

ISAC Notes:

Call to Order: 2:28 PM 3/25/15

-November Minutes still missing.

-December Minutes were approved by the council.

. Eric Smetana spoke to the council about staff compensation and the review underway to review salary ranges for the UM-System. This happens every 2 years and the current proposal is a 2% salary range adjustment. The idea is to remain competitive in the market and attract, hire, and retain top staff.

-2% market adjustment is aligning us with the rest of the market.

-Cost impact not everyone gets a pay raise, but a small window will, \$300,000.00 will be the average cost for this adjustment across the entire system.

-Implementation pending board approval will be 7/1/15. HR council approved the 2% market adjustment. General officers are currently reviewing at this time. Date is tentative.

Follow up from the January Special Meeting: Regarding Title IX. No further discussion.

Campus Reports:

UMKC:

- Held a Chancellor Forum in February 2015 and issues were brought up about motivation, leave policy, and compensation. HR was advised of employee concerns.
- Feather flags were recently purchased for all events.
- In March the Title IX representatives did a presentation for the staff.
- New nominations are in progress and elections in May.
- Ad Hoc committee is looking at operating procedures
- Communications committee is updating the staff council website.
- Staff breakfast in April
- Professional development picnic in May

UM-System:

- Held a bowling event on St. Patrick's Day had over 133 participants.
- HR approached council about employee wellness survey
- Walking treadmills for staff still in the works. Seeking bids for equipment for fitness and health (standing desk, chairs, etc).
- Updating staff council website.
- Planning picnic for June 12 —seeking nominations for awards.

UMSL:

- Discussed Focus on the Future happening the week of March 23rd. Explained the different programs staff can attend.
- Currently preparing for elections. Elections will happen in May 2015.
- Discussed revision and added requirements for the John Perry Scholarship given on behalf of the Staff Association.
- Discussed our staff appreciation event in April (Postcards)

UM Hospital:

- Working on fundraiser for Ronald McDonald house.
- Working on picnic for staff of hospital
- Gyms are now in every hospital buildings on campus.

Columbia:

- Staff appreciation week is May 18-22 Various events held during this week;
 - Staff showcase/talent last year 60 staff participated.
 - Wednesday is Staff Fun Day-Rec center open for staff use.
 - 5K/Walk planned for Friday
 - Luncheon on Thursday Last year 1200 people attended.
 - Online auction all week—to raise funds for staff council
- Basketball fundraisers were held at 5 home games. Created a team environment and helped with team building. Raised about \$2,000.00.
- Staff council adopted a spot in Columbia to clean and maintain. Heading out on the 3/26 to see the spot for the first time. Idea is to give back to the community that gives to the council
- Elections held in July; Take office in September.
- Shared Leave? Asked what is going on with it...

Rolla:

- Title IX and wellness presentations across the campus.
- Performance reviews underway
- Losing members of council—people leaving due to compensation.

- Annual Staff day is May 20th
- Having talks about fundraising to raise money. It is a challenge because of the size of the community.
- Elections to be held in the summer
- Employee recognition awards to be given on April 10.

Chair Report:

- Seeking topics for future meetings
- Discussed briefly about where shared leave is with the campuses. Will seek out more information.

Adjourned at 3:16pm.