

UM Staff Advisory Council Minutes for April 1, 2015

The UM System Staff Advisory Council met on April 1, 2015, at University Hall.

Present: Melanie Barger, Heather Dempsey, Chad Hampton, Kelli Hathman, John Layman, Jason Lockwood, Leyanna Long, Nancy Tharpe. Absent: Jennifer Oetting, Sandra Monnig,

The minutes of the March meeting were approved with minor edits. Thanks to John Layman for taking such good notes of previous two meetings.

Reports:

Treasurer: Current balance is \$4945.87 (bowling event expenses haven't come in). \$1,250 was taking in from bowling event registrations.

Chad Hampton reported on the Intercampus Staff Advisory Committee meeting held on March 25. Eric Smetana from UM System Human Resources spoke on the proposed market range adjustment for the GGS (Global Grading System). A two percent increase for each range is proposed for 2015-2016. There will also be adjustments made for salary corrections in the grades; the adjustments for UM System will amount to approximately \$19,000.

Recap on bowling event: The event went well, and the following suggestions surfaced:

- Regarding registration: Any way to slow it down? Need to be sure to check people off the list; have more people at the registration desk.
- Give a ticket to get shoes?
- Another group was there and it was crowded. Needed a banner of something to identify our group.
- Maybe a post-bowling communication with winners, photos and a save-the-date for the next event.

Old Business:

Need to report back to Jill Wood in Human Resources about the brochure SAC is developing for standing desks.

New Business:

New discounts have been obtained and will be mentioned on the SAC website: Enterprise Car; Wolds of Fun; Varsity Clips.

Guests:

Our guests were Director of Talent Management Jill Wood, and UM President Tim Wolfe. Pres. Wolfe took the opportunity to go over several hot topics that relate to staff, starting with MyPerformance: Supervisors have gone through training to better prepare them on the process; however, Pres. Wolfe emphasized, "Your career is *your* responsibility," and he strongly urges employees to use the MyPerformance tool to identify what success means on an individual basis. He also urges employees to be proactive and to lead the conversation, to show

interest and passion for their work. The tool gives every employee the ability to set the bar and also the measuring stick. Pres. Wolfe also mentioned that it is very important to set expectations with your supervisor—even initiating the conversation if need be—and to document the mutual expectations. Pres. Wolfe expects that the use of the MyPerformance tool will be pushed out to all the campuses; currently, part of the MU staff and staff at Missouri S&T use the program.

Show-Me Value Tour: The president’s tour of the state continues and campus chancellors are also participating in this successful initiative, where the president takes the message of the importance of higher education to schools and communities around the state. By the end of the year, Pres. Wolfe will have gone 28 places, reaching over 7,000 students.

Title IX: Pres. Wolfe wants the University of Missouri System to be a national leader in Title IX policies and programs. He will report to the Board of Curators in April that \$1.2 million has been allocated to our campuses to implement their programs. A goal in the near future is to provide mandatory training on safety and security for freshmen students.

Good to Great: This is Pres. Wolfe’s theme this year, and he’s challenged his leadership to think of ways that we can “move the needle” and get the University of Missouri from good to great. He welcomes feedback and ideas from everyone.

In his response to a question regarding ERP and the HR/PeopleSoft update, the cost of the program is huge and there are four versions, so it is impossible to share practices. The biggest problem is that there isn’t an ideal solution. A change will require a huge people shift, and if that happens the goal will be to, “get the person reskilled and redeployed to keep them.”

Pres. Wolfe is also heavily involved with the formation of a new statewide initiative called The Missouri Promise, which will be a ballot initiative to increase the cigarette sales tax to help pay the tuition for high achieving high school students at Missouri’s universities. Modeled after the Georgia HOPE program, the goal is to get students into college, keep them there, and keep them in the state after they graduate.

Meeting was adjourned at 4:00 pm.

Respectfully submitted,
Nancy Tharpe
Secretary