

1                   **Minutes of the Total Rewards Advisory Committee Meeting**  
2                                   **ZOOM**  
3                                   **October 22, 2020**  
4                                   **10:00 am to 12:00 pm**  
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7 A meeting of the Total Rewards Advisory Committee was convened in person at 10:00  
8 A.M., on Thursday, October 22, 2020. Marsha Fischer, Chair of the Total Rewards  
9 Advisory Committee, presided over the meeting.  
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12 **Present:**

13 Marsha Fischer, Chair, Chief HR Officer of Human Resources  
14 Melinda Adams, Co-Chair, Assistant Vice President of Human Resources  
15 John Cook, Manager, Financial Assistance - S&T  
16 Kris Hagglund, Dean, Health Professions - MU  
17 Sean Brown, Assistant Manager, Hospitality Services - MU  
18 Becky Pottebaum, Finance Business Partner, Finance & Administration – UMKC  
19 Paul Anderson, Associate Director, Veterinary Pathobiology - MU  
20 Betsy Garrett, Emeritus, Family & Community Medicine - MU  
21 John Layman, Treasury Specialist, Treasurer’s Office - UM System  
22 Bob Piepho, Dean Emeritus, School of Pharmacy – UMKC  
23 Harry Harris, Academic Advisor, College of Nursing - UMSL  
24 Shirley Porterfield, Professor, School of Social Work - UMSL  
25 Brent Never, Associate Professor, Public Affairs - UMKC  
26

27 **Absent:**

28 Ginger Gibson, Supervisor - MUHC  
29 Melanie Mormile, Professor, Biological Science - S&T  
30

31 **Also Present:**

32 Jessica Baker, Director, Retirement, Human Resources - UM System  
33 Carol Wilson, Director, Benefits, Human Resources – UM System  
34 Kelley Stuck, Consultant – UM System  
35 Allen Johanning, Director, Compensation, Human Resources - UM System  
36 Doris Agwu, Assistant Dean of Diversity, Equity & Inclusion (SOM)- UMKC  
37 Tommy Thomas, Diversity Initiatives Coordinator, School of Health Professions, MU  
38

39 **Call to Order and Approval of Minutes**

40 Marsha Fischer asked the Total Rewards Advisory Committee to approve the meeting  
41 minutes from August 13, 2020. Motion to approve was given by Bob Piepho and  
42 seconded by Becky Pottebaum.  
43

44 **Holiday Discussion**

45 Doris Agwu and Tommy Thomas presented about the history of Juneteenth and the  
46 organizational benefits of potentially adopting it as a UM paid holiday. Motion to table for

47 next meeting was given by Bob Piepho and seconded by Shirley Porterfield. Harry  
48 Harris opposed the motion.

49

50 **Leave Strategy Update**

51 Jessica Baker provided an update for the committee of the Leave Strategy Committee  
52 work related to benchmark evaluation of UM leave plans.

53

54 **Annual Enrollment Update**

55 Carol Wilson provided the committee with an update on the 2021 Annual Enrollment.

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57 **Benefit & Retirement Roadmap**

58 Kelley Stuck, Jessica Baker, and Carol Wilson presented industry data on actions  
59 organizations are taking related to Human Resources and specifically benefit plans. A  
60 three-year roadmap was shared that outlines the priorities of Human Resources.

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62 The meeting was adjourned at 12:00 P.M. on Thursday October 22, 2020.