THE UM STAFF ADVISOR

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November 2001

In this issue...

* Words from the Chair...
* Penny Drive Update
* United Way Report
* Service Awards
* November Meeting Highlights
* Editor's Request for Suggestions

**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!

**UM STAFF ADVISORY COUNCIL MEMBERS 2001-2002**

Dave Olson, Chair ...........................................882-5894
Heather Gray, Vice Chair .................................882-7200
George Swisher, Sec-Treasurer.........................882-8453
Mary Stone, Historian .................................884-5046
Donna Barnes, Newsletter .........................882-9220
Janice Perkins, Website Dev .........................882-3407
Nichole Bethards .................................882-6436
Laura Flacks-Narrol ...............................882-7054
Dixie Glenn ...........................................882-0894
Tami Hoskins ...........................................882-3006
John Konzal ...........................................882-0190

**STANDING COMMITTEES**

**Parking:** Chair, Donna Barnes; Vice Chair, Janice Perkins

**Salary, Wage and Benefits:** Chair, John Konzal; Vice chair, Mary Stone

**Staff Recognition Week:** Chair, Dixie Glenn; Vice Chair, Nichole Bethards

**Campus Health and Oversight:** Chair, Laura Flacks-Narrol; Vice Chair, George Swisher

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**Words from the Chair!**

As we head into another Missouri winter with freezing rain, beautiful (but dangerous!) ice storms and snow, the weather becomes the top topic around the water cooler. Talk of the events of September 11 has died down, as thoughts of snowmen, Christmas trees, and other holiday excitement take over. However, our local community has people in need year round, so when you see the Salvation Army bell ringer, or a departmental 'Giving Tree', take part—every little bit helps, and you help bring some cheer to someone here in central Missouri.

One of the more exciting things that has gotten off the ground this year is the Inter-Campus Staff Advisory Council, which is comprised of the Chair and Vice-Chair of the Staff Councils from UMR, UMC, UMSL, and UMKC as well as UM System. This group is meeting quarterly, with a goal of sharing ideas between campuses and presenting issues and ideas to the University administration in a concerted fashion. As we discovered in our September meeting, the primary issues related to benefits—retirement, education, health, etc. As a group we can bring forward the issues and potential solutions, but we also need you to let your individual SAC representatives know what you're interested in, what ideas you have, or what's bugging you, so we can know if we're dealing with the 'hot' issues. If you don't know who to contact, the UM System SAC web site ([www.system.missouri.edu/sac](http://www.system.missouri.edu/sac)) has links to the various campus SAC web pages (under Resources) and all the sites list contact information for the various SAC members. Take a look around, talk to your SAC representative in person, email him or her, or come to our meetings—we need to know what you're thinking!

*Bundle up, stay warm and dry, and have a safe and happy holiday season.* --Dave
**Penny Drive Update**

We have made several deposits from our Penny Jugs, and so far we have a total of $176.49 as of November 28, 2001. We will send out another reminder announcement and see if we can bring this to a close after the first of the year.

**United Way Report**

It looks like the UM System took in a grand total of $42,338.24, which exceeded our goal! In our last newsletter we told you there were 44 UM System employees who volunteered at the Central Missouri Food Bank, but we did not print the entire list—so here it is:

- Luci Fichter
- Tammy Trader
- Mary Stone
- John Konzal
- Sandra Weisman
- Mary Ann Williamson
- Phyllis Hawk
- Ann Juengermann
- Barb Harris
- Donna Barnes
- Peggy Quisenberry
- George Swisher
- Beth Perrin
- Suzanne King
- Laura Parrish
- Rita Beslerne
- Linsey Williams
- Kelly Abraham
- Les Sapp
- Lanette Vaughn
- Ming Wang
- Bob Mullen
- Elisa Day
- Mary Ann Ihler
- Cuba Plain
- Maurice Pratt
- Sherry Kilgore
- Nancy Coleman
- Dave Huffman
- Robert Simmons
- Dan Luebbering
- Nikki Krawitz
- Memoree Bradley
- Janice Perkins
- Monique Dodson
- David Russell
- Blake Danuser
- Willie Jones
- Cathryn Friel
- Carol Larsen
- Emily Hildgedick
- Eileen Heveron
- Courtney Morris
- Sandra Scherff
- Carol Larsen (am and pm)
- Emily Hildgedick (am and pm)

**November Meeting Highlights**

John Konzal is the chair for the Salary and Wage Committee and he invited Bill Edwards, from Human Resources, to be our speaker for the November 14th meeting. Bill gave a summary of the present compensation system that he helped to develop more than 20 years ago and explained how that system continues to evolve. The University is moving toward a market evaluation plan that Bill is involved with now. IT staff were the first group to have their pay structures redesigned using the new Market Pricing Plan, which looked at professional salaries across the Midwest, and brought our IT folks in line with IT folks in other large corporations. The Administrative/Professional group will be next.

**Hot Questions:**

**Q:** Is there a difference in pay between men and women holding the same jobs at our University?

**A:** No real difference exists at this time, but the University continues to evaluate the pay of males and females to make sure this continues.

**Q:** With the budget situation at the University, what is the status of Pay increases for next year?

**A:** To the best of my knowledge the plan is still to give a 4% average increase next year.

John would like to post a question and answer spot on the SAC Website. If you have specific questions concerning salary and wage, send them to John. He will get the answer for you and post them on the website sometime in the future. Contact John at konzalj@umsystem.edu.
November Service Awards

Congratulations to the following UM-System Staff members who have attained these milestones of service!

25 Years of Service
Janet Marie Meyer, Accounting

15 Years of Service
Cynthia L. Parks, Records Management

10 Years of Service
Tiffany McBee, Administrative Systems Project

5 Years of Service
David W. Olson, MOREnet
Ted MacDonald, MOREnet
Peter R. McCarthy, Western Historical Manuscripts
Sandra L. Sapp, Statewide – PS
Sara D. Davis, University Press

THE OLD FARMER’S ALMANAC WEATHER

PROVERBS

Ice in November brings mud in December.

As November, so the following March.

When you take up the teakettle and find sparks on the bottom, it is a sign of a cold winter.

Editor’s Corner!

I realize I’m getting this out barely in November! As always we welcome any suggestions about this newsletter, our website and SAC in general! We are planning to have a survey for you to fill out specifically for the Staff Recognition Week activities. It has been suggested that we reduce the number of activities, perhaps do away with the Storyteller, make the picnic later in the afternoon and include families. Please be thinking about how you participated last year and if you were satisfied with the activities you attended. Will you attend the same ones next year? Look for the more info about the survey after the first of the year!

SAC Meeting Dates: Staff Advisory Council meetings are open to all UM System Staff. Meeting times are 9:00am—11:00am the second Wednesday of each month and locations will be posted on our Website.

Our website is vastly improved, for those of you who have not checked it out yet. Especially interesting is the News and Announcements section. Here you can find up-to-date information on Staff Recognition Week, and other items of interest: http://www.system.missouri.edu/sac/

- Donna Barnes

"There are some people who live in a dream world, and there are some who face reality; and then there are those who turn one into the other."
- Douglas Everett