

UM Staff Advisory Council Minutes for December 2, 2015

The UM System Staff Advisory Council met on December 2, 2015, at University Hall.

Present: Melanie Barger, Ashley Wilson Berg, Heather Dempsey, Jonas Ditch, Kelli Hathman, Nishant Jain, Leyanna Long, Nancy Tharpe, Ashley Wilson; **Absent:** Jennifer Oetting

Chair Melanie Barger called the meeting to order at 2:00 p.m. The minutes from the October 7, 2015, meeting were approved. (There was no meeting in November.)

Treasurer's Report: Treasurer John Layman reported a balance of \$4741.07. John was re-elected to the position for 2016.

ISAC (Intercampus Staff Advisory Council): Kelli Hathman attended the ISAC meeting on November 24. Renetta Gallup from UM System H.R. was the guest at that meeting, and she talked about retiree medical benefits and the shift in leadership at UM System H.R. She also addressed the MU campus climate, mentioning that the issue of racial tension and issues of inequity were not perceived as being so bad on the other UM campuses. There was some discussion about the situation on the MU campus when classes were cancelled (giving students and faculty a day off) but staff was required to show up at work. It was felt that university leadership did not reach out to staff with information or support. For instance, student groups stormed Jesse Hall twice and staff did not feel safe, yet had no protocol for leaving. MU SAC drafted an email to send out and it took two weeks to get the approval to send it out; even then, an email editor added "Go Tigers" onto the bottom of the message, thereby lessening the impact and the seriousness of the message.

New Business: There was discussion regarding UM System staff recognition in 2016. Nishant Jain did some research about what other universities do; one idea is that there be an Employee of the Month; each monthly honoree would then become a candidate for Employee of the Year. We should look at the nomination forms from other universities to see what criteria they ask for.

Guests: Kelley Stuck, interim vice president for UM System Human Resources, spoke to the group about leadership changes in H.R. and System administration. Ms. Stuck informed us about the new Chief Diversity, Inclusion and Equity Officer position that has been posted. This officer will support programs on our campuses; identify red flags; strategize; collect and analyze data. Dr. Jill Wood will serve in this role until the position is filled.

Ms. Stuck also reported on the search for a new UM System president. The process, which is anticipated to take 9-12 months, will start in January 2016 and falls under the jurisdiction of the Board of Curators. The Board will need to decide whether they will have a closed search (which most recruiting firms prefer) or whether the search will be open and transparent. An advisory committee with representation from all campuses will assist with the process; there will be discussion as to the extent of their involvement in selecting candidates.

Ms. Stuck spoke briefly about the retiree medical insurance issue and informed that H.R. has hired a consultant who is looking for the best product for current retirees. H.R. hopes to take a final version of their proposal to the Board in April for their consideration.

Finally, she mentioned that there were good numbers for the open enrollment in October; that 78% of employees signed the Wellness Pledge. The full report will be available in Feb. 2016.

Interim President Michael Middleton also visited with the group. He has a 37-year history with Mizzou as a student, faculty member, administrator (deputy chancellor). He spoke about campus climate and the need to return to a sense of normalcy and trust. He views the MU campus “disruption” as an opportunity to make the entire university better and he is “determined to do what I can to restore the institution.” Mr. Middleton also spoke to the marginalization of staff, saying “You are where the rubber hits the road—what’s real” and he expressed his appreciation and thanks for the job that staff performs and the role they play.

New Business:

Leanna Long is looking for dates for staff bowling and solicited ideas for a late spring/early summer event.

Meeting was adjourned at 4:00 pm.

Respectfully submitted,
Nancy Tharpe
Secretary