

Staff Advisory Council Minutes

April 13, 2017

Townsend Hall 206

1:15pm – 3:00pm

Attendance Record			
Administrative/Professional	Crafts/Maintenance	Clerical/Office	Technical/Paraprofessional
Melissa Ingram – x	Duff Bergendahl – x	Liz Beal – x	Christa Keers – x
Julie Loftin – x	Brad Sharp – x	Dayla Botts – x	Jan Judy-March – x
Sean Brown – x	Steve Stockman - x	Carol Heffner – o	Rachel Waggoner – x
Rebecca Bergfield - o	Eric Henley - x	Chrissy Kintner - x	Tammy Browning – x
Pelema Morrice (Vice Provost for Enrollment Management) – guest speaker			
Alisa Petty – SAC/OSAIV			
HR Ex Officio – Patty Haberberger			
Guest: Beth Brown (School of Medicine Staff Council rep)			

Call to Order: Chrissy called the meeting to order at 1:16pm.

Guest speaker(s): Pelema Morrice (Vice Provost for Enrollment Management) gave a presentation on Enrollment Management. He began by reviewing historical trends: in 2005 there were 27,985 students, 2015 there were 35,448 and 2016 had 33,266. So, there is a downtick, but enrollment is still higher than it was at its original peak in 2005. The drop in enrollment is largely due to a decrease in out-of-state students. In addition to perception issues affecting enrollment, they are also seeing a decrease in high school graduates and they will continue to see a downtick in longterm numbers of high school graduates, both in Missouri and Illinois (the largest undergrad feeder states.) However, Fall 2015 saw the 3rd highest retention rate in history and the retention rate in Fall 2016 was around 85%, which is good. Some thematic findings they are looking at are: 1. protesting and the role of postsecondary education, which is primarily a perception found in Missouri, 2. perceptions of a racially discriminatory campus climate, which is a perception found primarily by students of color, and 3. perceptions of an unsafe campus climate, which is a perception found primarily by out-of-state students. They are implementing some new admissions related efforts to try and help increase applications/enrollment, as applications are down about 25%. In addition to those efforts, they are forming the Strategic Enrollment Management Committee to come up with a strategic enrollment plan. The SEM committee will launch in the Fall and there will be some town halls and some sub-committees as well. The SEM committee will also look into setting target goals and establishing what the optimum size of the student body should be. At the end of the presentation, the SAC asked some questions: Q.) Will they be looking to partner with other schools, for example community colleges? A.) This will be part of the plan moving forward. Historically, they haven't focused on transfer students, however, transfer students are a good, solid community. There is more opposition with the community college aspect, as they see a lot of resistance on the faculty side. Q.) Are political issues affecting the enrollment of international students? A.) They have seen a drop in applications from 1,500 to 500. They have students talking to each other in different countries to try and promote MU. Q.) Are you looking to drop border state tuition? A.) President Choi would like System to look at this and do something system-wide, if possible. Q.) Can alums in other states have their children come back to MU? A.) Yes, but they will have non-resident rates. They can, however, look into Mizzou Heritage Scholarships to help with some of that cost. Since the SEM committee will not launch until the fall, Chrissy asked the SAC to send ideas to Alisa and then the ideas can be sent it at that time.

Upcoming Meetings & Dates:

- April 27, 2017 – 206 Townsend Hall – Phil Shocklee (with Retirees) – guest speaker
- May 11, 2017 – 206 Townsend Hall – Amber Phelps (HR Specialist) with Total Rewards, Wellness – guest speaker
- June 8, 2017 – 409 Jesse Hall
- June 22, 2017 – 409 Jesse Hall

Minutes Approval: Duff motioned to pass minutes for 3/23/17, Jan seconded, motion carried.

Secretary/Treasurer Report (Dayla): The Executive Committee decided not to provide an HRS session during Staff Recognition Week. The Executive Committee met with Gary Ward on 4/3/17 and discussed the budget, he had 25 layoffs effective 6/30/17 from administration, a few of those chose early retirement. Provost Stokes will present at the Ceremony in place of Hank Foley. The Open Forum questions were sent. There was a round table meeting yesterday and they discussed the budget ideas that the Executive Committee narrowed down to present to administration. The next round table meeting is scheduled for 5/31/17. Steve mentioned (in regard to the layoffs) that they laid off all safety coordinators. Brad informed the SAC that the reason given is that there is now a safety committee overseeing things, so they don't need the safety positions anymore.

New Business:

Employee Classification for Awards: Alisa reported that there have been some Service Champion Nominations where the nominee works on campus, but is technically a UM System employee, and therefore, not eligible for the Service Champion Award. There has been some confusion, especially with the centralization of IT, and also some complaints that the SAC does not make exceptions for those UM System employees who are paid through MU or primarily work with campus. Discussion ensued regarding whether to change the eligibility guidelines for the award. Chrissy will research whether or not System gives any awards to their employees and also asked that members of SAC think about this information to decide if any changes need to be made and this will be decided at a future meeting.

SAC Salutes: Alisa stated that a nomination was submitted for a department which already won in the past and there are no written guidelines stating whether a group/department can win again or if there are any time requirements on that. Chrissy asked the SAC to consider these guidelines to be determined at the next meeting.

Donna Stearns Award: The SAC discussed whether or not to change the eligibility guidelines for the Donna Stearns Award, per the request of Pam Cooper, Donna's daughter. Chrissy asked Sean and Christa to find their notes on this award and send out to the SAC for review before any decisions are made.

Strategic Enrollment Management Committee: The Strategic Enrollment Management Committee is forming. Chrissy, Sean and Julie expressed interest in the committee. Chrissy will send their names in to Pat Okker for selection.

Discussion of Inclusive Excellence Framework Draft for approval: The SAC discussed whether they would like to formally support the Inclusive Excellence Framework draft. Sean motioned to support and Liz seconded, motion carried. Chrissy will let the ISAC know that the MU SAC formally supports the framework.

Human Resources (Patty Haberberger): Patty reported that they are working on a strategic plan for HRS. President Choi is looking at making a coordinated announcement as far as what System will be doing, but she's not sure when that will be. They are making sure that every campus has the same Affirmative Action Plan. Some questions came up during the discussion as to whether the rumor that 20-plus layoffs targeting union eligible employees is true or if there's truth that they are looking to tear down Mizzou North. Patty did not have answers for these questions as she has not heard anything regarding layoffs or the teardown of Mizzou North. The Executive Committee will ask Gary Ward about these matters.

Budget: The Executive Committee has the FY17 budget updates and Chrissy will send that information out to the SAC. The Executive Committee is scheduled to meet with Todd Mackley and Melinda Adams on Friday and they will take the collected budget suggestions to that meeting.

STANDING COMMITTEES:

Service Champion (Eric): The committee is currently reviewing nominations and will be making a selection for April soon.

SAC Salutes (Eric): Admin will be sending nominations for review next week.

Marketing & Communications (Christa): Nothing to report.

Reaching Out to Staff (Christa): Nothing to report.

Education Award (Tammy): Nothing to report.

Fundraising (Steve): Nothing to report.

Staff Recognition Week:

- **Arts & Crafts (Rebecca):** A mass email will go out to all staff soon. Table cloths have been donated by the Aholt family.
- **Awards (Rebecca):** Nothing to report.
- **Ceremony:** The committee is scheduled to meet on April 25th. Hank Foley will not be at the ceremony, Provost Stokes will be filling in for the Chancellor.
- **Events (Dayla):** Nothing to report.
- **Online Auction/Education Award (Steve/Jan):** Jan spoke with Alan Marshall regarding the online auction site and he needs pictures and descriptions of items by the week before the event. Steve would like everyone to turn in their call sheets by Wednesday and asked that they fill in the comments sections.

SPECIAL COMMITTEES:

Staff Development Award (Julie): The deadline for applications was April 6th and 59 applications were submitted. The SDA review committee is scheduled to meet on April 19th at 9am and the SAC can approve the selections at the meeting on April 27th.

Intercampus Staff Council (Chrissy/Sean): The meeting on 4/12/17 was cancelled and rescheduled for April 24th. Chrissy and Sean will both be unavailable, so Dayla will attend in their place.

Campus Space Planning (Chrissy): Nothing to report.

Campus Facilities Planning (Eric): Nothing to report.

Capital Review Committee (Jan): Nothing to report.

MU Chancellor Search Committee (Chrissy): Chrissy reported that the search is going well. President Choi is working on a transition team to help bridge the gap since Hank Foley is leaving.

Total Rewards Advisory Committee (TRAC) (Sean): Nothing to report.

Safe Mizzou Coalition Committee (Julie): The next meeting is scheduled for the end of April.

Pending Business:

Shared Leave (Rebecca): Nothing to report.

Adjournment: Sean motioned to adjourn and Duff seconded, motion carried. Meeting adjourned 3:00pm.