

Staff Advisory Council Minutes

February 11, 2021

Zoom

1:15pm - 3:00pm

Attendance Record				
A/P	C/M	C/O	T/P	At-Large
Liz Beal - x	Terrance Camp - x	Jacqueline Chenault - x	Stephen Braddock - o	Waleed Atout - x
Hannah Clampitt - x	Ricky Conatser - x	Krystin Cooper - x	Travis Johnson - x	Aric Bradley - o
Heather Horn - x	Mike Duncan - x	Lisa Harrison - x	Rachel Powers - x	Dilauna Burks - x
Christy Hutton - x	David Lickliger - x	Sarah Rigdon - x	Michael Williams - x	Jackie Carney - x
SAC/OSAIV - Alisa Petty - o		-	-	Jasmine Chievous - o
HR Ex Officio - Tonika Starks (HR Consultant Sr.)				Kim Foley - x
ISAC Rep - Dayla Botts - o				
Guest Speaker(s) - John Middleton (Chair, Faculty Council) and Ben Trachtenberg (Committee Reform Recommendations)				
Guests - Billy Jamison, Liz Lannin, Lee Larrick, Jennifer Hamilton, Christa Smith, Charlene Thompson				

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

Guest Speaker(s): John Middleton (Chair, Faculty Council) discussed Faculty Council. Faculty Council is an elected body made up of representatives of any of the entities on campus which have a Dean. Each college has a number of elected officials, depending on the size of their faculty. Currently, the vast majority of council members are elected from the tenure track faculty. They do have four members from the non-tenure track faculty as well as three non-voting members from recognized organizations. Three organizations have been recognized by Faculty Council, such as the Missouri Retirees Association and they have a non-voting member who attends meetings and participates in committees. Faculty Council has an executive committee, which is made up of a Chair and a Vice-Chair and those are elected by the council. They also have a member that serves as a liaison to the intercampus faculty cabinet, which is made up of faculty senates or councils from the other three campuses. The intercampus faculty cabinet consists of three representatives from each of the four campuses. There are six other members on the Faculty Council executive committee and each of those members chair one of the council's standing committees. There are currently six standing committees, though they are looking at some restructuring, which Ben Trachtenberg will discuss. The executive committee is elected each year. They put together an elections committee and will be going through elections in the spring. First, for the chair and vice-chair for next year and then for the executive committee. Faculty Council deals with issues that are of concern to faculty. A lot of what they deal with is undergraduate curriculum, because the undergraduate curriculum is under the direct purview of the Faculty Council, as is the academic calendar. Per Dr. Middleton, there is also a graduate faculty senate, which is made up of members of the graduate faculty (those involved in the education of graduate students, either at the MS or PhD level.) He shared some things they are currently working on. Dr. Middleton took questions from SAC and also discussed ways Faculty Council and SAC can maybe work together and then discussed Covid incident command.

Ben Trachtenberg (Associate Dean for Academic Affairs, Law School) discussed committee reform recommendations. He was asked about a year ago to work on reforming the campus committee structure. This was put on hold for a bit due to the pandemic and then was picked back up. He shared a powerpoint presentation which included slides showing the Chancellor's and Provost's standing committees as well as AdHoc committees on campus and Faculty Council standing committees, which have significant overlap with other campus committees. Features of the new committee system would be to have fewer committees

(some would be abolished and some would be combined), they will expand the size of committees they are keeping and newly created committees will be larger to allow greater representation faculty and staff and also students, and there will be a reduction in the total number of committee seats. Ben believes this will improve coordination and accountability of the committees. He went over examples of how committees will be reduced and combined. He hopes that Faculty Council will vote in early March to endorse a version of that proposal, which will then go to President Choi. The proposal he shared with SAC is draft one. Any feedback can be sent to him within 10 days. He has to turn in the revised draft by late February. If the proposal passes, he hopes to have the new committee structure to begin August 1st.

Upcoming Meetings & Dates:

- 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 28, 2021 were discussed. Krystin moved to approve the minutes. Heather seconded. Motion carried.

Secretary/Treasurer Report (Heather): Executive Committee met with Gary Ward last week on Monday and then met as the Executive Committee on Friday to discuss the budget and general housekeeping. They met with Gary Ward and Christine Holt, in place of President Choi, earlier this week.

New Business:

Vote on Meeting Time Change – The proposal was to change SAC meeting times to 10am beginning May 2021. Approved by vote of 15. Admin will send new calendar invites.

Committee Reform Recommendations – Ben Trachtenberg discussed.

Staff Development Award – Hannah discussed that the Staff Development Award program was put on hold due to Covid and so there was \$53,000 in funds not disbursed last year. After meeting with Gary Ward and Christine Holt, the program will begin again in Spring 2021 and the \$53,000 will be used to fund the next three sessions. Travel is still restricted and so awards this year will be for virtual events only. Hannah also discussed how Christine is hoping we'll be able to do a better job of capturing the potential impact of the investment of this money. Right now recipients send a short report of their experience, but maybe SAC can try to come up with some more specific questions for them to answer in order to really get that information. A question came up to see if folks who attended events prior to the Spring 2021 round (when the program was suspended) could apply to be reimbursed. Admin will take that to the review committee for determination.

Human Resources (Tonika Starks): Tonika had to leave the meeting early, but emailed Hannah that she had no HR updates. Hannah is still waiting on responses to two follow up questions from the last SAC meeting.

STANDING COMMITTEES:

Education Award (Kim): Nothing to report.

Elections (Liz): They met and talked through what elections will look like this year. They recognize most things will run virtually this year, but will be keeping in mind folks who might not have access to Zoom. They'll put together a more formal proposal, but are looking at changing the ranking scale and adding a rubric to the review. They're also looking into the possibility of having group interviews instead of individual meetings. They will bring the proposal to council for feedback before implementing anything. They'll also make sure documents are updated to reflect the new SAC meeting time of 10am.

Fundraising (Jacqueline): The Small Cakes fundraiser is complete and they should find out the total soon. Jacqueline is working to finalize March 18th for Ozark Mountain Biscuit truck. She will request they park near the Student Center, so it's easy for those at the hospital to go, too. Sarah confirmed Slim Chickens for April, details to come.

Inclusion, Diversity & Equity (Jackie): Nothing to report.

Marketing & Communications (Travis): Nothing to report.

SAC Salutes (Liz): Nothing to report.

Service Champion (Liz): The committee met on February 4th and discussed some changes to the review process. Changes will take place in two phases. The first will be to change the scoring to a scale of 1-5 instead of 1-10 and redacting personal information on nominations. The committee will then work on creating a rubric to define what scores of 1-5 mean and will also look at updating the nomination form prior to the next call for nominations in March. They will also work to create some sample nominations for nominators to review if they have a question about what a strong nomination looks like. This is a work in progress, and they will bring the rubric and updated nomination form to the group for review once done. They also presented the January 2021 award to Cindy Greenwood on February 9th.

Staff Development Award (Ricky): Nothing to report.

Staff Recognition Week:

- **Awards/Ceremony Committee (Dilauna)**: The deadline for Outstanding Staff Award nominations is Friday, February 12th. Admin will send nominations for review and will schedule days for virtual interviews.
- **Events Committee (Ricky/Heather)**: The committee is meeting regularly to plan virtual events. They have several ideas and are trying to decide what to include and what a tentative schedule looks like. They are scheduled to meet again in two weeks.

Video Series (Aric): Nothing to report.

SPECIAL COMMITTEES:

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

Campus Space Utilization Committee (Dilauna): They met on Wednesday and an announcement should be going out next week regarding some space updates.

Chancellor's Military and Veterans Standing Committee (Jacqueline): The first meeting is scheduled for next week.

Community Advisory Board (Christy/Jackie): They discussed generally why the board was created (to better connect different groups around campus); discussed accreditation standards (things like new standards of duty to intervene, de-escalation, medical aid); the set-up of MUPD with local municipalities – commissioned by state for all MU properties (think all extension farms, etc.) and City, written agreement with Boone County.

Intercampus Staff Council (Hannah/Jacqueline/Liz B./Dayla): Per Hannah, Michelle Perino (Chair of the Code of Conduct Committee) presented. Mizzou doesn't have a Code of Conduct, so they're wanting to

create that and provide details and FAQs. Jacqueline will share the Code of Conduct information at the next SAC meeting. There will be some potential changes coming to performance reviews, but nothing has been approved yet. They're looking to find ways to make performance reviews more impactful. There are going to be some CRR changes proposed at the April Board of Curators meeting. Some of those proposed changes are around consensual romantic relationships, ability to work, clarifying the grievance policy and the transition assistance pay program.

Mizzou/System Code of Conduct Core Team (Jacqueline): They will present at the ISAC meeting next week.

Parking and Transportation Committee (Aric/Davis): They are scheduled to meet today during the SAC meeting.

Resource Allocation Model Committee (Liz/Sean): Nothing to report.

SAC Job Classification Working Group (Hannah): They met with Teresa Long and she sent a bunch of data to review. They will go through the data and are scheduled to meet again in a couple of weeks.

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

Search Committee for the Dean of Engineering (Liz Zufall): The search committee met with all three finalists and provided feedback to the Provost. The committee's work is completed. The next steps are for the Provost to conduct and review background checks and determine who will receive an offer.

Search Committee for the MU Chief of Police (Lisa): The work of the committee is complete. Brian Weimer has been named as the new Chief of Police. An announcement should be made soon.

Staff Recognition Working Group (Hannah): Hannah just sent a draft survey out to the group to review. They're trying to create a survey to find out what is a meaningful way to recognize award winners and milestone years of service.

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

University of Missouri Leaders Meeting (Hannah): Nothing to report.

Adjournment: Dilauna moved to adjourn. Christy seconded. Motion carried. Meeting adjourned 2:48pm.