

Marshall University Classified Staff Council Minutes

May 19th, 2016, John Spotts Room MSC 2E37

Members Present: Chris Atkins, Jason Baldwin, Nina Barrett, Amber Bentley, Missy Browning, Patty Carman, Joe Chambers, Stacy Good, Jennifer Jimison, Becky Lusher, Lisa Maynard, Tim Melvin, Larry Morris, Marcos Serrat, Nancy Tresch-Reneau, Tony Waugh, Lisa Williamson, Joe Wortham, Miriah Young

Members Absent: Toni Ferguson, Shay McComas, Donna Megquier, Rachel Williamson,

Members Absent (Excused): Tootie Carter, Carol Hurula, Leonard Lovely,

Guests: Dr. Jerry Gilbert, Bruce Felder

The meeting was called to order by Chair Nina L. Barrett. Parliamentarian Joe Wortham confirmed we had a quorum.

Dr. Gilbert – University President

- Dr. Gilbert stated they have heard that the Legislature isn't inclined to cut Higher Ed any further. They're trying to avoid cutting by increasing tobacco taxes by \$0.45.
- Dr. Gilbert announced that they are reviewing the practices and procedures on sexual assault and misconduct following an incident on campus. They would like for the campus community to better know how to report and handle incidents.
- A new VP of Student Affairs was hired this week from Mississippi State.
- Dr. Gilbert said they are working on ways to unify the campus and promote that the community is a family.
 - He also spoke with the Huntington Mayor on more ways for Marshall to get involved with the surrounding community.
 - Dr. Gilbert attended a women's event in town and received the suggestion to do classes for the elderly, such as self-help and personal interest classes.
 - A Marshall math class approached HPD about new patrol routes based on math equations incorporating where calls are made from, along with other contributing factors.
 - The University would also like to find ways to help combat the drug and prostitution problem in Huntington. Dr. Gilbert said that what is Huntington's problem is Marshall's problem and vice versa.
- Dr. Gilbert said they plan to release a Request for Development at the end of June in which they are looking to move most of Pharmacy to Hal Greer while still maintaining some presence at the VA. Any construction that takes place will be a private/public partnership.
- Dr. Gilbert announced that he will be teaching a Uni class this fall.
- The day before, Mary Ellen and Bill Burdette presented to House Finance on what additional cuts to Marshall's budget would do. We're looking at least at the 4% that was cut mid-year fiscal year 2016 to anything more. Mary Ellen and Bill gave a spectrum of

worst-case scenario (layoffs, project cuts, etc) to best case scenario (just increasing tuition).

- There is a possibility that the State may be looking at making Promise Scholarships more need-based.
- Marshall may tap into its reserves for to invest in things like recruitment and retention, which will ultimately be an investment.
- After seeing some numbers come out (p. 5-6) Marshall is 4th in tuition cost in the State; not 2nd as we would have assumed. *Where are our enrollment numbers currently?* – Currently it looks to be the same as last year, if not slightly above.
- A South Charleston undergraduate program has been added. The need arose after the WVU Tech campus in Montgomery was moved to Beckley. They will probably have about 40 students to start with, largely from engineering.
- Update on Salary Raises progress: Dr. Gilbert wants to shoot over the median and then find out the dollar amount for how much we will need each year to reach that.

Bruce Felder – Human Resources

- Bruce said he had sent a reminder about the PEIA requirement this year to all staff, and PEIA extended the deadline to June 1st.
- April 15th was the first paycheck for staff to be paid based upon their number of hours worked rather than a consistent 81.25 hours. Bruce added that if this causes any hardships for employees they can apply for a loan in Human Resources that will help offset the changes and be taken out of several following paychecks to pay back.
- The first bi-weekly paycheck will be in September.
- Bruce asked that any suggestions for training, or for changes to the bi-weekly pay training be brought to his attention.
- The Overtime Exempt Rule was signed and goes into effect on December 1st.
 - \$47,476 is the floor, meaning anyone paid under that is eligible for overtime. Options for those affected are:
 - Raise salary above the threshold.
 - Shift work around to other employees to even the load.
 - Create new jobs.
- Shared Services
 - The newsletter that was sent out approximately 3 weeks ago gives an outline of what is going on with shared services.
 - Currently they're doing a multifunctional evaluation including retirees.
 - Travel office has been put together.
 - There will be a Business Unit
 - Currently there are 3 Business Managers
 - They have to make sure all of their other duties are reassigned before fully being under the business unit umbrella.
- Web time entry will start in phases over the summer with the med school, physical plant, and housing going last.

Approval of Minutes

March 17th, 2016 Minutes approved without changes.

Miriah Young – BOG

- Miriah reported that they sat through several program reviews and only the MS in Athletic Training is being phased out in 2020 because they can no longer practice under just a Bachelors, so it is being transitioned to a 3+2 program.
- Intent to plan was approved for the Bachelors and Masters of Science in Electrical and Computer Engineering.
- The undergraduate classes at South Charleston were approved.
- Approval of changes to the policy GA-1 which is Discrimination, Harassment, Sexual Harassment, Sexual and Domestic Misconduct, Stalking and Retaliation. This has also been sent out for 30 day comment.
- Three programs were deleted at the request of the programs. They were replaced by a MA in Education with three different focuses. Those degrees are as follows:
 - MA in Early Childhood Education
 - MA in Elementary Education
 - MA in Secondary Education
- The draft operating budget was presented but will probably change once the State finalizes their budget.
 - They approved three models for tentative tuition and fees.
- Made changes to the Travel Policy to remove the procedures from the policy itself.

Committee Reports

Election Committee – Becky Lusher – No Report

Legislative Committee – Chris Atkins – Chris said he had spoken to Doug Reynolds who said the Promise Scholarship wasn't actually in any danger of being cancelled, and that they would, somehow, fund PEIA as well.

The Legislature is currently in Special Session. Some points from the session:

- Senate Finance is moving along, Chaired by Mike Hall, to try and come up with a budget.
- The Tobacco Tax was voted up, 17 to 16, which now goes to the House.
- No other new revenue generating tax looks to be passed.

Personnel/Finance Committee – Lisa Williamson –

Physical Environment Committee – Nancy Tresch-Reneau –

Personnel and Physical Environment have still been working together on a recommendation regarding some safety issues on campus such as a buzzer/controlled entry and bulletproof

glass in the Safety building. They plan to bring a recommendation to Council during the June meeting.

Staff Development Committee – Miriah Young – Summer tuition benefits have been awarded. There was \$886 donated to the Flower Fund at the employee luncheon.

Announcements

Minutes taken and prepared by: _____
Katie M. Counts, Program Assistant, Staff Council

Minutes approved by: _____
Nina L. Barrett, Chair, Staff Council

Minutes read by: _____
Dr. Jerry Gilbert, University President



Tuition Comparison 2015-16



