

Staff Council Meeting Summary

Date: October 11, 2018

Location: 267 University Hall

Time: 9:00-11:00am

In attendance: Lindsay Wight, Jennifer Attenweiler, Adam Horseman, Maureen Barry, Shari Mickey-Boggs, Amanda Spencer, Suzanne Semones, Ron Applegate, Carly Porter, Connie Bajek

Appearing on the phone: Casey Dues, Chris Blaine

Guest Speaker

- a. Sylvia Brockman, Human Resources, Benefits Update (detailed information available on HR website)
 - 1. 2018 cost update
 - 2. Medical renewal resulted in new Anthem contract
 - 3. Benefit Expenditures

Old Business

- a. Winter leave policy updates: Receiving 2 additional paid days of winter leave this year so that all time off in between Christmas Day and New Years Day will be covered
- b. Fiscal watch status update: Nothing new to report – Waiting for official auditor's report
- c. Spousal claims update: Requested breakout data from Horan
- d. FMLA policy updates: Still being vetted
- e. Exit clearance policy updates: Still being vetted

New Business

- a. Updates from President's leadership team (Staff Council Liaison)
 - 1. Asking for this to be a standing item on staff council agenda
- b. Communications with staff
 - 1. Look at campus wide emails instead of specific list serves
- c. Has WSU employed 360 reviews before? Would HR be willing to entertain a proposal from staff?
 - 1. A 360 review process is currently used by HR as a developmental feature in the Wright Leader Academy program.
 - 2. Have considered building multi-rater feedback into the performance management system – possibly a place to build it in once the process is refined as a result of strategic planning outcomes
 - 3. Multi-rater feedback might be – peer to peer or employee to supervisor or customer to employee – these options might be more useful

Additional Topics/Staff Council Only

- a. Talk Back Lunch follow-up
 - 1. Next talk back lunch Oct. 31 – 11:30-1:00
 - 2. Staff morale brainstorming
- b. Guest speaker suggestions
 - a. HR to talk about Castlight
- c. Shared governance updates – no update
- d. RFP updates

The Next Staff Council meeting will take place Thursday, November 8, 2018 from 9 a.m. to 11 a.m. in 267 University Hall.
The Lake (LSAC) contact is Chris Blaine x8331