

January 2024 Staff Senate Minutes

The MSU Staff Senate met on January 10, 2024, at 3:00 p.m. in Dillard Room 175. Members present included: Ashley Hurst, Richard Elliott, Chantlin Miles, Elizabeth Ysasi, Melanie Whitbey, Melissa Miller, Dottie Westbrook, Laura Hetrick, Alonzo Burris, Kamy Holloway, Kristin Grassi, Charles Chumley, Juan Maya, Shane Perry

Non-voting members: Sandi Wilder, Angie Reay, Cody Ford, Kelle Lillie, Imani Broadnax, Phillis Bunch, Garrett Holland

Not present were: Stephanie Estrada, Paige Chumley

The meeting was called to order at 3:00 p.m. by CJ Miles.

You Make a Difference Award: December 2023 – Ronnie Wherry

Approval of December minutes motioned to be moved to a virtual vote.

Guest Speaker: Dr. Stacia Haynie

Acknowledgment that the university is experiencing challenging times:

- Where we are as far as budget
 - Resources flow from retention and recruitment
 - BFR Fall 2023 class up 10 students; overall 600-800 decline FT equivalent
 - Fall to Spring FR and SO are up as far as enrollment; whereas JR and SR enrollment are down
 - Hyperfocused on getting students back that are in Good Standing
 - President's Excellence to clear student holds that were less than \$50
 - Addressed half of problem of budget with adjustments made in Fall 2023
 - In order to account for the other half; will need to reassess on 20th class day
 - Trying to be efficient in class sizes and sections that will benefit students
 - Summer schedule strategically planned to address demand from students
 - Will be a second round of budget adjustments (Evaluating all areas)
- Where we are as far as mission: Ensure students obtain a high value of education; declining enrollment
 - Recruitment
 - Access (students find us) and Success (retain and graduate)
 - Focus on Fall 2024 and Fall 2025 classes (Traditional student)
 - EAB consultation; Looking at expanding the top of the funnel
 - 50% higher probability for them to enroll if they visit campus (importance of on-campus events)
 - Provisional admission (helping get quicker admission decisions to students without submission of documentation)
 - Remodeling the Communication Plan to students
 - Quality of academic experience
 - Value of education
 - Additional special populations
 - SAFB – Trying to regain population back from other institutions
 - Raising funds to assist with recruitment (TX Military commission)
 - Potential for flexibility of schedule due to online program offerings even if stationed elsewhere to sustain and complete MSU Texas program.
 - Students who started with us but stopped out
 - Reaching back out to get students to return and complete their degree
 - Retention
 - Early interventions to students (3 weeks into semester) to issue alerts
 - How to leverage Navigate to best assist students in need of assistance
 - Strategic Planning – Mission

- Access and Success
- Professional development of staff and faculty (TTU partnering to provide leadership training on-campus)
- Serve the larger community/public – Hosting an airshow; partnering with base for a soccer game; values journey with the City of WF; dual credit program
- Targets – What we are doing – What we expect for each student type – the results and the by products
- Staff Questions/Concerns
 - **Doing more with less:** 800 fewer students that we are serving; there will be a time when we can add positions back, but right now is not that time due to the decreased amount of students.
 - **Raises** – #1 priority, but unable to do so until resources are available. As more resources become available, that will be the first priority.
 - **Generally how we are evaluating individuals or areas:** Who is over the division report to the President and any questions within the division need to be addressed with supervisor.
 - **Employee Education Enrichment** –Currently, payments upfront and reimbursed on backend; talking with Dawn Fisher (HR) about ways that could be addressed to support staff.
 - **Support of Mental Health of Students Concern** – TimelyCare – can still make appointments through a virtual means (24/7); will be monitoring to see if used by students. Acute crisis students are handed off based on university policy and procedure/practices.

Correspondence: Suggestion Box

Laura Hetrick – Asked whether we’ve identified the factors/variables as to why students are not returning.

Dottie Westbrook – How can we address negative morale with no funds? Open to suggestions from Staff Senate.

Richard Elliott – Thanksgiving and Winter break – Dr. Haynie apologized for not allowing us to give WFH option for Thanksgiving.

Committee Reports:

- Executive (Ashley):
- Faculty Senate (Richard):
- Academic Council: update

Old Business: Employee Emergency Fund – Garrett Holland came back to talk about; President wasn’t aware of an employee emergency fund being beneficial for MSU Texas so has asked for input/feedback from staff. Was originally planning to launch faculty/staff campaign on February 5th.

Next meeting: February 14, 2024

Meeting adjourned at 4:01 PM