

Staff Council Meeting Minutes

Date/Time:	October 20, 2021 1:30PM	Location:	Zoom and OL250
Meeting called by:	Staff Council Exec.	Type of meeting:	Staff Council Monthly Meeting
Facilitator:	Staff Council Exec.	Note taker:	Gina Smith
Attendees:	Tony Christian, Colin McDonough, Ryan Milke, Julie Robertson, Katy Schwartz-Drowns, Alexander Sanderson, Selena Foreman, Amanda Dempsey, Melissa Chesnut, Jill Kain, Kala Dixon, Marsha Martin, Becky Meneely (for Natasha Young), Adam Randles.		
Via Zoom:	Krista Barcus, Beth Russo, Brittany Roberts, Sierra Rains, Helen Konstantopoulos, Ben Rogers.		

Agenda Items

Organizational Structure Support & Strategic Operations Reports

Leadership Advisory Team – Krista (Clarence unable to attend).

- Krista reported on preliminary plans to provide refreshments and T-shirts to employees at the November 13th football game vs. Emporia State. Also, planning is underway for the annual holiday meal and service recognition event, with to-go boxes as a possibility.
- Is there interest in sponsoring theme days for homecoming week, e.g. “Silly Hat Day,” “Hawaiian Shirt Day,” “Sports Team Day.” Suggestions are welcome for other themes. Katy Schwartz-Drowns mentioned that Northwest Kansas City currently enjoys theme days. Krista noted that groups in the Administration Building already plan to wear costumes to welcome Horace Mann students trick-or-treating. A day to “Dress Like the Decade in Which You Born” also was proposed; Selena and Beth Russo will work to provide guidelines and instructions. Krista will consult with the leadership team for approval.

Faculty Senate – Gina

- Policies flow chart discussion. Some FS members have expressed discomfort with the flow chart process for establishment and alteration of policies, and with the current process whereby policy changes can be effected by the university’s legal consultants without faculty and staff input.

Student Senate – No report, a Staff Council representative to replace Natasha will be appointed or volunteer.

Board of Regents – Gina

- Staff council members were unable to attend the most recent Board of Regents meeting. Gina planned to attend and report on the next work session scheduled for October 29th, but due to a conflict with Foundation Board meeting obligations will need to find a substitute.

Benefits & Wellness Committee – Elainebeth Russo

- Beth requested ideas for increasing health and wellbeing on campus by taking a more proactive approach as a remedy for increased premiums resulting from a high number of claims. Taking care of our people might reduce the number and amount of claims. She asked for ideas, such as the ability to take time out of the workday for on-campus exercise classes. Julie Robertson suggested more flexibility in the work schedules – for instance, half an hour at noon for lunch and half an hour for

- the Fitness Center at 4:30. Gina suggested having the student personal trainers currently employed by the Fitness Center travel to other campus buildings to conduct fitness classes for those who can't or are reluctant to go to the Fitness Center. Helen Konstantopoulos requested that Campus Dining offer more affordable healthy meals, perhaps through a venue similar to the taco carts.
- Updates from Wellbeing Green Team – Beth Russo reported that a green team led by Clarence and Krista created a new position. The part-time wellbeing coordinator, David Leipold, has been hired through grant funding. A suggestion was made to provide all employees with a FitBit, offering insurance premium reductions for meeting fitness goals; a FitBit program for Mosaic employees was successful in improving employee health. A health, wellness and safety day similar to the health risk assessment days also was proposed. It was agreed that each Staff Council member will ask their colleagues what would be most helpful to ensure wellbeing, and possibly to use social media push notifications to inform Northwest employees of available resources. Beth will take these suggestions to the wellbeing coordinator.

Ally Affinity Group - Helen Konstantopoulos

1. Sept 20th Meeting: Dr. Elyssa Ford presented on Gender Identity & discussed the documentary Disclosure
2. Oct 18th Meeting:
 - a. Discussed Blackfishing/co-opting culture (white social media influencers)
 - b. Discussed Service Project for Homecoming – probably week after clean-up
 - c. Discussed Fundraising
3. Next Meeting: Monday, November 15 @ 1pm via Zoom
 - a. Email ally@nwmissouri.edu or helenk@nwmissouri.edu if you are interested in being a part of the group
 - b. Dr. Rikki Frucht coming to campus for a presentation next Wednesday, October 27th (same day as Bearcat Bash).

Inclusive Excellence Action Team:

1. Edited and reviewed Diversity & Inclusion strategic objectives.
2. Staff Council is asked to add any actionable items they think are relevant to the strategic objectives (only 3 responses – highlighted in yellow in the attachment)
3. Thoughts? The in-person trainings are preferred to the videos, especially the discussions that occur during the in-person trainings. A wider variety of individuals serving on hiring committees is desirable. Achieving variety is difficult in smaller departments; perhaps have individuals from outside the department who will work closely with the new hire also serve on hiring committees. Send Helen any ideas for diversifying hiring practices.

Office of Diversity and Inclusion - Brittany Roberts

- No report.

Old Business Items

See committee reports.

New Business Items

The Northwest Foundation provided a card and letter from the most recent Staff Council scholarship recipients thanking the Council for its generosity. The Foundation also provided a financial report for the scholarship account.

Committee Reports

Employee Engagement and Recognition Committee – Selena Foreman

On Wednesday, October 27 during Homecoming Week lunch will be offered between 11:30 a.m. and 1:30 p.m. sponsored by Blue Cross Blue Shield in the Centennial Gardens; the rain location will be the Station or the Union Boardroom. Boxed to-go hamburgers will be available for carryout or participants may choose an eat-in taco bar. Lunch trays for second- and third-shifts in Facilities and UPD will be delivered to those areas as well as to Northwest-Kansas City. Health-related door prizes will be offered; individuals won't have to be present to win a door prize. Everyone's name will be entered into a random drawing. Yard games also will be available. An advertising flyer for the event will be distributed by HR and Staff Council. The committee also is working with Crystal Ward to make the Kudoboard more accessible. A fundraiser for the food pantry is planned; Staff Council members will receive a flyer with information.

Outreach Committee – Marsha Martin

The Bake Sale was cancelled due to anticipated low participation; the scholarship fundraiser probably will now be T-shirt sales in spring.

Policy Committee – Julie Robertson

The committee is working on charter changes for moving from a 1:20 to a 1:25 representation for each area. Some area ratios may be adjusted if the area's assigned NLT member has a significantly larger number of employees. The cutoff time for an NLT member to select candidates prior to the next election will be shorter than in the past. Julie is serving on a committee addressing student-athlete communication with faculty athletics representative Dr. Rhonda Beemer).

Engagement Survey Action Items

Staff are urged to respond to the recently distributed employee engagement survey.

Employee Suggestions/Comments/Concerns

Announcements / Area Reports

Trio program will wait, probably until next summer, to hire a replacement for recently departed director Dr. Cassie Tavorn.

Many staff changes have occurred in Academic Success and Retention.

A Homecoming decoration photo display competition for offices/departments is currently underway.

Next Meeting

November 17, 1:30pm- 3:30pm – OL 250