

UM Staff Advisory Council Minutes for February 3, 2016

The UM System Staff Advisory Council met on January 6, 2016, at University Hall.

Present: Melanie Barger, Ashley Wilson Berg, Nishant Jain, Leyanna Long, Jennifer Oetting, Nancy Tharpe, John Layman.

Chair Melanie Barger called the meeting to order at 2:05 p.m. The minutes from the January 6, 2016, meeting were approved.

Treasurer's Report: Treasurer John Layman reported a balance of \$4723.34.

Updates: Melanie announced that new officers were elected at the January ISAC meeting:
Becky Stafford, new ISAC Chair
Sean Brown, Vice Chair
Rebecca Edwards, Treasurer/Secretary.
The next ISAC meeting is Feb. 24, via. Telepresence.

Jennifer Oetting announced that there is now a video on ergonomics available in MyLearn; 50 wellness points are available for viewing it. Jennifer also presented details regarding the use of Wellness Ambassadors in implementing the "Caught in the Act" program, sponsored by the UM System Wellness program. How do we use ambassadors so that information "sifts down" to employees?

Guests: Mike Kateman, director of internal communications for UM System, returned to further discuss the SAC mission and vision statement. He presented a series of discussion questions to help SAC members come up with basic statements and asked that SAC members come to the next meeting prepared to answer the questions.

Mike also solicited our feedback on the retiree medical rollout. He asked that SAC members attend the forums and participate in the process.

Shannon Linhares from UM System Human Resources gave an update on the MyPerformance program. She noted they have worked hard to simplify the process with a shorter form and new training resources for participants and managers. They have also reorganized the Web page. There are several changes to MyPerformance this year, including updated success factors, key responsibilities, and performance goals.

- Shannon mentioned the need for managers to talk to employees about these changes. She also mentioned that managers need to tell employees to take the time to take classes.
- UMSL and UMKC will be using MyPerformance this year.

- Any employee who wants a raise needs an evaluation, so employees under 100% FTE need to be added to the MyPerformance matrix.

Group discussion: Members continued their discussion on staff recognition. Highlights:

- Rather than attempting recognition to individuals, perhaps target groups:
- Keep it simple so the “big production” doesn’t take away from the recognition.
- National Employee Recognition Day is March 4. Perhaps SAC could recognition UM System employees on that day. Need to know how many people in each department, a contact in each department, locations of each department.

Other business: The bowling event will be held on March 17. Melanie Barger will work on communications about the event. It was decided not to wait until the annual picnic to announce the winners.

Meeting adjourned at 4:00 pm.

Respectfully submitted,
Nancy Tharpe
Secretary