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Staff Council Minutes

Staff Council

7-15-2021

The Minutes of the Marshall University Staff Council Meeting, July 2021

Marshall University Staff Council

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Marshall University Classified Staff Council Minutes

July 15th, 2021, Virtual Meeting via Microsoft Teams

Members Present: Clay Arens, Nina Barrett, Lacie Bittinger, Ray Blevins, David Childers, Timothy Cline, Andrea Gray, Chris Hodge, Carol Hurula, Dena Laton, Becky Lusher, Amy Saxton, Kelly Sowards, Crystal Stewart, Terri Thompson, Eric Wallace, Tony Waugh, Rob Williamson

Members Absent: Beretta Coleman,

Members Absent (Excused): Toni Ferguson, Teresa Meddings,

Guests: John Apel, Beverly Boggs, Sharon Booth, Karena Burriss, Butch Burriss, Pat Campbell, Mallory Carpenter, Mary Chapman, Judy Clark, Dean Crawford, Anthony Drumm, Bruce Felder, Karen Fischer, Trish Gallagher, Cody Hall, Alisha Harbour, Katherine Hetzer, Eric Himes, Darlene Howell, Susan Midkiff, Nathan Miller, Katherine Murphy, Becky Neace, Rebecca Pack, Lisa Pitkin, Libby Rayment, Mark Robinson, Angie Rose, Bre Salyers, Tracy Smith

Chair Tony Waugh called the meeting to order. Parliamentarian Becky Lusher verified there was a quorum.

Mark Robinson – CFO

- **FY Ending** – working to get the audit done.
- **Stimulus Grants** – working to put information together so that the funds can be distributed in the coming weeks.
- **Revenue** – waiting for enrollment to stabilize to calculate what revenue we have.
- **Q:** Do you know where we stand on enrollment?
 - **A:** Resident enrollment is down, but non-resident enrollment is up.
- **Q:** Has Marshall given, or plan to give, any “Hero Pay” for front line workers during the pandemic?
 - **A:** Mark stated that he is unaware of any options for Hero Pay for Marshall. Bruce Felder added that it was funds given to local organizations and municipalities to pay front-line essential workers early in the pandemic.
- **Q:** Will employees receive any funds from the next stimulus money, like in the form of raises or bonuses?
 - **A:** That will be driven by enrollment, and dependent on whether we can produce revenue that exceeds our expenses. However, you cannot use stimulus money to give pay to employees.

Bruce Felder – Human Resources

- **Wellness Fair** – Due to the pandemic, last year’s wellness fair was cancelled and replaced by flu vaccination sites. However, this year there will be a modified version of a wellness fair. There might be a smaller sized group in the Don Morris Room, with tables distanced and a focus on COVID vaccinations and flu shot vaccinations.

- **John Marshall Service Award** – Staff Council has agreed to take on the responsibility of awarding the John Marshall Service Award, and Bruce added that he will help to facilitate those meetings, help with the transfer of responsibility, and help as-needed.
- **Compensation Plan** – Sent to the executive committee of Staff Council, who has sent some good feedback to Bruce. A separate meeting will be setup to answer questions. Bruce is hopeful to have the document formalized by January.
- **Q:** Has there ever been a conversation with the Rec Center regarding allowing employees to pay a reduced price to only use the walking track?
 - **A:** Bruce isn't aware of any conversation like that taking place, but he encouraged Staff Council to find out if a committee would like to handle setting up a meeting with the director.
- **Q:** Can we renegotiate the Rec Center contract and include options for greater staff access?
 - **A:** Mark Robinson added that the Wellness Center was part of a P3 contract with the First Year Residence Halls, in which the revenue helps to support the bonds for the buildings.
- **Q:** Do we know when the AEI payment will hit?
 - **A:** Yes, it will come out on July 23rd. AEI is \$60 times the number of years worked as a State Employee, but employees don't begin receiving the payment until after 3 years of service. Eligibility for employees can be checked with either Carla Adkins in Payroll or Mary Chapman in Human Resources. Also, July 30th will be a 3rd paycheck for the month of July, and will be slightly larger due to it being a "benefits holiday" in which benefits are not deducted.

Tracy Smith – Safety

- **COVID Numbers** – The past month and a half looked good in terms of the number of COVID cases, but the last 7 days have seen an increase.
 - Prior to the increase, Cabell County and surrounding counties were in green on the Harvard Map, which hadn't been seen for some time.
 - The largest age group seen affected by the increase in COVID cases has been 10-39 year olds.
 - Some of the increase in cases has been tied to smaller outbreaks at overnight youth camps.
 - Marshall is continuing to monitor the situation and work with the county.
 - COVID-19 is still prevalent, particularly the delta variant, which seems to be worse. There are now 17 cases of the delta variant in West Virginia.
 - Some breakthrough cases have been seen where individuals who had the vaccine still contract the delta variant with mild symptoms.
- **COVID Protocols**
 - There will be vaccination opportunities during orientation, student move-in, and employees will also be eligible to be vaccinated at those times.
 - Marshall will provide clinics in the fall for both the flu and COVID vaccinations.
 - Many other universities have made fall protocols for masking, etc. and Marshall should have protocols in place for fall semester in the next week or so.

- **Q:** How are the students participating in the COVID vaccination survey to report if they've had the vaccine or not? And what have those results looked like so far?
 - **A:** The response was slow at first with around 32% reporting. However, right now we have over 50% of our students who are registered for the fall who have responded. 49.9% are vaccinated and 2.5% are setting up a vaccination.
 - The increase in student participation in the survey is largely due to working with University Communications, doing raffles, and requiring students to complete the registration going forward. The options on the survey are: won't disclose if they are vaccinated, vaccinated, not vaccinated.
- **Q:** Will we be testing students when they come in for the fall semester?
 - **A:** During move-in there will be check-in point where students will be required to either show a vaccination card or a negative COVID test result that shows they have been tested in the last 3 days. If they don't have either of those, they will be tested and given the opportunity to get the vaccination. If they choose not to, they will have to participate in surveillance testing, and there will be some sort of ramifications if they don't show up for testing.
- **Q:** Will employees who aren't vaccinated have to be tested?
 - **A:** They will likely have to participate in surveillance testing. We may do randomization of employees, but not require it. Whether it is required or not, there will be messaging sent out to employees that if they show symptoms they are strongly encouraged to get tested whether vaccinated or not.
- **Q:** Will there be ramifications for employees who refuse to get tested?
 - **A:** Bruce stated that it will first depend on whether employees will be required to be tested, and if they are required and refuse there will be a sanction in place for that.

Minutes

June 24th, 2021 minutes approved as written.

Carol Hurula – Board of Governor's

- There will be a BOG retreat on August 5th and 6th at Glade Springs.
- Carol extended thanks to everyone from Staff Council who was able to participate in the listening sessions for the Presidential Search. There will be more listening sessions to follow.
 - There is a lot of information on the Presidential Search website including a timeline of upcoming dates.
 - They are developing a presidential profile which is coming largely from the listening sessions.

Vice Chair Elections

Crystal Stewart was nominated for Vice Chair.

Crystal accepted.

No additional nominations were made.
It was moved and seconded to close nominations.
Motion passed.

2nd Vice Chair Elections

Chris Hodge nominated himself for 2nd Vice Chair.
No additional nominations were made.
It was moved and seconded to close nominations.
Motion passed.

Parliamentarian

Chair Tony Waugh named Becky Lusher as the Parliamentarian.

Committee Placements

Tony announced the committee placements for the upcoming year:

- Elections/Communications Committee
 - Chairperson – Nina Barrett
 - Committee – Dena Laton, Rob Williamson, Terri Thompson, Tim Cline
- Legislative Affairs Committee
 - Chairperson – Carol Hurula
 - Committee – Toni Ferguson, Andrea Gray
- Personnel/Finance Committee
 - Chairperson – Teresa Meddings
 - Committee – Tony Waugh, Amy Saxton, Ray Blevins, Crystal Stewart
- Physical Environment Committee
 - Chairperson – Becky Lusher
 - Committee – Clay Arens, Beretta Coleman, David Childers
- Staff Development/Service Committee
 - Chairperson – Eric Wallace
 - Committee – Kelly Sowards, Lacie Bittinger, Chris Hodge

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

Minutes approved by: _____
Tony Waugh, Chair, Classified Staff Council

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