

Staff Advisory Council Minutes

March 23, 2017

Townsend Hall 206

1:15pm – 3:00pm

Attendance Record			
Administrative/Professional	Crafts/Maintenance	Clerical/Office	Technical/Paraprofessional
Melissa Ingram – o	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 - o	Carol Heffner – x	Rachel Waggoner – x
Rebecca Bergfield - x	Eric Henley - x	Chrissy Kintner - x	Tammy Browning – x
Kevin McDonald (Um System Chief Diversity Officer & MU Interim VC for Inclusion, Diversity, and Equity) – guest speaker			
Alisa Petty – SAC/OSAIV			
HR Ex Officio – Jatha Sadowski			

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

Guest speaker(s): Kevin McDonald (Um System Chief Diversity Officer & MU Interim VC for Inclusion, Diversity, and Equity) gave a presentation on Inclusive Excellence at MU. They have put together a Framework for Inclusive Excellence and this document is being vetted across the campus community and constituency. He began by explaining his approach to diversity inclusion– he said that sometimes when we define diversity we do it in a way that puts people into categories, in ways that can include or exclude people depending on who they are. He defines diversity inclusion as a various mix or combination of human differences. This allows everyone to feel like they're part of the process, no one can sit on the sidelines and say that it doesn't include them. Diversity includes differences that we're born with as well as differences we acquire through lived experiences and this includes things we see and things we may not see. Inclusion involves utilizing, leveraging and optimizing those differences we see within the organization, to help move the organization forward to a better place. Diversity is the mix and Inclusion is making the mix work right in our respective organizations. The motivation for diversity and inclusion is innovation. Finding new and different solutions depends on different ways of thinking and a lot of organizations are looking more for intentionality of diversity and inclusion. The fundamental question that organizations are grappling with is whether diversity and inclusion efforts are meaningfully connected to the organizational interests. The 4 areas which the framework really focuses on are access and success, campus climate/perceptions, education and scholarship and institutional infrastructure – looking at the policies and practices. Dr. McDonald also met with leaders in the community and they expressed an interest in being engaged with happenings at Mizzou. He gave this presentation looking at it from a City of Columbia standpoint, with the focus being access and success, organization environment and intergroup relations, training and education, and organizational infrastructure, it was very well received by the community leaders. There is an idea to start diversity and inclusion earlier are to look at the K-12 pipeline and hosting events pre-college. Another idea is to look into giving grants for inclusive excellence to faculty and staff. An important question when looking at diversity and inclusion is – Does the organization provide opportunities to work across groups? They would like to see faculty and staff work together more. It is also important to build relationships and create consistency and accessibility. Some challenges that they expect to see are members of campus who are content with the status quo and they expect they'll see some resistance as well. Some other challenges are setting priorities and how to progress. There is a link to the Inclusive Excellence Framework draft on the Diversity website. He would like the Staff Advisory Council's support and endorsement of the Framework, if they are agreeable to that. Any feedback can be submitted to the Diversity division at the email on the Diversity website.

Upcoming Meetings & Dates:

- April 13, 2017 – 206 Townsend Hall – Pelema Morrice (Vice Provost for Enrollment Management) – guest speaker
- 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 3/9/17, Eric seconded, motion carried.

Secretary/Treasurer Report (Dayla): The Executive Committee met to create a spreadsheet of budget ideas to give to Hank Foley and Gary Ward. Gary liked several of the ideas and encouraged the Executive Committee to send the ideas to Rhonda Gibler, Patty Haberberger, and Todd Mackley. They still have a long list of ideas which need to be looked into further before passing on to administration. John Haynes sent budget numbers and the FY17 budget cuts are approximately 7% with FY18 cuts of 10%, possibly more. The Executive Committee reworked the budget for FY17 to accommodate for cuts and started looking at the budget for FY18. They are trying to avoid touching any reserves and started looking at budget cuts with Staff Recognition Week. The cuts for FY17 are about \$2,700 from the main budget and \$2,100 from the Staff Development Award budget. Gary is basing his budget figures on 10-14% cuts. Chancellor Foley will hopefully have answers by the Staff Open Forum on April 18th. Gary is encouraging staff to reach out to other staff to take advantage of TAP, which is approved for FY17, but has not yet been approved for FY18. Jatha is going to discuss TAP with Patty and will have Patty talk more about the TAP process with the SAC at the 4/13/17 meeting. The Transition Assistance Program is 1 week of pay for every year of service, with a maximum of 26 weeks and information can be found on the HRS website. A member of the SAC asked if layoffs run on seniority or if performance is taken into account. Per Jatha, performance can be taken into consideration.

New Business:

Resource Allocation Model Committee and Capital Finance Advisory Committee: Chrissy reported that the budget committees formed by the Chancellor are being run by Rhonda Gibler and the deadline to turn in representative is 3/24/17. The SAC is to choose one representative for each committee and then members of the staff-at-large can respond to the email if they are interested and a rep will be selected. The discussion on representation was opened and the SAC decided on Liz Beal to serve on the Resource Allocation Model Committee and Dayla Botts to serve on the Capital Finance Advisory Committee. A third committee will be formed, but there is no information available at this time. Chrissy will email the SAC selections to the Chancellor's office and will let the volunteers from the staff-at-large know that they can submit their interest directly by email.

Employee Classification for Awards: This was not discussed due to time constraints, but will be added to the agenda for 4/13/17.

Human Resources (Jatha Sadowski): Jatha brought a breakdown in faculty numbers for the SAC to review. The Executive Committee had asked for these numbers as they want to know how the "2,000 faculty" number they always hear breaks down. According to the numbers provided by Jatha, there are 6,604 people employed as faculty. This number consists of (full-time and part-time) tenured, tenure-track, non-tenure track, instructor/lecturer, post-doctoral fellows, other teaching/research and graduate teaching/research assistant faculty members. Of the 6,604 employees considered faculty, 2,010 are full-time tenured, tenure-track and non-tenure track faculty members. The Executive Committee then asked Jatha to provide a breakdown of staff. She will get those numbers, and said the information can also be found on the Institutional Research webpage. Some concerns regarding supervision came up during the

meeting regarding management styles and MyPerformance. Jatha acknowledged that there is training available for supervisors, but it is not madatory. She will also discuss concerns with Patty Haberberger.

Budget: Not discussed.

STANDING COMMITTEES:

Service Champion (Eric): Presented Shannon Ferguson with March Service Champion Award on 3/17/17 at Cornell Hall. Mass email call for Service Champion and SAC Salutes nominations went out 3/13/17.

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):** A mass email call for participants will go out the first week in April. Rebecca will see if participants can bring their own tablecloths in order to save money.
- **Awards (Rebecca):** They presented the last of the awards and presented the first Donna Stearns Award to Betty Jo Wilson. Pam Cooper, Donna Stearns' daughter, is back and she emailed Rebecca that she would like to be involved in the award process. Pam also expressed concern that a current member of the SAC might win. Rebecca sent all of the information regarding the Donna Stearns Award to Pam for review. The Donna Stearns Award will be added to the agenda for 4/13/17 for discussion.
- **Ceremony:** The SAC discussed the options for the ceremony give away objects and voted to not provide a give away this year in order to adjust for budget cuts. Programs were also discussed, admin will get an additional estimate for 300 programs and will collect votes from the SAC by email.
- **Events (Dayla):** The Events committee met today and decided to get rid of the chips and brownies at the luncheon and provide ice cream only for the fun day and luncheon. This will same some money.
- **Online Auction/Education Award (Jan):** Nothing to report.

SPECIAL COMMITTEES:

Staff Development Award (Julie): Nothing to report.

Intercampus Staff Council (Chrissy/Sean): Nothing to report.

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 things are moving along and she feels good about this committee, but she is still not able to provide a lot of details at this point.

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

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

Pending Business:

Shared Leave (Rebecca): Nothing to report.

Adjournment: Duff motioned to adjourn and Jan seconded, motion carried. Meeting adjourned 3:06pm.