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)
      o Annual enrollment 10/23-11/3.
      o 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!
      o PTO Leave program info sessions (virtual) are scheduled through 10/17.
      o Again, these sessions are helpful to attend in order to understand the new program and the transition to it.
      o Pulse Survey will be open from Oct. 17th-24th
   B. Treasurer Report-Joni
      o See attached.
   C. Committee Reports
      o Communications Standing Committee-Kevin
         • Newsletter stats
            a. 1230 people
            b. Unique opens: 45.65%
            c. Unique clicks: 8.54%
o Advocacy Standing Committee-Lauren
  • Met with Simone at their last meeting about professional development opportunities.
  • Staff scholarship open.
  • Professional development website review

o 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

o 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.
## FY24 Information as of: 9/30/23

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

- Professional Development: 21%
- Pay/Promotion/Raises: 13%
- Support: 11%
- Benefits: 9%
- Work-Life Balance: 7%
- Funding: 7%
- Recognition: 6%
- Equipment: 4%
- Negative Only: 4%
- Communication: 3%
- Autonomy: 3%
- Space: 2%
- Workload Balance: 1%
- Collaborations/Networking/Relationships: 13%
- Employment: 11%
- Culture: 7%
## S&T Support Actions

### Compare 2022 vs. 2023

<table>
<thead>
<tr>
<th>2022 Top 5</th>
<th>2023 Top 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional Development</td>
<td>Professional Development</td>
</tr>
<tr>
<td>Benefits</td>
<td>Pay/Promotion/Raises</td>
</tr>
<tr>
<td>Pay/Promotion/Raises</td>
<td>Support</td>
</tr>
<tr>
<td>Resources</td>
<td>Benefits</td>
</tr>
<tr>
<td>&quot;Nothing&quot;</td>
<td>Work-Life Balance</td>
</tr>
</tbody>
</table>

### Percent Change in Support Codes 2022-2023

- Professional Development
- Pay/Promotion/Raises
- Support
- Benefits
- Work-Life Balance

Missouri University of Science and Technology
S&T Wish Actions
2023 Data – Individual Codes

Wish Action Frequencies

Wish Action Percents

- Better Pay/Pay Procedures: 19%
- Better Recognition: 9%
- Improve Strategy: 7%
- Improve Communication: 7%
- Better Benefits: 7%
- Improve Professional Development: 7%
- Improve Equity: 6%
- Improve Workload Balance: 6%
- More Support: 5%
- Address Campus Climate: 4%
- Improve Work-Life Balance: 4%
- Change Leadership: 3%
- Improve Funding: 3%
- Reduce Red-Tape: 3%
- Better Equipment/Space/Resources: 2%
- Greater Accountability: 2%
- Improve Collaboration: 2%
- More Autonomy: 1%

Missouri University of Science and Technology
## S&T Wish Actions

### Compare 2022-2023 Individual Codes

<table>
<thead>
<tr>
<th>2022 Top “5”</th>
<th>2023 Top “5”</th>
</tr>
</thead>
<tbody>
<tr>
<td>Better Pay/Pay Procedures</td>
<td>Better Pay/Pay Procedures</td>
</tr>
<tr>
<td>Improve Communication</td>
<td>Better Recognition</td>
</tr>
<tr>
<td>Better Recognition</td>
<td>Improve Strategy</td>
</tr>
<tr>
<td>Improve Professional Development</td>
<td>Improve Communication</td>
</tr>
<tr>
<td>Hire More</td>
<td>Improve Professional Development</td>
</tr>
<tr>
<td>Better Equipment/Space/Resources</td>
<td>Better Benefits</td>
</tr>
</tbody>
</table>

### Percent Change in Wish Codes 2022-2023

- Better Pay/Pay Procedures: 3%
- Better Recognition: 2%
- Improve Strategy: 3%
- Improve Communication: 2%
- Improve Professional Development: 1%
- Hire More: 0%
- Better Benefits: 1%
- Improve Workload Balance: 2%
- More Support: 3%
- More Autonomy/Trust: 4%
- Greater Accountability: 3%
- Improve Collaboration: 4%
- Change Leadership: 4%
- Improve Funding: 3%
- Reduce Red-Tape: 2%
- Better...: 2%
- Address Negative Campus: 4%
- Improve Work-Life: 3%
- Improve Professional...: 3%
- Improve Equity: 2%
- Better...: 3%
- More...: 4%
- Improve...: 3%
- Change...: 3%
- Improve...: 4%
- Reduce...: 2%
- Better...: 2%
- Greater...: 3%
- Improve...: 3%
- More...: 4%
S&T Wish Actions
2023 Data Broad Categories

Broad Category Frequencies

Broad Category Percents

Concerns w/ pay/rewards/benefits: 32%
Concerns w/ leadership: 25%
Concerns w/ work structures: 14%
Concerns w/ resources: 22%
Concerns w/ employee investment: 7%
S&T Wish Actions

Compare 2022-2023 Broad Categories

Percent Change in Broad Categories 2022-2023

Concerns w/ pay/rewards/benefits
Concerns w/ leadership
Concerns w/ work structures
Concerns w/ resources
Concerns w/ employee investment

Missouri University of Science and Technology
Stay Tuned

COACHE Survey Open Forum coming

November 1

3 pm to 5 pm