

## **Staff Advisory Council Agenda**

**March 10, 2022**

**194A GSB/Zoom**

**10:00am - 11:45am**

- **Call to Order @ 10 am**
- **Guest Speaker:**
  - **10:15am-11:00am – Amber Cheek (Director of Accessibility & ADA) Allie Tate**
- **Upcoming Guests & Meetings**
  - 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
  - May 12, 2022 ~ 104A, GSB/Zoom – Maurice Gipson, guest speaker
- **Minutes Approval** ~ February 24, 2022 Meeting
  - Motioned: Jessica
  - Seconded: Dilauna
- **Secretary's Report** ~ Heather – If you saw on social media, JC, Liz and Kim went to gift Gary Ward his gift from SAC last Monday before he left MU. Exec met last week with Marsha Fischer & John Middleton for our monthly standing meeting. We also met with Marsha regarding the next steps forward for the merger and filling Alisa's position.
- **New Business**
  - **Partnership with Faculty Council about EAP**
    - I think I mentioned this after our James Hunter's presentation last time, but Kim had a great idea of partnering with Faculty Council and EAP about doing brown bag lunch presentations every month starting in the Fall. Not many people know about the benefits of EAP and we think something like this is a great way to get the word out to all employees. I reached out to Kathleen Trauth, current Chair of Faculty Council, with the idea and she thought it was a great idea. She brought it up a couple times in the last faculty council meeting, but didn't really ask for thoughts from anyone, just basically said it was going to happen. We'll keep everyone updated on that as we get things finalized over the summer.
  - **State of the University**
    - Don't forget the State of the University next Tuesday from 10am-11am in Jesse Auditorium. He's encouraging everyone who can, to be there in person, but it will be live-streamed if you're unable to make it.
- **Old Business**
  - **Upcoming Elections Discussion – Liz**
    - Lots of upcoming changes this year. And moving forward people will be
  - **Meeting with President Choi to discuss merger – Hannah and Karinna**
    - President Choi approved the budget request after many months of going through it with a fine-tooth comb.
    - We will be meeting on March 21<sup>st</sup> regarding the full merger and the details that need to be sorted after
    - We will be posting the admin position at 40hrs a week.

- **Alisa's position**
  - Kim, Heather, Karinna, and I will be meeting with Mackenzie about posting the position. We're also going to get details on the hiring committee and interview process. We'll keep everyone updated!
  - Maybe getting the job posted next week if not the week after – fingers crossed.
- **HR Report** ~ Kim Lecompte (HR Consultant Sr.)
  - Hiring and Retention Incentives – policy committee will be looking at it a bit closer. Its causing a bit of a burden on departments if people change jobs before that 2y time
  - Referral incentive
  - Progress Check-Ins – Go from 3x a year to 2x, looking at the rating system and how that will change. Mackenzie will reach out with updates after it has been looked at
  - Policy 601 (<https://www.umsystem.edu/ums/rules/hrm/hr600/hr601>) – widens the scope to more than just exempt employees
  - New Student Worker Policy – formalizes how we hire and manage students
  - Merit Increase possibility this year

## Committee Reports:

### Standing Committees

- **Education Award** ~ Kim – Now with the approval of the merge and will work on changing the wording of the endowment so we can include system as well. Bryce is helping with that
- **Elections** ~ Liz – Discussed in Old Business
- **Fundraising** ~ Dilauna – Waiting to hear back from Small Cakes (month of April?) and Shakesphere's (tent date of March 30<sup>th</sup>) Waiting to hear back on confirmation for the dates.
  - Selling the frozen pizzas from Shakesphere's we could raise a lot more money but its more work than the one night flyer thing
  - Maybe this would be something during the summer so its not competing with school fundraisers going on.
  - Liz – remember to have a 'GIVE DIRECT' option on our fundraiser days because everyone may not break away from their office for pizza or whatever, but may just be okay give money.
- **Inclusion, Diversity & Equity** ~ Jackie – Nothing to report
- **Marketing & Communications** ~ Travis – A few social media posts are scheduled for this week, including two for the Mizzou Giving Day event. Those promote the SAC direct giving fund and the SAC Education Award fund.
- **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 – Outstanding Staff Awards nominations are closed as of March 4. Next step will be scoring nominations; highest scores will advance to virtual interviews where final award recipients are selected. In a turn of events since council feedback was given on Feb. 24, the Awards/Ceremony committee is moving forward with using Bush Auditorium in Cornell Hall for the award ceremony on May 19. Thanks to Lindsey Hing for securing this venue at no cost!

- **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 – Nothing to report
- **Campus Space Committee** ~ Dilauna/Sean – There will quite a few buildings coming down this summer. Departments are requesting funding to make updates in their spaces. Meeting tomorrow (3/11/22) and hopefully will have a better report next time of who has been helped and maybe which buildings are coming down.
- **Committee for Persons with Disabilities** ~ Kim – The Digital Accessibility Policy is now scheduled to be on the April Board of Curators agenda (postponed from February).
- **Committee on Committees** ~ Jackie – Nothing to report
- **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
- **Intercampus Staff Council** ~ Jacqueline/Kim/Dayla – TRAC update change. We discussed the importance of leave (encourages work/life balance, supports productivity, desired benefit, helps with retention). Guiding Principles (modernizing leave programs, improve effectiveness, realize cost savings, programs that help promote work/life balance, explore differentiating leave by staff type and industry). Priorities that are going to be considered: PTO plan, short-term disability, family leave benefit (would be separate from PTO), parameters for allowing unpaid time off, eligibility for participating in accruing leave plans, impact to current employees. HR will be vetting all groups for details prior to the BoC. Goal is that current employee's impact will be minimal. **Vetting April-May to various groups, hoping to take it to the Boc in June.**
- **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 –
- **Resource Allocation Model Committee** ~ Liz/Sean – Nothing to report
- **Safety Coalition Committee** ~ Jackie – Nothing to report
- **Search Committee for the Dean of Arts and Science** ~ Jacqueline – We narrowed it down to eight semifinalists. Those Zoom interviews will take place this month; then we will narrow it down to our finalists. The finalists' interviews will be in-person and will happen sometime in April. The goal is to get someone by July 1<sup>st</sup>.
- **SEC Staff Councils** ~ Jacqueline/Hannah – Nothing to report
- **Status of Women Committee** ~ Hannah – Nothing to report
- **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 – *TRAC last met on Monday, February 28, 2022. The committee reviewed the draft recommended leave plan design and provided input and feedback. A timeline of tentative communication and feedback was provided that includes sharing the draft design recommendation with the Board of Curators in the April 2022 meeting (informational only), followed by a period of socializing and feedback with various system-wide constituent groups. A final recommended plan design is anticipated to go to the June 2022 Board of Curators meeting for formal vote. The effective*

*date for the new plan is anticipated for January 1, 2024, which would include many months of training and communication to the university community.*

- **United Way Committee** ~ Nothing to report
- **University of Missouri Leaders Meeting** ~ Jacqueline – Looking at reducing meetings since there hasn't been as much to talk about.
  
- **Pending Committees**
- **Staff Interest/AdHoc (pending)**
- **Open Discussion**
  - Possibly changing either the length of our meetings or the frequency. Keep it bimonthly but maybe shorten the length of them. 20mins presentation with 10mins for questions for guest speakers and 30-45mins for the rest of SAC meetings. This would not be going into effect until the fall starts with the merged council.
    - Hannah fully supports this!
  
- **Adjournment @11:12am**
  - Motioned: Liz
  - Seconded: Jessica