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| Darci Blackney, Finance | <input type="checkbox"/> | Colin McDonough, Athletics | <input checked="" type="checkbox"/> |
| Melissa Bray, Facilities | <input checked="" type="checkbox"/> | Becky Meneely, Undergraduate Studies/Arts & Sciences | <input checked="" type="checkbox"/> |
| Angela Bremken, Facilities | <input checked="" type="checkbox"/> | Andrew Murphy, Culture | <input checked="" type="checkbox"/> |
| Nikki Bucy, Student Affairs | <input type="checkbox"/> | Connie Murphy, Graduate/Professional Study | <input checked="" type="checkbox"/> |
| Lisa Crater, Undergraduate Studies/Arts & Sciences | <input checked="" type="checkbox"/> | Nancy Ozanne, Facilities | <input checked="" type="checkbox"/> |
| Kala Dixon, Marketing & Communication | <input type="checkbox"/> | Jessie Peter, DI | <input checked="" type="checkbox"/> |
| Shelby Eitel, Admissions & Academic Success | <input type="checkbox"/> | Rachel Peter, Student Affairs | <input checked="" type="checkbox"/> |
| Alyssa Godsey, Facilities | <input checked="" type="checkbox"/> | Megan Runde, Academic Affairs | <input checked="" type="checkbox"/> |
| Selena Foreman, Past Chair | <input checked="" type="checkbox"/> | Taylor Suiter, Admissions & Academic Success | <input checked="" type="checkbox"/> |
| Duane Havard, NW Foundation | <input checked="" type="checkbox"/> | Melissa Wellhausen, Graduate/Professional Study | <input checked="" type="checkbox"/> |
| Brenda Lutz, Athletics | <input checked="" type="checkbox"/> | | <input type="checkbox"/> |
| Marsha Martin, Graduate/Professional Study | <input type="checkbox"/> | | <input type="checkbox"/> |
| Michael McBride, Institutional Research | <input checked="" type="checkbox"/> | | <input type="checkbox"/> |
| Krsta Barcus, Michelle Drake, Mark Hendrix (substitute for Nikki Bucy), Stephanie Krauth, Ben Rogers | | | |

1. Dr. Stephanie Krauth – 1:30

- Title IX & Equity
 - Title IX
 - Generic explanation of Title IX - No person can be discriminated based on sex.
 - It includes sexual discrimination/harassment
 - Hostile Environment
 - Title XI
 - Generic explanation of Title XI - No discrimination on individual's race, color, religion, national origin, sex, sexual orientation, gender identity, pregnancy, ancestry, age, genetic information, veteran status or any other legally protected class.
 - Bearcat Equity
 - Bearcat Equity is a bias response
 - Intervene, negotiate, mediate, triage, educate
 - Not disciplinary in nature/not a disciplinary process
 - Can become a Title VI, IX, or can be referred
 - Institutional culture, cumulative, etc.

2. Ben Rogers – 2:00

- Health & Safety Update
 - Custodial / Facilities storage areas NFPA placard will be updated with the new placard. This placard is currently being used in Garrett Strong and CI.
 - Ben Rogers reviewed the information on the new placard along with going over the SDS.
- Worker's Comp
 - Ben Rogers shared data compiled by Paetyn Turner in Human Resources of the quarterly Worker's Comp reports
 - Human Resources asks that you report any incident, even if there is no injury. This process will give documentation in the event there are issues a few days later.
 - By reporting all incidents, it allows Facilities to be aware of any issues that may need to be repaired.

3. Krsta Barcus – Leadership Advisory Team / Human Resources

- Great job by Darci Blackney, Duane Havard and Selena Foreman for their presentation to NLT on Staff Councils feedback on engagement survey.

- The Compensation Task Force has completed their charge. The NLT and the President joined the last meeting and reviewed feedback provided by that team. Next steps are to begin incorporating the plan into the budget. The work of the compensation taskforce will be communicated to the Senior Leadership Team and also in the upcoming budget presentations.
- Stacy Carrick will be presenting on the FY 26 budget and compensation. Plan to attend the forum to find out more details of the compensation study. **Forum dates are:**
 - April 23 1:00-2:30 PM Colden Hall Room 3500
 - May 1 10:00-11:30 PM Union Board Room
- Reimagining Listening sessions went well. Dr. Malone is taking that feedback and collaborating with the team, Dr. Hooyman and the President to develop a plan.
- Staff Council / Student Senate was selected to complete a short survey. The email will be from the Office of the President.
- Academic Restructure
 - Interviews and open forums taking place for the three Dean positions.
- Workday Updates
 - Finance, Human Resources and Payroll have started the pre planning phase for the transition from Banner to Work Day. This will be a lengthy process.

4. Committee Reports

- Employee Recognition – Colin McDonough
 - Very nice turnout with the spring event at Buffalo Wild Wings.
 - Colin McDonough will reach out to Human Resources for an all staff list. The committee will use the list for random drawings for free t-shirts.
 - Colin McDonough will request a staff graduates list from the Registrar's.
- Outreach – Michael McBride
 - Shirts
 - Melissa Bray met with Ashley Hendrix in Marketing. Ashley worked up four different designs. The committee will share the images for feedback within Staff Council.
 - Website will be set up for the online ordering of the shirts.
 - Food Drive for the Food Pantry
 - Discussion has started of having food drive to help replenish the supplies.
 - Andrew Murphy is considering taking over as Outreach Committee chair.
- Policy Committee – Taylor Suiter
 - No report
 - Have not heard back for a replacement for Tim Jackson's vacancy
 - Will be starting elections soon.
- Cultural Engagement – Jessie Peter
 - Reimagine group has had three listening sessions (two each area) for faculty, staff and students
 - The task force has taken the information and broken it down into three categories – Student, Staff, Faculty.
 - Student Achievement Reception – May 1 – 6:30pm – Ballroom
 - There will be a lot of language change coming up campus-wide.
- ALLY Affinity – Michelle Drake
 - Not met

5. Old Business

- Compensation Update – Duane Havard
 - The information will be in the Annual Budget open forum that is presented by Stacy Carrick.

6. New Business Items

- Bearcat Vote Coalition (Flyer attached)
 - Garrison Kennedy requested Staff Council to share the flyer with additional information.
 - If you have any questions, please contact Garrison – gkennedy@nwmissouri.edu
- There was a question regarding bereavement leave. Is it possible to extend that to include long term partners?
 - Questions for discussion to ensure consistency for all employees.
 - What designates long term partner?
 - What is long term?
 - Who qualifies as long term?

7. Engagement Survey Actions

- Darci Blackney, Selena Foreman and Duane Havard met with NLT to present Staff Council's recommendations.
- The question was raised regarding essential staff that must work even when campus is closed and if the issue was taken forward to the report to NLT on the engagement feedback. The concern was raised in the report to NLT. Since it is a concern of a specific department, it has been taken back to that area to be discussed further.

8. Employee Suggestions/Comments/Concerns

- One Council member noted that the Reimagining listening sessions felt like it was focused on the under-represented. It was suggested that individuals may feel that they are being excluded.
- Athletic Changes:
 - Ticketing for athletics events will be changing over to a one time log in for students to receive their pass. For each home game, there will be a Student Pass – no tickets.
 - Students will log into the system and enter their 919 to receive their Student Pass for home games.
 - Once they download the app – the code is present.
 - Code updates information for every home game.
 - There will be ticketing for soccer this year and will be general admission.

9. Announcements

- Reminder that the secretary position on Exec Board will be open for next year's Staff Council.

10. Next Meeting – May 21 | 1:30pm, OL 250

BEARCATS VOTE COALITION

The mission of the Bearcats Vote Coalition is to foster civic learning and democratic engagement (CLDE) initiatives on campus, including but not limited to voter registration, education, and turnout.

In Search Of

Anybody who is passionate about increasing civic engagement at Northwest is welcome. Looking for students, faculty, staff, and community members with a variety of talents & experiences.

Time Commitment

Any level of time commitment is appreciated. Different ways to get involved will inform time commitments. Expect no more than a couple hours per month during peak civic engagement seasons.

Strategic Priorities

Develop a sustainable system to register incoming students in large quantities each year.

Develop and implement educational programs that increase students' awareness of being an engaged citizen during and after their Northwest journey.

Leverage the strengths of students, faculty, staff, and community members to create a robust interdisciplinary coalition.

Get Involved

Student Representatives
Faculty Representatives
Staff Representatives
Community Leaders

Action Planning
Program Design & Delivery
Thoughtful Dialogue
Campus Outreach
Voter Education
Assessment & Evaluation

Voter Registration Committee
Voter Education Committee
Voter Mobilization Committee