

UM Staff Advisory Council Minutes for October 9, 2014

The UM System Staff Advisory Council met on October 9, 2014, at University Hall.

Present: David Champlin, Melanie Barger, Leyanna Long, Ashley Rhode, Chad Hampton, Jason Lockwood, Shiva Pennathur, Nancy Tharpe. New members: Kelli Hathman, Jennifer Oetting, Heather Dempsey, John Layman.

Chair David Champlin introduced new members and thanked old members, and introduced President Tim Wolfe.

Guest:

President Wolfe welcomed new members and gave updates on UM System news. He announced the hiring of a new chief financial officer, Vice President Brian Burnett, as well as a new chief of staff, Zora Mulligan. Both individuals bring years of experience in higher education administration to their positions.

The president also informed the group about his “Show Me Value” tours—his presentations to outstate business groups and junior/senior high school assemblies that tout the value of obtaining a higher education. He has made 14 appearances during the last two years to help change the public conversation to combat the negative messaging that kids may hear from family and peers about the necessity and affordability of going to college.

President Wolfe briefly discussed the Talent Management program, a “people development” program to assist the university in attracting and retaining the best and brightest. Other Human Relations updates from the president included the new e-onboarding system for new employees and the PeopleSoft/ERP optimization project.

President Wolfe spoke at length about the importance of employee participation in the new H.R. tool called MyPerformance. He encouraged the use of the tool as a way to structure performance by setting goals and recording accomplishments. MyPerformance offers both employees and managers a quantitative, black and white reading of job performance. It also offers a way to “normalize” evaluations by managers. He emphasized that employees and managers must agree on a definition of success first, up front. H.R. will be implementing more training for supervisors and managers to enable them to have difficult and critical conversations with employees and to help minimize the surprise of uncomfortable but necessary conversations about job performance.

The president then presented outgoing members with plaques for their service and took photos with both outgoing members (David Champlin, Ashley Rhode, Shiva Pennathur, Melissa Willett) and new members.

This portion of the meeting ended at 11 a.m. Ongoing and new members then reconvened in Rm. 118 to continue the meeting.

Meeting reconvened:

With new SAC president Chad Hampton presiding, the minutes of the previous meeting were accepted and an update on finances was reported. The balance in the SAC account is \$4,948.01.

Sandra will order identification badges and tee shirts for new members.

Chad reported on the September 12 Intercampus Staff Advisory meeting, where employee benefits were discussed, as well as coming upgrades in the MyLearn program offered through H.R.

Election of officers:

Historian: Jason Lockwood

Treasurer: John Layman

Secretary: Nancy Tharpe

New business:

Chad led a discussion about SAC communications, with an evaluation of the electronic newsletter. The group felt the need for a communication plan that gave greater awareness to the role of the UM System Staff Advisory Council. What is our role as a group? What is our role as members? John Layman will assume SAC Website updates. Suggestions were made:

- Get a rep from each department, perhaps using the current Wellness Ambassadors
- Have a SAC blog, or at least have links from UM blogs like MyRewards on the SAC homepage
- Use SAC members more for system initiatives

2015 SAC activity committees:

Bowling (in January, February or March): Leyanna Long will chair

Picnic (spring): Sandra Monnig and Leyanna Long will co-chair

Trivia (September): Jennifer Oetting and Sandra Monnig

It was also suggested that we make a budget for each activity and submit it for funding.

The meeting adjourned at 12Noon.

Respectfully submitted,

Nancy Tharpe

Secretary