Staff Council Agenda October 16 | 1:30pm | OL 250

Attendees:			
Darci Blackney, Finance	☒	Marsha Martin, Graduate/Professional Study	☐
Melissa Bray, Facilities	☒	Michael McBride, Institutional Research	☒
Nikki Bucy, Student Affairs	☒	Colin McDonough, Athletics	☒
Lisa Crater, Undergraduate Studies/Arts & Sciences	☒	Becky Meneely, Undergraduate Studies/Arts & Sciences	☒
Kala Dixon, Marketing & Communication	☒	Connie Murphy, Graduate/Professional Study	☐
Shelby Eitel, Admissions & Academic Success	☒	Nancy Ozanne, Facilities	☒
Nicole Falcone, Facilities	☒	Jessie Peter, DI	☒
Selena Foreman, Past Chair	☒	Rachel Peter, Student Affairs	☒
Duane Havard, NW Foundation	☒	Megan Runde, Academic Affairs	☐
Tim Jackson, Facilities	☒	Sue Smith, Academic Affairs	☐
Allen Langley, Facilities	☒	Taylor Suiter, Admissions & Academic Success	☐
Brenda Lutz, Athletics	☐		
Guests:			
Dr. Shay Malone, Chief Amanda Cullin, Michelle Drake, Krista Barcus			

1. **Dr. Shay Malone, AVP for Inclusive Excellence & Global Inclusion**
   - University Inclusive Excellent
     - History:
       - In 2020, 19 bills were introduced to dismantle DEI as state-funded institutions. Eight of the bills have either been vetoed or tabled.
       - In the first two months of 2024, there were bills introduced that contained the same language or just reiterations of those that did not pass in 2020. Currently, none of the bills have passed.
     - Why is Diversity, Equity, and Inclusion important?
       - Underrepresented students will be the numerical majority of graduating classes in Missouri, Illinois and Kansas by 2028.
       - Due to the differing identifies equity is more important than diversity.
       - The changing complexities of our society will influence our university and how we operate.
     - Common Definitions
       - Diversity – various backgrounds, lived experiences, values and worldviews stemming from cultural and circumstance differences.
       - Inclusion –intentional acts of embracing differences and creating environments where all are welcomed, respected, supported, valued and opportunity to participate.
       - Equity – process of identifying and eliminating or reducing structural barriers related to race, class, dis(ability), gender and other identities.
       - Justice – is the outcome of dismantling barriers to resources and opportunities who live in marginalized communities.
       - Belonging – extent to which people know and feel valued, respected, included, and celebrated for their individual and unique contributions.
     - Pivot Language
       - Diversity → Difference, various demographics, background, ideas, perspectives
       - Required/Mandatory Training → Encouraged to participate
       - Minority → Underserved
       - Campus Climate → Campus/Environment Concerns; Campus Working Environment
       - People who identify as Black, Muslin, Latin(x), Jewish → Diverse Society, Diverse or Global populations

- Moving towards a three-year Inclusive Excellence plan
  - Mission:
    - Northwest is committed to fostering a welcoming, supportive, and receive environment where all can thrive.
  - Vision
    - We aspire to become the foremost institution by exemplifying inclusive excellence in the Northwest region and beyond.
  - Core Values
    - Mutual Understanding
    - Access and Equity
    - Culture of Belong
    - Inclusive Teaching and Engagement
    - Accountability
- Five areas of excellence
  - Access And Success
  - Climate and Intergroup Relations
  - Education and Scholarship
  - Infrastructure
  - Community and Partnership
- Diversity training can no longer be mandatory.

2. Chief Amanda Cullin, UPD Update (2:30)

- Parking – Anything pertaining to parking is now handled at University Police
  - Any concerns – send them to University Police
- Reporting to UPD
  - For immediate response, individuals need to complete the Concerning Behavior Report located on the login page. Or use the link - Report an Incident or Concern - Student Affairs | Northwest (nwmissouri.edu).
- Homecoming Parade on Saturday, October 18
  - Streets will be blocked off at 5:00 am from Fourth Street to Icon.
  - Access to Hughes Fieldhouse will be blocked off
- New Crisit Counselor is currently onboarding with Family Guidance. Daisy Hassey will be on ground by November. She is a Northwest Alum.
- Currently they have 10 officers within University Police Department. Working on hiring two more. There are three full-time dispatches and approximately 50-60 student employees.

3. Krista Barcus – Leadership Advisory Team / Human Resources

- Compensation Task Force held their kickoff meeting on September 30. Mark Hornickel will be taking minutes during the meeting. Meeting minutes will be shared with the taskforce committee members and those members will share with the units that they represent.
  - Members:

Dr. Ben Blackford	Dr. Gregory Haddock	Dr. Nissa Ingraham
Mary Collins	Duane Havard	Dr. Stephanie Krauth
Michelle Drake	Dr. Claudia Hernandez Gonzalez	Dr. Charles Mayfield
Selena Foreman	Timothy Hill	Colin McDonough
Dr. Robin Gallaher	Dr. Kori Hoffmann	Dr. Rob Voss
Dustin Greenlee	Dr. Mark Hornickel	

    - Kickoff Meeting
        - President Tatum gave an overview of the responsibilities of the task force. The committee members will be ambassadors for total compensation.
        - Meetings are scheduled for October and November. Working on scheduling further out.
- The Benefits and Wellness Committee met on October 9. There will be a presentation for Northwest's 2025 insurance plans. The information will be presented to NLT.
    - Benefits & Wellness Committee
        - Met with USI with the proposal for our 2025 plan. This plan will be taken to NLT.
        - There are no foreseen increases for employees for insurance.
        - The only change to the employees is due to IRS guidelines pertaining to HSA deductible to $3,300 individual / $6,600 family.
- Open enrollment will be in November – more information to come.
- Northwest Fall Movement Challenge on the Move Spring app – challenge runs from October 7-November 24
- Physician Screening forms were due October 15
- Employee Appreciation Football Event – November 2 – 11:30-12:30 at the Carl & Cheryl Hughes Fieldhouse. Snacks will be provided, and employees will receive a free T-shirt.
- Hired an Assistant VP Institution & Effectiveness, Mr. Lee Allard will join Northwest on November 1st.
- International Flag Raising Ceremony will be on Friday, October 18 at 2:00pm – Ron Houston Performing Arts Center

4. Committee Reports

- Employee Recognition – Colin McDonough
    - Update on *Stress Less* for the Wellness Week Activities
        - October 21 – Massage Monday – Meeting Room A, Union
            - 15-minute chair massages with Tiffany. 24 lucky winners have been contacted about receiving their free 15-minute massage.
        - October 22 – Time Out Tuesday – Alumni Room, Union
            - Coloring books, games, "Stress Shredder".
        - October 23 – Wellness Wednesday
            - Wellness Services tips and tricks on navigating your overall wellness will be emailed to you.
        - October 24 – Thrifty Thursday
            - 20% off one regular priced item at the Bearcat Shop or Student Body, with staff ID card
        - October 25 – Fresh Air Friday
            - Take a stroll around our beautiful campus and get some fresh air!

- Outreach
    - The committee still needs an individual to serve as Chair of the committee.
    - Upcoming fundraiser ideas
        - Bake Sale in February
        - Researching selling sweatshirts as a fundraiser

- Policy Committee – Taylor Suiter
    - Andrew Murphy will be joining Staff Council staring in November as a floater representative.

- Diversity & Inclusion – Jessie Peter
    - Upcoming diversity events:
        - October 22 – Election Talk – 5:00pm-6:00pm – Student Union, Boardroom. Topic: *Let's Prepare for Election Day and Results"* – Dr. Shay Malone.
        - October 29 – Donuts with DI will be in Fine Arts this month.
        - October 29 – Heritage Month Activity: Love is Love Bracelet Making, Student Union, Tower View, 6:00pm-8:00pm

- ALLY Affinity Group
    - Met September 24
        - Talked about LGBTQYA+ History Month
        - The next meeting has not yet been set.

5. Old Business

- Duane Havard, Darci Blackney, Krista Barcus and Selena Foreman met prior to Exec meeting to discuss the process for the next steps for Engagement Survey follow-up.
    - Staff Council will be focusing on Interdepartmental Collaboration and Wellbeing/Perks since there is a compensation task force working on that item.
    - To aid in better understanding the two focus areas, we will brainstorm *What interdepartmental collaboration means/Wellbeing & Perks means.*
    - The information obtained will be taken back to their areas to be shared and receive feedback.

6. New Business Items

- Employee Feedback Proposed Action
    - The top three responses from the employee feedback were Compensation, Interdepartmental Collaboration and Wellbeing/Perks. Since there is currently a task force pertaining to Compensation, they will be focusing on the other two.
    - Below is feedback from the survey responses.
        - Interdepartmental Collaboration
            - Better communication / timely response
            - Sharing information across departments / educating others
            - Getting to know others / connecting new staff / systematic onboarding process
            - Ability to make own decisions for area including financial decision within policy
            - Policies for each area are not always clear / lack of accountability
            - Lack of professional respect
            - More cross functional committees
            - Help from all departments in planning and implementing big events, SOAR, Family Weekend, Homecoming, etc.
        - Wellbeing/Perks
            - Parking free / discounted based on years of service
            - Flexible schedules / remote options still stigma / campus wide policy would change perception work/life balance – summer four-day week
            - Employees that can't have flexible hours, works snow days, should get other perks.
            - Keep the Leet Center for 0–1-year-old / possibly employee discount.
            - Offer FOB system at Foster Fitness Center to extend hours to accommodate shift workers.
            - Look into doctoral programs to improve educational opportunities.
    - Each Council member was given two stickers to vote for their top two concerns for each area. The results of the voting in each category were:
        - Interdepartmental Collaboration
            - Better communication, timely response, boundaries for non-emergency contact.
            - Lack of professional respect, politics behind the scenes, rules apply to some but not all, leaders feel the need to defend their own area.
        - Wellbeing/Perks
            - Flexible schedules and remote options – still stigma attached even when approved under current policy, campus wide policy would change perception, work/life balance, summer four-day week.
            - Those employees that can't have flexible hours, must work snow days, etc. should get other perks.

- The next step for Council members it to share the results with their area and receive feedback. This information will be brought back to Council where they will go through the same process to obtain the top one concern in each category.

7. **Engagement Survey Actions**
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8. **Employee Suggestions/Comments/Concerns**
   - Selena Foreman suggested to bring up the discussion of the Chair position changing to a two-year election as opposed to one year. From Selena's experience, the second year she was more confident in her presentations and felt she had a better understanding of the processes. A concern about this change would be that the Chair-Elect would be making a four-year commitment.
   - Was there a decision made about an extension for employees whose health assessments have been cancelled due to turnover at Mosaic and they are having issues getting rescheduled?
     - Krista Barcus indicated that if employees have specific scenarios where they were unable to get into a physician, they should contact Brooke Hull or Krista Barcus.
     - Brooke Hull will also be sending an email to anyone on the incomplete report she received from BCBS at the end of September.
     - To check to see if your form has been received and is pending or complete. There are two options to verify this information:
       - If the employee has an email address on file with BCBS, they should receive a notification when the form is completed.
       - Login to *A Healthier You* portal to verify if the form is pending or complete.

9. **Announcements**
   - Dress-up Days Homecoming week. Have some fun and celebrate *A Century of Homecomings* with dress up days the week of homecoming. Themes for each day will be:
     - Monday – Color Explosion Day – wear the brightest colors you can find!
     - Tuesday – Decade Day – wear something from a past decade
     - Wednesday – Future Self Day – dress as yourself in 100 years
     - Thursday – Farmer/Country Day – grab your bibs, flannel shirts, cowboy hats, boots, etc.
     - Friday – Bearcat Spirit Day – wear your Northwest gear.
   - Power of Dreams Scholarship event was held during Family Weekend. This event allowed all scholarship recipients to have the opportunity to thank the donors. Duane Havard noted that this is the first time that it has been scheduled during Family Weekend which gave not only the students but their family to attend the get together.
   - Andrew Murphy will joining the Staff Council as a floater representative.

10. **Next Meeting** – November 20 | 1:30pm, OL 250

Monday, Oct. 21 - Friday, Oct. 25

Staff Council presents

Wellness Week

for Northwest staff

Monday: Massage Monday

- 24 lucky winners have been contacted about receiving their free 15-minute massages

Tuesday: Time Out Tuesday

- Coloring books, games, and "Stress Shredder" in the Alumni Dining Room, 3rd floor Union

Wednesday: Wellness Wednesday

- Wellness Services tips and tricks on navigating your overall wellness will be emailed to you

Thursday: Thrifty Thursday

- Get 20% off one regularly-priced item at the Bearcat Shop or Student Body with staff ID card

Friday: Fresh Air Friday

- Take a stroll around our beautiful campus and get some fresh air!

For questions contact Staff Council at staffcouncil@nwmissouri.edu

LOVE IS LOVE

BRACELET MAKING

Join the Office of Diversity and Inclusion, in making bracelets for your loved ones . Let your creativity soar !

29 OCTOBER

TOWER VIEW ROOM

6-8 PM

NORTHWEST
MISSOURI STATE UNIVERSITY