Staff Council Monthly Meeting
October 13, 2022 via ZOOM

Members Attendance: (19present, 2 absent)

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| --- | --- | --- | --- |
| **Executive Council** | **Council Members** | **Guest Presenters** | **General Attendees** |
| ***President*** | x Kimberly Baker | xDave Westenberg | Emily Bullock |
| xMegan Fowler | x□ Kimber Crull | xKC Dolan, Faculty Senate | Christina Harrison |
|  | □ Jeanelle Hemenway | xAlysha O’Neil | Cindy Heck |
| ***Past President*** | x□ Shari Hill | xCindi Nelson | Wendy Estes |
| xBarbi Spencer | x□ Jeff Jennings |  | Simran Bhatia |
|  | x□ Joni Matlock | **General Attendees** | Virginia Emerson |
| ***Vice President*** | x□ Brittney Meyer | Kevin Walkup | Sharon Matson |
| xJackie Sansone | □ Missy Millspaugh | Jade Sinnot | Slyvia Dees |
|  | x□ Shelly Morgan | Christina Harrison | Melanie Keeney |
| ***Secretary*** | x□ Ashley Newton | Jeannie Werner | Teneke Hill |
| xDonna Arthur | x□ Ramona Nicewaner | Erica Reven | Kathleen Sheppard |
|  | x□ Lauren Perala | Dedie Wilson |  |
| ***Treasurer*** | x□ Jody Seely | Gina Webb |  |
| xAngelica Nuno | x□ Rhonda Sherman | Debra Griffith |  |
|  | x□ Teresa Stratman |  |  |
|  | x□ Sarah White |  |  |

Approval of Staff Council September 2022 Minutes-

* 1. Motion to Approve- Jackie Sansone
	2. Second- Shelly Morgan
* PASSED. Minutes approved.

**Guest Presenters**

* 1. **Alysha O’Neil, Market Adjustment Effects**
		+ Levels of pay for staff increase completed by 7/1/22.
		+ Improvements regarding turnover.
		+ Year in Review: Prior to July 2022, net “brand new” full time regular hires were in the negative. Net hires are in the positive each month since July 2022.
	2. **Cindi Nelson, Supervisor/Leadership Development Trainings**
		+ - umsystem.percipio.com
			- Staff Success Manager effective Nov 1 is Simone Waldon. Congratulations!
			- Leadership Development Program Catalog (Attachment A)
			- Leadership Development Program Powerpoint (Attachment B)
	3. **Dave Westenberg, Faculty/Staff Climate Survey Results**
		+ Five categories to address faculty/staff concerns:
			- Concerns with pay/rewards/benefits/promotion
			- Concerns with leadership/campus direction
			- Concerns with work structures
			- Concerns with resources
			- Concerns with employee investment
			- Faculty-Staff Climate Survey Findings Summary (Attachment C)
1. **Reports**
	1. **President Report- Barbi Spencer delegated by Megan Fowler**
		* Look out for and complete pulse survey
		* ISAC Update
			+ Cindi gathering data that can be used for professional development- HR funding, grants being researched. Give ideas to Megan Fowler.
			+ Annual enrollment is coming up. If you do not complete, default will select options of previous year.
			+ Survey being released October 12. Please fill out!
			+ Compliance training is passed due. May affect merit raise next year.
			+ Homework: Identify what can be addressed from the Climate Survey Findings. What can staff do? What can leadership do?
				1. Report ideas on November 2 Executive Committee meeting on long term goals
			+ Staff Council holocaust tour – sign up with Megan Fowler.
			+ Top 10 Training Needs identified.
				1. Outlook features
				2. Excel Formulas & Functions
				3. Excel Pivot Tables
				4. Indesign
				5. Terminal Four
				6. Excel Graphs & Charts
				7. Faculty 101
				8. International Hiring process
				9. Peoplesoft HR Functions
				10. Prairie manager?
	2. **Treasurer Report** (Angelica)
		* 3 staff scholarships- pending
	3. **Committee Reports**
* **Communications Standing Committee** (Kimber)
	+ - * New hire welcome emails are out.
			* econnection info
				+ Fall Staff Appreciation
				+ Staff Shirt Order Form
				+ October staff spotlight
				+ Staff development program
* **Advocacy Standing Committee** (Jeff)
	+ - * Would like to increase scholarship to $300 for Excel training.
			* Request to increase # of scholarships for fall and spring semesters. Will not cover conferences.
* **Campus Involvement Standing Committee** (Joni)
	+ - * Fall staff appreciation day announcement (Attachment D)
			* Hat & Mitten Drive- October 28
			* Staff shirt orders due Oct 20th.
* **Other Committee Updates**- *none reported.*
1. Faculty Update (KC Dolan)
	* + Staff invite to attend General Faculty meetings
		+ Student council request Nov 8th to be off from “work” for voting
2. **Business**
3. **Open Discussion**

Motion to Adjourn- Barbi Spencer

2nd- Kimber Crull

Meeting Adjourned- 10:20 am

**ATTACHMENT A:** [Leadership Development Program Catalog](file:///Y%3A%5Cstaffcouncil%5CAgendas%20and%20Minutes%5CMinutes%5C2022-2023%20Minutes%5CLeadership%20Development%20Program%20Catalog_SEPT22.pdf)

**ATTACHMENT B:** [Leadership Development Program Powerpoint](file:///Y%3A%5Cstaffcouncil%5CAgendas%20and%20Minutes%5CMinutes%5C2022-2023%20Minutes%5CSeptember22_HR%20powerpoint.pptx)

**ATTACHMENT C**:  [Faculty Staff Climate Survey Updated Findings](file:///Y%3A%5Cstaffcouncil%5CAgendas%20and%20Minutes%5CMinutes%5C2022-2023%20Minutes%5CFS%20Climate%20Survey_Updated%20Findings2022.pptx)

**ATTACHMENT D:** [Fall Staff Appreciation Day Flyer](file:///Y%3A%5Cstaffcouncil%5CAgendas%20and%20Minutes%5CMinutes%5C2022-2023%20Minutes%5CFall%20Staff%20Appreciation%20Event%202022.pdf)