

Present: Darci Blackney, Troy Brady, Melissa Chesnut, Lisa Crater, Kala Dixon, Selena Foreman, Duane Harvard, Jill Kain, Kathleen Kobayashi, Marsha Martin, Kelley O'Riley, Julie Robertson, Ben Rogers, Barb Weybrew

1. Clarence Green – Leadership Advisory Team

- Launch enrollment teams to focus on what enrollment will look like next year
- P3 Energy – done some examinations of needs, Northwest is not really large enough to have a P3 – will recommend to BOR to not go this route
- Budget meetings being scheduled
- Rodeo arena – still exploring sale. Looking at potentially working to have as new fairgrounds within Nodaway County
- IT is working on a process to have vendors get access that they need while still protecting privacy
- Master document for strategic planning

2. Krista Barcus – Human Resources

- Decreased deductible on the *HDHP* from \$5,000 to \$3,000
 - USI has been extremely helpful during this renewal period in shifting our focus to long term strategy for our health plans. In addition to the Primary Care Physician wellness program, they recommended the decrease to the deductible on the HDHP to be more competitive with our peers and potentially increase enrollment on that plan
- NO increase to employee *only* premiums
- 10% reduction to EE+Spouse, EE+Child(ren) and Family premiums
 - Northwest also know that the cost of our family plans has been a topic of concern for employees for several years. After working through budget impact with Finance, we were excited to be able to present and have NLT approve the option of decreasing those rates.
 - Open enrollment will be held in November 1-18 – WATCH YOUR EMAILS for more information
- Overall increase in insurance – 4.9% which Northwest is absorbing the increase

3. Holly McMillen – Crisis Counselor

- Benefit to all faculty and staff
- Located in UPD – 8:00-5:00 Monday-Friday
- If an employee is having an issue, reach out directly to Holly (hmcmillen@fgcnw.org)
- Hosting Supporting Colleagues through Tough Times – November 2nd & 3rd

4. Committee Reports

- Barb Weybrew – Employee Engagement & Recognition
 - Barb thanked everyone that covered while she was out
 - Cookies & Cocoa – Wednesday, December 7
 - Fine Arts
 - Facilities
 - Administration Building
 - Something will be sent to Northwest KC
 - There will also be times during the off shift
- Marsha Martin – Outreach
 - Bakesale in February
 - Thank you notes from three scholarship recipients
 - Lauren Cullin
 - Imajen Downing
 - Brylie Rodrick
 - Holiday Coffee – December 1 – 7:30am-10:00am – Michael Faust Center for Alumni & Friends
- Julie Robertson – Policy Committee

- Working with leads to replace Staff Council members in Admissions, NWKC, and Facilities
 - Shelby will continue with Admissions
 - Couple interested in Facilities
 - There are two nominations – they will hold elections
 - NWKC running with low staff – no one with capacity to serve at this time
 - Reaching out to other areas under Jay Johnson – one nomination so far
 - Due to low staff in NWKC, they are opened the nomination for anyone within his area
 - Sue Smith (Registrar’s office) will be representing NWKC
- Distribution lists have not been completed yet
- Not all staff members are receiving information from their council representative
 - Committee is working on getting an updated staff list to send to Council members noting which staff are in their area
- Jessie Peters – Diversity & Inclusion
 - IDI imbedded in SJI
 - SJI capacity at this time will allow to accept approximately 6 people from Staff Council for Spring 2023
 - Tracking participation in DI events – encourage participation and submitting to tracking
 - Upcoming DI related events
 - November 1-10 – BOOM – Traveling exhibit
 - November – Native American History Month
 - November 9 – 6-8 – Office Diversity Inclusion Movie Night
- Michelle Drake – ALLY Affinity – No report

5. Old Business

6. New Business Items

- 2:30 – Stacey Carrick – Financial Performance Overview
 - Overview of Financial Performance
 - Financial Dashboard
 - CFI – Composite Financial Index
 - Average Cost of Attendance (COA) & Net Price (NP)
 - Tuition Fees & Scholarships
 - Key Financial Drivers & Challenges
 - Students / Enrollment
 - Employees / Total Compensation
 - Deferred Maintenance
 - FY23 Budget Overview
 - Guiding Principles & Challenges
 - Risk & Benefits
 - E&G Budget
 - Aux Budget
 - Strategic Themes & Initiatives
 - Fall 2022 Census Update
 - FY24 Strategy & Budget Process

7. Engagement Survey Actions

8. Employee Suggestions/Comments/Concerns

- Some institutions have an Employee Mediator
 - Northwest used to have an ombudsman

- Possibility for one in the future but probably 2-4 years away

9. Announcements

- There is a PowerPoint file that has been uploaded into Microsoft Teams that contains all the pictures received from dress up days during Homecoming. If you have any additions, please send them to Staff Council so they can add them, and the file can be shared with all staff.
- Student Affairs – Haunted Office Thursday, October 27 – 3-4:30
- Trick or Treat in the Halls on Wednesday, October 26
- Financial Performance Overview Sessions
 - Monday, October 31 – 2:30-4:00 – Union Boardroom
 - Wednesday, November 2 – 10:30-12:00 – Union Ballroom

10. Next Meeting - November 16 | 1:30pm, OL 250