

October 2017-General Meeting

Wednesday, October 4, 2017 8:13 AM

STAFF COUNCIL MEETING AGENDA

8:30 am Call to Order Dea Marx, Chair

Secretary Notes: We have a full meeting today with meetings that will run over to the next week,.

Minutes Approval Jessie Riggs, Secretary

Secretary Notes: Minutes approved unanimously

Treasurer's Report Anjing Xu, Treasurer

Secretary Notes: Month of September Communications 550, Engagement 3200, Events 8,000 Exec 2000, Outreach 2700 Total line item for the month\$25,608.00

Staff Dialogue Session Breann Branch

Secretary Notes: Friday is the staff dialog session. Lots of topics including budgets, climate survey, the events in Vegas, chancellor search, hurricane, etc. Oct 6 open to any topic (casual), open session. Counseling will be present. 2pm

8:40 am Words for Leo Dea Marx, Chair

Secretary Notes: Staff Council has been asked to participate in the ceremony for Mr. and Mrs. Morton. Danielle will pass along some index cards to Staff Council members. Exec board will compile all of the words to present at the ceremony.

8:45 am Fundraiser for Hurricane Relief Dea Marx, Chair

Secretary Notes: Working with Faculty Senate. We will open it up to all campus communities (students, community members, etc.). We may target our goal toward the US Virgin Islands and specifically with Education. Please pass along to any of your community members.

Suggestions, comments, questions- Would a supply drive be helpful as well? Dea-we can offer that during the event or we can do a separate drive closer to the winter time. Sandra is looking what the immediate need is. Convoy of Hope is an organization we may be using as our liaison. Campus wide service day, Nov 8/9 with advancement/alumni

8:50 am Climate Survey Committees Dea Marx, Chair

Secretary Notes: Dea and Danielle went to the Diversity Council meeting. Hearing Panel for Students and Faculty, but not available for Staff. It will take some work through Legal, but it is important that we get this. ICP Bichelmeyer has opened the door for staff. We as Staff Council need to pick apart the survey results. One statistic that jumped out was that staff found 30% of their opinions are

valued by Faculty. A committee will be formed to go over this. Staff Rights and Responsibilities (Faculty/students have one)

- Three Committees
 - ◆ Climate Survey-dive into the survey and provide actionable items for the council
 - ◆ Title IX/Equity Resolution
 - ◆ Rights and Responsibilities
 - ◆ Code of Conduct

Chancellor Search committee-Monday at 2:15pm. If you would like to voice things the search committee should consider.

9:00 am Climate Survey

Dr. Susan Wilson

Secretary Notes: Climate Survey Next Steps.

- Overall strengths and successes. 84% of student and faculty respondent comfortable with classroom climate, 86% of Staff respondents felt supervisors provided adequate support, 79% were comfortable with the overall climate, 77% of students respondents felt valued by faculty.
- Challenges-20% observed exclusionary conduct within the last year, 17% personally experience exclusionary conduct, 30% of staff respondents felt opinions were valued by UMKC Faculty, 53% faculty and 54% of Staff respondents seriously considered leaving UMKC.
 - ◆ Lack of salary compensation, lack of professional development
- Chancellor Take-aways
 - ◆ Need to address the concerns of people who experience exclusionary behavior
 - ◆ Improve students' sense of belonging and social life
 - ◆ Need to find ways for staff to voice their concerns and gain professional development opportunities.
 - ◇ Faculty Side
 - ▶ Boost faculty research and prodevo
 - ▶ Need to be more competitive in salaries and wages
 - ▶ Ensure adequate support for all in our community through counseling and disability services
- Top 5 available resources
 - ◆ Access to counseling for people who experienced harassment
 - ◆ Career development opportunities
 - ◆ Fair process to resolve conflicts
 - ◆ Mentorship for new faculty
 - ◆ Supervisor training
- Top Unavailable resources (perceived)
 - ◆ Mentorship for new staff
 - ◆ Affordable childcare
 - ◆ Supervisor training for faculty supervisors
 - ◆ Supervisory training for supervisors/managers
- Campus Initiatives
 - ◆ Professional development and networking
 - ◆ Perceived reverse discrimination and exclusion
 - ◆ Unware of campus initiatives and resources
- Questions and Comments:
 - As look at implementing action items, will we have funding to to complete these items?
 - ◆ Chancellor Diversity Council will work to pull resources together to accomplish items.
 - ◆ Salaries will not be looped
 - Lack of physical space for faculty research contributes to lack of wanting to stay.
 - Childcare issue was stagnated back in 2008. Liability and costs for this resource is just too

staggering at this point in time.

9:40 am Benefits and Open Enrollment Ted Stahl

Secretary Notes: Annual Enrollment is active October 16-27. You have to go in and make the changes or you will be opted into the basic plans. All of the material is available online

- Differences
 - ◆ Emergency room copay increasing to \$250
 - ◆ Tiered PPO feature in Kansas City
 - ◆ Limits for HAS increase
 - ◇ Self \$3450
 - ◇ Family \$6900
 - ◆ EyeMed is the new provider for eye care
- Same
 - ◆ Active Enrollment
 - ◆ HAS money from the university
- Enrollment Meetings
 - ◆ Oct 9-9am Plaza Room/Admin Center
 - ◆ Oct 11-9:30 Theatre A/School of Medicine
 - ◆ Oct 12-1:30pm Room 4301/Health Sciences Building
 - ◆ Oct 13-10:30am Plaza Room/Admin Center

Nominate 5 people from your department