

**Present:** Darci Blackney, Troy Brady, Melissa Chesnut, Anthony Christian, Lisa Crater, Kala Dixon, Selena Foreman, Duane Harvard, Jill Kain, Kathleen Kobayashi, Marsha Martin, Colin McDonough, Becky McNeely, Ryan Milke, Matthew Mutson, Jessie Peter, Sierra Rains, Ben Rogers, Barb Weybrew

## 1. Clarence Green – Leadership Advisory Team

- Signage Committee
  - Gender Neutral Signage
  - Guided by Dr. Mallett
- Green Tower Press – English Profession-based learning
  - Collects articles/poetry
  - Publish/bind/sell
  - Located in basement of Colden Hall
- State of Missouri
  - Considering bringing back Performance Funding
  - Dr. Egon Heidendal is leading the project
- Enrollment Targets
  - Looking at more than a year at a time
  - More aspirational in the target numbers for enrollment
- Financial updates this fall/spring
  - Fall – current budget status and how we think about budgeting
  - Spring – building FY24 budget and how it will look
- FY24 appropriations request sent forward – requesting for 7%
- Capital Improvements requests focusing on Martindale Hall
- Rodeo Arena
  - Sale or possible lease
  - It is anticipated that horse boarding will continue to be an option at the arena
- Mosaic
  - Exploring moving all athletic trainers to Mosaic employees
  - Trainers would then be contracted to Northwest
  - If this proceeds, it will be closer to July 1 before the transition
- Financial audit currently underway – auditors are working remotely
- Residential Hall Plan
  - Reduction of some space
  - Refreshing other spaces
  - Looking forward to future options
- Enrollment Management plan focus/goals
  - Raising funds for Martindale Hall (\$7.5 mil by 2024)
  - Focus on on-ground enrollment vs online enrollment
- Retention Payment!!
  - Thanks to Krista Barcus, Stacey Carrick and Mary Collins teams

## 2. Krista Barcus – Human Resources

- Engagement Action Tracker Updates
  - Health Care – USI (3<sup>rd</sup> party vendor) is working with BCBS
    - Not yet finalized
    - Trending favorable for employees and Northwest
    - New plans will be available for upcoming enrollment period
  - HRAs coming soon
  - Wellbeing and Perks
    - Holly McMillen, Crisis counselor is now located in the Wellness Center
      - Presentation: *Supporting Colleagues Through Tough Time*

- November 2<sup>nd</sup> – 2:00pm and 3:00pm
    - November 3<sup>rd</sup> – 6:00am, 7:30am, and 9:00am
  - Ability to only offer 2-3 sessions, no long-term counseling
  - Joining October Staff Council meeting
- Well Being Summit
  - Thursday, September 22 - Ballroom
    - 9:30am – 11:30am
    - 1:00pm – 3:00pm
    - 8:30pm – 10:30pm
- Recognition
  - 1905 fund through the foundation
    - Allows more flexibility in appreciation for employees and student employees by leaders
    - Foundation increased the total funds this year by 50% (Thanks Lori Steiner and Mitzi Marchant)
  - NLT has opportunity to invite employees to President Suite for football games
- Flexible Work Schedule
  - Up and going
- Compensation Study
  - Third party vendor awarded bid
  - Study will begin soon
  - One time retention payment - \$1,500
- Trust/Communication
  - Leadership Advisory Team shares information with Faculty Senate, Staff Council and NLT
  - Stacy Carrick will be doing Finance Budget to groups across campus on FY22
- Leadership Development
  - Managing Up – promote positivity instead of negative
  - Respect other departments across campus

### 3. Committee Reports

- Barb Weybrew – Employee Engagement & Recognition
  - October Event – watch your email for more details to come closer to the date!
    - Fall Bearcat Bash
      - October 19 – 12:00-3:00
      - Centennial Park
    - BCBS will be contacted to see if they wish to support
- Marsha Martin – Outreach
  - Gun safe Raffle raised \$885 for Staff Scholarship fund
  - Valentine’s Bake Sale
    - February 13-16
    - Different locations on different days
  - You’ve Been Egged
    - Virtually egged office – pay funds to have it “removed”
  - Looking to participating in Taco John’s night
    - Tentatively June
    - New process for Taco John’s
      - One night a month
      - Can be multiple organizations – funds split accordingly
- Ben Rogers – Policy Committee
  - Received updated staff listing from Human Resources
    - Updated distribution lists will be sent out
    - Working on filling vacant positions from both resignations and job shift
  - Attempting to shift representations around per numbers in the area
  - Looking at adding additional individuals to Policy committee

- Representatives needed in the areas
  - Facility Services
  - Admissions
  - Northwest KC
- Jessie Peters – Diversity & Inclusion
  - Diversity training closed September 15
    - 2021 – 85.88% vs 2022 – 89.86% exceeded the goal of 85%
      - Target goal for attending DI Events by May 2023 for Council is 75%
    - Social Justice Institute
      - Should we have 2 council members participate per semester?
      - Would a Cohort in Spring 2023 be more effective?
        - Difficult to get council through in timely manner 2-4 people per semester
        - Bonus to ensure council members all able to participate in SJI
        - Time commitment for SJI – 10 hours per semester
        - Staff Council will participate in SJI during the Spring as a cohort
    - International Development Inventory (IDI)
      - Online assessment
        - \$18 / person – looking for outside funding for Council to take assessment
        - Allows to obtain information on the Council as a group
    - Kathleen is also as part of the Inclusive Excellence Committee
    - Alternating Campus Climate Surveys between Students / Employees?
- ALLY Affinity Group – Michelle Drake
  - Hispanic Heritage Month
    - TED talk – *“I’m Mexican. Does that change your assumptions about me?”* Vanessa Vancour, TEDx, University of Nevada
  - Jody O’Brien met with them to share about the Well Being Summit
  - Group is always looking for events to assist with – send your ideas to Michelle so she can share with the group

#### 4. Old Business

#### 5. New Business Items

- Jody O’Brien – Well Being Coordinator
  - Well Being focused on
    - Staff / Faculty
    - Students
  - Well Being Summit
    - September 22
      - Three Sessions
      - Goal is to gather more data from the session
- Stacey Carrick – Financial Update – FY24 Appropriation request
  - Requests are submitted – not guaranteed to receive request
  - DHEWD (Department of Higher Education & Workflow Development) priorities
    - Institutional Operating Core – request increase in core appropriations
    - Maintenance and Repair
      - State received significant federal funding due to COVID relief
        - One-time funding
          - Possible partially funding for maintenance and repair
        - Three priority items state funding has been requested
          - Campus Infrastructure – Central Steam Plant (Phase 2) - \$16,239,870
          - Technology Center – \$8,254,961
          - Brown Hall Renovation – School of Education - \$35,986,710

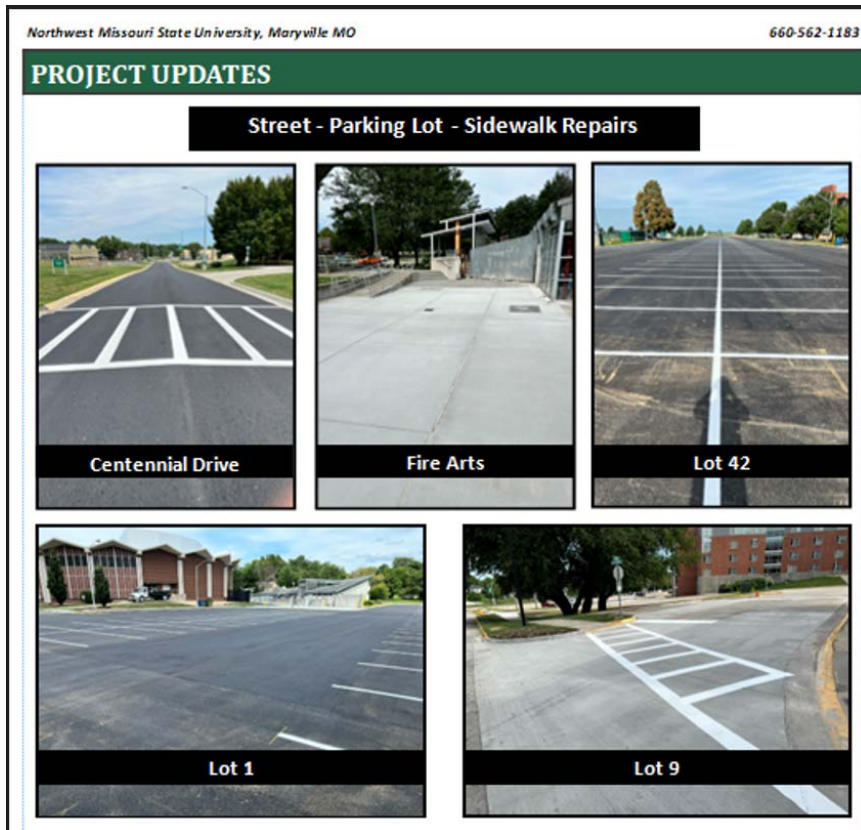
- MoExcels (50/50 match)
  - FY24 Requests
    - Growing Missouri’s Healthcare Workforce - \$994,168
- Missouri Returning Heroes
  - Request for 2021-2022 reimbursement \$18,2222
- New Decision Items (NDIs):
  - Campus Infrastructure – Central Steam Plant - \$16,239,870
  - Technology Center - \$8,254,961
- ARPA (Agriculture Innovation and Workforce Development) 50/50 match
  - Dairy Program (milking barn upgrades, ALC micro-creamery facility & equipment) - \$2,000,000

**6. Engagement Survey Actions**

**7. Employee Suggestions/Comments/Concerns**

**8. Announcements**

- Note that our October meeting will be on *October 26* instead of October 19 due to Fall Bearcat Bash
- *“Below are examples of how we’re using this (parking pass) funding to maintain parking lots, streets, and walks. As we’re only allocated approximately ¼ of the funding needed for capital projects to upkeep facilities and infrastructure (campus-wide), generating funds via parking fees is vital for the upkeep of lots, walks, and drives.” – Dan Haslag, AVP of Facility Services*



**9. Next Meeting - October 26 | 1:30pm, OL 250**