

Staff Council Monthly Meeting
October 12, 2023

Members Attendance: (17 present, 4 absent)

Executive Council	Council Members	Faculty Senate Liaison	General Attendees
President	<input type="checkbox"/> Austin Wall	David Westenberg	Barbi Spencer
Jackie Sansone	<input type="checkbox"/> Brittney Meyer		Angelica Nuno
	<input type="checkbox"/> Brittney Smith	Staff Success Center Mgr.	Syliva Dees
Past President	<input type="checkbox"/> Kyle Cox	Simone Waldon	Brandon Rekus
Megan Fowler	<input type="checkbox"/> Jody Seely		Julie Parker
	<input type="checkbox"/> Kevin Walkup	TRAC	Andrew Careaga
Vice President	<input type="checkbox"/> Kim Baker	Melanie Keeney	Sara McKee
Anne Groniger	<input type="checkbox"/> Lauren Perala		Andrea Gilliam
	<input type="checkbox"/> Lutrisha Decker	General Attendees	Shannon Young
Secretary	<input type="checkbox"/> Mark Evans	Kaitlin Brothers	Simran Bhatia
Kimber Crull	<input type="checkbox"/> Missy Millsbaugh	Michael Doss	Sharon Matson
	<input type="checkbox"/> Patty Reising	Jade Sinnott	Patricia Robertson
Treasurer	<input type="checkbox"/> Ramona Nicewaner	Cassie Liscombe	Susan Potrafka
Joni Matlock	<input type="checkbox"/> Sarah White	Clair Reynolds Kueny	Leanna Miller
	<input type="checkbox"/> Shari Hill	Cindi Nelson	Jeanie Werner
	<input type="checkbox"/> Tricia Helton-George	Ashley Dabbs	Gina Webb

1. Call to Order / Role Call
2. Approval of Minutes (Teams)
 - A. Motion – Kevin Walkup
 - B. Seconded – Kimberly Baker
3. Reports
 - A. President Report-Jackie (ISAC)
 - Annual enrollment 10/23-11/3.
 - Annual enrollment info meetings (virtual) are scheduled for all 4 universities and MUHC through 10/24. There are a few relatively minor changes to the health plans, and the addition of the short-term disability benefit makes it worthwhile to attend the info sessions this year!
 - PTO Leave program info sessions (virtual) are scheduled through 10/17.
 - Again, these sessions are helpful to attend in order to understand the new program and the transition to it.
 - Pulse Survey will be open from Oct. 17th-24th
 - B. Treasurer Report-Joni
 - See attached.
 - C. Committee Reports
 - Communications Standing Committee-Kevin
 - Newsletter stats
 - a. 1230 people
 - b. Unique opens: 45.65%
 - c. Unique clicks: 8.54%

- Advocacy Standing Committee-Lauren
 - Met with Simone at their last meeting about professional development opportunities.
 - Staff scholarship open.
 - Professional development website review
- Campus Involvement Standing Committee-Kim
 - 2.5 weeks away from Staff Appreciation Day.
 - T-shirts, long sleeve and sweatshirts for purchase
 - Chili cook-off
 - Raffle baskets from departments
 - Flyer to go out soon, eConnection, and cards
- Other Committee Updates
- D. Faculty Update (David Westenberg)
 - i. Qualitative Findings from the Campus Climate Survey
 - 1. Slides attached
- E. Staff Success Center Update (Simone)
 - i. Social with students, staff and faculty champions.
 - ii. Tomorrow - Dog days with Delta Sig on the Toomey lawn.
 - iii. Family night – Friday night. 6-8 p.m. Butler-Carlton. Games, cookies, board games, dinner and more.
 - iv. October Marathon in a Month
 - v. Pulse Survey is coming from UM System next week.
 - vi. Nov. 6-9 – UM System Development Week
 - vii. Today - Show-me Series – Microsoft Teams
 - viii. Today – Finance and Operations series with Dr. Perry Koob
- F. TRAC-Melanie Keeney
 - i. No report

- 4. New/Old Business
- 5. Open Discussion
- 6. Adjourn
 - A. Motion to adjourn – Joni Matlock
 - B. Seconded – Kevin Walkup

TRAC:

- 1. Annual Enrollment will run Oct. 23 – Nov. 3, 2023. More information will be sent out in the coming months including information on premiums, and minor plan changes.

2. The new leave plan implementation process has been going well. They've taken feedback from the informational sessions and added more clarity to how the plan will work.

- a. Fall 2023 – Employees, supervisors and timekeepers can expect information and training on new processes for leave programs.

There will be an option for employees to elect a buy-up short-term disability plan during Annual Enrollment. The employee would pay a premium in order to have 100% income replacement (instead of the 60% standard employer paid plan). Employees will be able to switch between the base and buyup plans during annual enrollment each year.

Staff Council Financial Report

FY24 Information as of: 9/30/23

Mocode	Description	Beginning Balance	Revenue	Expenses	Ending Balance	Commitments	Available Funds
R0008	Staff Council Chancellor Main Account	0.00	11,393.00	-	11,393.00	(6,000.00)	5,393.00
RGP87	Staff Council Award Funds	0.00			-	6,000.00	6,000.00
R1806	Staff Council Fundraising - Special Events Account	8,469.62	-	(421.68)	8,047.94		8,047.94
RF814	Staff Council Gift Scholarship Account	15.58	-	-	15.58		15.58
RA054	Earth Day Account	9.78		-	9.78		9.78
RGN77	Chancellor Staff Council Scholarship Account	9,210.00		898.50	10,108.50	(351.50)	9,757.00



Missouri University of Science and Technology

Updated (Qualitative) Findings

Faculty-Staff Climate Survey, 2023

September-October, 2023

Open-Ended Questions

Support Action codes – Actions S&T has taken to support employees, their work, and/or their careers

- ▶ “List 3-5 actions Missouri S&T has taken to support you, your work, and your career.”

Wish Action codes – Actions employees wish S&T would take (or would have taken) to support them, their work, and/or their careers

- ▶ “List 3-5 actions you wish Missouri S&T would take to support you, your work, and your career.”

Summary of Total Responses

627 total support code responses (39% of total comments – up from 30% in 2022), 984 total wish code responses (61% of total comments, down from 70% in 2022)

- ▶ 357 more wish code responses than support code responses

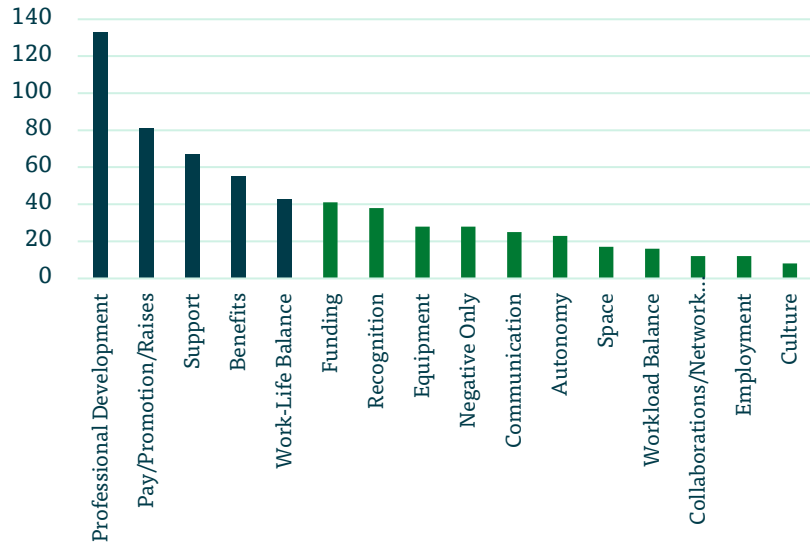
Of the 627 support code responses:

- ▶ 28 were negative-only (4.4% of responses, down from 8.4% in 2022)
- ▶ Another 16 were sarcastic or conditional (2.6% of responses, down from 8.9% in 2022)

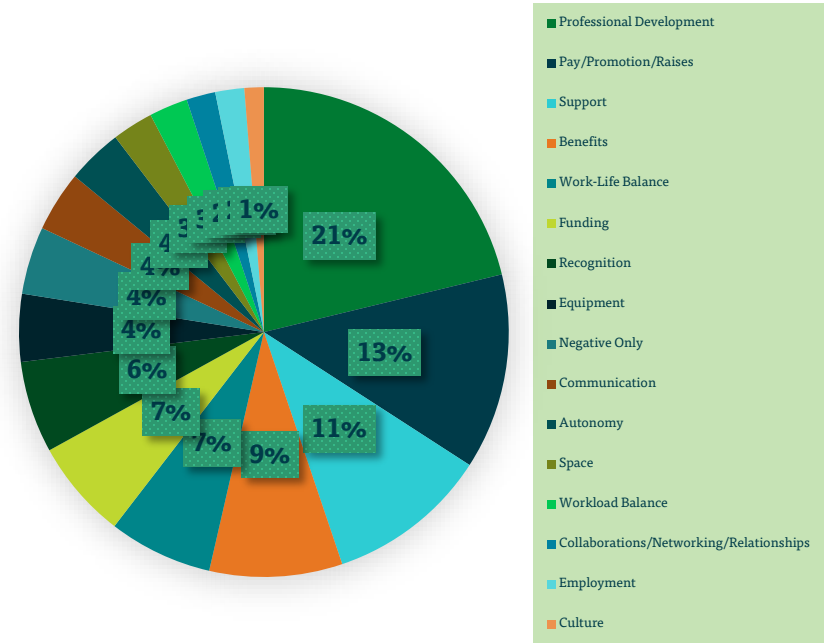
S&T Support Actions

2023 Data

Support Action Frequencies



Support Action Percents

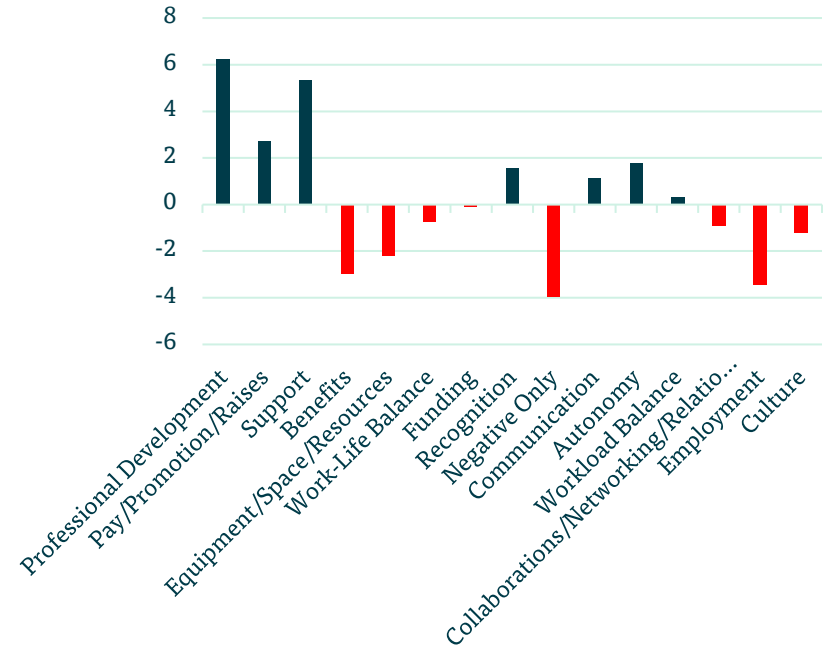


S&T Support Actions

Compare 2022 vs. 2023

2022 Top 5	2023 Top 5
Professional Development	Professional Development
Benefits	Pay/Promotion/Raises
Pay/Promotion/Raises	Support
Resources	Benefits
“Nothing”	Work-Life Balance

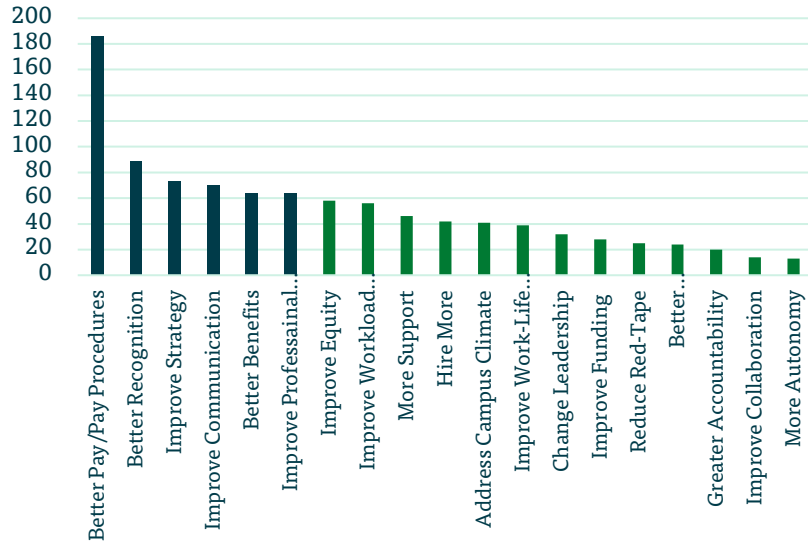
Percent Change in Support Codes 2022-2023



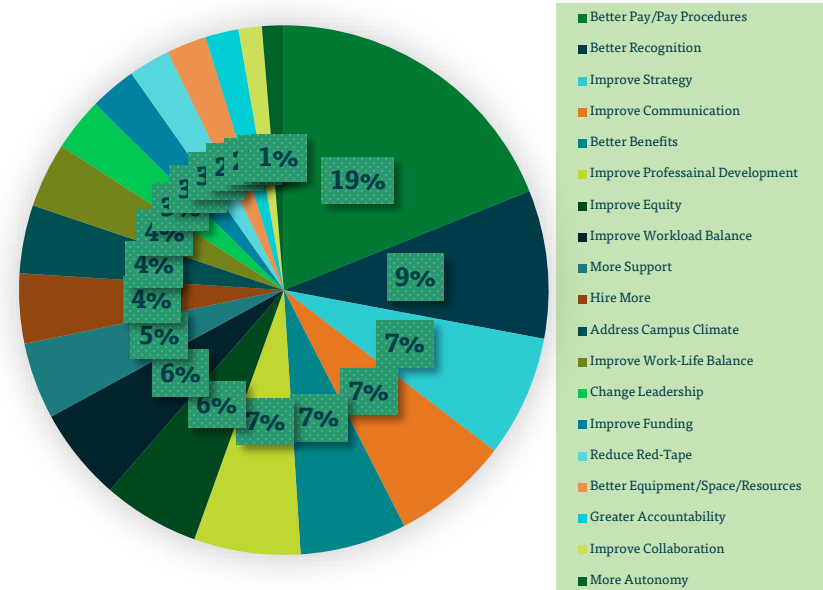
S&T Wish Actions

2023 Data – Individual Codes

Wish Action Frequencies



Wish Action Percents

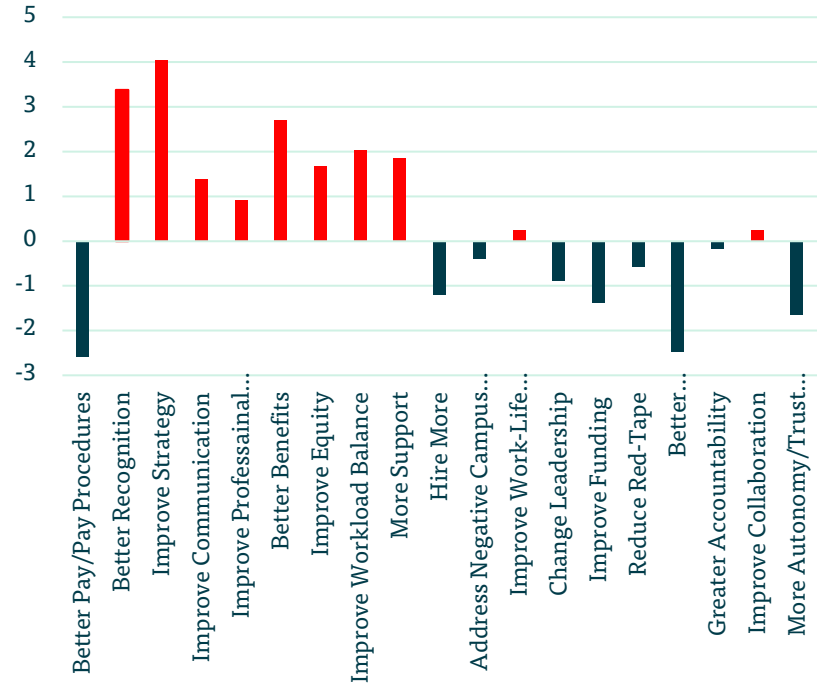


S&T Wish Actions

Compare 2022-2023 Individual Codes

2022 Top "5"	2023 Top "5"
Better Pay/Pay Procedures	Better Pay/Pay Procedures
Improve Communication	Better Recognition
Better Recognition	Improve Strategy
Improve Professional Development	Improve Communication
Hire More	Improve Professional Development
Better Equipment/Space/Resources	Better Benefits

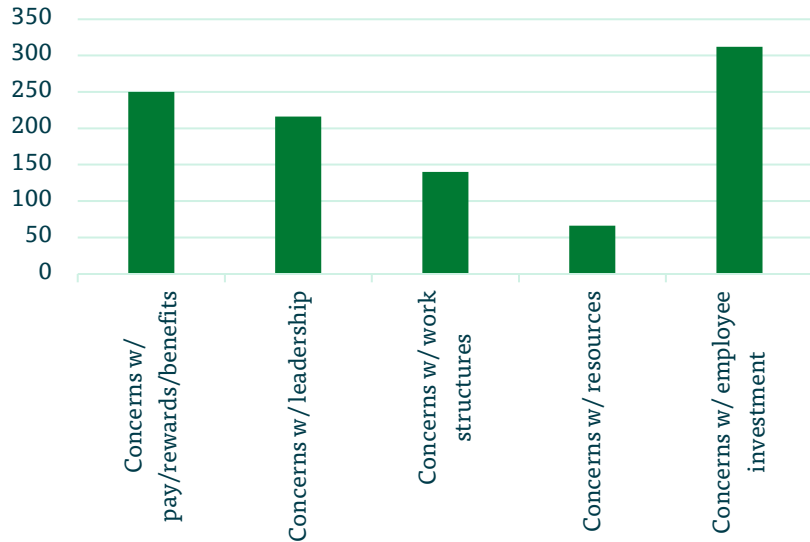
Percent Change in Wish Codes 2022-2023



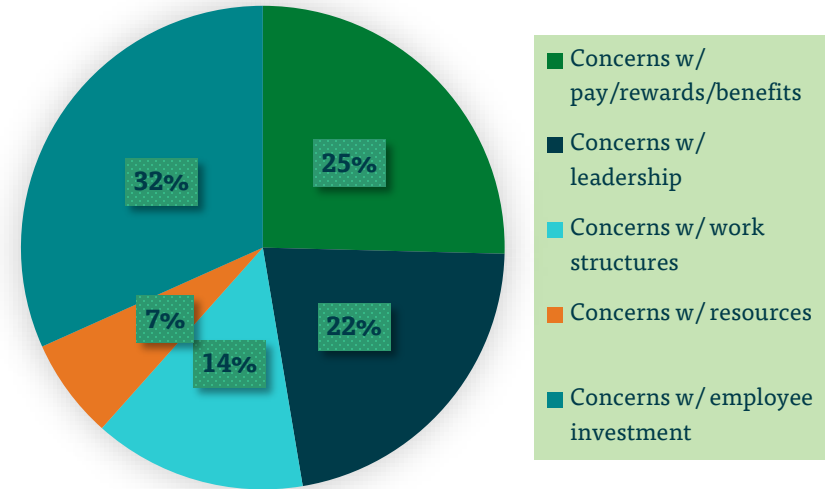
S&T Wish Actions

2023 Data Broad Categories

Broad Category Frequencies



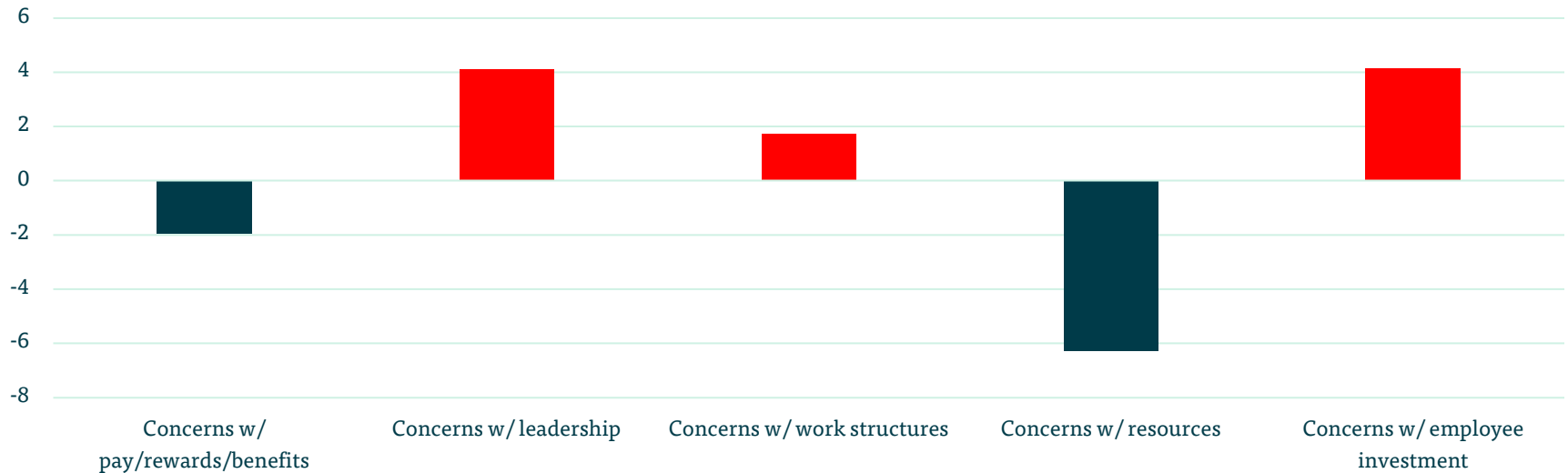
Broad Category Percents



S&T Wish Actions

Compare 2022-2023 Broad Categories

Percent Change in Broad Categories 2022-2023



Stay Tuned

COACHE Survey Open Forum coming

November 1

3 pm to 5 pm

