

**STAC Meeting
July 9, 2012
MoDOT Training Center, Room B**

Members in attendance:

Rosie Anderson-Harper	Department Mental Health
Ashtyn Beek	Department of Revenue
Barbara Beermann	Missouri State Employees Retirement System
Terry Black	Department of Health and Senior Services
Pam Dobson	Department of Higher Education
Bianca Farr	Department of Mental Health
Allan Forbis	Office of Administration
Bryan Howard	Department of Elementary and Secondary Education
Sarah Irwin	Office of Secretary of State
June McElroy	Department of Labor and Industrial Relations
David Nelson	Department of Corrections
Makele Ndessokia	Department of Agriculture
Deanna Treu	Department of Social Services

Welcome/Introduction of Members:

Terry Black, chair, opened the meeting by welcoming guest Bianca Farr from Mental Health, and new members, Makela Ndessokia from Department of Agriculture and Pam Dobson from the Department of Higher Education.

Minutes from the previous meeting were reviewed and passed.

Training Initiative Updates and Challenges:

- **Sarah Irwin** reported that the Missouri State Library is working more on screencasting using Camtasia. She also announced that the Library has thousands of new ebooks, and that she would like to initiative conversations with STAC members regarding how to send out all-agency emails to their respective departments in order to announce new products and provide targeted information about research materials for their agency personnel.
- **Bryan Howard** announced that DESE is working on changing their evaluation system, but these changes are still in the infant stages.
- **Rosie Anderson – Harper** reported that DMH has been instituting the Health Home program, which integrates physical and mental health services for Missourians who are Medicaid eligible. Physician hours have been acquired, and currently the training initiatives for employees have been centered on wellness program training. This program was made possible with federal funds from the Affordable Health Care Act.
- **David Nelson**, representing Corrections for Steven Medrow, announced that their department has moved the employee handbook to an online module. They continue to use ConnectPro for training on such programs as PREA compliance.
- **Deanna Treu**, representing Social Services for Beverly Struempf, had nothing to report.

- **Pam Dobson** reported that Higher Education has been trying to get their management trainings incentivized. They are also working on creating new employee orientation packets.
- **Allan Forbis** announced that OA is working on providing new classes, and are continuing to market classes in order to keep state agencies aware of their services. The WeSave program is undergoing changes, and OA has been in talks with HELP International in order to provide more resources and boost the offerings found with the WeSave program. Allan also stated that the In the Spotlight program continues to go well, the training component/infrastructure in ESS is available to agency personnel, that MOTEC is finalizing contracts for higher level technical training for IT professionals, and that OA has several staff members retiring or leaving, including Bill Miller, Division of Personnel Director. Allan concluded by posing a question to STAC members: If OA were to create an overarching state employee orientation program, would there be any agencies interested? Allan will send this question to the STAC listserv.
- **Sheila Barnett** announced that the targeted reductions have been met for MoDOT staff, and that the department is providing intensive programs to help displaced employees. For those staff who have not gotten new positions, extensive information packets have been gathered and distributed. The department has also been working with communities on the Call to Oneness program, and have had great success. Sheila also announced that MoDOT is 99% compliant with MTR.
- **June McElroy** reported that extended benefit training has slowed down, and that DOLIR would like to increase their technical training options. DOLIR is also working on a suicide awareness training, and their leadership program is being re-initiated.
- **Ashtyn Beek** stated that DOR has instituted in-house tracking and self-enrollment through SAMII/ESS. He also said that there are big institutional changes happening in the Motor Vehicle and Tax divisions' structure, and his staff is prepping for training to address issues that arise with those institutional shifts.
- **Barbara Beermann** reported that MOSERS staff is providing Benefits U in September, Newbie trainings are coming up, and her staff also created a Rumors Central forum on their website to address frequent misconceptions about services.
- **Makele Ndessokia** stated that Agriculture's trainings are conducted through field coordinators, and their diversity and harassment sessions are completed online by MDA staff. MDA is starting a food safety program, so her staff will be working on addressing issues associated with this initiative.
- **Terry Black** announced that his staff is attempting to find free/cheap resources on performance management and performance improvement, and asked STAC members if they could comment on their performance resources.

Subcommittee Reports

- **Policy** – Deanna Treu reported that the Policy subcommittee has not met since the last meeting. They believe they only have two or three people in the subcommittee at this time, and would like to recruit some new members. They plan to complete a review of the MTR and prepare recommendations to correlate with Perform.
- **Communication and Membership** – Sarah Irwin reported that Communication has completed contacting the members of STAC currently listed in the membership roster in an effort to update

the listing. She will also work to update the subcommittee list. She mentioned that she would be interested in hearing ideas from the membership as to projects the Communications group could undertake. Terry Black handed out cards to members to pass in to Sarah with their ideas.

- **Training Trends and Initiatives** - This group met on May 14th and discussed several trends. They decided to have STAC try Basecamp again as a tool for sharing training materials. Basecamp is a web-based project-management tool that helps keep projects, data, and people in one place.

They also discussed looking into these trends:

- **The management of mobile devices in the workplace** – I pads in particular. Chris Adams offered to speak about his experience using a work-issued Ipad and how it increased his efficiency.
- **Facebook** – how to manage social media in the workplace.
- **Flipped Classroom**

Terry Black concluded the subcommittee discussion by asking members present who were not on a committee to consider which subcommittee they would like to join. He also encouraged subcommittees to meet before the next STAC membership meeting.

Adjourn

Next meeting: October 15, 2012, 1:30 - 3:00 at the Conservation Credit Union