

November 2017-General Meeting

Wednesday, November 1, 2017 8:14 AM

STAFF COUNCIL MEETING AGENDA

8:30 am *Call to Order* **Dea Marx, Chair**
**Staff Council General Meetings are hosted live via WebEx.*

8:35 am *Minutes Approval* **Jessie Riggs, Secretary**

Secretary Notes: Changed items from the floor and then the minutes were approved unanimously.

Treasurer's Report **Anjing Xu, Treasurer**

Secretary Notes: 11 t-shirt sales recently which helped us gain an additional for \$154.00. This will bring us up to \$25, 222.00 total in the operating budget.

8:40 am *Staff Award Ceremony* **Dea Marx, Chair/Danielle Martinez, VC Communications**

Secretary Notes: Staff and Faculty awards used to be the same night. Faculty and Staff will do their own separate night. Danielle will present the proposal created by the executive board. Please see the attached pdf for a complete info

Comments from the council members: Breakfast is a good idea, it is a good thing for departments to highlight a member of their department, tentatively in April 26, will work with the units to see how each unit presents awards to its staff,

Conservatory does an award, not many other units do.

Send out this in an email with minutes (feedback by Friday). April 26th is bring your kid to work day, "Butts in the Seats and Boots on the Ground"

8:55 am *ISAC Update* **Dea Marx, Chair**

Secretary Notes: Teleconference meetings 6 units in total, one from each school. The discount for employee children/spouse will reduced from a 5 year wait to a 1 year wait, looking at trying to be competitive at the 50% tuition reduction and possibly increasing to 75% (in the works, no timeline yet). Currently at Mizzou, RAPID Assessment on administratively units to help with budget. ISAC elections are coming up soon. Dea and Liza and hoping to change the election process. Wish to go toward a the Faculty Senate, Chair-Elect, Chair, and Chair Ex- Officio. Looking to create a better relationship with the other councils from the other campuses.

Volunteer Program

Secretary Notes: An approved day to volunteer, paid volunteer day, President Choi has given his stamp of approval, committee will create a process to ensure consistency.

Shared Leave

Secretary Notes: People can donate vacation days into a pot, pilot program for Mizzou, each campus has to look at the funding model to make this feasible. There will be an application process and guiding rules and regs on how the days can be used.

9:10 am *Guest Speaker* **Dr. Bichelmeyer, Interim Chancellor/Provost**

Secretary Notes: Conversation with the Interim Chancellor and Provost. We are looking at what we can do is aligning with the direction of Dr. Bichelmeyer

Questions to the ICP:

- ◆ What can we do to support your direction? Strategic Planning: The mission and vision statement are basically the same philosophy, hand out a document that spells out how we are going to accomplish our overarching directives (41). Changing the culture and creating a learning environment (includes staff development). We need to create a growth environment (looking at what everyone needs to grow, and aspire).
- ◆ How do I see Staff Council playing their part? We have been more personality driven instead of formally driven, Staff Council has to be the vehicle to be the voice of the collective Staff.
- ◆ New Committees: Staff Code of Conduct, Rights and Regulations (what is there of faculty and students and then adapting them), Climate Survey (pick out actionable items that we can address), Title IX/Equity process (looking at how we can offer same protections with faculty and staff)

Comments: Steve: Commendable to the Board to jump on these initiatives (quick to want to bring voice), Really want to create a performance driven organization with development for all entities. Expectation of professional development from the supervisors (annual evaluation tool). We need to effectively articulate the expectations of the job. How do we navigate when our bosses/supervisors are not open to giving us the support that we need. Go to look at the Chronical of Higher Education and see what the organization lists as positive criteria for places to work and challenge your supervisors.

Next Steps of a Reflection of ICP Bichelmeyer next quarter plans

- ◆ Committees' proposal need to have a solution
- ◆ ProDevo should be an expectation. Can we create guidelines on how we can enact change.

- ◆ How do we get supervisors to be on board with being an effective tool. 360 feedback for our supervisor. What mechanism can we champion for?
 - ◇ Proposal: Here is the process of giving our supervisors feedback, how to protect the supervisee, how do we have those talks with our supervisor. Marita could be a helpful person if we are having these issues, possible mentorship opportunity. Quarterly feedback could be an option for some (formative/summative, going away from personality vs. performance based). Possible committee? Performance Outcomes.
- ◆ Retention efforts for staff
- ◆ Shared Responsibilities
- ◆ Rise Up and Represent

9:40 am New Business ***Staff Council Members***
 from the floor

By-laws update

Secretary Notes: Propose electing a new executive board in January/February. We felt like we were thrown into it. Proposed amendment to change elect board elections in February. We would have elects for each chair for which we would mentor for 3 months. This will allow more of an easier transition for the new executive board that can provide a historical knowledge.

Staff Tees

Secretary Notes: When are new shirts coming in? Two designs are being presented today, One with a focus of the values state ment, with the KC Skyline, and one with UMKC Staff in an oval .

HR Blog

Secretary Notes: Weekly blog post about various topics in the HR website (umkc.edu/hr), the most recent three blogs will on the homepage of the unit website. Service center page will have all previous HR Blogs (annual enrollment, categories, discounts, etc.), if you have questions please contact via the about us tab.

Comments: Who decides what is blogged about? Try to engage various topics, but it also depends on what HR is getting question s about. Don't forget the two mandatory trainings were due yesterday (MakeITSafe, and Foundations/Title IX),

Standing Committee Meetings-

- Communications: *3rd Thursday of the month* (10:00 pm, Administrative Center-Hyde Park Room)
- Engagement: *2nd Tuesday of the month* (2:00 pm, Administrative Center-Loose Park Room)
- Events: *3rd Wednesday of the month* (3:30 pm, Administrative Center-Loose Park Room)
- Professional Development: *3rd Thursday of the month* (8:30 am, Administrative Center-Gillham Park Room)
- Outreach: *2nd Thursday of the month* (10:00 am, Administrative Center-Gillham Park Room)