



STAFF SENATE MINUTES

MEETING DATE: MARCH 6, 2025

PRESIDING OFFICER: CHAIR CAMPBELL KEELE

The Staff Senate held the March Session in Glass Hall, room 486. Chair Keele called the session to order at 11:06 am

Absences: Phil Bridges Chair-Elect, Justin Daugherty JF2, Ingrid Hintze JF2, Kirk Robinson JF2, Stacy Stopczynski JF3, John Bogue JF4, Amy Daniels JF4, Sharon Harter JF4, Nicholas Horne JF4, Nicole Webster JF4, Kevin Piercy Div Rep

Guests: Austin Ball, Kyndra Smith, Denise Lofton, Morgan Marler, Amy Huff, Lesa Anderson, Jade Morris, Angela Goerndt, Kelly Rapp, Stephanie Van Rhein, Courtney Goff

GREETINGS

- Chair Keele welcomed everyone to the March Staff Senate Meeting

GUEST SPEAKERS

- Suzanne Shaw – SimpsonScarborough Report
 - Measures brand performance among key audiences (current students, perspective students, faculty staff and alumni). Was presented to Board of Governors on Feb 20th
 - Had one in 2019 but needed a newer one because of all the changes - Covid, Black Lives Matter, "is a university degree worth it?" Students' opinions may have changed.
 - Prospective students are like mystery shoppers now and are less inclined to complete surveys, so there were decreased results
 - Covid and FAFSA problems were anomalies, but otherwise we are pretty flat on enrollment
 - Main takeaway was that MSU needs to emphasize that we have a good "return on investment" for students
- Alison Harper, Director of Annual Funds & Nova Ewers, Assistant Director of Digital Engagement
 - Here to talk about the 4th annual Giving Day, March 25th @ 10am until March 26th at 10pm – theme is "Bear Era"
 - They have a donor goal instead of a dollar goal and uses matches, leaderboards, and challenges to "gamify" the day
 - Goal this year is to have 500 Ambassadors (that share the campaign). Ambassador training is March 12th at 3:30 via Zoom

APPROVAL OF THE MINUTES

- The minutes were approved by unanimous consent.

EXECUTIVE BOARD REPORTS

- Chair report: Chair Keele went over current MSU budget and anticipated FY2025 \$3,082,820 shortfall. Enrollment is up but much of that is dual credit: they add to numbers but don't pay as much for classes as degree-seeking students. Also, more students getting MSU scholarships and that comes out of budget. Each cost center will have to give up some part of budget to make up the shortfall. State is increasing us 1.5% but that'll all be eaten up by the next MOSERS increase. However, raises are on the table because of CUPA standards meaning some job families will get bigger increases than others. Staff development committee will go over this more at their next meeting.
Chair Keele also went over open executive board positions and elections (Check with supervisor before running). Up for election are Chair-elect (3-year term), coordinator of communications (1 year), and coordinator of committees (1 year).
Leadership Recognition: Ben Metzger spoke about recognition for leadership roles because of the extra work it takes and compared incentives to those received by leadership in Faculty Senate and SGA. Resolution draft was seen by Biff and approved already – All members of Exec board and chairs/co-chairs of internal committees will receive a presidential parking pass for their year of service and the Chair will receive \$1500 in supplemental pay from the President's budget, to be given upon commendation from the Board of Governors.
- Chair Elect: Elections are coming up in May. If you are up for reelection, email Staff Senate inbox and CC Campbell and Phil by April 15th to tell them if you do or do not want to run again. There was a budget summary printout available at the meeting as well.
- Past-Chair: No Report
- Coordinator of Communications: No Report
- Coordinator of Committees: No Report.
- Parliamentarian: Bylaws work group update – Looking at governance, adding college reps to divisional model, discussing staff senate executive board, updates to transparency clauses/removal policy considering clarification on commendations and condemnations, and considering starting a job family caucus option. Some updates will also be provided to Senate Handbook and a new addition released with the next session.

EXTERNAL REPRESENTATION REPORTS

- Academic Calendar (Rigby): restructure to committee and Senator Rigby will no longer serve though she still puts this calendar on the website. 2026/2027 will be up in a few weeks.
- Administrative Budget Committee (Bridges) – No report.
- Employee Wellness (Martin) – mentioned the popularity of Pickle ball, sleep awareness week is coming up, walking challenge starts March 25th
- Executive Budget (Keele): Covered under Executive Board Report.
- Faculty Senate (Bridges): restructuring of the Senate has deferred Senate elections to next year. Heidi Backes was elected Chair-Elect in officer elections.
- Health Care & Benefits (Keele/Mings): Med-Pay/Mercy Impact meeting report – non-emergent ER visits are up. If your visit to the ER is determined to be non-emergent, you will have a \$250 or \$500 co-pay. Use Nurse on call and urgent care instead. We are exceeding Mercy's benchmark for mammograms but not for colonoscopies.
- Inclusion Awareness Team (Phillips) – they had a discussion of current climate and the term inclusion and what this team looks like going forward
- IT Council (Bridges) – No report.
- President's Council on Accessibility (Derrick): No report.
- Shared Leave (Daniels): Approved partial requests (not all of the hours an individual requests) – only approving the amount of time someone needs now and will review the rest later. Available hours haven't fallen low enough to increase maximum allowed donation yet, but that is something that may come up. Leftover leave from Employees who leave the university (if it is not paid out) is now rolling into shared leave pool.
- Staff Excellence in University Service Awards: No report.
- Strategic Planning Committee (Hader): Another workshop in April, outcomes will be coming out soon.
- Student Government (varies) – some antagonism at last meeting about athletic director increasing the fee.
- Sustainability Advisory Committee (Letterman) – No report.
- Sustainability Commission (Webster) – No report.
- Transportation Advisory (Metzger) – No report.
- University Council (Keele): report will be sent by Chair Keele with these minutes.
- University Space Allocation (Decker) – No report.
- Wall of Fame (Keele) – First meeting is now April 7th .
- West Plains Staff Senate (Smith) – No report.
- Williams Welcome – starts April 16th

- Wyrick Commission (Webster) – No report

COMMITTEE REPORTS

- Public Affairs (Harter): 8 spots left in book club (4/21). Book is “Our Iceberg is Melting” by John Kotter picked by President Williams. The next meeting is 3/25 on Zoom.
- Staff Activities (Babb): Alamo movie day has been pushed till next month, tickets left for game tonight, baseball game will be April 22, next meeting will be 3/19 at 3:30
- Staff Development (Phillips): The next meeting is 3/12

OLD BUSINESS

- None.

NEW BUSINESS

- Calls for Executive Board nominations (none)

OPEN FORUM

- Suspended in consideration of time.

ADJOURNMENT

- Motion to close March meeting by unanimous consent. The meeting was adjourned at 12:58 pm.