

THE UM STAFF ADVISOR

Volume 7, Issue 3

JANUARY/FEBRUARY 1995

From the Chair...

Many thanks to President and Mrs. Russell for hosting the holiday open house last month. Thanks also to everyone who attended and shared in the festivities.

The UM Staff Advisory council is currently working with the campus staff councils on a couple of issues. An all-campus meeting is set for February 3, 1995 at the Student Union on the UMC campus. The topics for discussion are the Family Medical Leave Act and Paid Time-off. I will try to keep you all informed on the outcome of the meeting and what the issues are that arise from the meeting. The second item we are working on is the possibility of extending the educational assistance benefit to a spouse or dependent when the employee is not using the benefit. I hope you will be seeing a survey on this issue in the near future and that you will complete the survey and let us know what you think. We truly want your opinion.

Sincerely,

Cuba Plain
SAC Chair

UM Staff Advisory Council Minutes...

The UM Staff Advisory Council meeting was held in 225 University Hall, on January 13, 1995.

Assistance from the Salary and Wage committee will be extended to Ken Hutchison on future projects.

With regard to Educational Assistance, Cuba Plain is working with Blake Danuser and Jane Cooper from UMC to draft a survey which hopefully will be included in payroll mailings to see if there is any interest at UM and UMC for this benefit. According to Jane Cooper, the Chancellor is interested in the results obtained from this survey. UMKC has done a survey on their campus with 97% positive response. This is also an agenda item on the System-wide Staff Benefits committee.

STANDING COMMITTEES

Salary and Wage:

**Earnestine Lusby/Peggy Quisenberry, co-chairs;
Mary Lu Brown, vice chair**

This committee will be meeting with Ken Hutchinson and Ray Mura in January to see if there are ways that the Salary and Wage committee can assist further in reinforcing the link between performance management and monetary compensation.

Parking and Transportation:

Joe Asher, chair; Kristie Barnhill, vice chair

Joe reported the next campus transportation committee meeting is scheduled for February.

Staff Benefits:

Tammy Trader, chair; Bonita Lenger, vice chair

Tammy has talked to Cindy Cover in Ken Hutchinson's office regarding regulations for the Family Medical Leave Act. Cindy reported they are to be released in January, 1995. Tammy had also reviewed the information she received from Earnestine. The general consensus was that, once the government policy is issued, University policy may need to be modified.

Educational Assistance Program May Result in Taxable Income to Employees

University of Missouri employees who participate in the University's Educational Assistance Program need to be aware that the 75% of their educational fees that are waived may become taxable compensation to them subject to withholding and other payroll taxes effective January 1, 1995. Such benefits have been tax-free under the provision of Section 127 of the Internal Revenue Code. Section 127 expired December 31, 1994, but the University hopes that Congress will retroactively extend it early this year. However, if this fails to happen, the value of the benefit received under the Educational Assistance Program may need to be included in the gross income of participants during 1995 with appropriate payroll taxes withheld from participant's earnings. Undergraduate education and certain job related courses may meet other Internal Revenue Code provisions that allow such benefits to be excluded from taxable income.

1995 Staff Recognition Week Plans

Plans are being made for the 1995 Staff Recognition Week! Dates are set for May 8 - May 12, 1995 with the following events being scheduled:

Monday, May 8 - Luncheon and Storyteller, Benton-Bingham Room, Memorial Union, 11:30 - 1:00.

Wednesday, May 10 - Awards Ceremony, Alumni Center, 2:30 - 5:00.

Thursday, May 11 - Golf Tournament 18 Holes,
A.L. Gustin Golf Course
8:30 a.m. Shotgun start
3 person best ball scramble
Registration Form in March newsletter.

Friday, May 12 - Picnic and Volleyball Tournament Finals,
11:30 - 2:00 - Bethel Park.

Our theme this year is "REACHING FOR THE SKY IN 95!!"
Additional details will follow as committees meet. All committees can use additional help. If you are interested in helping with any activities during this week, please cc:Mail Vivian Mason.

UM SYSTEM STAFF ADVISORY COUNCIL MEETING DATES

February 10, 1995
March 10, 1995
April 14, 1995
May 12, 1995
June 9, 1995
July 14, 1995
August 11, 1995
September 8, 1995

The UM Staff Advisory Council was formed to provide two-way communication between staff and the President on pertinent issues. If you have comments or questions about any subject related to UM System staff, please contact one of your council members.

They are there for you!

Happy Birthday To You...
Happy Birthday To You...

JANUARY

UM System

JANE MARIE ALEXANDER, LIBRARY SYSTEMS	01/12
CONNIE MARIE ARMENTROUT, PATENTS & LICENSING	01/07
BONNIE S. ARNOLD, FACULTY & STAFF BENEFITS	01/02
BRENDA KAY AUSTIN, PRESIDENT'S OFFICE	01/21
SUSAN ELIZABETH BURNS, CASH MANAGEMENT	01/08
CHARLES R. COTTINGHAM, RISK & INSURANCE MANAGEMENT	01/23
KARL BLAKE DANUSER, HUMAN RESOURCE SERVICES	01/13
LESLIE PHILIP GELBAND, MANAGEMENT INFORMATION SYSTEMS	01/10
CELIA JEAN HOUGH, RECORDS MANAGEMENT	01/28
CARLA JOSEPH, UNIVERSITY PRESS	01/31
SHERRI A. KENT, ACCOUNTING	01/07
MICHELE A. MCFADDEN, MANAGEMENT INFORMATION SYSTEMS	01/31
BRIAN J. MCNAMEE, ENDOWMENT/RETIREMENT	01/03
PEGGY A. QUISENBERRY, BUSINESS SERVICES	01/14
TAMMY M. ROBINSON, ACCOUNTING	01/13
BARBARA M. RODGERS, SINCLAIR COMPARATIVE MEDICINE	01/10
KATINA A. TINDLE, VICE PRES. ACADEMIC AFF OFFICE	01/20
NOEL LINSEY WILLIAMS, MANAGEMENT INFORMATION SYSTEMS	01/22

University Extension

GARY D. APPLGATE	01/01
JAMES L. BANGERT	01/25
ALLAN JAMES BOESCH	01/27
KAREN B. BRANSTETTER	01/01
JULIA LOU CASTEEL	01/16
NANCY J. CHILCOTT	01/14
DONNA R. CHILTON	01/24
MARY KATHRYN DOTHAGE	01/27
BONNIE LEE DRURY	01/25
MARY WESCOAT ENGRAM	01/23
CYNTHIA D. FAUSER	01/14
RHONDA M. FROCK	01/29
ANITA E. GREEN	01/30
JOE L. HORNER	01/16
JOYCE M. JERMAN	01/04
ANGELIS DENISE JONES	01/22
JUAN A. LOPEZ	01/27
LARRY FRANCIS MARKWAY	01/17
SANDRA K. MCKINNON	01/04
R. DERALD MCLANE	01/28
DENNIS LEE MINZES	01/09
O. STEVEN NORBERG	01/13
JESSE CLAUDE OWSLEY	01/19
TED RUSSEL PROBERT	01/27
LEO WILLIAM REBER	01/27
NANCY KAY REED	01/22
DEBORAH ANN RICKER	01/01
VICKIE L. SCHLATMANN	01/25
WILMA ANN SCHUH	01/08
ELLEN VIRGINIA SHARP	01/12
ANITA JEAN SMITH	01/22
EDNA LOUISE SUBER	01/12
LAVONDA L. SWINDLE	01/19
ROSILEE A. TROTTA	01/26
LARRY DEAN TUCKER	01/01
C. DWAYNE VERSER	01/15
ROBERT J. VICKERS	01/28
RENETTE E. WARDLOW	01/05
MARILYN JOANN WILLIAMS	01/11

**Happy Birthday To You...
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FEBRUARY

UM System

ELIZABETH ANN BERRYMAN, LIBRARY SYSTEMS	02/17
MARGUARITE BESLEME, UNIVERSITY RELATIONS	02/05
SHIRLEY S. DEJARNETTE, INVESTMENT & BANKING	02/21
LARRY D. FINCHER, UNIVERSITY PRESS	02/13
PHILIP HARRISON, PRESIDENT'S OFFICE	02/17
MARY FRANCES KITE, RECORDS MANAGEMENT	02/26
KURT W. KOPP, LIBRARY SYSTEMS	02/16
JANE HAZEL LAGO, UNIVERSITY PRESS	02/22
JOHN S. LARKIN, RECORDS MANAGEMENT	02/26
KRISTIE S. LEE, UNIVERSITY PRESS	02/03
LOTA P. LITTLE, RECORDS MANAGEMENT	02/18
CATHY A. MAUPIN, SPONSORED PROGRAMS	02/26
CAROLYN SUE MCCUBBIN, WESTERN HISTORICAL MANUSCRIPTS	02/09
JAMES T. MCGILL, VICE PRESIDENT ADMIN AFFAIRS	02/24
JANET MARIE MEYER, ACCOUNTING	02/07
SANDRA DIANN MOHR, RECORDS MANAGEMENT	02/04
REBETH M. ASBURY, FACILITIES PLANNING & DEVELOP	02/14
JAMES STEPHEN BANTIN, WESTERN HISTORICAL MANUSCRIPTS	02/24
RETHA FERN NICHOLS, FACULTY & STAFF BENEFITS	02/13
CUBA A. PLAIN, PLANNING AND BUDGET	02/26
JOYCE A. SASSE, ACCOUNTING	02/08
ALLEN J. SNIDER, STATE GOVERNMENT RELATIONS	02/19
TERESA E. SPENE, FACULTY & STAFF BENEFITS	02/28
AUDREY L. SPIELER, PRESIDENT'S OFFICE	02/14
MARY E. TAYLOR, RECORDS MANAGEMENT	02/24
DONNA JEAN TURNER, MANAGEMENT INFORMATION SYSTEMS	02/04
RICHARD LEE WALLACE, VICE PRES. ACADEMIC AFF OFFICE	02/27

University Extension

KENDALL E. ANDERSON	02/10
JULIE BLATTLER	02/26
JANICE K. BRANUM	02/09
CHARLES E. BROWNING	02/27
REITA BETH BURKE	02/16
ROBERT W. CHAPPLE	02/17
DONNA JEAN CLAVIN	02/09
SARA GENE COOPER	02/02
PALMA KAY CRASS	02/28
KAREN JEWEL ELLIOTT	02/01
WANETA M. FRAZER	02/14
JACQUELINE A. GOODMAN	02/23
LEIGH ANN GRANT	02/15
DAVID R. GUETHLE	02/26
EUGENE JOHN HAENNI	02/11
RAMONA JEAN HAMILTON	02/18
DAVID LEON HILEMAN	02/14
BETTY SUE HOLMES	02/18
MORRIS R. HUDSON	02/13
HAROLD HADLEY ISAAK	02/16
GLENDA KINDER	02/05
KATE RUTH KING	02/11
WILLIS E. LINNEMAN	02/25
MICHAEL R. MILAM	02/14
JAMES HOWARD OLLAR	02/25
MARY BETH OTTE	02/19
TONY RAY RICKARD	02/27
JULIANNE ROYSE	02/01

EUGENE G. SCHMITZ	02/03
CHARLES MERRELL ST. CLAIR	02/01
JEANETTE J. STEVENSON	02/09
GEORGIA STUART SIMMONS	02/26
JAMES R. TEEGARDEN	02/18
JERRY DEAN THOMPSON	02/28
RENITA RENEE WATERS	02/21
LOUIS T. WIGGINS	02/27
STARLET L. WOOD	02/18
SUZANNE I. ZEMELMAN	02/05

January Service Awards...

*****25 YEARS*****

Earnestine Lusby, Extension

*****20 YEARS*****

Jim Weaver, Accounting

*****15 YEARS*****

**Deborah Caselman,
Sponsored Programs**

*****10 YEARS*****

**Ruth Ann Jeffries, Extension
Jan Runyan,
Risk & Insurance Management**

*****5 YEARS*****

**Steven Chatman,
Planning & Budget
Steven Garrotto, Extension**

February Service Awards...

***** 15 YEARS*****

Madan Gupta, Internal Auditing

*****5 YEARS*****

**Rosemarie Carson
Risk & insurance Mgmt.**

**Items for publication should be sent in writing
to: Vivian Mason, 819 Clark Hall.
Items can also be sent via cc:Mail.**

UMSAC is considering going electronic with the monthly newsletter. For a few months the newsletter would be in dual forms. What do you think? Drop Vivian Mason an email message with your concerns, ideas, or suggestions.

**UM STAFF ADVISORY COUNCIL MEMBERS
1994-95**

Cuba Plain, Chair	882-4614
Brian McNamee, Vice Chair	882-2316
MaryAnn Williamson	882-2706
Kristie Barnhill	882-3627
Joe Asher	882-7652
Angie Gilpin, Sec./Treas.	882-9311
Earnestine Lusby	882-7054
Peggy Quisenberry	882-9215
Tammy Trader	882-9222
Vivian Mason	882-2243
Bonita Lenger	882-2412
Mary Lu Brown	882-9255

UMSAC staff members are also available through e-mail.

MaryAnn Williamson
UM-SAC
Business Services
225 University Hall