

University of Central Missouri Staff Council

Meeting Minutes

Tuesday, September 13, 2021, 2:00 PM

Via Zoom due to COVID-19 restrictions

Present (Members): Andrea Wiggins, Kirsti Brunsvold, Jim Pryde, Rachel Oglesby, Heather Jennings, Carol Knight, Jill Larsen, Melissa Plummer, Wesley Hobson, Beth Rutt, Ed Wirthwein, Ian Billingsley, Sarah Chamberlin, Joyce Lawson, Kristen Plummer, Don Kennedy

Absent: Melissa Plummer

Present (Liaisons): Dr. Shari Bax, Glenda Carmack, Joyce Lawson

1. Call to Order
 - a. Welcome
 - b. Roll Call
 - c. Approval of Minutes from July 13, 2021
 - i. Motion to approve by Ian B, Second by Jill Larsen. Motion carries.
2. Financial Report
 - a. General Operations: \$1,695.20
 - b. Support Staff Council Fund: \$355.51
 - c. Support Staff Council Educational Award: \$799.48
 - d. J.P. Mees Award: \$6,266.13
 - e. Motion to approve: Joyce Lawson, second by Ed Wirthwein. Motion carries
3. President's Report (Beth Rutt)
 - a. On 8/30 President Beth Rutt and Vice President Sarah Alkire attended the President's cabinet meeting.
 - i. Enrollment is up 3.6% in head count
 - ii. Freshman class is up 6.3%
 - iii. Down in credit hour generation
 - iv. Total of 1,435 international students enrolled. 80 are undergraduate, and the remainder are graduates.
 - b. On September 16 at 3:30, President Best will deliver a State of the University address in Nahm Auditorium. All are welcome to attend, and it will be live streamed at <http://www.ucmo.edu/sou>
 - c. President Beth Rutt has submitted names of several staff council members who will support some committee work for the HLC accreditation visit. Those individuals should be contacted by Dr. Lisa Toms soon.
4. No VP report - Sarah not present
5. Liaison Representative Reports
 - a. Administration (Dr. Shari Bax)
 - i. Reiterated the State of the University address and the Provost's reception. During SOU, Dr. Best will be talking about the strategic plan and university mission. Community coffee events will take place through the semester, so staff can provide input.
 - ii. Covid-19 & Vaccination: Dr. Best and cabinet are aware of President Biden's order for vaccinations. That is being reviewed. The state of

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Missouri may take legal action to prevent enforcement of that order. The faculty senate has passed a motion that the vaccine be required, tying it into the A Healthier You \$40 premium discount.

- b. Human Resources (Joyce Lawson)
 - i. Dependent Eligibility survey - If you needed to participate, you should have been contacted by Mercer by this point. Deadline is 9/28. Contact Mercer customer service if you have questions.
 - ii. A Healthier You - 2500 points must be earned by the end of September, or you pay a \$40 per month premium increase. Individual emails will not be sent by HR this year. Please log in and check that out.
 - iii. Open enrollment will be 10/18 - 10/29. Increase in health insurance will be minimal for employees. UCM will absorb most of the increase. If no changes are required, there is no need to complete enrollment. There will be informational sessions with BCBS, particularly on finding network providers.
 - iv. Open enrollment for Flex Spending will begin on 10/1 and run through 12/1. That's on the [MoCAFE web site](#).
 - v. Questions; Ian Billingsley asked about requiring the vaccine to get the premium discount. Is that something our agreement with BCBS allows us to do? Joyce said she did not know, but she said that we do have some say in how it is handled. Ian also asked about the premium changes. In the past, there have been discussions about how premium costs are balanced between individuals and plans with dependents. Have the changes that are coming impacting that balance? Joyce responded stating that the Board approved the changes. Those numbers are generally different (individual, spouse, children, families.) The goal was to keep the employee amount as close to what you are paying now. Rachel asked how the dependents will be impacted. Joyce said she didn't think it was a large increase. Rachel added about the \$40 difference in premium, that she thought that it was set by insurance, and the faculty senate shouldn't have an impact on that. Joyce responded that the university is paying \$40 less, in that the university passes the cost to the employee for not meeting the point requirements.
 - vi. Chat question from Angie Phillips: When it comes to the insurance premium discount for non-vaccinated employees, how would that affect people who cannot take the vaccine due to health issues? - Joyce: No response yet, as it's still going to be under discussion. Beth added that if she understood it, this will be done on a case by case basis. That's conjecture.
 - vii. Chat question: How to find network doctors: Is that information on the web site? Joyce stated that it's in the Blackboard Community. Beth asked if

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there could be face to face and virtual meetings next month that could be demonstrated.

- c. Faculty Senate (Glenda Carmack)
 - i. [Link to September 14 meeting report](#)
 - ii. Met a few weeks ago. Dr Best gave a report and stated health insurance will go up, and there will be surveys to ask what could be done, but with BoG approval, that was likely not done.
 - iii. Grounds have not looked the best. Due to loss of staff, they utilized contract work with Lewis.
 - iv. Provost Bridgmon mentioned the reception before the address
 - v. General education review ongoing
 - vi. Starting with 2 interim Deans this semester (CoE and CHST)
 - vii. Discussed and passed 3 motions:
 - 1. Add an academic break day in October
 - 2. Faculty salary model adjustment. Asking that salaries for new hires not be lowered.
 - 3. Covid 19 response - Recommend that all faculty and staff get vaccinated. The senate did pass moving that forward to university leadership.
 - viii. Questions - None.
 - d. Traffic Review Board (Jill Larsen)
 - i. Have not met. Meeting next week.
6. University Committee Reports
- a. President's Commission on Diversity, Equity, & Inclusion (Jay Hicks)
 - i. Discussion on many issues of what to address and work on. Those ideas went to Dr. Best to provide some focus.
 - ii. Aim to enhance communication to faculty and staff on efforts
 - iii. Trying to find a way for students to change their identifiers
 - iv. Will be meeting soon to move forward with these efforts
 - v. Beth asked how often they meet: Will likely be the first Monday of each month.
 - vi. Suzy asked if Jay Steinkreuger is the current chair. Jay stated he has stepped up to be the chair of the committee.
 - b. International Affairs (Andrea Wiggins)
 - i. The committee hasn't met recently. Will try to meet this month.
 - ii. ISO will attempt to have the food show, COVID-permitting, so the students can create the dishes for the show.
 - iii. ISO took a group of students to KC this past weekend.
 - iv. Next week is paintball, and they will be participating in the homecoming parade.
 - v. Suzy asked if there was a date for the food show: Sunday, November 7
 - c. Learning to a Greater Degree (Heather Jennings & Sheree Moody)

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- i. Heather: Won't meet until around October or November, with nominations opening at that time.
 - d. Technology Advisory (Trisha Agueros & Carol Knight)
 - i. Carol - No meeting yet. Last meeting was on June 30.
 - e. Traffic and Parking Policy (Rachel Clements & Jim Pryde)
 - i. Jim - Will meet October 7
- 7. Standing Committee Reports
 - a. Elections (Judy Kenney)
 - i. Replaced Sarah Alkire's position with Heather Stringer to fulfill the remainder of her term.
 - b. Employee Appreciation (Vicki Orcutt)
 - i. Have not met yet.
 - c. Recognition (Carol Knight)
 - i. No report
 - d. Salary & Fringe Benefits (Charlie Rutt & Rachel Clements)
 - i. Rachel: Met August 3. Reminded to let people know to complete their dependent surveys with Mercer. No meeting scheduled yet.
 - e. Supervisors (Kirsti Brunsvold)
 - i. Have not met. Will get together next week to determine the direction of the committee going forward.
 - f. Welcome (Charissa Davis & Kim Nicas)
 - i. Neither present.
 - ii. This committee did get bags and T-Shirts for new employees. Delivered those to new staff members last week.
 - g. Fundraising
 - i. Beth: Looking for assistance on this committee
- 8. Old Business
 - a. Remote work policy - No updates
- 9. New Business
 - a. Q&A with the President: President Best has scheduled 3 coffees during the coming weeks. Please RSVP by 9/14 if you plan to attend in person. A virtual link was provided in the invitation. If you want to attend virtually, please respond to president@ucmo.edu by 9/28. If questions are to be addressed, please send them to Beth Rutt by close of business on Wednesday, September 22. Some questions have already been received. There was a desire to have BoG meetings streamed again, questions about staff morale, distribution of work and if there will be an assessment from retrenchment of staff over the last 3 years.
 - b. On Monday 9/27 8:15 - 9:30 in Union 238-240
 - c. 9/28 8:15 - 9:30 - Athletics, Advancement... Missed it.
 - d. 9/29 8:15 - 9:30 - F&A, General Counsel, Integrated Marketing & Communications, and President's Office staff

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- e. Opening for vice president of staff council - According to our bylaws, Wes Hobson would be our next VP, and Wes has agreed to accept that position.
- f. Dr. Toms stopped in, and Beth reminded the group that she will have regular HLC updates in staff council meetings.
- 10. Gallery (Open to anyone on the council)
 - a. No updates
- 11. Event Updates
 - a. Thursday, September 16 from 2:30 - 3:30 PM, there is a staff appreciation reception in Union 238 hosted by the Provost's office.
 - b. September 25 - [Family Weekend](#)
 - i. Amber Clifford will be doing the historical walk again (One on Friday, one on Saturday) Can sign up at the web site.
 - c. October 23 - [Homecoming](#)
 - d. It's Constitution week. See updates on the American Democracy Project website
- 12. Open
 - a. Bonnie Seelinger asked in chat if there was any information about new procurement policies. Dr. Bax responded that there is no movement at this time.
- 13. Adjournment
 - a. Meeting adjourned at 2:50 PM.
 - b. The council moved into a closed session to discuss the Faculty Senate's motions regarding Human Resources and Covid vaccinations.

Next meeting will be Tuesday, October 12 at 2:00 - 3:30 via Zoom.