

Minutes of the Total Rewards Advisory Committee Meeting
Zoom
December 18, 2025
1:00 pm to 2:00 pm

A meeting of the Total Rewards Advisory Committee was convened via zoom at 1:00 P.M., on Friday, December 18, 2025. Marsha Fischer, Vice President of Human Resources, presided over the meeting.

Present:

Marsha Fischer, Chair, Chief HR Officer of Human Resources
Jessica Baker, Co-Chair, Assistant Vice President, Human Resources – UM System
Brianna Portmann, Senior. Program Manager, General Education - UMKC
John Clark, Associate Professor, Finance - UMKC
Melanie Keeney, Associate Director, Marketing and Communications – S&T
Amber Candela, Assoc. Professor, College of Education – UMSL
Harry Harris, Director, TRIO Student Support Svcs, Access & Academic Support – UMSL
Betsy Garrett, Emeritus, Family & Community Medicine – MU
Ginger Gibson, RN Case Manager, Care Coordination – MUHC
Clair Ann Reynolds Kueny, Associate Professor, Psychological Science – S&T
Kris Hagglund, Dean, Health Professions – MU
Brian Hensel, Assoc. Teaching Professor, Health Sciences – MU
Bob Piepho, Dean Emeritus, School of Pharmacy – UMKC
Kayla Grobe, Clinical Educator, Acute Care Cardiac Intensive Care Unit – MUHC

Absent:

Kim Foley, Senior Executive Assistant, Vice Chancellors Office – MU

Also Present:

Cari Lyman, Director, Retirement, Human Resources – UM System
Caitlin Beal, HR Consultant, Benefits, Human Resources – UM System
Carol Wilson, Director, Benefits, Human Resources – UM System
Casey Owens, Assoc Director, Internal Communications – UM System

Call to Order and Approval of Minutes

Marsha Fischer asked the Total Rewards Advisory Committee to approve the meeting minutes from October 3, 2025. Motion to approve was given by Bob Piepho and seconded by Betsy Garrett. Committee voted to approve, none opposed, no abstentions.

Outstanding Staff Awards

Marsha Fischer shared information about the Board of Curator's Outstanding Staff Awards to recognize the important contributions of staff across the UM System. Up to 6 awards may be awarded annually through nominations from the Chancellor, CEO or President as approved by the Board.

47 **Annual Enrollment Results**

48 Carol Wilson shared information about 2026 benefit plan enrollment and plan migration
49 for benefit plans from 2025 to 2026.

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51 **Defined Contribution Opt-In Program Updates**

52 Cari Lyman provided an update on the DC Opt-In Program. Personalized statements
53 have been mailed, and educational webinars began the first week of December. Cari
54 shared an overview of the dedicated webpage, timeline and employee resources.

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56 **Final Vacation Payout – February 2026**

57 Cari Lyman provided an update on the final vacation payout that will occur in February
58 2026 as part of the transition to the new leave programs that occurred in 2024. An
59 email will be sent to employees with a remaining vacation balance in mid-January
60 outlining the payment date, withholdings and options for adjusting voluntary retirement
61 plan contributions for the payout.

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63 The meeting was adjourned at 11:57 P.M. on Thursday, December 18, 2025.