

Staff Association Minutes

March 11th, 2026 - 3:00 pm

President's Dining Room



Senators Present In-Person: Chelsea Norton, Jessica Searcy, Kristen Neeley, Jean Foster, Amy Coats, Cassandra Penick, Sandra Pennock, and Trenny Wilson

Senators Present on Zoom: Kasey Schmoe

Staff Present In-Person: Jennifer Morris

Staff Present on Zoom: Dana Markt, Jenny Sherlock, Rebecca Lobina, Regina Young, Alyssa Striplin, Tiffany LeGrand, Susan Garrison, Monica Phillips, Angie Osborn, Meredith Hartman, Jill Voltmer, Sara Freemyer, Derek Evans, Haley Lindsey, Audrey Cravatt, Lori Bomberger, Angela Tyler, Ben Moran and Kari Hayes

Committee Reports

- Welcoming & Care:
 - Jean Foster - Has not met, but are planning to after Spring break.
 - A request has been made to have staff senators come to new hire orientation to introduce the Association and give new hires a point of contact. Coordinating with Ashley to get on the schedule for future orientations.
- Election, Constitution & Bylaws:
 - Alyssa Striplin presented the change that was proposed and approved for the Senate Election timeline. She shared the exact changes that were made. It was proposed on February 12th with the senate by our bylaws to decide if we need all of the Association's approval. 10 out of 12 senators voted stating only the senators needed to approve. Another ballot went out on February 18th and was passed with 11 votes for the revision. This will officially be changed in the bylaws.
 - The next meeting would be planned for April, after Spring Break to tackle other languages.
 - Call for nominations will be sent out the first of April. You can nominate yourself or as many of your fellow staff members as you like.
- Employee Engagement:
 - Next Tuesday, St. Patrick's Day event 11am-2pm. The event has been moved to Blum. There will be popcorn, lemonade, limeade and prizes. Come join us.
 - We are planning a professional development day for early Summer. The budget has been approved, but now we need to work out all the details. It's over stress and gratitude with stress balls and therapy dogs.

Institutional Committees Reports

- Compensation:
 - Have not met.
- Information Technology and Infrastructure:
 - Have not met.
- Health & Safety:
 - Mike Crutchfield sent an update. The committee met in December and will have semi-annual

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meetings moving forward. The biggest takeaway from that meeting was some transition of responsibilities from Risk Management to Physical Plant. Physical Plant has established an EHS Coordinator role to manage those day to day safety operations. This includes hazmat tasks, chemical collection, and other regulatory compliance items that align more naturally with facilities operations such as SHARPs container pickups. What remains under Risk Management is Institutional-level functions including the annual EPA reporting requirements. Emergency planning, insurance and liability, regulatory interpretation, policy development, and oversight. Future meetings will continue to refine and update procedures, training opportunities, etc.

- Physical Environment:
 - Have not met.

Invited Guests

- Dr. Elizabeth Kennedy, President:
 - Not Present
- Dr. Jay Johnson, Provost:
 - I was down in COPHE last week where the majority of the discussion was about the budget, but also the transfer bill that is still going on. We will know more about the transfer bill and what they expect out of us in the Fall.
 - Several searches are ongoing.
 - Candidates have been on campus for both Strength and Conditioning and Computer Science faculty positions.
 - We have an Associate Dean for the College of Business and Professional Studies. This is a position being funded out of foundations, not an E&G funded position. We have around 11 or 12 applicants, but haven't had a committee meeting yet.
 - Registrar position search has kind of stalled. We have only had a few candidates. We are looking at other solutions and hoping to have information to share after Spring break.
 - HLC update. There is a timeline on the HLC website as well as I have shared it on my weekly updates.
 - There are four criteria. So far the cabinet has received criteria 1, 2 and 4 for review. We have received feedback on 1 & 2, waiting on 4. We skipped area 3 but it should be going to the cabinet for review in the next few days.
 - Once we get all that information for 3 and 4 we will have another info session. I believe it is scheduled for April 3rd with a session at 11am and 2pm. It is important that all MWSU communities are involved and aware.
 - Vacation usage has been brought up in the Staff Association Executive meeting. It was shared that some staff feel if they use their vacation they may lose their job or if they use it they will be too far behind on their role.
 - Part of being lean is that when you are gone you do have work to catch up on when you return. This is happening and present in all areas.
 - The situation where someone feels they might lose their job if they take time off is not acceptable. That's not good leadership/management. If that is the case it is an HR or

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supervisor conversation. Our position in the cabinet is to take your vacation time and come back refreshed.

- Regina suggested putting together a professional development for admins. Look for updates coming soon.
- Daniel Holt, VP of Finance:
 - Budget season is still underway. We are currently working on the expenses.
 - Search updates
 - Just started reviewing the candidates for the Dean of Students position. We have about 10 that we are wanting to talk to and will be reaching out to over the next week after that we will set up on the ground interviews for the early part of April. We will more than likely not have that position filled before the end of the Spring semester.
 - We started talking to candidates today in the Institutional Research search. We have a pretty good pool of candidates. After we complete the preliminary talks we will decide if we need to do on the ground interviews or if there is a clear decision. We believe we are on task to have that filled in early to mid April.
 - Compensation Committee update request
 - We need to reconvene. We are working on a 3 year plan with all the changes that may be coming. We are on schedule to get it to the board in April, but we just need to meet back up.
 - Some positions are okay, but the majority of our positions are needing more compensation to get up to market base. Still evaluating with a tight budget how we can do more.
 - The last plan suggested using performance evaluations. We would like to actually have it developed for this plan now that we are bringing back evaluations.
 - Update from board meeting. Our board did approve the acquisition of Workday for our ERP, student information system, to replace Elucian Banner. There is still a lot of work to be done. Having the board's approval is just one of the big steps. We are still working out the contract, budget, etc. We will communicate with everyone as soon as it is official and then through all the implementing processes, etc.
 - Please plan to attend our Wellness Event coming up on March 24th.
 - There will be an incentive program to help you save on your premium for 1/1/27. If you don't do the incentive you will pay more. This is more of an informational meeting to discuss the benefits and how you can help.
- Monty Smith, Faculty Liaison
 - A couple of weeks ago we had a Faculty Senate town hall and breakfast with the Provost. I believe it went well.
 - At our Senate Jana Fry and Chelsea Norton discussed doing something with the campus cupboard. I mentioned it to President Kennedy and she had a suggestion that we could pay a \$5 payroll deduction to go toward cupboard donation to allow the staff to buy as needed versus staff buying it and then having to deliver it to the cupboard ourselves and getting more of one type of item than another.

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Previous Meeting Minutes Approval

- Jean Foster motioned to approve. Trenny Wilson seconded. All I's.

President's Report - Chelsea Norton

- Campus Cupboard discussion.

Vice President's Report - Beth Beggs

- No report.

Unfinished Business

- None

New Business

- None

Open Discussion/Announcements

- Officer Bell's retirement party, March 31st at 3:30pm in Blum 201.

Mark your calendars:

- Next Staff Association meeting: April 8th, 2026 at 3pm in the PDR for Senators. All staff on Zoom.

Motion to End: Cassandra Penick motions, Trenny Wilson seconds.