

## Staff Association Minutes

March 9, 2022, 3:00pm

### PDR

**Attendance:** Amber Halstead, Jean Foster, Aubry Carpenter, Kendy Scudder, Derek Evans, Deborah Vaughn, Evan Banks, Emily Ludwig, Melissa Stallbaumer, (virtual) Kathy Kelly, Lisa May, Jessica Frogge, Kasey Schmoe

#### Invited Guests

- Dr. Elizabeth Kennedy, President
  - President's Ad Hoc Committee on Compensation
    - Work is ongoing – committee membership and other updates were shared in the admin info Listserv
    - The committee is charged with reviewing the compensation plan presented by Cbiz based on survey
      - Cbiz has completed the initial review of the data
    - Goal is to secure board approval and incorporate changes to the FY23 proposal to the board.
  - Progress toward lifting the financial emergency
    - We appear to be at the point where we can lift this – we will go out the same way we came in
    - 2 years ago: Declaration of Financial Emergency
      - Financial advisory council brought together to bring together data to establish evidence of financial emergency
    - Today: Bring together Financial Advisory Council to bring together data to establish evidence we are no longer in a financial emergency
      - Policy outlines the membership of this group: President, Pres Cabinet, one Academic Dean: Dean Harris, Faculty Senate President, two Faculty Senate members, Staff Association President, and SGA President
  - COVID:
    - Positivity rate is back down in Buchanan County
      - 11 hospitalizations
      - 2 cases associated with Campus Community
    - Heart to Heart Vaccine Clinic
      - 40 individuals in Feb. Clinic – many our students
      - Second will be March 31<sup>st</sup>
    - 2 years of the COVID response team – Appreciation for all of those members who have been committed to campus safety
  - Director of Athletics Search
    - Search Committee is selected
    - Working with Collegiate Consulting
      - Come to campus mid-February
    - Have brought pool down to 11 applicants
    - Starting first-round interviews
    - Hopeful hire date in April and start day in May
  - Gold Fridays
    - Fall 19 initiative
    - Fall 2021 was the first semester to have the opportunity to push this effectively

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- Survey to follow
  - 25% response rate
  - Responses reflected positively on Gold Fridays
  - 21% of students reported that Gold Fridays provided stress relief
  - Strong support of Gold Fridays
- We will do another survey this Spring
- Becky Dunn is creating infographic to show what students are doing for Gold Fridays
- Gold Friday Initiative will be moved to the GOAL Office and Dr. Ducey will take the lead on future surveys
- Fall 2022 Enrollment
  - Funnel report – still up 600+
  - Yield rate last year 24 – 26%
  - Despite programs we eliminated, the ones we offer are strong
  - Fall 2022 registration for current students is open
    - Encourage students to get signed up as soon as possible.
  - Overall 88% retention rate Fall to Spring
- Women's Basketball Team
  - Friday playing in the NCAA Division II tournament
- Please watch the weather!
  - The tulips and daffodils have a surprise coming!
- Dr. Marc Manganaro, Interim Provost and Vice President for Academic Affairs
  - One week from today mid-term grades are due, then Spring Break
  - March GAC meeting on March 8
    - Curricular Proposals came through: Psychology, Chemistry micro certificates
    - Policy Manual for Graduate Programs
    - Institutional committee work – carving out a definition: Standing committees not ad hoc that run across the university (more than one unit)
      - Identified many committees that are no longer meeting, yet we define that way
      - Created spreadsheet to identify committees
      - Ultimately – what should go in the policy guide?
  - Strategic Faculty Hiring Process
    - A dozen Faculty searches
    - 2 Academic Staff searches
    - Process is opened up again to address retirements and resignations
  - Dr. Mike Ducey – Developing an applied learning dashboard which will be live and identify student learning activities happening on campus
  - Grants website developed by Luanne with assistance from Jack Panella – this will be a resource, especially for faculty, that will provide mentoring and guidance on grant application and processes.
    - MWSU Faculty have been acquiring grants at a higher volume than in the past
    - MO Excels, grant Dr. Tilo Roy received recently (NSF grant)
  - Becky Dunn spoke to Faculty about how marketing is working on the MWSU

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website.

- Eliminate dead links, duplicate information, etc.
- Moving toward uniformity and consistency
- Re-orienting toward a university website serving primarily as a recruiting tool – orient it toward prospective students.
- Darrell Morrison,
  - Ad Hoc Compensation Committee –
    - Several more emails to come regarding the Ad Hoc Compensation Committee – be on the lookout
    - We have made strides – started on the faculty side this week we will move to staff
    - Big issue on the Ad Hoc committee is what can we do. Please understand that the goal of the committee is to make a recommendation on an implementation plan to the President – BUT we have to have the funds to do it. Where we want to go will very likely take several years to get there.
    - We have some issues on campus. We are working through them. Please have patience.
    - There are some good signs for campus – especially with the Financial committee to get out of the Financial Emergency. Additionally, state appropriations are looking positive.
- Connor Peters, Student Government Representative
  - “The Big Event” - April 9<sup>th</sup> 9:00 a.m. – 11:30 a.m.
    - Working with Dr. Bruner on service-based leadership event similar to Day of Service in the Fall
    - Beautify St. Joseph will help us identify sites to serve
    - Sign up on: SGA Facebook, Twitter, etc.
    - Form allows for registering by department/office/organization so that folks can be assigned in similar location

**Faculty Liaison Report**

- Dr. Greg Lindsteadt, Faculty Senate President
  - Going through elections
    - Transition at last meeting of year
    - GAC difference, participation
  - Fringes got together; faculty fringe putting together tuition reduction increases for hours; met with Darrel, submitting to GAC in April

**February Meeting Minutes Approval**

*Motion to approve the February minutes made by Evans and seconded by Foster. Voted unanimously to pass.*

**Committee Reports**

- Salary & Fringe
  - No report
- Constitution & Bylaws

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- Discuss Bylaws Proposal
- *Motion to move to a vote with the addition of*
  - *The committee shall recommend at least one committee member for any University request for representation on behalf of the Staff Association regarding salary and fringe benefits. Staff Senate shall vote to approve the recommended committee member and the Staff Association Executive Committee shall forward the recommendation to the appropriate parties.*
- *Motion to approve by Banks, seconded by Evans, motion passed.*
- Vote will go out via electronic voting.
  
- Welcoming
  - Welcomed 7 new employees and have received their welcome gift.
- Election
  - No report
- Professional Development
  - Searching for a new Professional Development Committee Chair
  - No report
- Special Events
  - No report
- Advantage
  - No report

### President's Report

- No report

### First Vice President's Report

- Budget is the same from last month \$2,414.83
- Three Staff Association vacancies
  - two non-exempt
  - one exempt
- Constituent List from Feb. 4<sup>th</sup>
  - 12 employees are not on the list
  - One of the senator's constituents will be assigned to a new senator
- Several Committees are still short membership

### Other Business/Open Discussion/Announcements

- Propose to discuss percentage requirements for Staff Senate membership
  - Number of Senators
  - Percentage-based exempt vs. non-exempt
- Hearts are with the Student Success department with the departure of Elaine and Cathy

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*Motion to adjourn Banks, seconded by Vaughn, motion passes unanimously.*

**Mark your calendars:** Next Staff Association meeting is April 13 at 3:00pm in PDR