

**Present:** Darci Blackney, Troy Brady, Melissa Chesnut, Anthony Christian, Lisa Crater, Matt Cronk, Derek DeMott, Kala Dixon, Selena Foreman, Duane Harvard, Jill Kain, Kathleen Kobayashi, Marsha Martin, Becky Meneely, Kelley O'Riley, Nancy Ozanne, Julie Robertson, Ben Rogers, Barb Weybrew

**Absent:** Tim Jackson, Colin McDonough, Ryan Milke, Matthew Mutson, Jessie Peter, Sierra Rains, Sue Smith, Kim Todd, Shelby Wood

**Guests:** Krista Barcus, Rhonda Beemer, Derek Duncan (USI Consultant) via Zoom

## 1. Clarence Green – Leadership Advisory Team

- Fees taken to Student Senate – SafeRide, Recreation and Capital (existing fee)
- Met with member of Sam Graves team
  - Matt Berry – discussing earmarks available in the area, looking for funding for Martindale or infrastructure
- Missouri Legislative in February
  - 7% core increase
  - Funds for MOExcels
  - MOSERS funding for Higher Ed
- Rodeo Arena / Northwest KC
  - Meeting with all members over next couple weeks
  - Northwest KC
    - Requested lease holder to allow us out of our lease – which was denied
  - Rodeo Arena
    - Looking at leasing to Nodaway County Economic Development
    - No funds invested
    - Less than four horses now
- Title IX / ADA
  - Will it be the same model?
    - On-site?
    - Remote?
    - Satellite?

## 2. Krista Barcus – Human Resources

- Retention payment will be paid February 24 for those that meet the criteria
- Annual survey will be out in October
- Benefit/Wellness
  - Fitness Challenges coming this Spring
- Immigration Attorney onsite last week
  - Reviews cases
  - Meets with foreign national employees
- Representative from USI will present Primary Care model
  - Moving away from HSA – moving towards Health Maintenance/Preventative model
- Compensation Study update
  - Anticipate hearing back end of February – first of March
  - Recommendations will be brought forward to NLT
  - Higher level findings will be brought to SLT, Faculty Senate and Staff Council
  - Final recommendation will be presented to the Board of Regents in August 2023

## 3. Rhonda Beemer, Faculty Senate

- Meeting with Presidential Candidates

#### 4. Committee Reports

- Barb Weybrew – Employee Engagement & Recognition
  - Friday, March 3 – National Employee Appreciation Day
    - Checking on possibly getting a food truck on campus that day – nothing finalized
  - Working on Bearcat Bash – April 26
    - Can we use someone other than ARAMark?
- Marsha Martin – Outreach
  - Bakesale – Tuesday, February 14
    - Made \$725
  - Meeting next week to select Scholarship recipients
- Julie Robertson – Policy Committee
  - Working on list of positions that will need to be filled due to term limits
    - If you are currently on staff council and still have term remaining but will NOT be returning, please notify Julie so the committee may plan open seats accordingly.
    - Need updated fliers on committees. DI needs to create one
  - Establish a guideline for requirements of attendance to Staff Council
- Becky Meneely – Diversity & Inclusion
  - Bias In America joint display with DEI and Fine Arts
    - Opening on February 20 at 5:00 p.m.
    - Up through the middle of March
    - Locations
      - Owens Library
      - DeLuce Fine Arts Gallery
      - Reading Room – Student Unions
    - Don't forget to complete add your participation on the DI Google form within Teams
- Michelle Drake – ALLY Affinity
  - No meeting since last Staff Council meeting
  - Next meeting – February 21
- Lisa Crater - Benefits & Wellness
  - Great feedback from Maintain Don't Gain
  - Reminder of the Heart Health Challenge @ Foster Fitness Center
  - Garmin Discount – Link sent out for store via e-mail
    - Limit one per Northwest employee
    - Discount also includes additional \$25 off from Wellness funds
    - Must pay with debit/credit card

#### 5. Old Business

- 

#### 6. New Business Items

- Derek Duncan, USI Consultant
  - Primary Physician Preventative Visit (replaces annual HSA)
    - Simply PCP annual wellness visit *with blood draw*
    - All that complete the visit will receive the Wellness insurance rate for the following year (\$50 incentive per month)
    - Preventative visits catch things early
  - Additional information
    - Individual will need to print out and have a physician complete the form
    - If you have had a preventative/blood draw within the previous twelve months, the doctor may use that data to complete the form
    - Preventative visits are based on calendar year (January-December) – you may have a visit in Fall and then again, the following Spring
    - Forms will be due by October 15
    - Employees hired August 1 or later not required to complete requirements for that year

- Working on finalizing the forms to present to all staff
  - As preventative visit, there should be no fee for the completion of the form
- Elizabeth Talkington, Wellness Prevention Provider – Campus wide email
  - Denim Days – April 26 - Sexual Assault Awareness
    - Investigating partnering with them – it is the same day as the Bearcat Bash

## 7. Engagement Survey Actions

- 

## 8. Employee Suggestions/Comments/Concerns

- Mentor program possibility for new people?
  - Used to partner have a mentoring program
  - Agreed sounded like a good idea
    - Do more investigation on the possibility
    - Work with HR
  - Check out the list of new hires – if you have a minute, drop a note introducing yourself and saying hello
- Maternity/Paternity leave time?
  - Our leave is the way it is because we are a state entity
  - FMLA protects your job but leave is based on total sick/vacation leave
- Survey from Staff Council to all Staff?
  - Receiving information in timely manner?
  - Suggestions for appreciation events?
  - What fundraisers will individuals be involved in?
    - Suggestion of investigating selling bricks from North Complex and Phillips Hall
  - Topics you feel are important that Staff Council should address?
  - Exec will be working with IR to get this developed
- Foundation Awards
  - Is there a specified Staff award from the Alumni Foundation?

## 9. Announcements

- Turret Award Nominations due February 28

## 10. Next Meeting - March 15 | 1:30pm, OL 250