



August 4, 2021  
8:30 – 10:00 am  
Administrative Center  
Plaza Room

Attendees: Amelia Howard, Brittany Bummer, Carol Hintz, Connie Fischer, Danielle Wilson, Elora Thomas, Emily Reeb, Grace Nicholas, Hannah Litwiller, Jennifer Burrus, Jessica Elam, Julie Myer, Julie Smith, Jordan Smith, Karen King, Kelsey Owens, Kim Kushner, Kim Johnson, Leslie Tracy, Marnie Robinson, Matthew Brown, Roland Hemmings, ShaKira Evans, Stephanie Stewart-Towns, Seth Tracy, Tom Willoughby

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8:30 am **CALL TO ORDER**

Karen King, Chair

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8:32 am **HR**  
**SPECIAL GUESTS: CAROL HINTZ**

- Currently reviewing leave time against other companies
- HR is considering PTO bucket where all leave is lumped together, including personal days, bereavement, sick, etc.
  - A short-term disability plan may also be added
- This review will take time with more updates to come
  - Goal is to not take away leave
  - If retirement changes at all, employees will be grandfathered in, but more information to come here too
  - Currently not looking at changing Xmas/New Years break
- Working From Home
  - All staff back on campus unless COVID changes things
  - What is it going to look like now that everyone is back? Are there jobs that are not student facing that could be worth WFH?
  - What are the perceived benefits to working from home?
    - Flexibility in job
    - Recruiting and retaining staff
    - Equity – daycare/childcare?

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- Leadership needs to be aware of any messaging/language directed towards staff – not everybody WFH during the pandemic
  - Is there going to be a change to our inclement weather policy pre-COVID?
    - No information at this time.
  - How many people do we promote from within?
    - Data considered between January 2019 and April 2021
    - 52% of all movement is internal – lots of opportunity here
    - A lot of this depends on the department – some units have more movement than others
  - How do percentage increases work with internal hires?
    - There are no compensation policies, only guiding principles
    - Always looking at internal equity
  - Do we know why staff leave?
    - A wide variety of reasons

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9:02 am **OSI**

**SPECIAL GUESTS: KIM KUSHNER**

- Roo Welcome – Updated Branding
- Program will be three weeks long
- OSI is looking for staff/faculty sign ups – there are 240 different volunteer opportunities such as convocation, Parent/Family lounge, welcome tables, human directional signs
- Bringing back Union Fest
- 2hr shifts
- Do you keep info on student/faculty/admin/staff volunteers?
- How can we tell the staff story? How can we show that staff go above and beyond?
- [Sign Up Genius](#)

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9:10 am **JUNE MEETING MINUTES & TREASURER'S REPORT**

- June minutes approved
- Chairs are working on their budgets...stay tuned

Hannah Litwiller,  
Secretary

Brittany Bummer,  
Treasurer

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- 9:14 am    **MEMBERSHIP UPDATE**    Elora Thomas, Vice  
Chair of Membership
- **STAFF COUNCIL ELECTIONS**
  - Nominations are now open until August 13 for new members
  - Will vote after nominations with new members ideally beginning in September

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- 9:20 am    **COMMITTEE UPDATES**    Committee Chairs
- **STAFF ENGAGEMENT**
    - No report
  - **OUTREACH**
    - Be on the lookout for volunteer opportunities coming soon!
  - **PROFESSIONAL DEVELOPMENT**
    - Working on budget and prepping for Fall!
  - **COMMUNICATION**
    - Feel free to share any information with the Communication Committee so they can add it to the newsletter!

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- 9:30 am    **CAMPUS COMMITTEE UPDATES**
- **INTERCAMPUS STAFF ADVISORY COUNCIL (ISAC)**
    - Preparing for ISAC retreat
    - Focusing on telling the “staff story” when meeting with President Choi
    - Staff feel undervalued, but we have voice and we need to use it – focusing on collaboration, appreciation, efficiency, and recognition
    - We are making “small steps in the right direction”
    - Share any information to exec so we can share good news about UMKC employees.
    - We need to emphasize that our staff are strong
    - Let’s continue that – stay professional authentic and honest
    - Remember – time and place for everything
  - **FACULTY SENATE**
    - No report

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- **CHANCELLOR'S DIVERSITY COUNCIL**
    - No report
  - **ADMINISTRATIVE COUNCIL**
    - No report
  - **UNIVERSITY BUDGET COUNCIL**
    - Did not meet net projection, but was still positive
  - **ROOS FOR MENTAL HEALTH**
    - Walk coming up soon!
    - New staff representative needed as Emily is stepping down
  - **TOTAL REWARDS ADVISORY COMMITTEE (TRAC)**
    - No report

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9:30 am **NEW BUSINESS**

- New UMKC Betty Rae's flavor! Launching in September
  - Reach out to Kim West/Elora Thomas with any questions

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9:32 am **OPEN FORUM**

- Next month, each committee will talk about what they do to recruit new members
- Exec would like reports of good things going on so we can share with administration – send pictures!
- We will continue to have Zoom as an option...stay tuned for further updates

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9:40 am **ADJOURN**