



Staff Congress

Draft Minutes for June 26, 2024
Tennessee Room, Curris Center and Zoom

Present: Jessica Arneson, Christian Barnes, Dedrick Brooks, Tami Dandeneau, Duane Dycus, Jodi Hanneman, Orville Herndon, Joshua Hutson, B.J. Johnson, Matthew Jones, Trish Lofton, Jeremy McKeel, Audrey Neal, Kim Newbern, Tressa Ross, David Shelton, Kristen Swisher, Justin Thomas

Absent: Russell Dunn, Gerry Harris, Dayna Hutchinson, Sondra Kreger, Matt Purdy, Angela Richerson, Casey Workman

Guests: Courtney Hixon, Director of Human Resources; Dr. Don Robertson, Vice President of Student Affairs; Jordan Smith, Executive Director of Government and Institutional Relations; Mary Steely, Staff Congress member-elect; Joshua Tillson, Staff Congress member-elect; Dr. David Wilson, Staff Regent

CALL TO ORDER: Staff Congress President Trish Lofton called the meeting to order.

REPORTS FROM SPECIAL GUESTS PRESENT:

Dr. Don Robertson, Vice President of Student Affairs: Dr. Don Robertson reported on the number of students participating in Racer Nation Orientations and the number of students enrolled for the fall 2024 semester. He asked staff who interact with students to remind them to accept their scholarship and financial awards. Awards not accepted by the due date will be offered to alternate recipients.

Information will be sent to staff regarding opportunities to be involved with New Beginnings, scheduled for August 17. The fall semester begins August 20.

Health Services is closed for the summer and will re-open August 19.

Dr. Robertson thanked staff for greeting students. This has a positive effect on recruitment and retention.

Governor's Scholars students are currently on-campus, as well as students participating in various other camps.

Courtney Hixon, Director, Human Resources: Courtney Hixon said that 38 employees will be affected by the FSLA change to the salary threshold for overtime exempt status that begins on July 1, 2024. Human Resources staff have met with all of those employees and their supervisors to discuss the change. In the late summer or early fall, Human Resources will meet with the employees affected by the change to salary thresholds for overtime exempt status that will begin January 1, 2025.

The Wellness Pledge walking group will be held on Wednesdays in July from 11:00 to 11:30 a.m. Wellness Coordinator Lauren Smeed will be at the MSU gates at 11:00 a.m. on those Wednesdays, for staff to sign-in for the walking group. A watermelon social is scheduled for July 24, from 12:30 – 2:00 p.m., at the breezeway of the Waterfield Library.

Jordan Smith, Executive Director of Government and Institutional Relations: President Lofton welcomed Jordan Smith, to the meeting.

Mr. Smith said he had no report.

Staff Regent Report: Staff Regent Dr. David Wilson encouraged staff to contact Human Resources if they have questions regarding the salary and compensation review information. He encouraged staff to participate in the Wellness Pledge

activities. Dr. Wilson thanked staff for their work with students. Their efforts help with retention. Staff may contact him with questions.

APPROVAL OF MINUTES: Jeremy McKeel made a motion to approve the May 15, 2024 Meeting Minutes as presented. Jodi Hanneman seconded, and the motion carried.

APPROVAL OF TREASURER'S REPORT: Audrey Neal made a motion to approve the May 2024 Treasurer's Report. Jeremy McKeel seconded, and the motion carried.

STANDING COMMITTEE REPORTS:

Executive Committee: President Lofton asked Credentials and Elections Committee Chair Orville Herndon to introduce new Staff Congress members present at today's meeting.

Mr. Herndon introduced Kristen Swisher and B.J. Johnson, whose terms began at the May 2024 Staff Congress meeting.

President Lofton thanked outgoing Staff Congress members for the work with Staff Congress: Russell Dunn, Matt Purdy, Angela Richerson, and Sondra Kreger. She welcomed Mary Steely, newly-elected Staff Congress member who is in the newly created representative position for regional campuses.

President Lofton reported that at the June meeting of the Executive Committee, the Staff Congress officers discussed the information from the compensation study and the first steps to implement the study results. She thanked Human Resources for preparing and distributing information from the compensation study. In July, Ms. Lofton will prepare the Staff Congress annual report for 2023-2024. The report will be sent to Staff Congress members to discuss at the Staff Congress Retreat which will be scheduled for July. The report will also be sent to staff. The Executive Officers plan to present the results of the 2023-2024 Staff Survey to the Board of Regents at the Board of Regents retreat.

Credentials and Elections Committee: Orville Herndon introduced newly-elected Staff Congress members Joshua Tillson and Mary Steely whose terms will begin in July. Amanda Mansfield will also begin serving on Staff Congress in July.

Orville Herndon made a motion to appoint Gerry Harris, Jessica Arneson, and Casey Workman to complete the remainder of vacant terms on Staff Congress. Those terms will expire June 30, 2026. He made a motion to appoint Justin Thomas and Tami Dandeneau to complete the remainder of vacant terms that will expire June 30, 2025. These individuals received the next higher number of votes after the winning candidates in the Staff Congress Election held in April 2024. Audrey Neal seconded the motion, and the motion carried.

Staff Recognition and Special Events Committee: No report.

Communications Committee: No report.

Working Conditions Committee: No report.

Staff Survey Committee: No report.

Textbook Scholarship Committee: No report.

Personnel Policies and Benefits Committee: No report.

Diversity, Equity, and Inclusion Committee: No report.

UNIVERSITY-WIDE COMMITTEES:

Faculty and Staff Insurance and Benefits Committee: Orville Herndon reported that the Faculty and Staff Insurance Committee is waiting for insurance information from Marsh McLennan, MSU's health and wellness consultant. When the

information has been received, it will be reviewed by a subcommittee of the Insurance and Benefits Committee which will then present the information to the full Insurance and Benefits Committee during the fall semester. The next meeting of the full committee is scheduled for August 23, at 1:00 p.m.

Intercollegiate Athletic Council: No report.

Naming Campus Facilities Committee: No report.

Judicial Board: No report.

Sick Leave Appeals Committee: No report.

International Studies Advisory Committee: No report.

Budget Advisory Committee: No report.

Shared Governance Committee: No report.

Parking Advisory Committee: No report.

AD HOC COMMITTEES:

Business List Revision Committee: President Lofton and Committee Chair Jodi Hanneman reported that the Business List Revision Committee has prepared a letter to send to companies that request to be added to the list but do not offer discounts specific to Murray State University employees.

Merit Pay/Years-of-Service Pay Committee: President Lofton said the Merit Pay/Years-of-Service Pay Committee has been tabled. The committee can be resumed at a later date, if needed.

Staff Regent Bylaws Revision Committee: Orville Herndon said the Staff Regent Bylaws Revision Committee is waiting until July to schedule a meeting so that the 2024-2025 committee members can attend the meeting.

UNFINISHED BUSINESS: None.

NEW BUSINESS:

Election of 2024-2025 Staff Congress Officers: Parliamentarian Orville Herndon read the requirements to run for Staff Congress officer positions. For President, Audrey Neal filed as a candidate prior to today's Staff Congress meeting. Mr. Herndon asked if there were any other nominations for President. There were none. Mr. Herndon asked for a motion to close nominations for President. Tressa Ross made a motion to close nominations for President. Jeremy McKeel seconded, and the motion carried.

For Vice President, Jodi Hanneman and Jeremy McKeel filed as candidates prior to today's Staff Congress meeting. Mr. Herndon asked if there were any other nominations for Vice President. There were none. He asked for a motion to close nominations for Vice President. Christian Barnes made a motion to close nominations for Vice President. Jeremy McKeel seconded, and the motion carried.

For Treasurer, no one filed prior to run as Treasurer prior today's Staff Congress meeting. Mr. Herndon asked if there were any nominations. Audrey Neal nominated Tressa Ross. Joshua Hutson volunteered to be a candidate for Treasurer. Mr. Herndon asked if there were any additional nominations. There were none. Audrey Neal made a motion to close nominations for Treasurer. Christian Barnes seconded, and the motion carried.

Orville Herndon distributed paper ballots to Staff Congress members attending the meeting in-person. He emailed a Google form ballot link to Staff Congress members attending the meeting via Zoom. He appointed B.J. Johnson and Tami Dandeneau to serve as election tellers.

Tami Dandeneau announced the results of the officer election. For President, Audrey Neal received 17 votes. For Vice President, Jeremy McKeel received 13 votes and Jodi Hanneman received 4 votes. For Treasurer, Tressa Ross received 9 votes and Joshua Hutson received 8 votes.

Set Date for Staff Congress Retreat: President Lofton asked Staff Congress members if they would be available to meet for a retreat during the week of July 22 or July 29. During the retreat, the group will set goals and objectives for the 2024-2025 year. Discussion followed. The group consensus was to schedule the retreat for July 30, 11:00 a.m. to 2:00 p.m., at The Apple restaurant. Members will provide their own lunch.

ADJOURNMENT: Tressa Ross made a motion to adjourn. Audrey Neal seconded, and the motion carried. The meeting was adjourned.