

Staff Council Monthly Meeting

January 2022

Members Attendance (_6_present, _5_absent)

| Executive Council | Council Members | Guest Presenters |
|-----------------------|---|--|
| President | <input type="checkbox"/> Jeff Jennings | ➤ Cindi Nelson, Chief HR Officer |
| Tom Donnell | <input type="checkbox"/> Courtney Karmann | |
| Past-President | <input type="checkbox"/> Jade Sinnott | General Attendees |
| Vacant | <input type="checkbox"/> Amy Wallen | <input type="checkbox"/> Alysha O'Neil |
| Vice-President | <input type="checkbox"/> Angelica Nuno | <input type="checkbox"/> Cindy Heck |
| Megan Fowler | <input type="checkbox"/> Rhonda Sherman | |
| Secretary | <input type="checkbox"/> Ashley Newton | |
| Janessa Buchely | | |
| Treasurer | | |
| Jackie Sansone | | |

1. Call to Order/Role Call

- a. Excused: Rhonda Sherman, Janessa Buchely, Courtney Karmann, Ashley Newton and Amy Wallen

2. Approval of Minutes – Approved unanimously

3. Guest Presenters

a. Cindi Nelson, Chief HR Officer

- i. Comes from Kirkwood School District and is excited to be in Rolla and at Missouri S&T as our new Chief Human Resources Officer!
Door is always open if anyone wants/needs to stop by.

b. John Cook

i. Total Rewards Advisory Council (TRAC)

1. Reviewing leave programs – committee formed last year – see changes/enhancements that may be available.
2. Reviewing retiree benefits

3. Vision and Dental Committee – receiving bids now for providers

4. Reports

a. President Report

1. ISAC (Intercampus Staff Advisory Council) updates

- a. Possible employee satisfaction survey: suggested time frame before spring semester and the end of the summer. (MU and UMSL are initiating on 1/12/22)**
- b. Possible Employee incentive referral program: Small dollar amount for new employee that makes it through . Not to be communicate for wide knowledge. It is just being vetted currently for possible implementation.**
- c. Faculty, Staff, and Student pregnancy policy updated (CRR). Possible implementation will be either April or June.**
- d. Review of current health, dental, and vision plans at system level. They have heard from some vendors, so next steps are meetings with those vendors to talk about specifics.**

b. Past-President Report (N/A)

c. Treasurer Report

- i. Transfer from Chancellor’s Office for food/awards for Spring Staff Day has hit the account; new balance = \$14,469.07**
 - 1. Funds will need to be split between lunch and awards.**
- ii. \$25 donation from Amanda Kossuth for scholarship account; new balance = \$304.33**
- iii. Staff Council Scholarship Fund (new fund from vaccine uploads) balance = \$10,260**
- iv. General Operating Account balance = \$6310.44**

v. Earth Day Account balance = \$204.60

d. Committee Reports

i. Communications Standing Committee (Tom on behalf of Janessa)

1. Welcome letter went to 60 new staff members.
2. Staff spotlight: still working with Velvet to solidify our collaboration.
3. Website updates.
4. Thanks for all your hard work!

ii. Advocacy Standing Committee (Jeff)

1. Working with HR to provide some ePerformance training for staff. Initial training is open to any member of staff council and then makes it available to all staff. Still brainstorming with HR on what this looks like.
 - a. “How to Write Smart Goals” – not everyone knows what this means/how to do it.
 - b. Explanation of ePerformance and its purpose.
 - c. Let Jeff know if you’re interested in attending the training.
2. Discussed restructuring Staff Excellence Awards with Alysha O’Neil. - Follow up: Discussed with Amy and Tom about the Excellence Awards and the Advocacy committee will be responsible for these awards. This gives more time for the Involvement committee to focus on the Staff Appreciation Day.
3. Discussed putting a link on the website for staff to use to make the Advocacy committee aware of staff concerns in addition to the email.
 - a. Some Staff are using Miner Master Mentors to direct questions/concerns to. Putting a link on the website that allows anonymity.

iii. Involvement Standing Committee (Jackie on behalf of Amy):

1. Planning for Earth Day event. Planning to set up table with craft outside of Havener.
2. February meeting to start Spring Staff Day planning.

iv. Other Committee Updates

5. New Business

- a. Tom announced resignation as President and from Staff Council but is still available if we need assistance.

6. Continued Business

- a. Perks Page (<https://www.umssystem.edu/ums/hr/sac/par>)

7. Upcoming Meetings/Adjourn

- a. Meeting adjourned at 9:28A.M.