

Darci Blackney, Finance	<input checked="" type="checkbox"/>	Becky Meneely, Undergraduate Studies/Arts & Sciences	<input checked="" type="checkbox"/>
Melissa Bray, Facilities	<input checked="" type="checkbox"/>	Connie Murphy, Graduate/Professional Study (Proxy: Molly Wolyn)	<input checked="" type="checkbox"/>
Angela Bremken, Facilities	<input checked="" type="checkbox"/>	Nancy Ozanne, Facilities	<input checked="" type="checkbox"/>
Nikki Bucy, Student Affairs	<input checked="" type="checkbox"/>	Rachel Peter, Student Affairs	<input checked="" type="checkbox"/>
Latonya Davis Harrison, Cultural Engagement	<input checked="" type="checkbox"/>	Megan Runde, Academic Affairs (Proxy: Julie Robinson)	<input checked="" type="checkbox"/>
Shelby Eitel, Admissions & Academic Success	<input checked="" type="checkbox"/>	Melissa Wellhausen, Graduate/Professional Study (Emailed Out)	<input type="checkbox"/>
Alyssa Godsey, Undergraduate Studies/Arts & Sciences	<input checked="" type="checkbox"/>	Gia Zupancic, Athletics	<input type="checkbox"/>
Duane Havard, NW Foundation	<input checked="" type="checkbox"/>	Open Seat, Academic Success and Learning and Teaching Center	<input type="checkbox"/>
Tim Hill, Facilities	<input checked="" type="checkbox"/>	Open Seat, Administrative Office, Capital Programs, Central Plant, Custodial Services, Energy Management, IT, Landscape Services, Maintenance Operations, Sustainability, Transportation	<input type="checkbox"/>
Brenda Lutz, Athletics	<input checked="" type="checkbox"/>	Leslie Abarr-Cuenca	<input checked="" type="checkbox"/>
Michael McBride, Institutional Research	<input checked="" type="checkbox"/>		<input type="checkbox"/>
Krista Barcus <input checked="" type="checkbox"/>			
Guest Speaker <input type="checkbox"/>			

## 1. Krista Barcus – Leadership Advisory Team / Human Resources 2pm

- Employee Engagement Survey Themes and Actions- attached
  - Thank you to the staff council for all your work with leading focus groups and organizing all the data. Great job to Darci and Duane for presenting to the NLT! The attached action tracker sheet lists the details of the themes, suggestion for improvement from the staff council, status (if there is one) and approved action from the NLT.
    - Themes Included: Communication/Collaboration, Professional Respect, Work life Balance
    - See attached PDF for more information.
    - Link to Calendar of events: <https://www.nwmissouri.edu/events/>
- Development and Succession Planning Process:
  - Development and succession planning has been identified as an area of need on previous employee engagement surveys and has been identified as a FY 25 institutional goal.
  - The Model will be a 3 Tier Approach:
    - Tier 1: Executive Level Leadership:  
Identify high performing employees to serve as a second to members of the Northwest Leadership Team. Employees in this tier will be selected by the NLT Lead and approved by the President.
    - Tier 2: Emerging Leaders/High performing Employees:  
Identify high performing employees to serve as a second to members of the Senior Leadership Team. Employees in this tier will be selected by a SLT Member and approved by the NLT lead.
    - Tier 3: Employee Development:  
Identify employees for specialized roles within the organization or employees who are self-driven and are interested in development opportunities. Employees in this tier can self-select for a development plan.
  - Implementation Phases:
    - Phase 1: Fall 2025: Communicate development and succession planning process
    - Phase 2: Summer 2026: Identify potential talent
    - Tier 1 Executive Level Leadership
    - Tier 2 Emerging Leaders/High-Potential Employees
    - Tier 3 Employee Development
    - Phase 3: Summer 2026: Leaders and Employees initiate individual development plans

- Phase 4: Summer 2027: Explore Succession Planning and Individual Development Plans in Workday
- Provost Recruitment Update:
  - Anthem Executive has been chosen to lead the search for the Provost position. President Tatum has identified a selection committee for the search. Duane Havard will serve on the committee and will represent the Staff Council. Krista Barcus and Stacy Carrick are co-chairs for the selection committee. The position is currently posted through Anthem's website and external recruitment sites.
- Employee Recognition Celebration:
  - The Employee recognition celebration will be held on December 9th, employees have the option to choose breakfast at 5:30 a.m. or lunch at 12:00 p.m. We hope you all can join and celebrate employees who will be recognized!
- Benefit Update:
  - Human Resources is working with Blue Cross Blue Shield and USI for our 2026 benefit renewal and open enrollment dates.

## 2. Committee Reports

- Employee Recognition – Nikki Bucy
  - Staff Shirts
    - Final design will be chosen soon. More updates will be given as they are received.
  - 'Thankful Gathering' will be held on Tuesday, December 16<sup>th</sup> from 2-5pm in the Student Union living room. More information will be provided closer to the event date.
- Outreach – Shelby Eitel
  - 151 sweatshirts sold profiting \$1064 that will be applied towards the Staff Council Scholarship Fund.
    - Sweatshirts are ready to be picked up at The Student Body. Emails have been sent to those who purchased letting them know these details.
  - Outreach is hoping to hold one more event this semester. Information will be distributed once details have been finalized.
- Policy Committee – Melissa Wellhausen
  - Correspondence has been sent to staff in the vacant Staff Council areas. If you know someone who would be interested in joining Staff Council, please have them reach out to Duane or Darci.
- Cultural Engagement – Latonya Davis Harrison
  - Nothing to report.

## 3. Old Business

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## 4. New Business Items

- Mail and Copy Services Information- Darci Blackney
  - Individuals can utilize services from Mail and Copy Services. Examples include flyers, invitations, posters, and much more. Please see attached flyer and visit this link for more information <https://www.nwmissouri.edu/services/purchasing/mailcopy/index.htm>.
- Darci Blackney will be representing Staff Council at the upcoming Board of Regents meeting. Chairs should give any information they would like to include to Darci by next Thursday, October 23<sup>rd</sup>.
- The recent food drive was an incredible success! Staff and employees donated at total of 941.17 lbs of food and \$395 in monetary donations.
  - Financial Aid was the winner of the physical donations.
  - Mathematics was the winner of the monetary donations.

## 5. Engagement Survey Actions

- Nothing to report.

## **6. Employee Suggestions/Comments/Concerns**

- Nothing to report.

## **7. Announcements**

- **Next Meeting – November 19 | 1:30pm, OL 250**
- Northwest staff-related groups are welcome to attend Staff Council meetings to briefly discuss their activities. Please notify Staff Council if you have information to share or will plan to attend one week prior to the meeting.
- Staff Council Dress Up Days have been decided for Homecoming. Please see the attached flyer for details.
- Resident Hall Trick or Treat will be held on October 28<sup>th</sup> from 6-8pm. The event will start at The Station or HP. Maps will be given out at both locations. See attached flyer for more information.
- There is an upcoming blood drive that will be held on October 21<sup>st</sup> from 10am-4pm in the Student Union.
- Esports Employee Event will be held on October 24<sup>th</sup>. Please see attached flyer for more information.