

Staff Association Minutes

May 9, 2018, 3:00pm

Blum Junior College Room (Blum 234)

Senators Present: Jackie Burns, Tara Stoll, Jessica Frogge, Andrea Collins-Keller, Hawley Rumpf, Lisa May, Jena Williams, Barb Harris, Fred Nesslage, Jessica Poet, Derek Evans

Senators Absent: Eric Kramer, Louise Mills, Carol Hare, Kathy Kelly, Christina Lund

Staff Present: Blair Carmichael, Alex Owens, Craig Malita, Deb Treat, Robin Kelly, Yen To

Invited Guests: Latoya Fitzpatrick, Melinda Kovacs, Linda Oakleaf,
Dr. Daffron, Provost, Dr. Davenport,

Dr. Daffron Report:

- Dr. Daffron would like to thank everyone for everything they did for commencement. She heard lots of positive things about how it went. The administration is looking at possibilities of moving the time for ceremony or shorting the set up time to try and have commencement at a more comfortable time in the future. They will also consider moving commencement to a Friday.
- The legislature must submit their budget by Friday [May 11]. It is unknown at this point what the Governor will do with it. The legislatures have said en masse that they want to maintain an adequate budget for Higher Education and will override a veto by the Governor. Our Board of Governors has approved a tuition increase and will approve the budget at their June 28th meeting.
- Enrollment is looking positive. There was a 16.2% increase in freshman enrollment last year which showed an overall increase for the year. Looking to have another good freshman enrollment this fall.
- Still looking for the ceremonial mace. [We welcome any information leading to its safe return, no questions asked. If you have any information about the mace and its whereabouts, please contact the Missouri Western Police Department at 816-271-4438, or email mwsupd@missouriwestern.edu.]

Dr. Davenport Report:

Strategic Plan Blueprint

- Overarching goal: Student Success. The plan focuses on 5 themes: Student Experience, People, Partnerships, Programs, Stewardship
- The strategic plan is not finished once these objectives are reached – these are beginning points, to lead us to continued student success
- This plan is suppose to come at no additional costs in the onset – instead will use current resources and personnel to further these goals
- Going to emphasize Open Access and Applied Learning, as these are two really important pieces of the future of our University
- The final version of the plan should be 8-10 pages with a one page summary page that encompasses the whole plan
- Will be requesting approval from the Board of Governors at the June 28th meeting
- Once approved, all different areas of campus will need to see how this strategic plan applies to them and how they can get started on implementation
- The strategic plan committee has helped not only with the creation of the plan but has been asked to help with the beginning implementation of it.

[See Strategic Plan Blueprint]

Diversity & Inclusion Task Force Report

- This task force was started in response to a group of black students who met with Dr. Vartabedian in 2015 to discuss concerns regarding the climate of campus and how to make the student experience better for them
- This committee specifically focused on black student experience for that reason, but has collected demographic data of all students, to help future task forces
- This taskforce initiated both a campus-wide survey and created several focus groups; of the 738 participants in the survey, 69% who took it were students, 31% employees (of that 31%, 18.6% were staff)
- The focus groups found that we are not serving this particular population of students well – they found that black students felt there was:
 - failure of support
 - need for training
 - lack of representation
- This task force would like to make several recommendations:
 - There needs to be a University Diversity statement
 - Buy up advertising
 - A hiring of diverse faculty, administration and staff
 - a relocation guide on the Human Resource page
 - Affinity groups
 - Diversity training
- The task force has a timeline for getting these recommendations heard and implemented:
 - January 2018 – report was presented to President Vartabedian
 - February 2018 – report was presented to the Cabinet
 - March – May 2018 – report presented to various groups on campus
 - June 2018 – report to be presented to Board of Governors
 - July 2018 – continued work towards recommendations and implementation

[See attached presentation slides and task force report]

Old Business

The April minutes were approved by the Senate.

Committee Reports

- Salary & Fringe – no report
- Constitution & By-laws – there was language clean up on Article 3 membership; the committee corrected classification errors of D1 staff and included police officers in the membership. The changes were approved by the Senate.
- Welcoming – no new staff members to report
- Election – voting for new Staff Senators will open following the meeting today and be open until 4:30, Friday May 18, 2018.
- Grievance – no report
- Professional Development – still 2 outstanding reimbursements
- Special Events – tentatively looking at holding a Spring retreat on June 11th. Special events has submitted a proposed budget to Exec. Looking to partner with the Student Athletic Advisory Committee to donate to Make A Wish – Missouri, possibly doing a silent auction. Still need to set up professional development for the event.

Special Events would like to request any one with professional development ideas to please email them to someone on the committee – any and all ideas are welcome!

- Advantage – no report

President's Report – Fred Nesslage

- Congratulations to all staff members for receiving their staff recognition awards.
- The Board of Governors approved a 1% tuition increase (is dependent on the legislature agreeing to keep the budget flat)
- The General Advisory Committee made revisions to the Academic calendars, reducing the time off between semesters
- The University has agreed to loan out the piece of land for an EMS Memorial – this memorial will not be funded by the University

First Vice President's Report – Barb Harris

- The operation budget is at \$2226.19 and the money from foundation is at \$1663.61.
- There was some discussion by the Senate as to whether or not any remaining money could be used by professional development.

Mark your calendars: Next meeting will be TBD near end of June to select next year's Executive Board.