



Staff Advisory Council Agenda
February 24, 2022
194A GSB/Zoom
10:00am - 11:45am

- **Call to Order**
- **Guest Speaker:**
 - 10:15am-11:00am – James Hunter (E.A.P. Director)
James discussed the services available to faculty, staff, and their immediate family members as well as programs and resources available to campus departments. These services are completely confidential and free of charge. Discussion and Q&A centered around stress, dealing with ambiguity and uncertainty, work-life balance, and the role of supervisors in employee mental health. EAP is located in McReynolds Suite 465 and they have 2 guest parking spaces in lot RC-8. James challenged the group to not wait until the stress is overwhelming to reach out for help. Patty and Jaci affirmed self-care and care for others.
- **Upcoming Guests & Meetings**
 - March 10, 2022 ~ 194A, GSB/Zoom – Amber Cheek, guest speaker
 - March 24, 2022 ~ 194A, GSB/Zoom – Heath Immel, guest speaker
 - April 14, 2022 ~ 194A, GSB/Zoom
 - April 28, 2022 ~ 194A, GSB/Zoom – JoAnn Looten, guest speaker
- **Minutes Approval** ~ February 10, 2022 Meeting
 - Motioned: *Heidi Mitchel*
 - Approved: *Krystin Cooper*
- **Secretary's Report** ~ Heather (via Jaci): *Executive Committee met with James Hunter on 2/17 re: his 2/24 presentation.*
- **New Business**
 - Venue Decision for SRW Awards Ceremony on May 19 – Kim
SRW Awards/Ceremony committee requested input regarding concerns about an outdoor awards ceremony for 2022. Committee will consider all concerns and suggestions before the 3/10 Council meeting.
- **Old Business**
- **HR Report** ~ Patty Haberberger (VC for HRS)
 - 1) *Juneteenth will be observed on 6/20/22, as declared by President Choi. This holiday will be presented to the Board of Curators as part of the proposed employee leave plan, with the intention of making it an official holiday.*
 - 2) *HR has removed the employee leave balances from the pay advice. It was too confusing, especially for exempt employees.*
 - 3) *Employee referral program is moving forward. Position postings will indicate whether they are eligible for this program. If the referred candidate is hired, the employee who made the referral will receive an incentive (thinks it's \$500). This applies only to new employees, not employees who are transferring.*

Discussion about inclement weather days and whether employees have discretion to work-from-home if remote operations are not announced. There is a general expectation of working in the office unless it is a remote operations day, but it depends on the job and the ability of the employee to work from home. Have a conversation with your supervisor to determine what you should do.

Committee Reports:

• **Standing Committees**

- **Education Award** ~ Kim – The language of the endowment specifies that recipients must be MU staff. With assistance from Bryce (shout-out!), they are looking into what it would take to change the endowment to include UM system applicants. Once that is accomplished, they will ask the council to vote on increasing the amount of the individual awards
- **Elections** ~ Liz – They are scheduled to meet on February 25th.
7 council members are up for re-election; please let Liz know if you intend to run for re-election. This year is the first year of the new process using unit affiliation instead of job categories.
- **Fundraising** ~ Dilauna – Nothing to report
Dilauna is working with Smallcakes for a fundraiser, possibly in March. Other fundraisers are pending.
- **Inclusion, Diversity & Equity** ~ Jackie – Nothing to report
- **Marketing & Communications** ~ Travis – Travis posted a couple items and reminders to social media and is planning more for the upcoming Staff Recognition Week. He is also possibly going to recreate the Thank You video from last year for SRW.
- **SAC Salutes** ~ Liz/Krystin – Nothing to report
- **Service Champion** ~ Liz/Krystin – Admin is working to schedule award presentations
- **Staff Development Award** ~ Ricky – Nothing to report
- **Staff Recognition Week:**
 - **Awards/Ceremony** ~ Kim – The committee met on 2/21 and recommends that the 2022 ceremony be held at an outdoor venue to encourage a safe return to broad staff participation in the wake of Covid-19. Traditions Plaza is available on 2/19 and this space is 100% discounted for campus departments (sound system charges will apply). Rain site could be Wrench Auditorium in Memorial Union or possibly Allen Auditorium in A&S. Goal is to have a streamlined ceremony lasting approx. 60 minutes
 - **Events** ~ Heather/Hannah – The committee met and gave updates on various events and identified additional items that need to take place

• **Special Committees**

- **Academic Affairs Committee** ~ Jessica – Nothing to report
- **Budget Committee** ~ Liz –
Liz gave an update concerning a report at the last Faculty Council meeting that the Budget Committee and the Faculty Council would work together to question President Choi about a workload matter that is not compatible with the charge to the Budget Committee. Liz clarified that the report was made without consultation with the Budget Committee, and the Budget Committee had no discussion on the matter.
- **Campus Space Committee** ~ Dilauna/Sean – They met on 2/11 to discuss SFCIC (Student Fee Capital Improvement Committee) applications and the grading process. They have another meeting this Friday to approve which applications will be accepted
- **Committee for Persons with Disabilities** ~ Kim – The Disability Center is moving toward the “College Model,” which determines how caseloads are distributed among advisors – now divided by the colleges/schools they are in rather than by specific student groups/disabilities. This provides better support for students and fosters greater involvement with faculty. This committee is meeting monthly with the next meeting on March 7
- **Committee on Committees** ~ Jackie – Nothing to report
- **Community Advisory Board** ~ Jackie – They will meet again in April
- **Council for Inclusive Excellence** ~ Terrance –
- **Facilities, Buildings, and Grounds Committee** ~ Mike – Nothing to report
- **Family Friendly Campus Committee** ~ Ricky/Megan –
- **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 –
 - **Parking and Transportation Committee** ~ David – Nothing to report
 - **Residence for Tuition Purposes Committee** ~ Michelle Custer – Nothing to report
 - **Resource Allocation Model Committee** ~ Liz/Sean – The steering committee is scheduled to meet on March 7th
 - **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 –
 - **SEC Staff Councils** ~ Jacqueline/Hannah – Nothing to report
 - **Status of Women Committee** ~ Hannah – Jordan Hoyt Memorial Tribute to Women Award Nominations are due 2/25: The Jordan Hoyt Memorial Tribute to Women Award honors Jordan Hoyt and her exceptional commitment to women’s advocacy and social justice. The MU Status of Women Committee gives the award annually to any MU student, faculty or staff member who - like Jordan - have gone above and beyond to contribute to an environment of equity, fairness and justice for women on campus. Two letters of support and this short nominating form are all that is required!
https://missouri.qualtrics.com/jfe/form/SV_82jadZrsLemT9KS
 - **Student Affairs Committee** ~ Liz – Nothing to report
 - **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 are scheduled to meet on February 28th
 - **United Way Committee** ~ Nothing to report
 - **University of Missouri Leaders Meeting** ~ Jacqueline –
- **Pending Committees**
 - Staff Interest/AdHoc (pending)
- **Adjournment**