Staff Council Minutes March 19 | 1:30pm | OL 250

Darci Blackney, Finance	☒	Michael McBride, Institutional Research	☒
Melissa Bray, Facilities	☒	Colin McDonough, Athletics	☒
Angela Bremken, Facilities	☒	Becky Meneely, Undergraduate Studies/Arts & Sciences	☒
Nikki Bucy, Student Affairs	☐	Andrew Murphy, Culture	☒
Lisa Crater, Undergraduate Studies/Arts & Sciences	☒	Connie Murphy, Graduate/Professional Study	☒
Kala Dixon, Marketing & Communication	☒	Nancy Ozanne, Facilities	☒
Shelby Eitel, Admissions & Academic Success	☐	Jessie Peter, DI	☐
Alyssa Godsey, Facilities	☒	Rachel Peter, Student Affairs	☒
Selena Foreman, Past Chair	☒	Megan Runde, Academic Affairs	☐
Duane Havard, NW Foundation	☒	Taylor Suiter, Admissions & Academic Success	☒
Tim Jackson, Facilities	☒	Melissa Wellhausen, Graduate/Professional Study	☒
Brenda Lutz, Athletics	☐		☐
Marsha Martin, Graduate/Professional Study	☐		☐
Leslie Abarr-Cuenca, Krista Barcus, Brandi Bix, Kat Falke, Katelyn Noble, Jen Pitts, Ronda Sigman, Brian Swink, President Tatum, Gene Westbrook, Jacob Wood			

1. **Dr. Lance Tatum (1:30)**
   - President Tatum thanked Staff Council for their service to Northwest as representatives.
   - Enrollment Growth / Sustainability
     - Enrollment is still trending down but has started to settle. Currently the student count is approximately 900 less than last spring.
     - Diversifying international recruitment including undergraduate and graduate students.
     - Spring highlights
       - Highest freshman count prior to the pandemic
       - Largest number of transfer students
     - Early metrics look good for undergraduate on-campus enrollment in the fall.
     - Recruitment is everyone's job – not just Admissions.
   - Budgets
     - Governor came out with the FY26 budget. He is recommending 1.5% for Higher Education. This decrease is a cost of $500,000.
     - There has been a discussion with the Board of Regents regarding tuition/fees and how that impacts the overall budget.
     - Budget will be brought to Board of Reagents in May for discussion – approved in June.
     - People
       - Compensation Study to create a compensation model that allows us to be satisfied with AND still be able to move forward as a University.
         - The committee is a point to bring forward recommendations to the Leadership Team.
         - This is going to be expensive for the University. This will probably be a three-year phase in process.
     - North Kansas City site was established prior to our online programs. There is a discussion on the future of the site.
   - D&I Decision
     - This decision impacts students, staff, faculty, alumni, donors, etc with the closing of the office.
     - All support services and staff are staying.

- There is a work group led by Dr. Shay Malone which has been charged to try and fulfill support for all students being mindful of the underrepresented.
- Results from the work group are due to Dr. Tatum by the end of April so that students are aware of what the future and support will look like.

- Dr. Tatum would like to meet with Staff Council once a semester. He is willing to come whenever invited if schedule allows.

2. **Brian Swink, University Seminar Director**
   - Requirements to be a University Seminar Instructor
     - Masters degree or higher
     - Minimum of one year employment at Northwest Missouri State University
   - Human Resources sent emails to known individuals with a Masters degree or higher with information on applying to be a University Seminar Instructor.
   - Applications are due within two weeks.
   - For more information, feel free to contact Brian Swink at bswink@nwmissouri.edu

3. **Krista Barcus – Leadership Advisory Team / Human Resources**
   - No report

4. **Committee Reports**
   - Employee Recognition – Colin McDonough
     - Spring Sips – March 12
       - Thank you, Nikki Bucy, for all the work put in to set it up.
       - Good feedback from the event

   - Outreach – Michael McBride
     - Scholarship
       - Four recipients selected
       - $1,800 divided among the recipients
     - Discussing designing sweatshirts for the fall.
       - Looking at $28 price point.
       - Working on a design

   - Policy Committee – Taylor Suiter
     - There is another vacant position. The committee has sent out a request for a representative.

   - Diversity & Inclusion – Duane Havard
     - The work group is working on the redesign of the services from DI.
     - This gives an opportunity to take a serious look at what we are doing well and where we need to improve on supporting students, faculty and staff.

   - ALLY Affinity – Michelle Drake
     - No report

5. **Old Business**
   - Employee Engagement Survey feedback is moving forward. Is there any additional feedback after February meeting?
     - If campus can be too cold that it closes, what about when it is too hot?
     - Next step will be to present our findings to NLT

6. **New Business Items**

- The secretary position will need to be filled for next year's Staff Council. If someone is interested in the position, please reach out to Duane Havard or Darci Blackney.

7. **Engagement Survey Actions**
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8. **Employee Suggestions/Comments/Concerns**
   - There was a question regarding bereavement leave. Is it possible to extend that to include long term partners?
     - This will need to go through the review process. Krista Barcus will keep us updated.

9. **Announcements**
   - Updated information on buildings impacted by the infrastructure project and closures can be found at https://www.nwmissouri.edu/alert/infrastructure/faqs.htm

10. **Next Meeting** – April 16| 1:30pm, OL 250