

**STAFF
SENATE GENERAL
SESSION**

**June 4, 2026
11:00PM-1:00PM
GLASS HALL 486**



AGENDA

- I. Call to Order**
- II. Review of Minutes**
- III. Guest Speaker**
- IV. Executive Board Reports**
- V. External Representation Reports & Assignments**
- VI. Committee Reports**
- VII. Old Business**
- VIII. New Business**
- IX. Open Forum**
- X. Adjournment**

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Employee PPO Premium Spot Review review (Lowest PPO Plan Option)

Comparison of monthly employee contributions
across peer institutions* and Universities in
Missouri

Methodology & Scope

- This comparison reflects the lowest-cost PPO plan option only
- Values represent employee annual premium contributions
- No adjustments are made for plan design, deductibles, or coverage differences
- Comparison is premiums only, not benefits richness or actuarial value

Employee Only Coverage (Annual Premiums)

- Missouri State: \$216
- *Arkansas State: \$624
- *Boise State: \$919.62
- Missouri Southern: \$1368
- *Illinois State: \$1440- \$3384(salary banded)
- University of Missouri: \$2592

Employee + Spouse + Children (Family Coverage) (Annual Premiums)

- Missouri State: \$5,928
 - *Boise State: \$4,590.30
 - *Arkansas State: \$4,140
 - University of Missouri: \$10,164
 - Missouri Southern: \$14,400
 - *Illinois State: varies (\$4020–\$5964 + surcharge)
-
- Note: Boise State represents lowest overall dependent cost across peer institutions when breaking down additional coverage options (including spouse only, child(ren) only)

Key Takeaways

- Missouri State among lowest-cost Missouri institutions
- Missouri State lowest-cost employee only contributions
- *Boise State shows the lowest dependent premium structure in this dataset
- *Arkansas State is the next most competitive peer across categories
- *Illinois State is salary-banded; only lowest-paid employees access lowest premiums

- **IMPORTANT:** Spot comparison of premiums only, not plan design or coverage differences

Mercer Survey

- Doing Well
 - Medical & Dental Premiums
 - Medical Deductible and Out of pocket limits
 - Dental plan Premiums
 - Dental plan maximums
 - Orthodontic Coverage



MERCER

Employee contributions for PPO/POS coverage

	MISSOURI STATE UNIVERSITY	Higher Education 500+	National 500+	Missouri 500+
Average monthly contribution amount (\$) to cover:				
Employee only	\$44	\$207	\$191	\$176
Employee + spouse	\$420	\$533	\$508	\$535
Employee + child(ren)	\$310	\$499	\$438	\$439
Employee + spouse + two children	\$481	\$695	\$709	\$768
Average contribution as a percent of premium (%) to cover:				
Employee only	13%	20%	22%	21%
Employee + spouse	30%	25%	27%	31%
Employee + child(ren)	26%	24%	26%	28%
Employee + spouse + two children	25%	24%	27%	31%

Mercer

PPO / POS deductibles

	MISSOURI STATE UNIVERSITY	Higher Education 500+	National 500+	Missouri 500+
In-network				
Deductible required (% of employers)	Yes	100%	97%	97%
Median individual deductible amount	\$800	\$750	\$750	\$1,000
Median family deductible amount	\$1,600	\$1,500	\$1,600	\$2,400
Out-of-network				
Deductible required (% of employers)	Yes	100%	98%	97%
Median individual deductible amount	\$1,600	\$1,500	\$1,600	\$2,000
Median family deductible amount	\$3,200	\$3,200	\$3,800	\$5,000

Mercer

Employee contributions for dental plan coverage

	MISSOURI STATE UNIVERSITY	Higher Education 500+	National 500+	Missouri 500+
Average monthly contribution amount (\$) to cover:				
Employee only	ID	\$18	\$18	\$18
Employee + spouse	\$27	\$43	\$39	\$39
Employee + child(ren)	\$21	\$42	\$43	\$41
Employee + spouse + two children	\$43	\$64	\$63	\$62
Average contribution as a percent of premium (%) to cover:				
Employee only	ID	46%	47%	52%
Employee + spouse	34%	50%	49%	57%
Employee + child(ren)	21%	50%	49%	55%
Employee + spouse + two children	30%	52%	49%	57%



Mercer

Deductibles for restorative services and plan maximums

	MISSOURI STATE UNIVERSITY	Higher Education 500+	National 500+	Missouri 500+
Individual deductible				
% requiring deductible	Yes	81%	90%	100%
Median deductible	\$50	\$50	\$50	\$50
Family deductible				
% requiring deductible	Yes	81%	90%	97%
Median deductible	\$150	\$150	\$150	\$150
Annual maximum for preventative and restorative care (median)	\$3,000	\$1,500	\$2,000	\$1,750



Mercer

Orthodontic coverage

	MISSOURI STATE UNIVERSITY	Higher Education 500+	National 500+	Missouri 500+
Covered for children only	Yes	35%	33%	45%
Covered for adults and children	No	51%	58%	42%
Orthodontic services not covered	No	14%	9%	12%
Median maximum lifetime benefit	ID	\$1,500	\$1,500	\$1,500



Mercer Survey

- Room for Future consideration
 - Additional plan option that is HSA compatible
 - *No Immediate changes – HR working towards actuary review to see if future consideration is viable*



Mercer

Number of medical plan choices offered at largest worksite

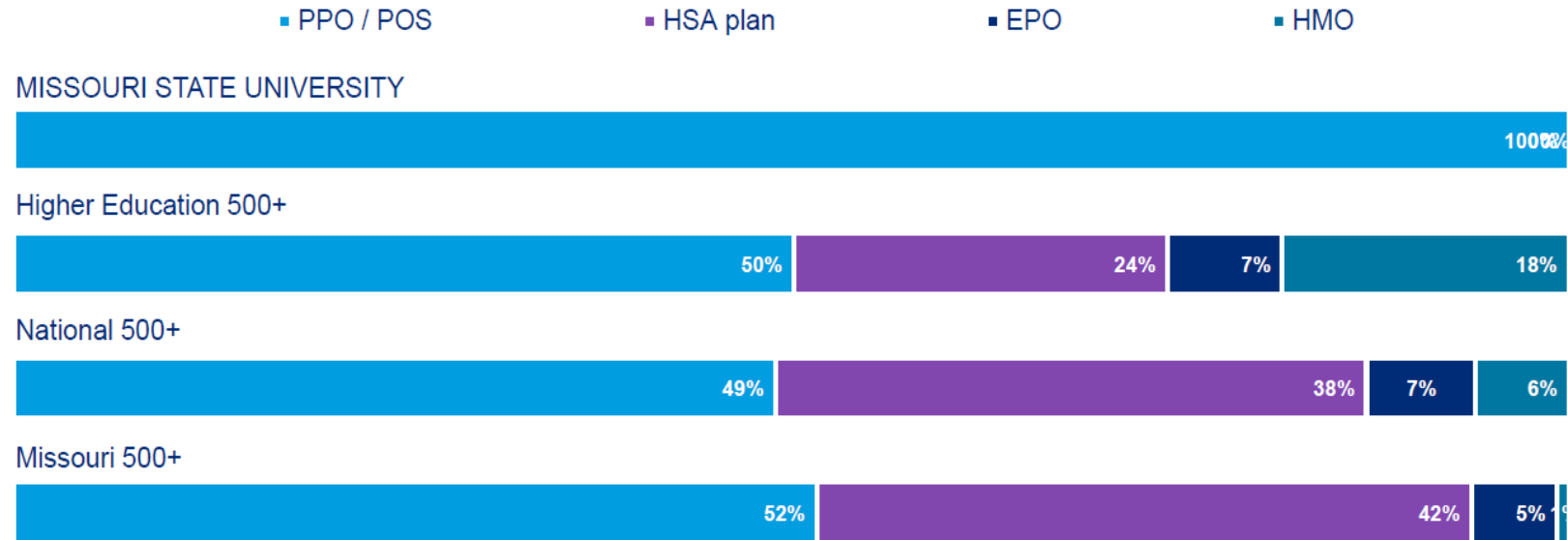
	MISSOURI STATE UNIVERSITY	Higher Education 500+	National 500+	Missouri 500+
1 plan	No	0%	6%	9%
2 plans	Yes	28%	27%	29%
3 plans	No	56%	40%	41%
4 plans	No	8%	17%	18%
5 plans	No	8%	5%	3%
More than 5 plans	No	0%	5%	0%
Average number of plan choices offered at largest worksite	2	3	3	3



Mercer

Employee enrollment

Percent of all covered employees enrolled in each type of medical plan



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Chair's Report

- It's my last one!
- VP of MarCom search
- Finishing up elections
- Staff Appreciation
- Search committee questions

Executive
Board
Reports

Chair-elect

Appointees for 26-27

Executive
Board
Reports

Past Chair

Coordinator of Committees

Coordinator of Communication

Secretary

Parliamentarian

Historian

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Academic Calendar Committee

Representative: Chair Bridges

Purpose: To coordinate preparation of the University's academic calendar and then to present the calendar to the Board of Governors for approval.

Commitment: One Year Appointment

Updates: None

Administrative Budget Committee

Representative: Chair-Elect Webster

Purpose: To review and recommend appropriate budget actions for campus administrative areas.

Commitment: Length of term

Updates: Currently not meeting.

Employee Wellness Committee

Representative: Senator Martin

Purpose: To create a campus climate that embraces a Wellness philosophy as an integral part of the Missouri State University health care and public affairs missions.

Commitment: One Year Appointment

Updates from Senator Martin

Executive Budget Committee

Representative: Chair Bridges

Purpose: To receive input from the academic and administrative budget committees and the West Plains campus, as well as intercollegiate athletics, and those vice presidents with auxiliary and/or designated accounts.

To determine the budget level assigned to the various colleges and administrative units, including intercollegiate athletics and auxiliary units.

Commitment: Length of Term

Update: Continuing to push for extending the time this committee meets, adding meetings post-census.

Faculty Senate

Representative: Senators Ball and Van Rhein

Purpose: Attend meetings as liaison with Faculty Senate and report back each month. These are generally held on Tuesday or Thursday afternoons.

Next meeting is September 10 at 3:30pm in PSU 313.

Update: Sen. Ball and Sen. Van Rhein

Health Care & Benefits Committee

Representative: Chair Bridges

Purpose: To examine and make recommendations concerning the University's employee group health care plans.

Commitment: Length of Term

Updates: From Senator Mings

Inclusion Awareness Team

Representative: Senator Catlin

Purpose: The Student Affairs Inclusion Awareness Team works collaboratively to promote and elevate MSU diversity efforts.

Commitment: One Year Appointment

Updates?

IT Council

Representative: Chair Bridges

Purpose: The Missouri State Information Technology Council (IT Council) was created by the university's president to be responsible for planning, coordinating, and reviewing major strategic information technology initiatives for the Missouri State System.

Commitment: Two Year Appointment

Update: Next meeting on 6/15

President's Council on Accessibility

Representative: Senator Derrick

Purpose: Enhance the full participation of individuals with disabilities in the campus community by serving as an advisory and oversight committee regarding accessibility issues.

Commitment: One Year Appointment

Updates:

Shared Leave Committee

Representatives: Senator Mallonee, Senator Muñoz Aliaga, Senator Jean

Purpose: The committee will review all applications for the Shared Leave Pool (SLP) and shall follow the criteria set out in this policy to approve or disapprove the request for SLP benefits. The committee's decision is final.

Commitment: Varies

Updates?

Staff Excellence in University Service Awards Committee

Representative: Senator Niesen + Past Chair Keele

Purpose: To select from nominated staff recipients of the Staff Senate Excellence in Service to the University award.

Commitment: Two Year Appointment

Updates: Next year's nominations will open later this month. One spot will be open for next year (Campbell's). Talk to Misty if interested!

Student Government Association

- **Representative:** Many hands make light work! Next year, volunteer to attend a meeting (Tuesdays at 5:30 in the PSU)
- **Purpose:** Attend SGA meetings as liaison. Report back to Staff Senate.
- **Commitment:** Sign up to make sure most or all meetings are covered.
- **Updates:**
- Congratulations to Walter Reyes and Jada Smith (elections)

Sustainability Advisory Committee

Representative: Senator Emily Letterman

Purpose: 1) Monitor and report out on sustainability initiatives completed by MSU Faculty, Staff, and Students; 2) Monitor committee-developed realistic strategies to earn high ratings from AASHE, the Association for the Advancement of Sustainability in Higher Education; 3) Be a leader in sustainability initiatives across our state and region; 4) Monitor and benchmark our work related to sustainability initiatives.

Commitment: One Year Appointment

Updates? Is this the end of this committee?

Sustainability Commission

Representative: Benjamin Wilkins

Purpose: The Sustainability Commission administers the Sustainability Fund. The purpose of the Sustainability Fund is to provide the means to implement student-initiated projects on the Missouri State University-Springfield campus that focus on sustainability initiatives that lessen the negative environmental impact of the University.

Commitment: One Year Appointment

Updates: ?

Transportation Advisory Committee

Representative: Senator Bogue

Purpose: To review the University transportation policies, regulations, and the fee schedule and make recommendations to the VP for Administration and Finance.

Commitment: One Year Appointment

Updates?

University Council

Representative: Chair Bridges, Past Chair Keele

Commitment: Length of term

Updates: Met Tuesday, 6/2 (notes sent out)

Highlights: June 11 Hot Rod Power Tour – see slides!, legislature updates, HR-related changes to Employee Handbook, Board of Governors summary, Staff Appreciation

University Space Allocation Advisory Committee

Representative: Parliamentarian Hader

Purpose: The Committee is to meet at the call of the chair, typically monthly, to review the status of current space allocations, recommend actions regarding requests for new or additional space, and consider requests for modifications of existing space.

Commitment: One Year Appointment

Updates?

Wall of Fame

Representative: Chair Bridges

Purpose: The Wall of Fame is a designated location for the University to recognize and honor employees that have excelled at Missouri State University and significantly contributed to the success and positive collegiate experience of students.

Commitment: One Year Appointment

Updates: Congrats to the four selected, see Board of Governors update

West Plains Staff Senate

Representative: West Plains Chair Trevor Cressman

Purpose: Liaison from the West Plains Campus

Commitment: Length of term

Updates:

“Williams’ Welcome”

Representative: Chair Bridges

Purpose: Bear Connection's mission is to integrate new Staff to the culture of Missouri State University and connect them to the university's mission and values through networking and events.

Commitment: Length of term

Update: Next is in late July.

Wyrick Commission

Representative: Secretary Piercy

Purpose: The Wyrick Student Project Fund Commission shall be established as an executive commission of the Student Government Association. This commission shall administer the Wyrick Fund program.

Commitment: One Year Appointment

Updates?

Large Events Coordination Committee

Representative: Historian Reed

Purpose: This committee recently formed to communicate and coordinate regarding large events (200+ people and/or events that require involvement from President's Cabinet).

Commitment: One Year Appointment

Updates?

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Public Affairs Committee

Purpose: The Public Affairs Committee is charged with coordinating activities and developing proposals to produce citizens of enhanced character that contribute to the University community and society, and demonstrate civility in thought, speech and action.

The Public Affairs Committee is responsible for

- Promoting the public affairs mission and events/activities that support it
- Facilitating Cherry Street Adopt a Street
- Coordinating a leadership book series at least once a semester
- Coordinating donation drives as opportunity arises
- Reporting updates to the Coordinator of Staff Senate Committees.

Staff Activities Committee

Purpose: The Staff Activities Committee is charged with facilitating, planning and coordinating Staff Senate organized events, fundraising for Staff Senate Scholarship funds, and coordinating with University partners in the hosting of Staff Appreciation Week (in June).

The Staff Activities Committee is responsible for:

- Planning staff events through the year
- Creating new fundraising opportunities for the Staff Senate Scholarship
- Coordinating participation for staff at MSU events, including athletics
- Reporting updates to the Coordinator of Staff Senate Committees.

Staff Development Committee

Purpose: The Staff Development Committee is charged with coordinating and raising awareness of opportunities for Staff to grow professionally, as well as pursuing opportunities to improve recruitment and retention of staff and participating in the Strategic Plan implementation to improve the university's standing as an employer of choice.

The Staff Development Committee is responsible for

- Partnering with other MSU entities to present a professional development opportunity at least once a semester
- Leading research into Senate initiatives to improve conditions for Staff
- Working with the Chair and Chair-Elect to deploy, promote, and interpret the biannual Staff Satisfaction Survey
- Working with any ad-hoc committees charged with addressing staff satisfaction

Staff Outreach Committee

Purpose: The Staff Outreach Committee is charged with connecting with, hearing from, and serving groups that Senate has typically had trouble reaching. These include, but are not limited to, part-time staff, 2nd and 3rd shift staff, West Plains Staff Senate, SGA and faculty.

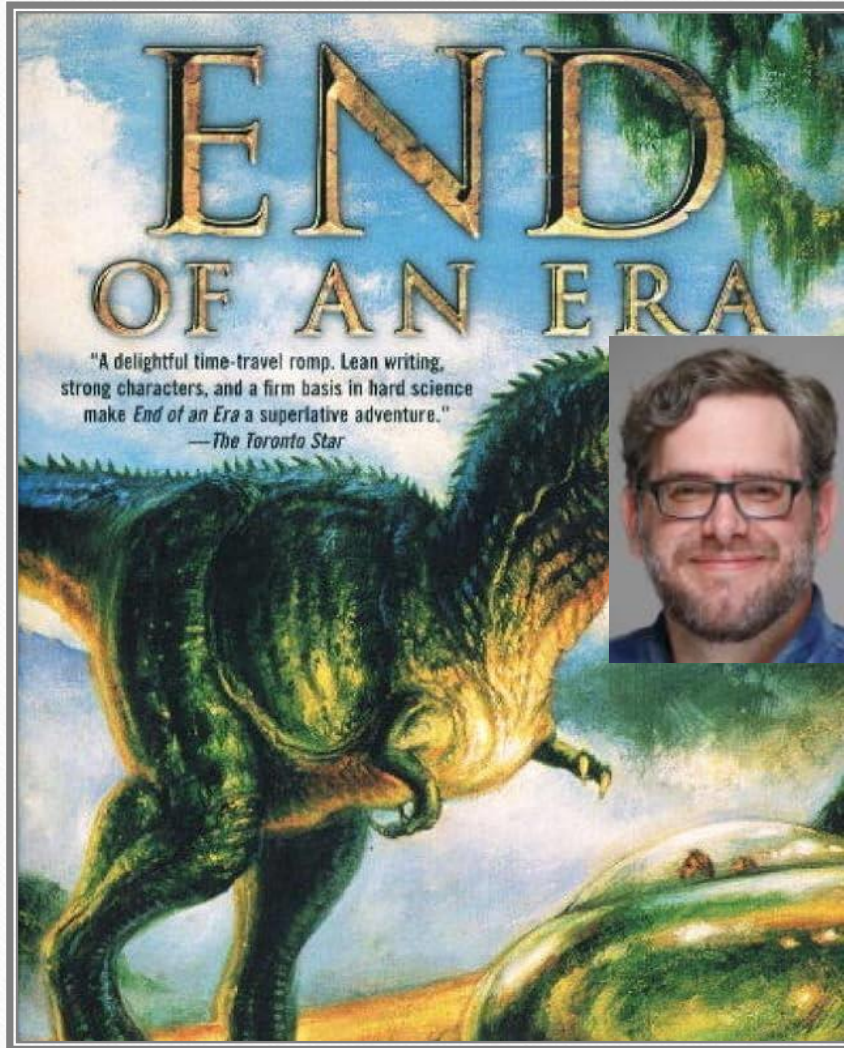
The Staff Outreach Committee is responsible for:

- Identifying barriers to participation in campus activities for 2nd and 3rd shift staff.
- Creating and promoting accessible avenues for engagement tailored to varying shift schedules.
- Collaborating with other committees to ensure shift-inclusive communications and event planning.
- Reporting updates to the Coordinator of Staff Senate Committees

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Old business



Elections for Senate Seats

- Job Family 1 will have an election that will go out by targeted email this week
 - 2 available seats
 - Congratulations to...
 - Blanca Mallonee (Student Success)
 - Serena Whorton (FCTL)

Elections for Senate Seats

- Job Family 2
 - Is full!
 - Josh Chadwick
 - John Elkins
 - Brian Grindstaff
 - Carisma Wantland

Elections for Senate Seats

- Job Family 3
- 1 available seat
- Welcome to...
 - Breno Viani

Elections for Senate Seats

- Job Family 4

- Laura Anderson
- Allicia Baum
- Christina Bowles
- Shelly Deckard
- Tracie Gieselman
France
- Brandon Ives
- Galen Martin
- April Phillips
- Morgan Townsend
- Emma Watkins

Appointed Senate Seats

Divisional Seats

- Jim Welch – Enrollment Management

College Seats

- Garrett Kirk (Darr)
- Chris DePriest (RCASH)
- Eric Shively (MCHHS)
- Holly Keehner (CNAS)
- Lisa McEowen (Library)

Still waiting on nominations from CoB,
CoE, and Grad College

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Anything else?

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Good Things

Promotions,
Achievements, Awards,
Accolades?

An interlude



Mandatory
Socialization!
Move near
new people
and discuss at
your table



What is a positive about your
job or area?



What is a question you have
for administration that you feel
isn't being asked?



Rumors or worries in your
area?

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Next Staff Senate Meeting

- July 9, 2026
- 11:00pm-1:00pm
- Glass Hall 486
- The end of an era!