

STAC MEETING
January 9, 2012
MODOT—HR Training room B

Members in attendance:

Chris Adams	Office of State Courts Administrator
Rosie Harper-Anderson	Mental Health
Sheila Barnett	Transportation
Barbara Beerman	MO State Employees Retirement System
Terry Black	Missouri Lottery Commission
Allen Forbis	OA-Personnel
Sarah Irwin	Secretary of State
June McElroy	Labor and Industrial Relations
Steven Medrow	Corrections
Deanna Treu	Social Services
Maureen Willoh	Missouri Veterans Commission

Welcome/Introduction of Members:

Terry Black, our new Chair, opened the meeting by introducing himself and Mo Willoh, new Co-Chair. Both Terry and Mo briefly talked about their professional background. Future meetings will be held at a different location each time in order to visit various buildings. Terry plans to keep many of the agenda items from the past and encouraged anyone who has an interest in adding items to future agendas to contact him prior to the meeting and he would be happy to do so. It was also stated members will no longer submit Training Initiatives/Challenges prior to the meetings; instead those topics will be covered verbally during the meetings. In the future, we hope to have one member at each meeting share/present something that has “wowed” them, such as new technology, etc.

Following this, members reviewed the minutes from the prior meeting. A motion was then made and seconded to approve the December 2011 minutes.

Training Initiatives/Challenges

- **Terry Black** reported the **Missouri Lottery** is focusing on complying with Executive Order 1024 and revising their Sexual Harassment/Cultural Diversity training. This should be ready to roll by March. He plans to use Business and Legal Reports to enhance their on-line offerings. Terry is also currently looking into developing more on-demand/on-line offerings.
- **Chris Adams** reported the **Office of State Courts Administrators** is using multiple delivery methods in order to offer 26 e-learning webinars, all created in-house. The successful use of technology has enabled his team of five to serve 11,000 attendees in 2011—the same number of attendees as 10 years ago, except with half the budget.

- **Rosie Anderson-Harper** with **Mental Health** reported she really enjoyed Allan Forbis's "In the Spotlight" videos and thought they were extremely well done. She has been delivering a lot of on-line training using Adobe Connect. Mental Health had to end their contract with Trilogy due to budget constraints. They now plan to use Moodle.
- **Steven** Medrow reported **Corrections** uses Moodle as well, and is also planning to expand their on-line training.
- **Allen Forbis** reported **OA Personnel** has been expanding their regional training and offering more e-learning and conferencing. OA Personnel has recently acquired MOTEC, so that has been keeping them busy updating the website and marketing classes. Computer skills classes seem to be much more effective if done in a live classroom. Alan also continues to publish the Personnel and Harassment/Diversity Report.
- **Sarah Irwin** reported the **State Library** is in a holding pattern as of now regarding LMS. She has Camtasia 7 and is creating curriculum in small video tutorials. Deanna Treu said she uses Camtasia 7 and would help trouble shoot if needed.
- **Barbara Beerman** reported that **Missouri State Employee Retirement System** continues to offer full day (lunch included) Pre-Retirement and ½ day Financial Planning sessions. They also provide retirement to 10 Missouri colleges and service their educational needs as well. Webinars and videos are currently under development using Go-To. In the fall, they will once again offer an HR conference, Benefits U.
- **Maureen Willoh** reported the **Missouri Veterans Commission** is rolling out Synergy II/Conflict Resolution with MVC cemeteries in February/March and VSP Program in fall. She plans to identify quality, relevant training for the cemeteries for MVC's Fall Leadership Conference, re-vamp the Sexual Harassment/Diversity training, develop customer service on-line offerings for the Homes Program and on-line interviewing skills for new managers. Money for software and IT support is a challenge. She enjoyed using Xtranormal.com as a way to make mini cartoon clips to inject in the Conflict Resolution training.
- **Shelia Barnett** reported that **MODOT** is in the middle of restructuring their workforce after a 22% cut in personnel. They are doing 2,000 interviews this month to fill maintenance positions, hoping to place some of the many displaced workers. The new leadership would like their management training restructured and an executive leadership program developed. In addition, they are tasked with developing and delivering safety and security training by July.
- **June McElroy** reported that **Labor and Industrial Relations** recently acquired smart boards and Adobe Connect in order to expand their video conferencing and on-line offerings. Now they face a major challenge: poorly sized rooms in many different locations will make the logistics difficult. Terry Black recommended a book, "A Learning Explosion".

- **Deanna Treu** reported **Social Services** continue to do much of the same, offering 165 classes, as well as NEO, etc. They also have 24 management trainings they have developed, her favorites being “Calm Effectiveness” and “Leading through Persuasion”.

Assessment of STAC

Terry asked the group what they thought STAC was doing well and how STAC could improve. The group decided STAC succeeded in sharing resources/ideas and managing the competencies, but needed to improve participation and results.

Sub Committee and STAC Action Team Updates

Action Committees are currently not meeting. Terry verified the current members of the sub committees and plans to speak to other STAC members regarding their participation. Terry encouraged the committees to meet and determine a Chair if necessary. Currently the sub committees consist of:

Oversight	Terry Black Mo Willoh
Communication and Membership	Sarah Irwin, Chair June McElroy Roxy Antonio? Beth Oetting?
Policy	Beverly Struempf, Chair? Allen Forbis
Training Trends and Initiatives	Barbara Beerman Keith Dudenhoeffer Stacy Racker? Steven Medrow Sheila Barnett Chris Adams
	Social Media: Suzi Middaugh? and Bryan Howard?

Adjourn

Terry thanked everyone for coming and said he was looking forward to Chairing STAC. He is hoping to closely follow our charter, grow participation and increase the sharing of knowledge between members.

Next meeting: April 9th at Mental Health, Conference Room A (directions to follow)