

Staff Senate Meeting October 4, 2018
SMC Campus Center Room 349

Call to Order

Brought by President Hillary Anne Edwards

Attendees

Voting Members: Rachel Beaudry, Colette Beaulieu, Steven Boggs, Kent Buckingham, Mikki Coleman, Hillary Anne Edwards, Sharese Essien, Christina Fenwick, Mary Beth Gallico, Sarah Hokenmaier, Susan Holt, Malinda Hughes, Carl Jackson, Riham Keryakos, Nicole Miskimon, Janet Nance-Richardson, Kaya Smith, Yan Sun, Lois Warner

Alternate Members: Mary Phelan, Kevin Watson

Absent Members: Kristy Novak, Emma Schmidt, Janet Thomas

Welcome Guests

- Alice Cary, Chief of Police
- Matt Lasecki, AVP HR
- SON Guest

Chief Cary

- Robberies are occurring off campus and additional patrols have been added in the areas of Scott McHenry
- Created a homeless liaison program
 - o Case worker for homeless people is located in the Bio Park
- Neighborhood liaison for those who live directly off campus
 - o Liaisons in place to help with communication and tips
- Welcomes feedback to help with working in the community
- Question (Sharese): With it getting darker, will you have more security on corners?
 - o It's already in place
 - o Adding more lighting on the street
 - o Promoting the safe ride program and shuttle program
 - o Walking and ride escorts are available from UMB security supervisors
 - o If no one is available to escort there is an uBer program
- Kudos (Kent): Thank you for keeping us informed of changes in leadership. It has been helpful.
 - o Would also like to put out a crime log that will show what has happened on campus within the last 24 hours aka Chief Brief
 - o Crime map to show what crime is happening where
 - o Streamlining the police's organization charts
- Question (Colette): A couple of months ago there was a shooting in by the Paca parking garage. Is there anything that will happen with parking garages and alerts?
 - o Working with Emergency management to send out alerts better to inform the campus.
- Question (Sarah): Is there anything happening with security and parking garages?
 - o We are still staffing, but security officers are walking the garage
- Question (Yan): Will there be Bio Park garage patrolling?
 - o There will be patrolling in the garage and the Community Engagement Center
 - o The garage is privately owned so we are working with the owner.
- Kudos (Malinda): Can you go into more details about the homeless liaison?

- We will work with case workers and get training on interacting with homeless especially veterans
- Question (Kent): Is there statistics on homeless that the campus police encounters?
 - There are some who are homeless. However, there are some who are trying to take advantage
 - There will be a news release soon on more information about statistics.
- Question (Riham): Can UMB police give citations on parking?
 - Yes they have full jurisdiction.

Matt Lasecki, AVP HR

- Open enrollment
 - Please remember to call in if you need to make any changes or re-enroll in flexible spending
- Online will be available to use on Jan 1
- Governor signed an executive order on parental leave
 - Originally 58 days of parental paid leave now 12 weeks
- Compensation: 2% COLA increase will occur on 1/1/19
- April 2019 an additional .5% COLA with \$500 bonus
 - All full and regular part-time employees will get it but still working to see if other employees are eligible
- UMB minimum wage is now \$13.23/hour
 - There is an understanding of compensation and compression issues and HR is working with employees.
 - Rollout of increase to people starting the 2nd week of October
- Question (Sarah): How does the time off work for parental leave?
 - Use your paid leave first then the university would pay the rest up to a total of 12 weeks
- Question (Kent): Do you speak with the corporations about changes?
 - Yes
- Question (Kaya): With Parental would you need to go through FMLA
 - Yes it is concurrent, still working out the details
- Question (Kaya): In the hiring process, it has been told that with posting jobs a requestor can only edit the top paragraph. Is this true?
 - Not true
 - There is a template with 10 items and the bottom seven are customizable
 - Those recruiting should contact compensation
- Question (Hillary): When are we getting the open enrollment packets? Hopefully before benefits fair on October 16th
 - I don't know when. Hopefully soon.

Approval of Minutes

- No Change
- Motion to approve by Susan Holt and 2nd by Lois Warner

University Life (Kaya)

- Had a meeting with Jeff Ash to discuss helping areas form staff councils.
- Looking to find an area to do a focus group. All suggestions are welcome.

- Working to have an open forum January meeting and Meet and greet with staff senators. Working with Communications Committee to properly promote to staff.
- Contest for Snowman is in the works. Looking for location.

BOR (Mikki)

- Met with Mike Noll
 - o Obtaining winners of Champions of excellence, employee of the month/year, community service, etc to apply for BOR awards
 - o Package is due to CUSS by Feb 8, 2019
- Question (Colette): Will you use the form by CITS?
 - o Creating a new one but will look to see if the CITS one can be used
- Will need to send out a promotion soon

Communication (Colette)

- Printed the ask me about staff senate sign for the senate to use
- Moved pull up banners to new locations
- Working to be involved at the staff luncheon
- Newsletter to commence in the next month. Committee chairs please provide 250 words for newsletter by October 12th.

Outreach (Lois)

- School drive was wonderful and we sent a truck load of supplies to James McHenry.
- Hope to do another school drive starting in Jan 2019 for a Feb 2019 delivery
- Met with Brian Sturdivant to discuss holiday drives along with CEC and CURE scholars
- CEC event to volunteer on Fridays for serving food to the community
- Question (Hillary): Our fundraising account has been increased with funds. Do you know how much will be matched to the work here give here campaign?
 - o No but we can ask to have a presentation at November's meeting
- Holiday drive to work with the VA hospital to get items for veteran patients
- Question to Matt (Lois): Do we still have 4 hours of volunteer leave?
 - o Yes, will follow up with sending something out to campus to remind.

Policy & Legislation (Nicole)

- Added goal to review UMB and sub units Strategic plans and create an at a glance document
- Bylaws will be reviewed in October committee meeting
- Creating a list of people around campus that are sympathetic to concerns of staff with policy and legislation
- Requested meeting with legislation to introduce new committee and discuss university concerns
- Seeking to work with HR and MPower on policy and changes
- Suggestion: add liaisons reporting to senior leadership

CUSS (Colette)

- BOR honorable mention certificates will be sent out soon
- There will be a joint meeting of student, staff and faculty councils
- There is a pending lawsuit for retirees prescription plan

- BOR packet is now available on the CUSS website
- Sarah is now co-chair for the communications committee on CUSS
- A new ad-hoc by-laws committee was formed in CUSS
- Kudos: there is at least one UMB representative that is a chair or co-chair on each committee

Executive Committee (Hillary)

- Meeting with Chief Cary and Jonathan Bratt (Emergency Management)
 - o Question (Nicole): Stop the bleed campaign to be held on a work day and not a Saturday

Question to Matt (Kent): Is there a review with HR to senior leadership on promotions and job growth?

- We don't have a university wide system
- Job growth was more involved with compensation than promotions
- LMS system we can get data from usage of the system
- There is dashboard for HR representatives to see numbers on employee retention and see trends.
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Adjournment

- A motion to adjourn the meeting by Lois Warner, seconded by Kent Buckingham

Minutes submitted by: Kaya Smith, Secretary