

INTER-CAMPUS STAFF ADVISORY COUNCIL MINUTES

June 21, 2016

1:00 – 2:00 PM, TelePresence Centers

Meeting Call to Order: 1:03pm

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
- Mary Tackett, UMSL SAC Vice-President

Guests:

Allen Johanning, Associate Director Workforce Solutions – Job Toolkit

Allen reports there are new tools available on the Total Rewards site and they have moved away from complete reliance on job descriptions. These tools are only for the non-healthcare positions; the structure of the hospital system is outside of what this covers. These tools can help employees see how they fit into the overall picture and what is needed to pursue other job positions. The goal was to make it easy to understand for staff and managers and to aid people in making connections between jobs and career planning. It makes it clear what is required to move horizontally and vertically in the university system. Allen volunteered to come back to another ISAC meeting since he was having technical difficulties that would not allow him to show the website. Allen also plans to make it out to each individual counsels' meeting.

Becky Stafford asked if anyone would be available to mentor staff with their career paths after they have used the site and decided on a specific path or that they just don't want to continue on their current path. Allen states as this grows he sees more talent management being offered in the future.

Minutes Approval: Joe Boehm motion to approved and seconded by Sean Brown. Minutes were approved as written unanimously.

Pending:

UM President Search

Closed session was held last Thursday where they reviewed several curriculum **vitaes** and biographies. Some candidates are native Missourians and some within the university system. Many of the candidates are academic but there are some candidates with business and political backgrounds. There will be another meeting in a month to review more and start setting up interviews. The search is currently open and will remain open until the position is filled.

New Business: No new business. Becky Stafford asked for suggestions of things we would like to do as a counsel.

Chair & Campus Updates:

UMKC – They have completed general and board elections. Steve will continue to be the UMKC Chair; Vice-Chair will be Breann Branch. In May UMKC successfully had a staff appreciation day with food trucks that served 600 staff. Staff received over \$1500 in giveaways. They also held the 3rd annual Staff Conference for Professional Development for 200 UMKC staff that included presenters from throughout Kansas City businesses, educational institutions, and non-profit organizations.

UMSL – Report given by Nick Palisch. They recently reviewed and made changes to their bylaws which will go to vote in July. They are trying to restructure to fit all of the changes within the organization. The focus is to reestablish a voice on campus. The goal is also to come more in line with the other campuses, changing from President and VP to chair and vice chair. They have added a senior administrator to their committee as advisory and support. UMSL will retain the current counsel due to changes in bylaws and budget. Eighty-five positions were cut to the UMSL campus. They are also experiencing some changes in the human resources structure. They currently have a vice chancellor and will be restructuring with an executive director position. This person will report directly to the provost. The executive level staffing will go from 12 to 7. August 12th is staff appreciation day and they will be celebrating with a picnic in

addition to recognizing staff for years of service. They had focus on the future this spring which is programs that are offered for staff to learn new skills.

S&T – Joe Boehm reports 448 staff attended their staff appreciation day. They had a great fundraising and prize committee. Joe proposed staff scholarships to the committee at their last meeting. They will be modeling the program after the MU Campus and start with this program next year. Becky offered more information on this matter. A walking challenge is being worked on the plan is to have people sign up for free. If the group on campus reaches 100 million steps \$500 will be awarded to staff council. They have a blood drive scheduled next week Monday and Tuesday. They will also have a financial offering for staff and students, the Dave Ramsey curriculum.

Hospital – Hospital week events were a success. Hospital is in the middle of performance evaluations. Budgets for FY'17 have been finalized and approved. We have a new vice-chair, Dawn Leslie. Jonathan Nolan moved back home to Wisconsin at the end of May. Information about submitting recipes to the staff cookbook should start showing up in MU Health Today. Cookbooks can be purchased for \$15 and proceeds will benefit The Coaches Score Against Hunger Campaign.

System The annual trivia tournament will be next week, there are 12 teams signed up. The picnic will be in September. They will end the picnic with a kickball tournament. They are busy planning these events. AT&T approached the system about sponsoring more events in addition to the 17% discount. They are interested in giving prizes or cash for programs. The system council developed, voted, and approved a new mission statement to back the activities they do. They are also reviewing the remainder of their bylaws.

MU Campus – Staff recognition week was the last week of May and was a success. They estimated 1600 for lunch and 400 at fun day. 955 staff attended the HR classes and \$4000 was raised by the online auction that supports the staff education award. They are losing their administrative assistant, Natalie and they are now interviewing for a replacement which is a .75 FTE position. They are hoping to have the position filled in the next month. Counsel elections have started and the executive elections will be in July. Becky Stafford will be going off of campus SAC in September after 8 years. The campus SAC sits on many committees across the MU campus. There is a new committee on campus called the Climate Committee and the campus SAC has attended those meetings regularly to voice the concerns of the staff during all of the turmoil that started last fall.

Adjourn: Sean Brown moved to adjourn at 1:42pm.