

Present:	Darci Blackney, Nikki Bucy, Kevin Cagg, Melissa Chesnut, Lisa Crater, Kala Dixon, Shelby Eitel, Nicole Falcone, Selana Foreman, Duane Havard, Allen Langley, Brenda Lutz, Colin McDonough, Marsha Martin, Becky Meneely, Connie Murphy, Nancy Ozanne, Jessie Peter, Rachel Peter, Nancy Ozanne, Megan Runde, Andy Schmidt, Taylor Suiter
Absent:	Melissa Bray, Tim Jackson, Mike McBride, Sue Smith
Guests:	Krista Barcus, Michelle Drake

1. Krista Barcus – Leadership Advisory Team / Human Resources

- Board of Regents
 - Garrett Strong was approved for the MOExcels grant – \$1.7 mil project
 - Approved heating / air condition ventilation update for Roberta Hall for Fall 2024
 - Student Move-in August 22 – classes start August 26
 - Amanda Cullins was appointed to Chief of Police
 - Pregnancy Modification policy was approved
- Parking permits are now available at **University Police**. Remember that you need to log into CatPaws to register your vehicle(s). Payment is due at time of registration.
- Upcoming Events
 - All Employee Meeting August 21 7:30-10:00am – Ron Houston Performing Arts Center
 - President’s Picnic – August 21 – 5:00-7:00pm at the Gaunt House. All employees and family members are welcome to attend.

2. Committee Reports

- Employee Recognition – Colin McDonough
 - Thank you to the crew that helped handing out the 394 popsicles last month.
 - Brainstorming ideas for appreciation events in lieu of food events
 - Minute to Win It
 - Massage Day
 - Pool Day
- Outreach – Darci Blackney
 - Currently no one in the Outreach committee wishes to step up as chair. It was decided to see someone on another committee who would be interested in moving from their current committee to Outreach to serve as chair.
- Policy Committee – Taylor Suiter
 - Dan Haslag is reaching out to staff members to fill the vacant position with Facilities. Taylor Suiter will be reaching out to a couple of staff members in regards to interest of serving in a floater position.
 - The committee is still trying to fill the vacant position for Kathleen Kobayashi. Andy Schmidt is attending today to see if he would be interested in joining Staff Council.
 - The committee will be working to find a replacement for Kevin Cagg.
- Diversity & Inclusion – Jessie Peter
 - Upcoming diversity events:
 - August 26 – Welcome Mixer, Bell Tower, 4-6pm
 - September 5 – H.O.T. Topics, ODI Space, 5-6pm
 - September 6 – Frist Friday with ODI, ODI Space, 12-2pm
 - September 9 – Doughnuts with ODI, ODI Space, 8-10am

- September 12 – J.E.D.I. Open Session: Bias Conversation, Union Mtg Rm C, 12-1pm
- September 17 – Hispanic Heritage Movie Night: No Mas Bebés, Union Boardroom, 6-8pm
- September 19 – J.E.D.I. Open Session: Small Actions, Big Consequences, Union Mtg Rm C, 4-5pm
- September 26 – H.O.T. Topics – ODI Space, 5-6pm
- September 30 – Latin Dance Party, Rec Center, 6-8pm
- Jessie Peters would like to invite Dr. Malone to come to Staff Council meeting to go over the new Diversity Inclusion process. It was agreed that Dr. Malone will be invited to our October meeting.
- ALLY Affinity – Michelle Drake
 - No meeting

3. Old Business

- Dr. Stephanie Krauth updated Duane Havard on the status of the Pregnancy Modifications Policy which was presented to the Board of Regents for approval. There was an injunction granted for the State of Missouri regarding the new Title IX guides policy and will not move forward.

4. New Business Items

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5. Engagement Survey Actions

- We have been given the opportunity to submit actions items to NLT. This allows us to be able to clarify on the top concerns and action items to address them.
- What actions would address the concerns noted by the Engagement Survey? Reminder that the top three concerns were:
 - Interdepartmental collaboration
 - Scheduling events to avoid conflict with other Units
 - Communicate Policy changes (internal policy changes, updated forms, etc).
 - Compensation
 - There is a Task force being established to educate the members of the University to share the process of the study and share information with the committee. This concern will be moved over to the Task Force to work with NLT
 - Task force will consist of employees from each NLT member. The number of members from each area will be based on the number of employees in their area.
 - Wellbeing/Perks
 - Foster Fitness Focus group suggestion – Jessie Peter
 - More Summer hours in Foster Fitness or free access to the Community Center
 - A designated staff/faculty area within Foster Fitness
 - 24-hour FOB access to Fitness Center or exclusive access for Staff/Faculty for approximately an hour
 - Lunch hour Crew utilizing Hughes where you eat and then walk for 30 minutes
 - Group Classes specifically for employees only
 - Other suggestions for Wellbeing/Perks
 - Budget to allow for Employee Appreciation or Recognition that does not involve food.
 - Better healthy food options at the Union and open during the summer
 - Brainstorming for clarification of concerns
 - New hires having issues of who to contact in various departments. “Handbook” or “GoTo” page for new employees?
 - Compensation will be adjusting the minimum wage in 2024. Will there be an adjustment within the compensation?
 - Adjust the Leet Center cost?
 - Distance parking at a reduced rate?

- Hughes Field House open during winter break? Possible floating holiday for an individual that would want to work and take a day off another time.
- Time off for Community Service?
- Essential employees' compensation for coming in when the campus is closed in time and a half pay. The mentality from some workers is that they are only getting ½ pay. Is there a free day off at a later date instead?
- Control interactions with co-workers or other areas with kindness?
- Highlights of what's going on across campus?

6. Employee Suggestions/Comments/Concerns

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7. Announcements

- Congratulations to Kevin Cagg on his promotion to Assistant Vice President, Information Technology
- International Students are coming in the week of August 12
- Chic-Fil-A will be opening Monday, August 19

8. Next Meeting – September 18 | 1:30pm, OL 250