

Staff Council Meeting Summary
Tuesday, August 8, 2017
267 University Hall
1:30 – 3:30 p.m.

In attendance: Dr. Berberich, Amanda Spencer, Ryan Fullenkamp, Joanie Hendricks, Maureen Barry, Adam Horseman, Tom Fortener, Suzanne Semones, Carol Alexander, Dawn Banker, Jerry Hensley, Via phone: Casey Dues

Guest Speaker, Shari Mickey-Boggs, Associate Vice President and Chief Human Resources Officer

- a. **Initiatives formerly managed by Jennifer Kostic** – All have been redistributed to other HR staff members, except for manager training which will be on hold for the foreseeable future. The empowered employee training has been delayed but will launch in September.
- b. **Total Compensation Study** – Ongoing behind-the-scenes work. First stage of validation process was matching jobs from the market brief to our job descriptions. The committee is now in the second stage of the validation process, which is to work through jobs that have not been benchmarked, to validate the hierarchy of jobs and career leveling framework. Shari will share career leveling framework drafts with Staff Council.
- c. **Healthcare/Benefits** – HR provided some data on cost of plans and items under consideration for CY18. Employee contributions will increase and plan design changes are expected. HR will know more in September.

Old Business

- a. **Bullying policy** – No updates at this time.

New Business

- a. **Staff Council and Student Trustees** – The two student representatives from the Board of Trustees reached out to Staff Council so they can learn more about the staff culture on campus and how Staff Council may be able to collaborate and communicate in the future. Amanda will schedule a meeting for her (USAC Chair), Ryan (CSAC Chair), Dr. Berberich and Jordan Kinglsey and Austin Rains (student trustees).
- b. **Meeting with Dr. Schrader** – Amanda (USAC Chair) and Ryan (CSAC Chair) met with Dr. Schrader and reported that she seemed very genuine about making sure staff members feel valued.
- c. **Staff Council Meeting Times for 2017-2018** – Meetings will remain the same until Dr. Schrader sets her meeting schedules.

Additional Topics Discussed

- a. **University Wellness, Information Request** – Doug Newton reached out to Staff Council to ask for programming ideas from staff. Joanie will respond to him with our suggestions.

The next Staff Council meeting will take place Tuesday, September 12, 1:30 p.m. - 3:30 p.m. in 267 University Hall.