

06-18-2014

Wednesday, June 18, 2014

11:38 AM

Call to Order

- 1:05p

Roll Call

- Present:
 - Betsy Rodriguez, Kevin Sansberry, Meg Naes, David Champlin, Becky Stafford, Valorie Moore-Porter, Andrew Webb, Sara Lewis, Jonathan Lidgus
- Absent:
 - Antoinette Jackson, Melissa Willett, Steve Stockman, Kristen Fritschie
- (Nathan Weaver no longer on SAC; Sara Lewis is now MS&T SAC Chair and will replace Vice-Chair in August)

Minutes Approval: Minutes for March 5th, 2014

- Motion for approval by Andrew Webb, Second by David Champlin

Communication Initiatives: Kelli Holland Manager, Employee Communications & Education, Employee Benefits

- HR Service Center
Contact info:
882-2146
benefits@umsystem.edu
 - Implemented HR Service Center in March - call to get any Total Rewards question answered by a single person; removed phone tree so immediately connect to a person
- CAP Center Benefit Advocates (located in Parking garage 7)
- Communication Efforts:
 - NEW Blog – Let's Talk Total Rewards; new articles related to anything Total Rewards are posted daily
 - Umsystem.edu/newscentral/totalrewards
 - Welcoming guest bloggers who have knowledge or are passionate about a particular subject - submit information using info in the Contact Us link; submit already written article or ask for help writing it
 - Comments are allowed but will be moderated for discrimination, etc.
 - Reimagining our university experience campaign
 - Will update Reimagining page with new information as it is received
 - Will continue as task force finding recommendations are worked on
 - Retirement recommendations from the TR Task Force
 - News and Featured Events will be posted on TR home page; there is also a widget that can be embedded into other websites (like campus Staff Council websites)
- Voluntary Retirement Plan Seminars
 - Will be an online webinar that is made available
- Annual Enrollment
 - Active Enrollment- Robust communication and support campaign to encourage and support active choice
 - Employees MUST actively select which medical coverage they want for 2015 (or opt-out if covered under someone else's plan); cannot do nothing if satisfied with what they already have

- Intent is to encourage people to actually review the offered medical coverage (2 plans for most campuses, third special plan offered only in Columbia); last required of employees in the 80s
- We, as Council members, need to continually talk to people in a positive way about this
 - The university spends between \$5000 and \$14000 on medical coverage for an employee each year; the least the employee can do is review it
 - If the employee does not actively make a choice, they will default to the high-deductible plan with whatever coverage (single, family, etc.) they currently have
 - If the employee does not have a plan and does not actively opt-out, they will default to the high-deductible plan
 - Communication to employees will begin in July to encourage employees to look for the information so they have plenty of time to review when open enrollment comes in October
 - This will be one of the first opportunities to try to educate & communicate, per the Task Force recommendations; campus HR will hold sessions discussing the different medical coverage options to help employees make the best decision for themselves/their family
- Increased wellness incentive
 - Will be mailed out with enrollment information
- Required mailings to everyone's home
 - Campaign to update personal information in myHR ahead of time
 - Required mailings about notices regarding ACA/marketplace

Chair and Campus Updates:

- UM:
 - Term of Office: 10/1-9/30 (every 3 years)
- MU:
 - Term of Office: 9/1-8/31 (every 2 years)
 - Staff Recognition Week - feed 1k+ people, used Student Center since students are gone, Administration served lunch
 - Elections happening
- Hospital:
 - Term of Office: 1/1-12/31 (every 2 years)
 - Reorganizing into service line model at Hospital finishing up
 - Food drive when school starts up
 - Raised money for Central Missouri Foodbank
- S&T:
 - Term of Office: 8/1-7/31 (every 2 years)
 - Sara is now Chair
 - Voted for an amended GIGE resolution
 - Wrapping up current year: smoking, development, elections
 - Cardinals Day in Spring that was well-attended
- UMKC:
 - Term of Office: 6/1-5/31 (every 2 years)
 - Staff Appreciation Week: T is prof dev conference for half-day where employees chose from concurrent sessions, then did motivational speech; W is appreciation day/picnic with lunch, games
 - Elections: entire Council except P is new

- Discuss what are benefits of being staff other than the job
- UMSL:
 - Term of Office: 7/1-6/30 (every 1 year)
 - Elections completed in May; Jonathan Lidgus (as Vice-President/President-Elect) automatically assumes role of President on July 1, Nick Palisch elected as Vice-President/President-Elect
 - Held semester Staff Association meeting in early May
 - Attendance of about 40-50 people
 - Ruffled off two tickets to UMSL Night at the Ballpark, which were purchased from the Alumni Association who hosts the event (each ticket includes a seat for the game, and a pre-game reception with all you can eat buffet and sodas, and a chance to be entered into drawings for additional prizes)
 - Update from Chancellor, which highlighted points from his Chancellor's Report to the Community in April, where he provides a State of the Campus address to community leaders and UMSL supporters.
 - The remainder of the meeting was spent doing a brainstorming activity. Attendees were split into 6 groups, where they tried to provide ideas for a question. After a few minutes, the group moved to the next question, reviewing ideas left by previous group and then contributing further. Each group had time to visit 4 of the 6 questions. Feedback will be used to guide the incoming Staff Council in goal-setting and planning new activities or programs
 - In what ways would you like to receive appreciation or recognition from the campus or university?
 - What fundraising activities (on and off campus) would you like to see or participate in?
 - How could the Staff Association help in professional development of staff?
 - What needs or concerns do you have that Staff Association can or could help address?
 - What should the goals of the incoming Staff Council be?
 - What committees should the Staff Association have to meet staff needs?
 - Jonathan and I will meet with the Chancellor, Provost, and Vice-Chancellors next week to discuss some of the ideas we received and how we can implement them
 - How many groups have a Staff Recognition event for staff celebrating 5-year incremental anniversaries? (all but UMSL)

Adjourn

- 1:57p