

Present:	Darci Blackney, Melissa Bray, Kevin Cagg, Melissa Chesnut, Lisa Crater, Nicole Falcone, Selena Foreman, Tim Jackson, Kathleen Kobayashi, Alan Langley, Marcia Martin, Nancy Ozanne, Taylor Suiter,
Absent:	Tory Brady, Derek DeMott, Kala Dixon, Chris Guess, Becky Meneely, Connie Murphy, Colin McDonough, Kelley O’Riley, Jessie Peter, Sue Smith, Grace Stephens
Guests:	President Tatum, Krista Barcus, Michelle Drake, Jen Pitts, Megan Runde, Robert Voss

1. President Tatum

- Update of his assessment of Northwest
 - What has President Tatum been doing:
 - In addition to internal meetings, he has been meeting with area individuals/groups
 - Met with Governor Parsons
 - Met with local area legislative representatives
 - Met with House Education Budget Chair
 - Governor requested a 3% budget increase while the house speaker suggested a 2% for FY25. Still having to go to the Senate side and still too early to know where we will land.
 - Met with Nodaway County Economic Development
 - Met with alumni and various donors
 - Met with student organizations, various campus groups, Faculty Senate and now Staff Council
- What does he foresee as future focus points for Northwest
 - President Tatum tries to be mindful of listening along with talking. There are unique challenges for Northwest. Being the farthest regional campus from Jefferson City. This requires Northwest to be more vocal in Jefferson City. Understanding the culture and moving it forward along with telling everyone what we are doing. Next week they will be looking at lobby services to have someone in Jefferson City on behalf of Northwest.
 - He doesn’t see anything that is broken that needs to be dismantled and reconstructed. Northwest is very financially secure due to diligent of putting savings in the bank each year. Dr. Tatum has asked Vice President Carrick and the rest of NLT to dig into the budget to find a way to put a one-time payment back into the University.
 - He has asked Dr. Green and Egon to dig into the strategic plan and break it down for Dr. Tatum to add to his understanding. Looking to shape priorities and simplify things within the University. The topics he will be sharing at his inauguration and will explain the why they are important at that time are:
 - Enrollment growth and stability
 - Collegiate Experience – includes student and employee experience
 - People
 - Professional Development - Invest back into the organization to promote growth for the future generations
- Presidential Inauguration
 - April 19 – regarding attendance of the event, work with the supervisors to determine where there is room for individuals that want to attend to attend. President Tatum wants all staff and

all faculty to attend where able. The inauguration starts at 1:30 in Bearcat Arena (Doors open at Noon) with a reception following.

- Q&A
 - President Tatum's suggestion for Staff Council. He was pleasantly surprised that Northwest has a Staff Council since his previous university was unable to get a Staff Council established. Dr. Tatum is appreciative of a group of individuals working for the betterment of the University.
 - Vision for recruitment/retention on-campus?
 - Important for Northwest to make students feel like they belong here (both introverts and extroverts). Giving students one promise – get them to graduation
 - Figure out ways to “bond” people to the University through clubs, organizations, etc.
 - Citizenship. Willing to listening but not necessarily agree on topics. Agree to disagree.
 - Will you attend Facility Services monthly meeting? Will probably not address facility services in a monthly setting. Dr. Tatum hopes that any concerns, issues, kudos will come up through the chain of command or via Staff Council.
 - Vision for recruitment/retention with Academic Partnerships?
 - There may be a discussion with Academic Partnership regarding revenue split.
 - Dr. Tatum believes that within 3-5 years, Northwest can handle this themselves. He would see a unit that focuses solely on the online students for marketing, recruiting, advising, etc.

2. Clarence Green – Leadership Advisory Team

- No report

3. Krista Barcus – Human Resources

- Compensation Study – NLT is currently working through details and results of the study. They are looking at the impact for FY25 while planning within budget.
- Budget Process – There has been a discussion for Stacey Carrick to attend various groups to go over the FY25 budget. This is on Stacey Carrick's radar and will more than likely happen after the Board of Regents approves the budget.
- Energy Modernization & Upgrade plan – Campus will see some small disruptions this summer due to the energy modernization/upgrade. The committee has begun reviewing and making decisions regarding impacts for Summer 2025. It appears that this summer will be minimal impact, but they are working on plans for various phases. More information will be sent out as it becomes available.
- Copy Machines – Our current copy machine contract is up for renewal/replacement. There is a cross functional team to evaluate and submit their recommendation. There is a campus-wide assessment of the copiers being performed.
- Current Employee Wellness Initiatives
 - Wondr – Weight loss program to help participants lose weight, sleep better, stress less, so much more. More details can be found [here](#).
 - Move Spring Challenge – which ends on March 31

4. Committee Reports

- Employee Recognition – Colin McDonough
 - There was a good response from the Employee Appreciate Day prize drawing.
 - The committee is starting to plan for the spring Bearcat Bash. Currently looking to pushing the date into May to make sure that it does not interfere with President's inauguration or other events. It has been confirmed that we are required to use Sodexo for food.

- Outreach – Darci Blackney
 - Staff Council Scholarship recipients will be selected during March.
 - Scholarship total \$1,725 which will allow for four scholarships to be awarded
- Policy Committee – Taylor Suiter
 - Currently working on an attendance policy for Staff Council
 - Gearing up for the election process. Will have the email ready to send to those individuals that may opt to step down from Council or continue for another two years.
 - Taylor will be sending out the updated attendance statement for the Charter. Once the final version is ready, she will send it out via email for members to review prior to our next meeting.
 - Matt Cronk resigned from Staff Council. He is being replaced by Alan Langley
- Diversity & Inclusion – Jessie Peter
 - Upcoming Events
 - March 20 – Women’s Leadership Summit – 8:30am-6:00pm – Student Union – 3rd Floor
Detailed information found [here](#).
 - March 21 – Hot Topics – 4:00pm-5:00pm – ODI Space
 - March 24 – Self Care Sunday – 4:00pm-6:00pm – ODI Space *(Student)*
 - March 25 – Donuts with ODI – 8:00am-10:00am – ODI Space
 - March 26 – ODI Movie Night – *Hidden Figures* – 6:00pm – Student Union Ballroom
 - March 28 – Safe Zone Workshop – 10:00am-12:00pm – Student Union – Meeting Room B
- ALLY Affinity – Michelle Drake
 - Discussed events that were coming up & the importance of attending those events
 - Women’s Leadership Summit is coming up on March 20 with many activities to participate in – Nominations were due on March 8
 - Fundraising events that are still happening Ladies Night at A&G on March 20 and March 27 from 4:00 – 9:00
 - Rosie the Riveter t-shirts were available to order until March 15

5. Old Business

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6. New Business Items

- Selena Foreman has been asked to speak on behalf of Staff Council at Dr. Tatum’s Inauguration. If you have suggestions as to what should be said, please send to Selena Foreman. Our next meeting will be a couple days before inauguration so Selena will share the speech with Council.

7. Engagement Survey Actions

- Staff Council is currently attending focus groups across campus to obtain feedback from the Employee Engagement Survey results.

8. Employee Suggestions/Comments/Concerns

- Admissions has noticed that the feminine hygiene products in some buildings are locked and/or empty. Who do we contact to make sure these are filled?

9. Announcements

- Staff Council would like to thank Dr. Clarence Green for all the support that he has given to us over the years. It has been a pleasure to work with him and we wish him the best as he begins his next chapter.
- **Wednesday, March 20** – 8:45am – 6:00pm – Women’s Summit

Time	Event
8:45–9 a.m.	<p>Summit Check-In ** You do not have to register for the summit. Attend one session or all day! You will need to register for the lunch by March 15 so catering can prepare!</p>
9–9:50 a.m.	<p>Learning Session 1 Adjusting our Tiaras: Women Supporting Women — Meeting Room A <i>Dr. Shay Malone and Terra Feick</i> A “tabletop” discussion about the history impacting women supporting women and the benefits of re-framing the narrative around empowerment between women.</p> <hr/> <p>Women lie to each other: Confessions of a Serial Believer — Meeting Room B <i>Jill Baker</i> This humorous and heartfelt session will explore the ways that women often find themselves judging their successes and value against the highlight reel they see other women produce. This session will make you laugh, feel good, empower you, and give you permission to tell your truths and live authentically.</p> <hr/> <p>Body Weight Workout — Meeting Room C <i>Grace Moody</i></p> <hr/> <p>Advocacy: Tool Kit and Strategies from Individual Voice to a Collective Action — Meeting Room E <i>Dr. Stephanie Krauth and Miah Lugrand</i> The Advocacy Tool Kit: Skills and Strategies for Effective Self and Peer Advocacy aims to equip women with the tools and knowledge needed to develop, strategize, and enhance their advocacy skills in diverse scenarios.</p>
10–10:50 a.m.	<p>Learning Session 2 When a door opens, walk through it — Meeting Room A <i>Linda Gray Smith</i> My journey to becoming a school superintendent was based on walking through open doors ...even if it was not the door I had not envisioned for myself. Sharing experiences and habits of mind perhaps can be helpful to others in their life journey.</p> <hr/> <p>Get involved- Learn and Lead! — Meeting Room B <i>Obioma Nwuba</i> I will be presenting about leadership, and the opportunities it provided me and can provide other women to use their voices and embrace their power.</p> <hr/> <p>Reproductive rights are YOUR rights — Meeting Room E <i>Dr. Nancy Zeliff</i> An overview of the petition process underway in Missouri to place Reproductive Rights on the ballot in November. Women and their families, not politicians, must be in charge of their personal healthcare decisions.</p>
11:30 a.m.–1 p.m.	<p>Luncheon and Women’s Leadership Awards Please register for the lunch</p>
1:15–2:15 p.m.	<p>Women’s Leadership Panel</p>
2:30–3:30 p.m.	<p>Learning Session 3 Take the risk! — Meeting Room A <i>Hannah Christian</i> This workshop will utilize hands-on activities to show how to build leadership confidence through language, non-verbals, and good relationship hygiene.</p> <hr/> <p>Healthy Boundaries and Time Management — Meeting Room B <i>Faith Thompson and Amy Nally</i> Setting healthy boundaries and managing your time effectively and efficiently lead to better work-life balance.</p> <hr/> <p>Guided Meditation — Meeting Room C <i>Kristen Peltz</i> Partake in guided meditation for overall wellbeing.</p>
4–6 p.m.	<p>Fine Arts Exhibition <i>Olive DeLuce Fine and Performing Arts</i></p>

- **Wednesday, March 20** – 3:00pm-4:30pm – Faculty Senate 50th Anniversary – Tower View, Student Union
- Easter Egg Hunt @ the Gaunt House has been cancelled
- Lisa Crater shared that she was currently part of the pilot group for the VoIP phone system. VoIP will move all telephone numbers from landline to Microsoft Teams in phases. There will be significant cost savings to Northwest with this transition. There will be a few “transitioning pains” such as any ported number will require individuals on campus to place the call as a local call. More information will be coming in the following months.

10. Next Meeting – April 17 | 1:30pm, OL 250