



**MURRAY STATE**  
UNIVERSITY  
**Staff Congress**

**Draft Minutes for December 13, 2023**  
**118 Wells Hall and Zoom**

**Present:** Christian Barnes, Dedrick Brooks, Duane Dycus, Jodi Hanneman, Orville Herndon, Dayna Hutchinson, Joshua Hutson, Casey Johnson, Sondra Kreger, Trish Lofton, Jeremy McKeel, Audrey Neal, Kim Newbern, Travis Plunkett, Matt Purdy, Tressa Ross, David Shelton, Matthew Todd, Dr. J. David Wilson

**Absent:** Marty Anderson, Russell Dunn, Matthew Jones, Angela Richerson, Shyann Royalty

**Guests:** Dr. Melony Shemberger, Faculty Regent

**CALL TO ORDER:**

Staff Congress President Trish Lofton called the meeting to order. She thanked Jackie Dudley's office for the staff reception held earlier today and encouraged staff to thank Ms. Dudley and her department for the reception. Ms. Lofton reminded staff to vote in the special Staff Regent election.

**APPROVAL OF MINUTES:**

November 9, 2023 Special Meeting Minutes: Jodi Hanneman made a motion to approve the November 9, 2023 Special Meeting Minutes. Joshua Hutson seconded, and the motion carried.

November 15, 2023 Monthly Meeting Minutes: Audrey Neal made a motion to approve the November 15, 2023 Monthly Meeting Minutes. Jeremy McKeel seconded, and the motion carried.

**APPROVAL OF TREASURER'S REPORT:**

Tressa Ross made a motion to approve the November 2023 Treasurer's Report. Dedrick Brooks seconded, and the motion carried.

**STANDING COMMITTEE REPORTS:**

**Executive Committee:** President Trish Lofton reported that at its December meeting, the Executive Committee talked about the ongoing work of the Staff Congress committees. The committee discussed the December Board of Regents meeting. Ms. Lofton said she gave the Executive Committee an overview of the compensation study results. The overview had been prepared by Faculty Regent Dr. Melony Shemberger.

President Lofton asked Dr. Shemberger to explain to Staff Congress her synopsis of the compensation study.

Dr. Shemberger discussed the summary of the compensation study.

Discussion followed regarding compensation for years-of-service.

Ms. Lofton said she will ask Courtney Hixon, Director of Human Resources, to attend a Staff Congress meeting to address questions related to the compensation study.

Christian Barnes said the policy regarding flexible and remote work received a second reading and was approved at the December Board of Regents meeting.

**Credentials and Elections Committee:** Orville Herndon said four staff members are running in the special Staff Regent election to complete the remainder of Dr. Jessica Evans' term. Voting will end at 11:59 p.m., on December 13. If needed, a

run-off election will be held the week of January 8, 2024. The recordings of the Staff Regent candidate forums are available on the Staff Regent election web page.

Postcards with the Staff Regent election dates and website link were mailed to staff. An email is scheduled to be sent on December 13, to staff to remind them of the election dates. The email will also contain the link to the web page with the candidates' answers to the candidate questionnaire, forum recordings, and voting link.

President Lofton asked Staff Congress to share the election page link on their social media.

**Staff Recognition and Special Events Committee:** Jodi Hanneman reported on the staff reception and the children's Christmas party.

President Lofton thanked the Residential College Association for partnering with Staff Congress to host the children's party. She thanked Jordan Williams at the Wellness Center, where the children's party was held. The remaining treat bags from the children's party were taken to the Racers Helping Racers food pantry.

**Communications Committee:** Jeremy McKeel said the committee has been sending communications to staff.

**Working Conditions Committee:** President Lofton read the Working Conditions Committee report on behalf of Matt Purdy who was attending another meeting. The Working Condition Committee is preparing the schedule of presentations for Staff Success Week to be held in January. Staff interested in presenting a session during Staff Success Week may contact Mr. Purdy.

**Staff Survey Committee:** Audrey Neal said the Staff Survey Committee will meet on December 14, to finalize questions for the Staff Survey.

**Textbook Scholarship Committee:** No report.

**Personnel Policies and Benefits Committee:** Dr. David Wilson said the Personnel Policies and Benefits Committee will meet after the December break. The committee is gathering information on the grievance procedures in the Policies and Procedures Manual. The committee is also researching the grievance policies of benchmark universities.

**Diversity, Equity, and Inclusion Committee:** Kim Newbern said the Diversity, Equity, and Inclusion Committee will meet after the December break.

#### **UNIVERSITY-WIDE COMMITTEES:**

**Faculty and Staff Insurance and Benefits Committee:** Orville Herndon reported that the Faculty and Staff Insurance and Benefits Committee will meet on January 22, at 8:30 a.m. The committee has a vacancy created by the resignation of Marty Anderson who is retiring from the university. Marsh McLennan is MSU's new health and wellness consultant. Anthem processes MSU employees' health claims.

President Lofton said Orville Herndon has been elected as chair of the Insurance and Benefits Committee. She asked if any update has been received on the proposed revisions to the callback policy.

Dr. David Wilson said no update has been received. He will ask for an update.

**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:** Duane Dycus said that per Jackie Dudley, Vice President of Finance and Administrative Services, development of the timeline of how parking will be affected by the construction of the nursing building is pending. The Parking Advisory Committee plans to meet when information is available concerning how the new construction will affect parking.

**AD HOC COMMITTEES:**

**Business List Revision Committee:** No report.

**Merit Pay/Years-of-Service Pay Committee:** Matt Purdy said the committee's work with merit pay has been paused. He saw Courtney Hixon's presentation to the Board of Regents on the compensation study. He said the merit pay topic seems to be a long-term process. He suggested Staff Congress invite Ms. Hixon to a Staff Congress meeting to discuss the compensation study information.

President Lofton said she also heard Ms. Hixon's presentation to the Board of Regents. Ms. Lofton said the committee can focus on looking at benchmark institutions' policies regarding years-of-service and longevity compensation for employment milestones such as 5 years, 10 years, and beyond.

Discussion followed.

Matt Purdy said his understanding is that years-of-service compensation is part of the compensation study. He will ask Ms. Hixon.

**Staff Regent Bylaws Revision Committee:** Orville Herndon said the Staff Regent Bylaws Revision Committee members are gathering information from benchmark universities concerning Staff Regent election procedures at those universities. The committee will review the information and discuss potential revisions to the Staff Regent election bylaws.

**UNFINISHED BUSINESS:** None.

**NEW BUSINESS:** None.

**ADJOURNMENT:** Jodi Hanneman made a motion to adjourn. Dedrick Brooks seconded, and the motion carried. The meeting was adjourned.