

## Staff Advisory Council Minutes

February 25, 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	TBD	Waleed Atout - x
Hannah Clampitt - x	Ricky Conatser - o	Krystin Cooper - x	Travis Johnson - o	Aric Bradley - x
Heather Horn - x	Mike Duncan - x	Lisa Harrison - x	Rachel Powers - x	Dilauna Burks - x
Christy Hutton - x	David Lickliger - o	Sarah Rigdon - o	Michael Williams - x	Jackie Carney - x
SAC/OSAIV - Alisa Petty - o		-	-	Jasmine Chievous - o
HR Ex Officio - Patty Haberberger (VC for HRS)				Kim Foley - x
ISAC Rep - Dayla Botts - o				
Guest Speaker(s) - President Choi				
Guests - Christine Holt, Billy Jamison, Charlene Thompson, Lee Larrick				

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

**Guest Speaker(s):** President Choi thanked staff for all of the work they've done so that the university can operate in person. He stated that due to the hard work of finance employees and those managing budgets, the university was able to handle finances for the past year better than many other institutions. He believes this year with the federal stimulus and support from the state, we might be in a position where some investments can be made back into the units. There are many uncertainties about state support for fiscal year '22. The governor's budget has it set at the same level fiscal year '21 started at, but many things can change, including tax delays and collections and expansion of Medicaid. Per President Choi, there is a bill going through the House this year that would lift the cap on tuition. If that cap is removed, they will look at the possibility of raising tuition rates to responsible levels and that consideration would be taken to the Board of Curators as well as what they would do with that money. He would like to be able to come up with a plan that not only uses tuition increases, but also looks into increasing other sources of revenue and philanthropy that can perhaps replace capital project investments or that can replace scholarship investments so funds can be reallocated for hiring faculty and staff and investing in programs that lead to greater research success and student success. Dr. Choi said they will be making an announcement next week that they will be closing some buildings, as well. It will take between 9 and 12 months, so nobody is going to be asked to vacate immediately; it will be a planned process. They are also going to be working on centralization of classrooms and will be looking at creating common start and stop times for classes. Centralization of classrooms should begin with the fall semester and common start and stop times are projected to begin next spring. President Choi answered questions from SAC members.

### Upcoming Meetings & Dates:

- March 11, 2021 - Zoom, Marshall Stewart, guest speaker
- March 25, 2021 - Zoom, Ryan Rapp, guest speaker
- April 8, 2021 - Zoom, Maurice Gipson, guest speaker
- April 22, 2021 - Zoom

**Minutes Approval:** Minutes for February 11, 2021 were discussed. Dilauna moved to approve the minutes. Jackie seconded. Motion carried.

**Secretary/Treasurer Report (Heather):** Nothing to report.

**New Business:**

**Winter Weather Policy** – Patty Haberberger clarified that the telework policy would go into effect if a staff member isn't able to work for any reason, including inclement weather. Per Patty, administrative leave comes into play when a person has a job that isn't able to be performed remotely and they are being asked at the direction of the university to stay home. If a person has the capability to work remotely and it is declared a remote work day, they would be expected to work. Therefore, if something happens that causes them to be unable to work remotely, they would need to use paid leave or work with their supervisor to see if they can flex their schedule or if they can possibly make up those hours a different time.

**Stephen's Resignation from Council (added during meeting)** – Hannah reported that Stephen notified her yesterday that he will be stepping down from SAC due to work obligations. There will need to be discussion around whether it makes sense to fill his position or to wait until elections to fill the open position.

**Kudos Program (added during meeting):** Hannah asked Patty if MU has ever pursued the Kudos program like MU Healthcare uses for staff recognition. Patty is not sure how much that's been investigated in the past. She'll take it to HRC to see if they can look into programs like that and if they can get some traction.

**Feedback on Committee Reform Recommendations (added during meeting):** Hannah asked if anyone has any feedback for Ben Trachtenberg regarding his recommendation on the committee reform. Jackie motioned to vote in support of the reorganization of the committee structure that was presented by Ben Trachtenberg, Heather seconded the motion. Motion carried by unanimous vote. Hannah will draft a note of support.

**Human Resources (Patty Haberberger):** Patty reported that they will be using ePerformance for evaluations, but will be looking at using a different tool, which will be quarterly meetings to focus on strengths and goals and accomplishments. They're hoping to launch it as a pilot in April so they can review it through June and then July 1 would be the start of the tool for the fiscal year. Patty also reported that the incident command team put out some summer activities guidelines for individuals who want to bring groups to campus that are greater than 20 people and those guidelines are out on the Show Me Renewal website. There will be a new mandatory training that will come out and it will run April 6<sup>th</sup> through May 7<sup>th</sup>. That training is for Electronic Data Protection, regarding security breaches. There will not be a quiz at the end of the training. Patty shared that Dr. Choi would like to develop a mandatory supervisory training. They don't know what that will look like yet, but it's being worked on. Hannah followed up with Patty on some questions from a previous SAC meeting regarding time for folks needing to leave work on short notice for a Covid vaccine and tradespeople in MU Healthcare. Patty will follow up on those questions.

**STANDING COMMITTEES:**

**Education Award (Kim):** Nothing to report.

**Elections (Liz):** Nothing to report.

**Fundraising (Jacqueline):** The Small Cakes fundraiser raised \$28.22. Ozark Mountain Biscuit Truck has been confirmed for March 19<sup>th</sup>. Admin will distribute the flyer once it's been approved.

**Inclusion, Diversity & Equity (Jackie):** They are finalizing the ombuds recommendation and that will be sent out to SAC members for review. Feedback and questions can be sent to Jackie.

**Marketing & Communications (Travis):** Nothing to report.

**SAC Salutes (Liz):** Admin will be sending nominations to vote on for Winter 2021.

**Service Champion (Liz):** Admin is tallying the scores and will schedule the next presentation.

**Staff Development Award (Ricky)**: The Staff Development Award program has been re-opened for the Spring 2021 round. Admin will schedule a meeting with the review committee to go over information.

**Staff Recognition Week:**

- **Awards/Ceremony Committee (Dilauna)**: The deadline for Outstanding Staff Award nominations was extended to Wednesday, February 17<sup>th</sup>. Admin is preparing nominations and will send them out for review. Admin will also work to schedule days for finalist interviews via Zoom. Admin is working to reserve Traditions Plaza for photos of the award recipients with President Choi and the other presenters for a similar video presentation of the awards. The committee hopes to have recorded speeches from the presenters and will offer to record speeches for the recipients, if they'd like to say something to be included in the video.
- **Events Committee (Ricky/Heather)**: Heather reported that the committee met yesterday and they're working on figuring out a schedule of the events for Staff Recognition Week.

**Video Series (Aric)**: Nothing to report.

**SPECIAL COMMITTEES:**

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

**Campus Space Utilization Committee (Dilauna)**: Nothing to report.

**Chancellor's Military and Veterans Standing Committee (Jacqueline)**: The committee met on February 12<sup>th</sup>. They will be working to create a faculty/staff mentoring program and webinars that will help military and veterans on campus. Those will cover a variety of topics including health and wellness and grants.

**Community Advisory Board (Christy/Jackie)**: Jackie reported that the next meeting is in April. They will be discussing issues of free speech versus visually discomfoting/threatening symbols.

**Intercampus Staff Council (Hannah/Jacqueline/Liz B./Dayla)**: Nothing to report.

**Mizzou/System Code of Conduct Core Team (Jacqueline)**: Nothing to report.

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

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

**SAC Job Classification Working Group (Hannah)**: They met with Teresa Long again last week and have some ideas on what might be a good way to proceed. Hannah is going to draft up a summary and proposal to bring to Council to review and discuss.

**Safe Mizzou Coalition Committee (Jackie)**: Storm Spotter classes are coming up, see Mizzou Info coming up the week of March 1<sup>st</sup>.

**Staff Recognition Working Group (Hannah)**: They met Monday and went over a survey that they'd like to send out to a targeted group. Hannah has to make some edits to that and they'd like to present it to Christine Holt, Patty Haberberger and Marsha Fischer to go over the intention of the survey and have it signed off on before it's sent out.

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

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

**Adjournment:** Rachel moved to adjourn. Krystin seconded. Motion carried. Meeting adjourned 2:41pm.