

<b>Present:</b>	Darci Blackney, Melissa Bray, Nikki Bucy, Kala Dixon, Shelby Eitel, Nicole Falcone, Selena Foreman, Duane Havard, Tim Jackson, Brenda Lutz, Colin McDonough, Michael McBride, Becky Meneely, Connie Murphy, Nancy Ozanne, Jessie Peter, Rachel Peter, Megan Runde, Sue Smith, Taylor Suiter
<b>Absent:</b>	Lisa Crater, Allen Langley, Marsha Martin
<b>Guests:</b>	Krista Barcus

**1. Krista Barcus – Leadership Advisory Team / Human Resources**

- Human Resources is working through benefit enrollment information. The health assessments appear to be making a positive impact on the costs.
- Don't forget October 15 deadline for Health Assessment.
  - The question was raised - should employees have to use their sick time to go to the doctor? Michelle Drake is taking the question to HR
  - Preventative care appointments are covered once in a calendar year. It does not need to be 365 days from your last preventative appointment
  - Your preventative appointment is completely covered. If you talk to your doctor about other concerns, they will code and bill that part of the conversation as diagnostic – preventative will still be covered
    - Question asked about recourse or extension available to employees whose health assessment appointments have been cancelled due to turnover at Mosaic. Michelle Drake is taking this question back to Human Resources.

**2. Committee Reports**

- Employee Recognition – Colin McDonough
  - Looking at October Wellness Week, October 21 - 25. A variety of activities being considered, the committee is hoping to partner with others across campus, more details to come.
  - The committee purchased vouchers for prizes. They plan to draw 3 winners a month throughout the year.
- Outreach
  - Still need a chair for the committee
  - Starting work on a hoodie fundraiser, more details to come
- Policy Committee – Taylor Suiter
  - Vacant position for IT. An email has been sent to that leader with a deadline of October 1.
  - Still have a vacant position for Facility Services that they are unable to fill. Nancy Ozanne will reach out to the new employees and see if anyone is interested
  - Will reconsider after October 1 if we need to use floater positions
- Diversity & Inclusion – Jessie Peter
  - Shelby Eitel and Jessie Peter met last month and drafted Council's Inclusive Excellence Plan
    - Staff Council will be focusing on two of the five areas of Inclusiveness
    - Education & Scholarship – G1: Understand and learn about underserved populations
      - During Council meetings have regular discussions about specific groups
    - Intergroup Relations – G1: To build a sense of community among diverse staff
      - Organize an event to highlight campus employee resource groups to make staff more aware of the opportunities on campus.

- Dr. Shay Malone, AVP of ODI will be at Staff Council next month to talk in more detail of the Inclusive Excellence plan
- Upcoming diversity events:
  - 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 – Hispanic Heritage Activity: Latin Dance Party, Rec Center, 6-8pm
  - October 1 – Celebrate Pride, Union 2<sup>nd</sup> Floor Lobby, 11am-12pm
  - October 8 – LGBTQ+ Movie Night: Outstanding: A Comedy Revolution, Union Boardroom, 6-8pm
  - October 29 – Heritage Month Activity: Love is Love Bracelet Making, Union Tower, 6-8pm
- ALLY Affinity
  - Next meeting will be September 24 at 11:00 on Teams. Let Michelle Drake know if you want to be added to the group.

### 3. Old Business

- Any update on the request that was brought forward a couple months ago regarding volunteer time? Michelle Drake will check with Krista Barcus then report back.

### 4. New Business Items

- Action Item Focus Group for Employee Engagement Survey working on the best way to help focus on the top two items in group.
  - Staff Council will be working to define the problem before coming up with suggested solutions. We will be focusing on Interdepartmental Collaboration and Wellbeing/Perks since there is a compensation taskforce working on that item.
  - Talk to your areas about these topics and bring ideas/info back to the next Staff Council meeting and we will be working on this
- Jessie Peter brought forward the idea of having a bakeoff competition for all employees. This could also be used as a fundraiser for the Staff Council Scholarship fund by having everyone vote for the best.

### 5. Engagement Survey Actions

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### 6. Employee Suggestions/Comments/Concerns

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### 7. Announcements

- Don't forget that Physician Screening forms are due **OCTOBER 15!**
- Have some fun and celebrate *A Century of Homecomings* with dress up days the week of homecoming (Flyer below). Themes for each day will be:
  - Monday – Color Explosion Day – wear the brightest colors you can find!
  - Tuesday – Decade Day – wear something from a past decade
  - Wednesday – Future Self Day – dress as yourself in 100 years
  - Thursday – Farmer/Country Day – grab your bibs, flannel shirts, cowboy hats, boots, etc.
  - Friday – Bearcat Spirit Day – wear your Northwest gear.
- Human Resources is working on streamlining the process for signing up for a 402B online

### 8. Next Meeting – October 16 | 1:30pm, OL 250