Intercampus Staff Advisory Council
Wednesday, March 20, 2013, 1:00 p.m.
TelePresence Centers
Minutes

○ **Meeting Call to Order:** 1:05pm by Kevin Sansberry, Chair
○ **Roll Call**

✓ Betsy Rodriguez, VP UM System
✓ **Special Guest** Mike Nichols, VP for Research and Economic Development
✓ Kevin Sansberry, ISAC Chair, UMKC SC Chair
✓ Meg Naes, ISAC Vice Chair, UMSL SAC Vice-President
✓ Donna Stearns, ISAC Secretary, MU SAC Vice Chair
  Stacy Jones, MO S&T SAC Past Chair, Past ISAC Chair
  Bridgette Betz, MO S&T SAC Chair

✓ Nathan Weaver, MO S&T SAC Vice Chair
  Robert Peterson, UMSL SAC President
✓ Bandhana Katoch, UM SAC Chair
✓ David Champlin, UM SAC Vice-Chair
✓ R. Kaye Johnston, UMKC SC Vice-Chair
✓ Becky Stafford, MU SAC Chair
  Andrew Webb, MU Hospital SAC Chair
  Theresa Shettlesworth, MU Hospital SAC Past Chair

○ **Minutes Approval:** Minutes for 12/18/2012; David Champlin motioned to approve with modifications; Becky Stafford seconded. Approved by Council.

○ **Special Guest Mike Nichols, VP for Research and Economic Development**
  ➤ Revision to Collected Rules and Regulations 100.030, Copyright Regulations
    University Copyright Regulation 100.030 governs the rights and responsibilities of persons using University facilities or resources in the creation of works of authorship subject to protection by copyright law. It addresses ownership, use and other rights in copyrightable materials. The proposal adds one new paragraph relating to _staff_ software development. Paragraph is limited and applicable only to staff programmers and other employees whose primary appointments are non-academic (thus not applicable to students or faculty). Policy also aligns with US copyright laws and is not a change in policy but a clarification, necessary because original policy was written before software development was an issue. New paragraph makes clear that copyrightable software developed by staff employees _within the scope of their employment_ is owned by the University as their employer, and such staff employees have no rights as authors. The language mirrors the standard under the US Copyright Act.

    The new policy is currently being vetted by the Research Board and the Patent-Copyright Committee and expected to be presented to The Board of Curators at an April meeting.

○ **Betsy Rodriguez**
  ➤ **Benefit Eligibility Update (Healthcare Eligibility)**
    Comes as a result of the Affordable Healthcare Act, portions of which were implemented in 2010-11, but a significant impact will come with the implementation of what constitutes eligibility in 2014. University must review what constitutes a "part-time" or "temporary" employee – eliminates the designation "temporary" employee if 30hrs or greater over a specific time frame. University has 16,000 employees paid as "temporary" and 19,000 employees paid as benefit-eligible. UM believes many of the 16,000 are truly not 30 hrs or greater; major problem comes with faculty academic FTEs and the accuracy of the data in the system. There will be substantial fines imposed if data not interpreted correctly. Do not think we will see an impact on medical rates in 2014; however, could see such later, particularly if the employees who become benefit-eligible for inclusion into medical insurance program are not as healthy as the rest of the population, or could see positive influence if the acquisition of more people into the system creates a larger pool that drives down costs. UM trying to determine how to manage data entry; one recommendation has been for centralizing _all_ hiring.

  ➤ **Global Grading System Update**
    Also referred to as the Staff Compensation Project; has been ongoing for about 3 years. Believe it will make for a more efficient system and will help in staff attraction and retention by developing

career paths. There are 7 different structures undergoing evaluation (4 campuses, Hospital, UM, Extension) and monumental task putting all into one. Evaluation by job family and then looking at hierarchy; no one should lose pay if they are over the top of their category (it may be the person should be in a higher grade). Coordination of titles among campuses is difficult.   Campuses are reviewing how and when to implement. MU especially difficult because of the size of the campus, and it is anticipated that faculty salaries will be a major focus due to recruitment and retention of faculty. At this time, GGS has not dealt with union employees, particularly since those salaries are tied to market, but it will be looked at next, with the involvement of the unions.

Expect to have a simple website developed that will show structures and paths to follow for career development; identifies 7 factors to grade a job; within job grades are salary ranges.

- o **Chair & Campus Updates**   Were not presented due to unavailability of time.
  - Health Care:
  - MOS&T:
  - MU:
  - System:
  - UMKC:
  - UMSL:

- o **ISAC Communication**
  The purpose of this is to branch out to the individual campus staff councils to provide timely information. Anticipate a newsletter will be developed. Kevin has discussed with System the development of an ISAC website where pertinent information can be added (meeting minutes, rosters), such that everyone can go to the website regardless of campus location.

  Bandhana indicated that System has development a newsletter that includes a section that highlights different staff, outside their work environments, and a "Know Your Leaders" section that includes interviews with System leaders (e.g., Tim Wolfe) focusing on them outside their University roles.

  Becky indicated that MU has developed a SharePoint site where they can archive minutes, information, etc.

- o **Next Meeting**: June 12th; Telepresence Centers; 1pm-2pm. Forward items to Kevin for inclusion in the June 12th agenda.

- o **Adjourn**: 1:56pm.