

Staff Advisory Council Agenda

January 27, 2022

194A General Services Building or Zoom

10:00am – 11:45am

- **Call to Order @ 10:02 am**
- **Guest Speaker:**
 - 11am-11:45am – John Middleton (Assistant Vice Chancellor & Professor of Veterinary Medicine) Dr. Scott Henderson, Dr. Mark Diedrich
 - Vaccine Clinic at the Hearnes Center will be next week
 - Avoid large crowds, wear your mask
 - Reporting data is changing, around noon there will a message going out to pause self-reporting until some kinks are worked out. We have seen 65% of cases total from 2021 in the past 25 days of 2022. Starting it off with a bang...
 - Campus and the county are seeing the same surge.
 - Wait 90 days after having COVID to follow up with second or booster shot if you have a bad case, 30 days after would be better.
 - Model says that we are in the downward curve of the peak, but this is based off the data that is being delayed to submittal. Take with a grain of salt. We do seem to be leveling out in the next few weeks. Hard to track where we truly are.
 - We are seeing a climb in the hospitalizations but those typically see a 2 week lag on those compared to other data
 - Overall, we are a well vaccinated county for the state.
 - **QUESTIONS**
 - Will the President meet again with the BOC about the mask mandate? Doubtful but the board is getting frequent updates from President Choi regarding the information is he receiving.
 - What do you do with an employee who refuses to get tested or wear their mask when they return to the office?
 - Sadly, we can't do much since we don't have a mandate.
- **Upcoming Guests & Meetings**
 - February 10, 2022 ~ 194A, GSB
 - February 24, 2022 ~ 194A, GSB
 - March 10, 2022 ~ 194A, GSB
 - March 24, 2022 ~ 194A, GSB
- **Minutes Approval** ~ January 13, 2022 Meeting
 - Motioned – Heidi; Seconded – Krystin
- **Secretary's Report** ~ Heather –
 - Met 1/20 to discuss hybrid option moving forward, budget, next meetings, and the future of milestone gifts/acknowledgement
 - Will be meeting next week with Gary Ward (last time), John Middleton and Marsha (maybe?), Also will be meeting with Alisa next week to review the budget setup more in-depth to better approach the merge proposal and to appropriately anticipate questions that could be asked.

New Business

- **Ombudsman Position**
 - The Faculty Council has decided to create a committee to investigate an Ombudsman position on campus. If we're asked, Lindsay Hing has offered to be the staff rep on that committee.

Old Business

- **Gary's retirement gift**
 - His last day is Feb 28th, we're looking at getting him a retirement/thank you gift. If you'd like to contribute, let me know. Wed like to have it purchased by February 24th and hopefully be able to present it to him on the 25th.

HR Report

- **Patty Haberberger (VC for HRS)**
 - Patty is retiring, her last day will be April 29th
 - HR Team is growing
 - Working on improving the recruitment process
 - Pulse survey went out, Marsha presented the results to the President Leaders meeting on Monday 1/23/22
 - First two quarters of the exit survey will be going to leaders at the end of the month

Committee Reports:

Standing Committees

Education Award ~ Kim – Process is complete for this semester, Call for applications will go out in late July. Will probably give out fewer awards for a greater amount in that round.

Elections ~ Liz – Moving to the new category structure with the merge and just to accurately reflect the current job title/areas on campus. Will begin meeting soon.

Fundraising ~ Dilauna – Nothing to report

Inclusion, Diversity & Equity ~ Jackie – Thanks to the elections committee for creating a more equitable application, provided feedback to the ombudsman inquiry

Marketing & Communications ~ Travis – Nothing to report

SAC Salutes ~ Liz/Krystin – They are updating the scoring process and then will send forms out for scoring

Service Champion ~ Liz/Krystin – Nominations have been sent to the committee for scoring and are due by February 4th

Staff Development Award ~ Ricky – Nothing to report

Staff Recognition Week:

Awards/Ceremony ~ Kim – Will meet next week and will start planning the ceremony

Events ~ Heather/Hannah – Met last week to discuss

Special Committees

Academic Affairs Committee ~ Jessica – The Academic affairs committee is discussing changes to the 30 hour residency requirement as requested by the student transfer office

Budget Committee ~ Liz – Nothing to Report

Campus Space Committee ~ Dilauna – Nothing to Report

Committee for Persons with Disabilities ~ Kim – Meeting on Feb 7th

Committee on Committees ~ Jackie – Hasn't reached out yet

Community Advisory Board ~ Jackie – Nothing to Report

Council for Inclusive Excellence ~ Terrance – Nothing to Report

Facilities, Buildings, and Grounds Committee ~ Mike – Nothing to report

Family Friendly Campus Committee ~ Ricky/Megan – Nothing to report

Honorary Degree Committee ~ Nothing to report

Information Technology Committee ~ Lisa – Nothing to report

Inter-campus Staff Council ~ Jacqueline/Kim/Dayla –

Intercollegiate Athletics Committee ~ Anita Cowan – Nothing to report

Library Committee ~ Nothing to report

Military and Veterans Committee ~ Jacqueline – Nothing to report

Parking and Transportation Committee ~ David – Nothing to report

Residence for Tuition Purposes Committee ~ Michelle Custer – Nothing to report

Resource Allocation Model Committee ~ Liz/Sean – We are still doing one but its changed from the original idea. Still collecting information, its not an easy single figure to apply across the board. Looking to clarify some details as FY23 Budgets are starting to get finalized. Rhonda should be a guest speaker soon with a better update.

SAC Job Classification Working Group ~ Hannah – Nothing to Report

Safety Coalition Committee ~ Jackie – Nothing to Report

Search Committee for the Dean of Arts and Science ~ Jacqueline – First, I want to say that three-hour Zoom meetings aren't fun. Anyway, despite that, we went through the first round of applications; there were 25 this time, I think it was productive. The second round is set for February 11th, after that round, we'll start the selection process and the semi-finalist interviews will start the third week of February.

SEC Staff Councils ~ Jacqueline/Hannah – Nothing to report

Status of Women Committee ~ Hannah – Nothing to Report

Student Affairs Committee ~ Liz – Broke into some subcommittees (mental health, health and well-being**, summer welcome**, student freedom of speech) There are some redundancies (**) that could cause issues since there are existing committees elsewhere on campus. Would love to get feedback from anyone serving on the repeat committees.

Student Conduct Committee ~ Krystin – Nothing to report

Student Health and Well Being Committee ~ Dr. Sherri Thomas – Nothing to report

Total Rewards Advisory Committee ~ Sean – They met and discussed the following: A review to move from vacation/sick/personal days to PTO continues.

Clarification on the employee discount for dependents who attend MU. Currently it is 50% off but the question was asked if both spouses work at MU do they both get 50% off for their dependent? TRAC was not in favor of both getting the discount.

Progress is happening on a incentive for referral hires. Likely would be for staff positions and each department/hire would decide if they wanted to offer that incentive for each position.

United Way Committee ~ Nothing to report

University of Missouri Leaders Meeting ~ Jacqueline –

- Will be an increase in tuition, working on figuring out how much.
- Maurice Gipson announced the Theme for Black History Month will be “Black Health and Wellness”
- State of the University Address will be March 15th in Jesse Auditorium, time TBD; it'll be live streamed, but also open to anyone who wants to attend in-person
- Pulse Survey results – 30% response rate. The survey will be sent out every January and July.
- The highest rated survey questions were:
 - **88.2%** said they had a clear understanding of what's expected of them
 - **6.6%** Neutral and **5.2%** Unfavorable
 - **88%** said they feel trusted to do their job well
 - **6.9%** Neutral and **5%** unfavorable
 - **86.8%** said they are a member of an effective work group
 - **7.5%** Neutral; **5.7%** unfavorable
 - The lowest rated survey questions were:
 - **43.8%** said senior leadership does a good job with communication
 - **27.6%** neutral; **28.6%** unfavorable
 - **57.7%** said the University is committed to employee safety
 - **22.2%** neutral; **20.1%** unfavorable
 - **62.7%** said they receive meaningful recognition
 - **20.7%** neutral; **16.6%** unfavorable
 - **50%** of Campus and System combined are “Extremely likely or Very likely” to recommend working at MU to someone

- HR will focus on recognition and internal communication. Marsha's group is going to combine these results with the recent exit survey results and look more into all results.
- May need to provide some sort of incentive to increase people to filling out the survey. Experiences seems to be a better motivator than prizes, at least with students and most of those already exist which make it easier and maybe not as costly.
- Want to see the number go up about staff letting others know that this is the place to work
- Staff Council could be an asset in trying to figure out how to recognize staff

Questions

- Could an open text box be available in future surveys so there is more in depth detail given. – Marsha would like to get that information in the future in some capacity, either one box on the pulse survey or maybe a more in-depth survey less frequently with more text feedback. Only issue is that this makes the turn around time to giving feedback to leaders a little slower
- Is there a way to educate leaders on how they could or could not be affect the quality of how staff are feeling? Leadership training, Boss of bosses should be aware of this for feedback, HR Partners expanding so hopefully that will help
 - We can find the information on these leader trainings that are open to other
 - Train the trainer, and have it available to people who want to be leaders, not everyone wants to be a supervisor
 - Need to be mandatory and consistently to a lot of the leadership

Pending Committees

Staff Interest/AdHoc (pending)

Open Discussion

Adjournment @ 11:32 AM

Motion to Adjourn – Liz Beal, Seconded - Kim