

ISAC Meeting Minutes

February 24, 2016

Ellis Telepresence Room, 106A

Meeting Call to Order: 12:58pm

Introductions/Roll Call:

- Kellie Stuck, VP UM System
- Becky Stafford, ISAC Chair, MU SAC Chair
- Sean Brown, ISAC Vice Chair, MU SAC Vice Chair
- Rebecca Edwards, ISAC Secretary, UM Hospital SAC Chair
- Steven Pankey, UMKC SC Chair
- Jacqueline Rodgers, UMKC SC Vice-Chair
- Melanie Barger, UM SAC Chair
- Kelli Hathman, UM SAC Vice-Chair
- Joe Boehm, MO S&T SAC Chair
- Beth Abner, MO S&T SAC Vice-Chair
- Jonathan Nolan, MU Hospital SAC Vice-Chair
- Nick Palisch, UMSL SAC President - Campus Closed due to snow
- Mary Tackett, UMSL SAC Vice President – Campus Closed due to snow

Guests:

Mike Middleton, Interim President

Interim President for 3 months, this is his 3rd stint with MU. Mike attended MU for law school and has worked as a law professor. He retired in August of 2015 and came back in November as the Interim President. His first task is to rebuild trust with everyone vested in the University. This must start with addressing the events that got us to where we are. Great progress is being made in diversity, equity and inclusion and close to naming the first chief officer of this movement. A system wide task force has also been formed and will be visiting each campus. A million dollars has been devoted to these initiatives. The Board of Curators is meeting today in KC to secure a search firm to hopefully instate the next President of the UM system by fall 2016. Times have been tense and people are worried, but Mike assures we will come out of this turmoil a better organization. The help of everyone will be needed to accomplish this. Mike encourages everyone to stay up-to-date on all that is being done to advance the University. One way in which you can do so is by reading the blog. It is important to remind people that

the University of Missouri is one of the state's greatest assets. Mike says thank you to everyone that works for the University and to go out and spread positive words.

Becky Stafford asked a question regarding the decrease in enrollment, state funding, and donors and how will this effect staff?

Mike stated we can withstand the \$20M loss in tuition revenue and does not anticipate this affecting the staff. He states the donor reduction of \$2 million decline in pledges is currently just a speculation and recalls the significant reduction Penn State experienced that quickly turned around. The \$8 million dollar budget reduction from the legislator was system wide and resulted in about \$400,000 reduction to the Columbia campus and the other campuses were held flat in the budgeting process. The \$7 million cut from the system is also sustainable. This is a long way from the original proposal to entirely cut the budget and Mike believes they will continue to soften as the University takes steps to improve.

The presidential search committee results came out today; Joe Boehm from S&T has been selected to represent ISAC.

Kelli Holland, Director, Health & Benefits:

Have discussed the recommendations of the TRAC committee were presented to the Board of Curators in February. They do not anticipate a decision on this presentation until April or even June. They are out and about on the campuses holding open forums to educate faculty and staff on the proposed changes. The response thus far has been understanding. People realize that something has to be changed in order to sustain benefits. The feedback has been meaningful and in good quantity. Kelli asked the council for their feedback:

1. Is there a sense that people are deciding to retire in order to take care of the current benefits?: There has not been an influx of faculty or staff announcing retirement and they are encouraging people to at least wait until the proposed changes are performed. A pension calculator and other resources will be made available to help people make an informed decision. It is clear it will be beneficial for some to retire.
2. Steve has heard a lot of concern about the C category that is not adjusted for inflation: The way retirees premiums are determined is multifaceted and quite complicated. The subsidy will vary depending on many factors including individual coverage versus spouse and whether or not the retiree is Medicare eligible. The premiums and subsidies will be made clear, but it is important to keep in mind that the premiums can also be increased at any time. Part of the reason for the changes is to be able to accurately determine liability.
3. A cost of living indicator was considered but could not be balanced with this plan and would have resulted in a cut to categories A and B in order to offer this for category C. This was studied extensively by the TRAC. The healthcare landscape has changed extensively and will likely continue to change.

4. People are concerned about not knowing how much they will have to pay. The calculator will not only show what the individual will need to pay in category C, but also what the University will be paying.

Minutes Approval: November minutes have not been located

Upcoming Year:

Joe Boehm will be part of the presidential search committee.

Goals:

1. Campuses to email items to Becky or future meetings
2. System suggests the system lobbyists be invited to speak to the ISAC but the meeting time would have to change.
3. Becky Stafford tabled the idea of meeting more frequently than every other month.

Chair & Campus Updates:

UMKC – UMKC is working on creating a staff ombudsman position and thinks this would be beneficial for each campus to have this position as these resources are very important. This neutral voice in conjunction with HR could help faculty and staff be heard. At UMKC there is a general feeling of mistrust with campus HR.

UMSL – Budget issue. The staff association and the student government association met with the leaders of the campus to discuss the \$15 million dollar budget situation. The Chancellor addressed questions in an open forum on Friday (2/19/16). Expected cuts are coming. Units had to submit budget cut proposals by last Friday. Budget and Planning meets on March 7, 2016 to begin to review the possible cuts.

-Focus on the Future is coming during Spring (March 18-22) break for the faculty and staff of the campus. These are small classes to learn a new skill, cooking class, CPR, etc.

-We are currently looking to revise our bylaws for staff association here at UMSL. Major changes will be changing President/V-President titles to Chair and Vice-Chair which will be more consistent with the remaining campuses. In addition, reevaluating the number of representatives and also changing the term of President (Chair) to two year term. This will be voted on in April.

S&T – Had a full meeting last week. A staff member requested they sponsor Dave Ramsey classes; this is being coordinated for fall. Walking challenges will be happening for wellness incentives. This may be turned into a fundraiser. The legislator is considering making conceal and carry mandatory on campus. Panic buttons have been installed in some locations for the safety of higher level administrators. There are currently a lot of guns on the S&T campus. Staff day is 5/25/16.

Hospital – Hospital SAC is partnering with the coaches score against hunger campaign to raise money for the central Missouri Food Bank. This venture started last fall but will be expanded this year to include cookbook sales. The School of Medicine SAC will be assisting with this endeavor as well. Hospital SAC is

getting back to its roots of being for staff and limiting community events to 2/year. We will continue with the VAC Christmas in addition to the score against hunger. We will be answering phones at the Miracle Network radiothon on 3/15. We will spend this year making ourselves more visible and accessible to staff.

System – System is looking at overhauling their guidelines and coming up with a good purpose/mission statement for their council. They are also focusing on their recognition program and figuring out how to reach more staff to include a 3 tier system. This will include individual recognition in addition to department recognition. They will start on 3/4, national employee appreciation day and will be delivering snacks to different departments to show appreciation. They are also rearranging their large events for the year, changing the picnic to the fall due to weather and would like to use the opportunity to incorporate their myPerformance awards. They may also add another fun event to their calendar. They will also focus on increasing attendance to their events. Recommends everyone go to the system website and sign up for legislative updates including what bills are being proposed in addition to visitors, etc.

MU Campus – Campus is talking with marketing and licensing and will be delivering a surprise to employees at random (Prize Patrol for moral). They have a forum with the interim chancellor in April in addition to Staff Recognition Week with awards in May. Columbia campus is currently searching for a Vice Chancellor of HR and are narrowing this to 3 applicants that will visit the campus.

New Business – Pat Ivey, Associate Vice Chancellor of Diversity, Equity, and Inclusion due to his athletic background is now drawing attention to this on sports talk radio because they really do not know what this is.

Adjourn: Sean moved we adjourn and Steve seconded at 1:55pm