

Staff Advisory Council Minutes

February 23, 2017

Locust Street Building E205A

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 – x	Rachel Waggoner – x
Rebecca Bergfield - x	Eric Henley - x	Chrissy Kintner - x	Tammy Browning – x
Gary Ward (Vice Chancellor of Operations) and Jim Sterk (Athletic Director) – guest speakers			
Alisa Petty – SAC/OSAIV			
HR Ex Officio – Teresa Long			
Becky Edwards (Hospital Staff Council) and Becky Stafford - guests			

Call to Order: Chrissy called the meeting to order at 1:15pm.

Guest speaker(s): Gary Ward (Vice Chancellor of Operations) gave a presentation on the Proposed Space Utilization Strategy in regard to Education & General buildings (not including Auxiliary buildings.) The maintenance budget is under severe stress and which will only become more stressed. He presented a concept, which is only a draft at this time. Funding for E&G buildings comes from student tuition and state appropriations. In FY15 the maintenance budget was \$16.8million, which was .68% of the CRV (campus replacement value.) \$6.9M of that was for daily services and the remaining \$9.9M was left for M&R and capital repairs. This shows 40% of funds were used for proactive maintenance and 60% for reactive maintenance. Operations uses 2 consultants to figure the CRV and recommend the percentage of the CRV which would be ideal. Sightlines looks at campus as a whole and estimated the Mizzou CRV at \$2.473billion and they recommend 2% funding for annual stewardship and daily service. ISES Corporation looks at each individual building to determine the replacement value and deficiencies for each building. They figured the Mizzou CRV at \$2.4billion and recommend 2.04% of the CRV for annual funding. As of FY17 the maintenance funding is at 0.646% of the CRV. Buildings are evaluated using the FCNI (facility condition needs index) and the goal is for each building to be at less than .30 on the FCNI. At .40 or higher, it is usually cheaper to tear down the building and rebuild or gut the building and rebuild. Currently, 26% of the E&G campus is at .40 FCNI or above. Right now there is a deferred maintenance backlog of \$750M and it's growing at a rate of \$35M per year. It is projected that the FCNI for the E&G campus will be greater than .40 by 2024 and projections show that this will lead to nearly 100% of maintenance funds being used for reactive maintenance instead of proactive. The goals are: 1. Further the academic mission, 2. Reduce deferred maintenance and FCNI growth, and 3. Improve or maintain the level of service. Some ideas for the concept being discussed are to take buildings down and make campus smaller, which will not solve the problem, but will help slow the snowball. Additionally, we'll need to look at behaviors and space on campus. There are two committees looking at space - The Campus Space Utilization Committee and the Campus Facilities Planning Committee. Decisions would have to be made regard how to implement any plans and how to move people around. SAC can send any staff questions or concerns to Gary Ward. Admin will save Gary's PowerPoint presentation in SharePoint for SAC.

Jim Sterk (Athletic Director) spoke about academic and athletic growth. They are working with the Mizzou Made campaign and Jim believes in a “win it right” model where they support students academically as well as athletically. Last semester they saw 33 athletes with a 4.0 gpa. They’ve been seeing a lot of success in athletics with many rankings in the different sports. The new softball field is almost complete. Jim spoke about the south entrance project for Memorial Stadium. On the bottom floor they would be including areas for fan engagement (club areas, team entrance, etc.) and on the back side they would have a new locker room, weight/equipment room, and medical training room. They would also have offices for the coaches on the top floor and on other floors they will have suites and club spaces available. The curators meet in June and if the project is approved, it will be an 18-24 month long project. It is estimated to cost \$97million and they have raised approximately \$46million so far. Whatever they do not raise will be bonded on revenues that are generated. The economic impact is projected to create 1200 jobs and create \$700M in revenue. Jim discussed the athletics budget and stated that the budget is about \$97M and the only money they receive is \$1M in out of state tuition waivers. They generate the rest of the funds for the budget. In addition to that, he worked up how much Athletics has paid back to campus; \$14,679,763 in FY15 and \$15,949,942 in FY16 through tuition & fees, utilities, res life/campus dining, MUPD, MU Healthcare, parking, etc. These numbers do not reflect other payments and services provided to the campus (i.e. in-game institutional advertising, development fees, infrastructure fees, etc.)

Upcoming Meetings & Dates:

- March 9, 2017 – E205A Locust Street Building – Brittani Fults (Education and Prevention Coordinator with the Office for Civil Rights and Title IX) – guest speaker
- March 23, 2017 – 206 Townsend Hall – Kevin McDonald (Um System Chief Diversity Officer & MU Interim VC for Inclusion, Diversity, and Equity) – guest speaker
- April 13, 2017 – 206 Townsend Hall – Phil Shocklee (with Retirees) – guest speaker
- April 27, 2017 – 206 Townsend Hall
- May 11, 2017 – 206 Townsend Hall – Amber Phelps (HR Specialist) with Total Rewards, Wellness – guest speaker

Minutes Approval: Duff motioned to pass minutes for 2/9/17, Rachel seconded, motion carried.

Secretary/Treasurer Report (Dayla): The Executive Committee held a round table meeting on February 15th, and invited the other staff councils on campus to have a discussion regarding budget. There were 31 people in attendance and it was decided that these meetings should continue but it has not yet been decided how often. The College of Education sent a 6 page bullet point list of budget ideas to the Executive Committee after the meeting. Chrissy will send the document out to the SAC for review. The Executive Committee met on February 17th to go over the ideas for the staff budget philosophy to hand in to the chancellor. On February 16th, Chrissy and Sean met with the Faculty Council. Faculty was surprised by the number of staff on campus, they were not aware there were so many staff employed on the Columbia campus. The Faculty Council has 30 members and they think the SAC should have more members. Sean and Chrissy let them know about the round table meeting to discuss budget among staff councils. The College of Business has no formally organized staff council. The Executive Committee would like for SAC to think about how to work with the Faculty Council. An idea is to find out how often they meet and start having a member of the SAC in attendance at the Faculty Council meetings. The Executive Committee next meets with Gary Ward 2/24/17 and they meet with Chancellor Foley on 3/22/17.

New Business:

Digital Accessibility Advisory Board: Chrissy received a request to have a representative from staff be on this board. Christa and Tammy both volunteered, they will discuss further and make a decision at a later date.

Human Resources (Teresa Long): Teresa gave an update and let SAC know that Chancellor Foley received the staff budget philosophy statement and sent it out to his staff and they feel it was well-written. Teresa suggests SAC schedule Pelema Morrice and Marshall Stewart as guest speakers to discuss budget. She also mentioned that staff retiring who are grandfathered into the current health plan, need to register by the end of the year. Chrissy let Teresa know that a lot of people have been asking if the university can save money by people taking retirement. She asked if Teresa would take that information to Patty for discussion as the question has come up many times, from many different sources. Per Teresa, there is no harm in having departmental meetings and letting people know that due to budget withholdings, if their plans are changing (retire/move/change jobs/etc.) to please notify supervisors as it could potentially save someone's job. HR will probably get reports from system toward the end of the year regarding how many people are taking advantage of benefits and are retiring. Teresa also let SAC know that Healthcare is expanding their nurse referral program to anybody. They are looking for experienced RNs and a person can earn up to \$10,000 for their referral. This information will go system-wide and will be communicated through MU Info.

Budget: Nothing discussed due to time constraints.

STANDING COMMITTEES:

Service Champion (Eric): The presentation for February Service Champion recipient, Steve Wilson, is scheduled for March 6, 2017 at 8:00am.

SAC Salutes (Eric): Nothing to report.

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):** Nothing to report.
- **Awards (Rebecca):** Three awards have been decided on. Tomorrow is the last day for interviews and the rest of the winners will be determine. Rebecca reminded everybody scheduled to judge to be on time and ready to go as the interviews are back-to-back and will have little time for change over in categories.
- **Ceremony (Tammy):** The committee met 2/22/17 and reviewed options for the Staff Recognition Week "giveaway". They discussed the idea of raffling off items from the Mizzou Store, possibly 10 items of \$100 value each and the committee decided they'd rather spread the money further by purchasing forty \$25 gift certificates to The Mizzou Store, if they do the raffle. The Ceremony committee decided to bring the following options to the SAC meeting for discussion: 40 - \$25 gift certificates for The Mizzou Store which would be raffled off (total \$1,000) or a giveaway item for everybody (500 orbit mugs for \$2,480 OR 500 coasters for \$885/1000 coasters for \$1,630). Tammy also discussed how cutting out the cookie reception after the ceremony saves \$1,200 and cutting corsages/boutinieres saves \$150. They are also looking at potentially cutting the number of programs printed in order to help save on costs. Admin will send this information out to everybody so they can review all of the numbers prior to voting for an option.
- **Events (Dayla):** Nothing to report.

- **Online Auction/Education Award (Jan):** There are still businesses to call and ask for donations. Jan asks that anybody willing to help, reach out to her as she has call sheets available.

SPECIAL COMMITTEES:

Staff Development Award (Julie): Nothing to report.

Intercampus Staff Council (Chrissy/Sean): The new ISAC chair, Sylvia Dees from MS&T, would like council to think about what direction ISAC wants to move in the future. How do we envision the role of ISAC with the new president? Are there opportunities to make ISAC more effective, not just a place for the campuses to give each other updates? Seems that all Councils are having increased communication with their respective leadership.

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): An email went out on Monday, February 20th, announcing the creation of the job description and the open call for candidates for the Chancellor position.

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

Safe Mizzou Coalition Committee (Julie): Nothing to report.

Pending Business:

Shared Leave (Rebecca): Teresa Long reported that Patty Haberberger is still discussing the Shared Leave Program with System.

Adjournment: Steve motioned to adjourn and Duff seconded, motion carried. Meeting adjourned 3:08pm.