

UM Staff Advisory Council Newsletter

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SAC Mission: To advise the president on matters of mutual interest and to serve as an information and liaison medium for employees and administrative officers on such matters as may be referred to the council, as the council initiates, or as UM employees may request.

To post a question, comment, or suggestion, please email UMSAC@umsystem.edu or communicate with one of us. We are here for you!



Being a SAC member • Shelly Helms

Hello! I would like to introduce myself. My name is Shelly Helms and I work in the Controller's Office. I am responsible for all the bank statements and money received for all campuses, departments, and locations. Needless to say, this is always an ongoing task. I have worked here since 2004, but before that I had worked in banking for 10 years. I live in Ashland with my husband and three children. I have a daughter in college, a son in high school, and a daughter in elementary. They are all three very active so we stay very busy as a family. This will be my third year on the Staff Advisory Council and I have really enjoyed getting to know others from so many other areas and being able to help plan activities the whole system can enjoy. Not only do we plan some fun activities for all to participate and get to know each other more than email buddies, we also take suggestions, concerns, and ideas from our co-workers and pass them on to HR and the President. I look forward to another active year with the council and helping bring system employees together throughout the year.

Updates from SAC

We voted on our incoming Chair, Bandhana Katoch, and Vice Chair, David Champlin. Congratulations!! We had an overwhelming number of volunteers to join SAC that we had to send out an election for four members. We talked about United Way kicking off and the fun ways to raise money for this generous agency.



Moving Forward – 2013

UM-SAC Team 2013 is looking forward for another year of networking events. This year the UM-SAC team is taking an active role in supporting the mission and actively participating in discussions to serve as an information and liaison medium between the president and employees/administrative officers. We have introduced a “[Suggestion Box](#)” which is now available on the UM-SAC website. UM System employees can give any suggestions, concerns or ideas to the council. Employees are also welcome to raise their concerns directly to any UM-SAC members and they will be discussed in next UM-SAC executive meeting. UM-SAC meetings are open meetings and all employees are welcome to join them for a portion of the meeting or the entire meeting. The schedule of upcoming meetings will be available on UM-SAC website. We will also be posting monthly meeting highlights on UM-SAC website.

UM-SAC is taking continuous effort to bring more corporate discount opportunities to university employees. We continuously update the information on the webpage [Perks and Rewards](#).

Introducing Campus Mediation Service:

A Resource for Staff Experiencing Workplace Disputes

- The Campus Mediation Service (CMS) can help resolve workplace disputes involving employees of the University of Missouri. Many types of conflict can be successfully mediated. It’s especially useful for strengthening working relationships while resolving issues that have strained those relationships. The CMS also provides dispute prevention services such as coaching, training, and workshops.
- Mediation is an informal, voluntary, and consensual process in which disputing parties work with an impartial mediator to resolve their differences. The mediators are faculty and staff who are professionally trained mediators. The mediator has no authority to impose a settlement. Rather, the mediator works with the disputing parties to help them clarify their issues and interests, open lines of communication, and develop better working relationships. The mediator may provide information, direct the parties to appropriate resources and, if needed, provide an informal means of conflict mediation.
See the [Collected Rules and Regulations 365.010 B. and C.](#)
- Mediation is a confidential process. Everything discussed in mediation is held strictly confidential and the mediator(s) remain impartial. The mediator(s) facilitate communication and control the process, but decisions about whether and on what terms to resolve issues remain the parties to make. Mediations take place in a private setting. Only involved parties attend mediated meetings and they decide what becomes public.
- If you are involved in a dispute and think that mediation might help, call CMS at 573 884-7813. The CMS staff will discuss the matter with you and help you decide if mediation is appropriate.
Or visit the [Campus Mediation Service website](#) for more information.



Relate to your leaders • *Betsy Rodriguez, Vice President for Human Resource*

The writer, Bandhana Katoch, Chair, Staff Advisory Council recently met with Betsy Rodriguez, to know more about her and to share her life experiences.



Betsy Rodriguez (on right) with her husband and two daughters

Originally from Oklahoma, Betsy completed her undergraduate studies at Vanderbilt University. She moved to Missouri to pursue her graduate studies in psychology at the University of Missouri in 1980. Betsy finished her Ph.D in social psychology in 1989. It was toward the end of her studies when she got her first Human Resources job with then Associate Vice President Ken Hutchinson—whose position she now holds. Betsy shared the interesting story of how she landed her first job. During her graduate studies, she volunteered at the MU campus Department of Human Resources. One day Ken Hutchinson needed help in preparing a speech about “labor relations.” Betsy volunteered to prepare the speech, even though she did not have any experience with the topic. But, as a graduate student she had the confidence and willingness to do research and her efforts resulted in receiving a job offer from Hutchinson. After working for a few years at the University of Missouri System HR Office, Betsy moved with her husband, Manny, to Denver, Co where they lived for 20 years. Betsy met her husband at the University of Missouri during her graduate studies.

Here is snapshot of the brief interview with Betsy Rodriguez.

What is your favorite moment?

Birth of her two daughters, Lauren and Catie, who are now 20 and 18 years old.

What is your favorite book?

Betsy enjoys reading books from different authors however; she specially enjoys thriller and mystery books. Most recently she read the newest e-book by Tana French. Betsy is also a regular Bible reader as well.

What are your interests?

Her favorite activity is watching her daughter Catie in competitive swimming. She has tried to attend every meet, mostly requiring out of town travel. Some of her other interests are cooking and walking. She makes her pie dough from scratch.

Please share some of your travelling experience.

She enjoys beach vacation with family and friends. She and her family travel to Cancun, Mexico.

What is your favorite thing in Columbia?

Hiking at Rock Bridge State Park or walking the MKT Trail with her new puppy, Riley (fox red Labrador).

What is your favorite music?

Her favorite music is country, even the old twiney kind. Her favorite recent artists are Carry Underwood, George Strait, Lady Antebellum, Jason Aldean, and Luke Bryan.

What motivates and inspires you?

People and her team at work. She is very passionate about higher education and its impact on the country and world.

Any other experiences of life?

She concluded her interview with great career advice – “Do something for which you are passionate; volunteer for something new at work; make extra efforts and step-up for things you believe in.”





Victoria Day dancing away.

During the work week, staff member Victoria Day spends her business hours monitoring medical and drug claim trends and processing the invoices for the myChoice, myOptions and myRetiree drug and medical plans, as well as the related Health Savings Accounts (HSA) and Health Reimbursement Accounts (HRA). In her position she is responsible for both the big picture of what is happening in the plans and how the processes are working as well as the small picture details of reports and vouchers. She received her undergraduate degree from the John M Olin School of Business at Washington University in 1986. After working many years in a small family accounting firm, Victoria started at the university in 1997 working with contract management and payment evaluation at the University Hospital and Clinics. She has been in Faculty and Staff Benefits since 2002.

Dancing has been a part of Victoria's life since she was first able to walk. She has always loved the feel of music and sound, not only dancing at school events or in dance clubs, but when ever the inspiration might hit her! Her first exposure to professional training was in the Modern Dance program at Washington University in St Louis. Through her subsequent physical and spiritual work she discovered the healing power of

dance and movement. Over the past 15 years she has been involved in the healing movement community of Columbia in various roles – as a student, participant, host and facilitator. She currently offers various types of workshops as Embodiment LLC with the motto “Live life more fully through movement!” Her offerings include Healthy Steps, a medically-based movement program designed to support survivors of chronic illness; a shamanic-based healing modality in which breath, blindfold and rhythm are used to induce a trance experience in the participants; and Wholly Movement, a series of conscious movement exploration sessions based on the work of movement pioneers Rudolf Laban and Irmgard Bartineff. She is also one of the key organizers in several community-based dance events including DanceWalk, FlashMob for Everyone, and the February 14th local event of [*Eve Ensler's One Billion Rising V-Day Dance*](#).

In support of the healing work she does with movement, Victoria is closing in on the final semesters of her degree program at Stephens College for a masters in professional counseling. This past summer she completed a literature review of research related to the use of dance as a form of therapeutic intervention in depression. She is currently seeking a site where she can fulfill two semesters of practicum requirements for her degree as well as to complete her thesis research project related to dance and depression.

Victoria looks forward to opportunities to move with anyone interested in using dance and movement as part of their healthy life practice. For more information about healing movement opportunities in the Columbia area, you can contact Victoria at embodimentllc@gmail.com.

The Featured Staff Member section recognizes the talents that are personal that we often don't get to see at work. Do you know a UM System employee who would like to be featured in our Featured Staff Member section?

Just let us know and we will contact him or her.



2012 UM United Way campaign

The MU/UM Goal was \$800,000. The final report showed that **\$556,385.60** was raised toward that goal. 58.3% of UM System employees made a donation selection and **\$48,835.17** was pledged. For the UM System campaign, there were several notable events.

- The Chili Cook-Off raised **\$470.00**.
- A number of items were donated by local businesses and were used for “Fantastic Friday” drawings. Employees who made a pledge commitment were eligible for the drawings. Winners were: Larae Kostal, Ann Toellner, Jeneva Powell, Wende Waltz, Cuba Plain, Cathie Loesing, Jamette Black, Willie Jones, Jonette Blair, Ryan Clus, Donna Johanning, Jason Lockwood, Robert Schwartz, Donna Turner, Cindy Cover, Kelly Peery, Terri Brines, Kelly Stuck, Craig Stevenson, Jenny Workman, Linda Koch, Nikki Stoddard, Randy Sade and Jill Wood.



www.unitedway.missouri.edu/



As we enter 2013 we would like to remind you of some of the extra benefits included in the myTotal Rewards package that you may have overlooked.

Save money on your prescription maintenance medications by using University Pharmacies.

If you obtain your maintenance medications from a retail pharmacy the medications cost more. For 2013, members are responsible for a greater share of that increased cost. However, if you utilize the mail order benefit, maintenance medications cost less, meaning your cost share is less. UM pharmacies are the only retail outlet that can offer the same 90-day supply savings to you as you would receive through Express Scripts and Medco mail order programs. That means you can receive a 90-day supply of your maintenance medications from a UM pharmacy for less than three 31-day supplies through a retail pharmacy. MU Health Care has nine retail pharmacies located in Columbia, some of which have extended hours and a drive-through service. Visit www.muhealth.org/pharmacy for a listing of pharmacy locations, phone numbers and hours.

Earn your \$100 Wellness Incentive to use towards your health care costs

Healthy for Life is the University of Missouri's faculty and staff wellness program that you lets you take charge of your health. To encourage you to take an active role in your health and wellness, UM contributes \$100 to your Health Savings Account (HSA) or Health Reimbursement Account (HRA) if you complete your online personal health assessment, health screening and log 240 minutes of physical activity. Understanding your health risks and beginning a healthy lifestyle is just three steps away and we're here to help you...Get Moving!

- **Step 1:** Complete your personal health assessment--an online questionnaire that helps you understand your health risks and provides you with resources to improve your well-being. Start by creating your Cerner Health Account or log into your existing account by visiting www.healthyforlife.umssystem.edu.
- **Step 2:** Complete your health screening, which includes cholesterol, blood sugar, blood pressure, height and weight. You can schedule a FREE on campus screening through your Cerner Account or visit your health care provider (valid screenings are from 6/1/12-4/30/13).
- **Step 3:** Log 240 minutes of physical activity in any calendar month (from 10/15/12-4/30/13). That's as little as 10 minutes a day for 6 out of 7 days a week or 30 minutes a day two days a week. Log into your Cerner Account to view the complete list of qualifying physical activities and to log your activity.



Get your free retirement check-up

You may continue to schedule a free, confidential, one-on-one consultation at your convenience with a retirement representative from Fidelity or TIAA-CREF. Representatives will continue to be available on designated dates each month throughout the year. A one-on-one consultation provides guidance to help you maximize your retirement savings and plan for other goals. During your one-on-one consultation you may:

- Ask questions about saving for retirement and other goals
- Evaluate investment choices that meet your needs
- Create an action plan to get and stay on track for retirement
- Review retirement income options

Fidelity: call 1-800-642-7131 or visit [fidelity.com](https://www.fidelity.com) to make an online reservation.

TIAA-CREF (403(b) plan only): call 1-800-732-8353 or visit www.tiaa-cref.org/schedulenow to make an online reservation.





Administrative, Service and Support Staff Compensation Project

What is the Compensation Project?

The Compensation Project, also called the Global Grading Project, is an improved job title and salary plan to enhance recruitment and retention of administrative and professional staff.

Who is affected?

All administrative, service and support staff jobs will be evaluated. This does not impact faculty or student positions.

Will my job change?

The evaluation process considers your job how it exists today, however your title may change as a part of the project.

Will my pay change?

You will not lose pay. Anyone who is paid below the minimum of the new salary ranges will be transitioned into the new range.

Is the university eliminating jobs?

No. Positions will not be eliminated, the organizational structure will not change and your performance is not a part of this process.

What has happened to date?

To date, approximately 1,150 jobs have been evaluated across the organization.

The following global groups (job families) have been evaluated:

- Student Support Services
- Office Administration/Support
- Business Administration

The following job families are scheduled for evaluation by May 2013 (in no particular order):

- Research & Engineering
- Communications
- Advancement
- Information Technology
- Health Care
- Executive



Mark your Calendars

The University of Missouri Police Department offers free courses that cover topics on general safety, how to make your residence more secure, travel safety, the use of weapons, what to do after an attack and much more.

To view class descriptions and dates visit the following websites:
www.mupolice.com/rad/ and www.mupolice.com/rad/advancedrad.php

University Concert Series – www.concertseries.org/event	
Feb 7, 7:00pm	Garth Fagan Dance Company
Feb 13, 7:00pm	Potted Potter: The unauthorized Harry Experience
Feb 14, 7:00pm	Best of Broadway Valentines Concert
Feb 15, 7:00pm	Shrek, the musical
Feb 19, 7:00pm	Boyz II Men
Feb 24, 7:00pm	Hair
Feb 26, 7:00pm	Celtic Nights: A Journey of Hope
Mar 5, 6:30pm	Scooby-Doo Live! Musical Mysteries
Mar 8, 8:00pm; Mar 9, 2:00pm & 8:00pm	MCB and Island Moving Co.- Spring Ballet
Mar 11, 7:30pm	Chancellor's Concert
Mar 12, 7:00pm	Vilde Frang, violinist
Mar 15, 7:00pm	Joan Rivers
Apr 4, 7:00pm	<i>The Addams Family</i>
Apr 16, 7:00pm	<i>St. Louis Symphony</i>

• All dates subject to change

Get Involved

To explore fun events at Mizzou, please visit: stufftodo.missouri.edu

City of Columbia: www.gocolumbiamo.com

For other activities, check out City Newsletters at: www.gocolumbiamo.com/Public_Comm/Public_Information/

Discounts:

www.umsystem.edu/ums/hr/sac/par

