

Present: Darci Blackney, Troy Brady, Melissa Chesnut, Lisa Crater, Matthew Cronk, Derek DeMott, Kala Dixon, Selena Foreman, Duane Harvard, Jill Kain, Kathleen Kobayashi, Shelby Wood, Marsha Martin, Colin McDonough, Ryan Milke, Becky Meneely Nancy Ozanne, Jessie Peter, Sierra Rains, Ben Rogers, Sue Smith, Barb Weybrew

1. Clarence Green – Leadership Advisory Team

- Working on budget bill to be reviewed by BOR on January 26
 - Fees for Student Senate (safe rides, rec center, fitness center revisions)
 - Total compensation (currently modeling ~\$4 mil) (% not Mil)
- Stacy Carrick will present a working copy of the proposed budget to Staff Council / Faculty Senate
- Senator Black visited campus February 20 (This was January 20 not February)
- Representative Farnan attended the Peace Lunch
- Space Allocation Group
 - Will be outlining a process to request additional space
- Student Senate Reunion weekend of February 20
- Governor presented State of the State on Wednesday
- Rodeo Arena Update
 - Appraisals have been received
 - 24 acres + 15 acres
 - Working with Nodaway County Development
 - Leasing? (more feasible)
 - Selling?
 - Will present to the BOR once all the information is collected for input
- Northwest Kansas City
 - How do we proceed?
 - Cost effective with low enrollment?
 - Presence in Kansas City area will remain – but where?
- Nine Presidential candidate phone interviews conducted January 18-19

2. Krista Barcus – Human Resources

- Collaborating with Evergreen Solutions on total compensation study. Anticipate results March/April
 - January started market data survey with two like institutions
 - Results should be available mid-March
 - March through June will start reviewing the recommendations
 - June/July build plan in for BOR in August to move forward with planning in upcoming fiscal years
- Health Care
 - Collaborated with USI/BCBS to reduce deductible, family plan, no increase for employees
 - Faculty Senate/Staff Council join the Health and Wellness Committee
- Budget for Appreciation
 - Foundation gave NLT leaders an increase in funds to use as recognition for employees and student employees
 - Generic Northwest cards are available for us in HR if needed
- Compensation
 - Preliminary budget discussions taking place now for upcoming fiscal year
 - \$1,500 retention pay will be NET and will be received February 28
- Employee Communication
 - Positive feedback from Spring all employee meeting

3. Committee Reports

- Sierra Rains – Employee Engagement & Recognition
 - Primarily discussed Spring Bash

- Work with Faculty Senate
 - Start planning on meals
 - Popcorn Event – will not be held this semester
 - Discuss Turret Award Nominations due April 30
 - Any recommendations?
 - Nomination from Staff Council would like to be a current/retired staff member
 - Possible survey
 - Call for recommendations
 - Staff Council review recommendations for nomination
- Marsha Martin – Outreach
 - Sweets for Scholarship Bake Sale – February 14
 - Donations drop off – Darci in Ad Bldg 121
 - By 3pm on February 13
 - Starting 9am on February 14
 - Group will travel from building to building with the goodies – starting at 9am
 - Scholarship Selection is coming up
- Ben Rogers – Policy Committee
 - Facilities new representatives
 - Derek DeMott – Policy Committee
 - Tim Jackson – Employee Engagement & Recognition Committee
 - Nancy Ozanne – Outreach Committee
 - Prepping for upcoming election for early March
- Kathleen Kobayashi – Diversity & Inclusion
 - January MLK week – great turnouts
 - State of Diversity & Inclusion
 - MLK Peace Lunch
 - ODI Movie Night – The voices of civil rights
 - Guest speaker, Inky Johnson
 - February Black History month
 - February 2 – Black History Mobile Museum – Union Ballroom – 10:00-3:00 (lecture at noon)
 - February 8 – ODI Movie Night – I am not your negro – Boardroom – 6:00-8:00
 - February 10-22 – Bias in America Art Exhibit – Union Living Room; 1st floor Library; 1st floor Fine Arts Building – 8:00-5:00
 - February 22 – ODI Movie Night – Fruitvale station – Boardroom – 6:00-8:00
 - Be sure to fill out google form located in Staff Council Teams if you attend Diversity & Inclusion Events
- Michelle Drake – ALLY Affinity
 - Discussed different ideas within Robin DiAngelo’s new book, Basic Overview of Antiracism for White People
 - Watched a video on Intent vs. Impact – Discussed intent versus impact and the outcomes that people feel. Someone can have good intent on an issue and the impact on that person can be negative. Be empathic to situations and try to understand what the impact may be. Having good intentions doesn’t necessarily mean you aren’t hurting someone. Perceptions can be different for different people.
 - Watched the Ted Talk “How Can We Make Racism a Solvable Problem – and Improve Policing” – Discussed the way that racism shows up in the word and understand that it deals with systems that are in place.
 - Discussed Black History Month & Women’s History Month activities that are coming up in February and March
 - Discussed the “Raisin in the Sun” play – Will be at The White Theatre at the Jewish Community Center of Greater Kansas City from March 11 – 26. Talked about a group going together to the play.
 - Next meeting will be February 21 at 2:00 pm

- Benefits & Wellness
 - Hoping to do “Step into Spring” in March
 - Any volunteer to attend February 6 in place of Sierra due to class conflict

4. Old Business

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5. New Business Items

- Recognizing staff graduating from other institutions
 - Thoughts? Comments? Suggestions?
 - Would require to be self-reported
 - The Northwest medallion is for those that graduated from Northwest
 - Kudos in HR Newsletter for achievement
- President Search – Staff Council will have times with each candidate to ask questions
 - Finalist will be announced on Thursday, January 26 along with dates of interviews
 - Staff Council will have 45 minutes with each Presidential candidates while on campus in addition to the open meeting for all staff/faculty
 - Established questions to ask all candidates for consistency?

6. Engagement Survey Actions

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7. Employee Suggestions/Comments/Concerns

- Admin Bldg First Floor Women’s Restroom – down to one soap dispenser (which is out most of the time) while the second one that was in the restroom is now in the window seal. They will be placing a work order for it be prepared
- Questioned why some areas on campus still has paper towels vs. hand dryers. Some spaces (lab areas, kitchen areas, etc) require paper towels
- Discussion on the need of door pulls in restrooms for doors that open in since there are no longer paper towels to utilize when opening the doors
- Troy (tbrady@nwmissouri.edu) requested any ideas that might help with sustainability, conserving energy or any overall suggestions for campus.

8. Announcements

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9. Next Meeting - February 15 | 1:30pm, OL 250