

Staff Association Minutes

September 11, 2019, 3:00pm

Blum Hall, Room 220

Senators Present: Marissa Steimel, René Hill, Quentin Laws, Barb Harris, Jessica Poet, Betsy Wright, Andrea Keller, Nicki Robertson, Kathy Kelly, Louise Mills, Hawley Rumpf, Kathy Gammon, Lisa May

Senators Absent: Shelle Browning, Claudia Baer, Ryan Addington

Staff Present: Fred Nesslage, Sam Wemple, Nathan Roberts, Colette Weipert, Michelle Diaz, Stephanie Spratt, Amy Coats, Trenny Wilson, Aubry Carpenter, Melissa Stallbaumer, Michael Cadden, Jesse White, Ben Rops, Susan Garrison

Invited Guests: Matt Wilson, President

Dr. Davenport, Provost

Darrell Morrison, VP

President Wilson Report:

- Appreciation to everyone for a great beginning of the semester.
- Appreciate all the focus on making Missouri Western a better place for our students.
- Challenged as it comes to student enrollment. Overall enrollment down about 10.5%.
- Proactively looking for ways to attract students.
- Amping recruitment; 25 high school visits himself.
- Being strategic in hiring; keeping costs down.
- Working to make Missouri Western distinctive.
- JP Yates recruiting internationally; on the road for 4 months.
- New Global Center.
- Center for Service up and running; Scholarship for Service, students will earn credits at no cost to them.
- Gold Star Fridays.
- Proven Guarantee Scholarships – increase with each year the student is in school.
- E-sports – looking for Coach.
- Not unaware of challenges that exist. Build in efficiencies to free up time for staff and resources.
- Revamp processes to get away from paper.
- Staff Grievance committee took a lot of time from employees and could have a legal impact on those on the committee. The Board, based on legal perspective, put the Staff Grievance Committee on hold.
- Fast Track Grant – students over 25 could qualify. Information was to have been sent out to students.
- Residence Halls are at full capacity
- Faculty Grievance Committee is completely different from Staff Grievance Committee. There are not legal concerns with the Faculty Committee.

Dr. Davenport Report:

- Administrative restructuring; moving closer to a working draft. Goals to reduce Administrative costs and align structure and function.
- Gold Star Fridays scheduling – some Admins testing the 4 day class schedule.

Darrel Morrison Report:

- Trying to finalize financial information.
- Get Budgets in to place.
- Enrollment from a financial standpoint, a little bit down; less revenues.
- Finalizing health insurance. Will be presented to Board.

Old Business

August minutes approved.

Committee Reports

- *Salary & Fringe*
 - Paid parental leave – if approved for faculty, is it approved for staff as well? Yes.
 - Asking for additional days off for Christmas break.
 - Ryan Addington selected as Chair.
- *Constitution & By-laws*
 - Constitution and bylaws have been reviewed by legal counsel and is lacking; provided by Board of Governors when he asked.
 - Quentin Laws selected as Chair.
- *Welcoming*
 - Welcomed six new staff.
 - Lisa May is Chair.
- *Election*
 - No report
 - René Hill serves as Chair
- *Professional Development*
 - Proposal for more people to benefit from the funds.
 - Not spending any funds until proposal reviewed and sent to constituents.
 - Kathy Gammon serves as Chair
- *Special Events*
 - Hawley Rumpf selected as Chair.
 - Threw around ideas and meeting next month.
- *Advantage*
 - Susan Garrison and Aubry Carpenter co-chairing.

President's Report – Kathy Kelly

- Questions about grievances. Called other institutions and no other schools have a grievance committee established. They all follow chain of command. Everyone is welcome to approach E-board for assistance.
- President Installation – everybody wear black and gold
- Convocation

First Vice President's Report – Marissa Steimel

- Budget approved.
 - Supplies - \$400; Misc./Reserve - \$428; Fall Retreat - \$3,500; Spring Retreat - \$1,500; Professional Development - \$2,000; On Campus Professional Development - \$1,500

Other Business/Open Discussion/Announcements

- Mike Cadden – Faculty Liaison. Review Policy Guide, streamline so faculty and staff are the same. See where we can do some clean up. Kathy Kelly and Betsy Wright to assist.
- Affinity groups
- No longer printing Agenda and Minutes.
- Enforcing absence policy as established in bylaws?

Mark your calendars: Next meeting will be Wednesday, October 9th at 3:00pm in Blum 220.