting if a grievance decision needs to be made.
  - Proposed Staff By-law Revision – changed by-laws to say there should be seven members instead of five; approved by senator vote
  - Policy Guide change – change the reference in the policy guide to the grievance committee as an ad-hoc committee to a standing committee; approved by senator vote
- Welcoming
  - No report
- Election
  - No report
- Grievance
  - No report
- Professional Development
  - Working with special events committee
- Special Events
  - Proposed budget distributed
  - Winter Retreat, December 17<sup>th</sup>; Land of Sweets theme
- Advantage
  - Aubry Carpenter reported for Nicki
  - Adopt-A-Griffon

## President's Report – Kathy Kelly (for Fred Nesslage)

- Met as a search committee with the search firm; voiced all of the feedback from staff; consensus was that our feedback was similar to everyone else's feedback; Jeanne put together three sub-committees (Leadership Profile, Interview Qs, Off-Site Interviews)

## **First Vice President's Report – Kathy Kelly**

- Budget Report – haven't spent anything yet

## **Other Business/Open Discussion/Announcements**

- *Marissa Steimel*: Diversity Statement that was written by the Diversity & Inclusion Task Force has been approved by GAC; will now be on website in the About section
- Would like to add a minimum wage discussion to a future senate meeting; how will it have an effect on us and as a compression on our current salaries
- *Elise Hepworth*: Turning in a staff association report on January 17<sup>th</sup>; send her any updates you have

**Mark your calendars:** Next meeting will be Wednesday, January 9<sup>th</sup> at 3:00pm in Blum Union JCR. There is traditionally no meeting in December due to Staff Retreat.