

Staff Advisory Council Minutes

January 28, 2021

Zoom

1:15pm – 3:00pm

Attendance Record				
A/P	C/M	C/O	T/P	At-Large
Liz Beal – x	Terrance Camp – o	Jacqueline Chenault – x	Stephen Braddock – o	Waleed Atout – x
Hannah Clampitt – x	Ricky Conatser – x	Krystin Cooper – o	Travis Johnson – x	Aric Bradley – o
Heather Horn – x	Mike Duncan – x	Lisa Harrison – x	Rachel Powers – o	Dilauna Burks – x
Christy Hutton – x	David Lickliger – x	Sarah Rigdon – o	Michael Williams – x	Jackie Carney – x
SAC/OSAIV – Alisa Petty – o		-	-	Jasmine Chievous – x
HR Ex Officio – Brenda Slade (HR Consultant Sr.)				Kim Foley – x
ISAC Rep – Dayla Botts – x				
Guests – Lee Larrick, Billy Jamison, Liz Lannin, Alexandra Smith				

Call to Order: Hannah called the meeting to order at 1:17pm.

Upcoming Meetings & Dates:

- February 11, 2021 – Zoom, John Middleton, guest speaker
- February 25, 2021 – Zoom, President Choi, guest speaker
- March 11, 2021 – Zoom, Marshall Stewart, guest speaker
- March 25, 2021 – Zoom, Ryan Rapp, guest speaker

Minutes Approval: Minutes for January 7, 2021 were discussed. Dilauna moved to approve the minutes. Jackie seconded. Motion carried.

Secretary/Treasurer Report (Heather): Executive Committee met last week in preparation for their meeting with Gary Ward next week. Service Champion presentation invites have been sent for SAC to join.

New Business:

Organ Donor Leave Policy – Hannah gave some background on the Organ Donor Leave Policy work and reported that the policy passed and is now officially a university policy.

Proposed Change to Meeting Times (added during meeting) – Admin sent a survey regarding the proposed meeting time change to 10am beginning in May. There were a couple of conflicts and they are trying to find a way to work through those.

Welcome to Michael Williams (added during meeting) – Hannah welcomed Michael to the SAC as the newest member since he’s filling in the seat vacated by Sequoyah.

Student COVID Testing and Return to Campus (added during meeting) – Christy reported that the positivity rate of the testing done at Hearnes was 1.9%. She doesn’t have a final number on how many were tested yet, but at last count it was a little over 1,200. Everything seemed to go really smooth and most students had their tests verified with Res Life and have moved in.

COVID Vaccines for Staff (added during meeting) – Jackie asked if there was going to be any protection of time for staff if they have to leave urgently to get a COVID vaccine on a timed request, not by appointment. Brenda will take it to Patty and follow up with SAC.

Human Resources (Brenda Slade): Brenda reported that the university is working on a way to capture pronouns for students, faculty, and staff. Education and training campaign will need to be developed. More information will come. Communications will come out soon on updates to the performance appraisal

process and new mandatory trainings toward an inclusive UM system and the new e-mail policy. Gerald Morgan is meeting with the Resource Allocation Committee to discuss the survey results and will wait on direction from the Provost and the Chancellor. The response rate on the survey from staff was 52% and faculty was 30%.

Mike brought up a concern he's received regarding tradespeople leaving MU to the MU Healthcare system due to being paid quite a bit more and not being able to keep those folks on campus. Brenda will ask Patty and Hannah will take that concern to the executive committee meeting with Gary Ward.

STANDING COMMITTEES:

Education Award (Kim): Nothing to report.

Elections (Liz): They are meeting next week and will discuss possible changes to the process.

Fundraising (Jacqueline): A reminder that the Small Cakes fundraiser is ongoing through February 10th. Future restaurant fundraisers include Pancheros, Ozark Mountain Biscuit truck, Slim Chickens, Andy's and Freddy's. Some of those are being worked on for the spring and the others will be in the fall. The committee is working to get things set up for the next set of committee members. Jacqueline shared the Shakespeare's fundraiser made \$65.

Inclusion, Diversity & Equity (Jackie): Michael joined the team and fills out the committee. They are finishing up their ombuds recommendation to bring forward to the SAC. They're putting together a reference sheet and they're talking about how to best connect with each of the committees for awards and elections to discuss and ensure SAC is being the most inclusive to different populations and candidates.

Marketing & Communications (Travis): Nothing to report.

SAC Salutes (Liz): They haven't been able to deliver the award for Landscaping yet as they don't really meet virtually and they were having trouble getting approval for in-person meetings. They are looking into doing something different like a recording of SAC saying congrats and emailing it to the team or sending a letter in order to get that award presented.

Service Champion (Liz): They delivered two Service Champion awards this week. The Service Champion/SAC Salutes Committee is scheduled to meet soon.

Staff Recognition Week:

- **Awards/Ceremony Committee (Dilauna):** Dilauna reported that the committee met today and will meet again in a couple weeks. They are researching some ways other institutions have done virtual ceremonies. They will research bigger changes for next year, but this year they are working on a virtual ceremony.
- **Events Committee (Ricky/Heather):** Heather reported that they met last week and divvied up the various online virtual events that they have planned for the week. They will meet again in a couple weeks. Some of the ideas they're looking into for events are a scavenger hunt, virtual cupcake competition, virtual 5k walk/run, live cooking demo with a chef from campus, chair yoga or virtual Zumba class, HR classes, Arts and Crafts Showcase and some sort of way to do some sort of thank you card or emails to recognize co-workers. They're also looking into maybe seeing if Campus Dining will provide a discount since there won't be a luncheon this year.

Video Series (Jackie): They are trying to figure out what the best next step is. They still have folks they want to interview, but it might be fall since Zoom interviews aren't as nice for videos. Travis set up a Youtube channel for SAC as well.

SPECIAL COMMITTEES:

Campus Facilities Planning/Space Utilization Committee (Sean): Nothing to report.

Campus Space Utilization Committee (Dilauna): They meet on February 16th.

Chancellor's Military and Veterans Standing Committee (Jacqueline): They are scheduled to meet on February 12th.

Community Advisory Board (Christy/Jackie): They are scheduled to meet this afternoon.

Intercampus Staff Council (Hannah/Jacqueline/Liz B./Dayla): They had conversations, but didn't have a lot on the agenda.

Mizzou/System Code of Conduct Core Team (Jacqueline): They are finalizing the layout and design and will be discussing the wording more in depth.

Parking and Transportation Committee (Aric): Nothing to report.

Resource Allocation Model Committee (Liz/Sean): Liz reported that all three subcommittees and the steering committee are meeting regularly. Liz is hoping they'll be able to get updates on a website to let folks know what's going on.

SAC Job Classification Working Group (Hannah): They met yesterday with Teresa Long from HR. They talked through all of the ways people are classified in the system. Teresa's going to run some reports and they will meet again in three weeks and go over pros and cons and unintended impacts of each of those and see if there's a better fit or if there's not. If they make a change, it would be for 2022.

Safe Mizzou Coalition Committee (Jackie): They are doing grab-and-go packets for spring break. They are also looking for ways to help fund the MUPD self defense classes as they have some equipment that needs to be replaced.

Search Committee for the Dean of Engineering (Liz Zufall): The final candidate forum is tomorrow and then they will have a follow up with the Provost by February 5th. They had four finalists, but one dropped out at the last minute.

Search Committee for the MU Chief of Police (Lisa): Gary Ward is reviewing the candidates put forward by the committee.

Staff Recognition Working Group (Hannah): They are looking at maybe doing a survey to see if there's a way to make recipients feel more celebrated and recognized for awards and milestone years of service. They meet every three weeks and they meet again on Monday.

Task Force for Contextualization of the Thomas Jefferson Statue (Liz): The recommendation was given to President Choi. That concludes the work of the task force.

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

United Way Committee (Hannah): They are still accepting donations, but the campaign is done.

University of Missouri Leaders Meeting (Hannah): They are scheduled to meet on Monday.

Adjournment: Liz moved to adjourn. Dilauna seconded. Motion carried. Meeting adjourned 2:23pm.