

Staff Association Minutes
January 13, 2021, 3:00pm
Zoom (Senators & Invited Guests)
All Staff Association Members: griff.vn/SAJan21

Senators present: Andrea Keller, Jean Foster, Evan Banks, Colette Weipert, Derek Evans, Melissa Stallbaumer, Amber Halstead, Kathy Kelly, Rene Hill, Jessica Frogge, Lisa May, Kendy Scudder.

Senators Absent: Cathy Bryson, Tiffany Crawford, Debbie Vaughn

Invited Guests

- Dr. Elizabeth Kennedy, Interim President
- Dr. Doug Davenport, Provost and Vice President of Academic and Student Affairs
- Darrell Morrison, Vice President of Finance and Administration
- Dr. Greg Lindsteadt, Faculty Senate President

Dr. Elizabeth Kennedy:

- Covid-19 Pandemic Leave Policy established to help with employees who may need help with shortages in leave. Student screening process is up and running for the return of students. Covid vaccinations coming. A survey will be sent to employees to gauge an interest level in getting the vaccine. Need an exact count.
- Spring semester starts the day after Martin Luther King holiday.
- HLC work is ongoing. Master Academic Plan developing program review cycle. We are pushing the good news of Missouri Western in Jefferson City.
- Thanks to everyone during the fall semester to help keep the campus safe.

Dr. Doug Davenport:

- Fall 2020 Semester is done & was safe. The two week holiday break was much needed and welcomed.
- A letter sent to faculty to maintain expectations of what worked in the fall semester worked well. We were prepared and will do it again this spring semester. Thanks to faculty & staff members across the board for making sure our students are served.
- Academic Program Review team, headed by Dr. Beth Potts, has created a draft to be presented at Faculty Senate next week. The draft is a plan for regular continuous review for our academic programs.
- Higher Learning Commission: A mid-cycle review for accreditation is ongoing. We will submit a report by July 2021. Vision for Center for Teaching and Learning is to serve faculty and staff for professional development opportunities.

Darrell Morrison:

- Fiscal year 2022 preparations ongoing.
- Ad Hoc budget committee meeting is on Friday. One issue is what to do with tuition and fees. There is a loophole in the higher education funding act. If you do not receive all of your state appropriations then you can increase tuition and fees. Requires a BOG approval.
- New eSports arena almost ready. Much of the work was done in-house by Physical Plant.
- State of Missouri has released \$1.9 million-can only be used for deferred maintenance, not operating costs.
- Remind everyone we are still in a financial crisis. It takes time to get out of this, thank you to everyone. We need to focus on increasing enrollment and retention.

Committee Reports

- Salary & Fringe: Met last week and tasked with a job of reviewing the Crisis Policy because Covid-19 was not included in that. The senate approved of a proposal with a 13-1 vote for GAC but a new Covid-19 Leave Policy was sent out to all employees by Human Resources prior to the GAC meeting. As a result, the committee agreed to rescind the proposal. Employees who are eligible are encouraged to donate.
- Constitution & Bylaws: No Report
- Welcoming: Met and have 3 new staff to welcome next week.
- Election: No Report
- Professional Development: Continuing the dialogue with HR and the Center for Teaching and Learning about onboarding processes and professional development needs/opportunities. Meet again next week.
- Special Events: Thanks for holiday participation! Discussing doing a similar type activity, once a month (ex. Griffon Lunch hour) hoping to focus on a variety of topics. Third Friday every month at noon. Watch for more details. Hope to build opportunities to connect. See Facebook Staff Association page and Griffon Weekly for more information.
- Advantage: Message from Susan Garrison read by Amber Halstead. Four Colleagues and their families were adopted via Adopt a Griffon program. Gifts, gift cards and items were donated and \$2602 collected from Silent Auction for additional needs. Shout out to the Advantage Committee and the Building representatives for your generous Griffon Spirit.

November Meeting Minutes Approval – Kelly moved to approve the November minutes. Seconded by Banks. November Minutes approved.

President's Report

- Monthly meeting with administration included Dr. Kennedy, Dr. Davenport, Darrell Morrison, and Dr. Jones with the four Staff Association Executive board members. We shared thanks and gratitude for the holiday lunch and extra 3 days of vacation. We asked for an update on the PR/Marketing position, which is on hold for now. Position will be reposted later this spring. Kent

Heir is performing more of a leadership type role. General Counsel has been hired. President Kennedy has a one-year contract and there are no other updates on the status of her interim title. The BOG, many of which are new to the position, will determine the vision & direction they would like to see the University head. GAC continues to review institutional committees. Some committees will be redefined, some will be added while others will be removed. The feedback button on the Staff Association website is a continued work in progress.

First Vice President's Report

- Attended GAC meeting. Budget for November contains a .50 cent charge that is of unknown origin. Jean wonders if it is a postage charge and will look into it.

Faculty Liaison Report

- No report

Other Business/Open Discussion/Announcements

- The e-board would like to focus on relationship building amongst the senators through possible short zoom meetings (ex. coffee, lunch, etc.) as well as campus-wide opportunities for camaraderie. Even if it seems silly or small, please bring any ideas forward. Let's make this campus and our jobs the best we can make them!
- Remember to check the HR careers webpage for new job openings and share that information with others that have an interest in working at MWSU.

Evans motioned to adjourn the meeting. Frogge seconded. Motion passes. Meeting adjourned.

Mark your calendars: Next meeting will be Wednesday, February 10 at 3pm.