

# Staff Council Meeting Minutes

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Date/Time: November 17, 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: In OL 250: Tony Christian, Alex Sanderson, Kala Dixon, Joshua Smith, Gina Smith, Becky Meneely (for Natasha Young), Lisa Crater (originally in OL250 but changed to Zoom due to her committee members all participating online), Jill Kain.  
Via Zoom: Allison Kemper, Julie Robertson, John Vanderpool, Helen Konstantopoulos, Sierra Rains, Melissa Chesnut.

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## Agenda Items

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### Organizational Structure Support & Strategic Operations Reports

Leadership Advisory Team – Clarence and Krista

- Planning continues for the annual holiday meal and service recognition event scheduled for December 14. Employees are urged to RSVP to ensure availability of a sufficient number of meals.
- The Wellbeing Steering Team has been meeting to develop a comprehensive plan intended to benefit all campus constituents, including students. Joshua: Discussing specific themes to use with the Wellness Wheel as a guide.
- Results from the recent employee satisfaction survey have been received and will be reported to the NLT. Staff Council representatives will work with the NLT to develop university-wide themes, which the department leaders will present to their units.

Faculty Senate – Gina

- Finances for the state of Missouri appear healthy, which may result in more funds for higher education; will know more at the end of the year.
- There have been no updates on the search for a new president. Some members of the Board of Regents have been informed that faculty and staff wish to be involved, but a process has not yet been created. Helen and Julie suggested that Staff Council request a role in the new university president selection process, in order to go on record. Gina will draft a letter for review at the January meeting.

Student Senate – TBD; currently no Staff Council representative attending Student Senate meetings. Alex Sanderson offered to contact the Student Senate leadership to receive minutes from their meetings.

Board of Regents – Gina will attend and will write a report for inclusion in the January minutes.

Benefits & Wellness Committee – Elainabeth Russo

- David Leipold, the Employee Wellbeing Coordinator, will be taking over as chair of the Benefits and Wellness Committee. Brooke and Krista will remain on the committee.
- Please report any issues with Optum, the Health Savings Account card servicer, to HR.
- Reminder to submit Physician Screening Form by 11/19/2021 if you were unable to attend the on-campus Health Risk Assessment October event.

- Reminder to complete the online HRA by 11/26/2021. It is quick and easy.
- Open enrollment has closed, and new ID cards from Blue Cross Blue Shield will be sent to employees by January 1, 2022.
- Thank you all for the feedback shared during the last staff council meeting regarding improving health and wellbeing on campus. The committee was very receptive to your ideas and will begin looking into possibilities.
- The committee is currently looking into a new platform to use for wellness challenges as Blue Cross did not renew the contract with the previous provider. Watch for an announcement on the new site.
- Reminder to take part in the different wellness activities available on campus.
  - These are listed in the HR bulletin each month.

#### Ally Affinity Group - Helen Konstantopoulos

- Last meeting for fall was this past Monday; sent out an email to determine spring meeting dates; During the meeting Carol Spradling led a discussion on the pay gap; the group will conduct research on this issue.
- Linal Harris guest speaker will be on campus to speak in the Houston Center at 7 p.m. on Thursday November 18<sup>th</sup>.

#### Office of Diversity and Inclusion - Brittany Roberts

- No report.

### Old Business Items

- Proxy for the Wellness Steering Committee. Joshua has asked for someone to attend the Friday 90-minute 1 p.m. meeting, since his work shift does not begin until 5:00 p.m. Alex will speak with his supervisor for time to substitute for Joshua. The meeting is hybrid Zoom and face-to-face. Kala Dixon said that she also may be able to attend.

### New Business Items

- Planning for future increases in health care costs and premiums. Julie Robertson has been discussing this issue with former colleagues and friends in education and medicine, and all agree that health care costs will continue to rise. What planning is Northwest doing to deal with future increases? Some employees will have to drop their insurance due to the cost. Joshua noted that the wellness steering committee is discussing whether improving all aspects of overall employee wellbeing can lower overall costs and keep them down.

### Committee Reports

#### Employee Engagement and Recognition Committee – Selena Foreman

The employee appreciation lunch on October 27<sup>th</sup> was so well-attended that the original food supply ran out, so pizza was substituted for employees who didn't arrive in time for the original food choices. Food distribution at future events probably will not be self-serve for portion control reasons.

Preliminary discussions are underway for Cookies and Cocoa stations located across campus, similar to last year's successful event. Kala reported that the event is tentatively planned for the week after finals (second week in December). The committee will meet again to decide on the actual date.

Nominations for the Turret Award are requested for submission by March 1<sup>st</sup> 2022.

The Kudoboard link has been moved to the My Northwest portal.

Outreach Committee – Marsha Martin

The committee will look at T-shirt designs during the next meeting; the T-shirts will be sold during the spring as the scholarship fundraiser. Alex reports that the shirt design and sale logistics will be finalized during the meeting.

Policy Committee – Julie Robertson.

Julie reported that she and Katy Schwartz-Drowns were not able to meet as planned; the committee's recommendation at this time is to keep the NLT breakdown ratio for the upcoming elections as it exists currently in the charter. There are concerns about equity among some areas. The committee will meet in early December, which is the cutoff date for setting area representation numbers; all organizational data received at that point will be used to produce a document in early January for elections in early March.

**Engagement Survey Action Items: None.**

**Employee Suggestions/Comments/Concerns:** A brief discussion of problems with accessing the Optum Health Savings Accounts website took place. Employees are encouraged to let Joshua know of problems to develop a critical mass for reporting to HR.

**Announcements / Area Reports: None.**

**Next Meeting**

**January 19, 2022 1:30pm- 3:30pm – OL250 and Zoom**