

Staff Advisory Council Agenda

March 24, 2022

194A GSB/Zoom

10:00am - 11:45am

- **Call to Order @ 10:01 AM**
- **Guest Speaker:**
 - **11:00am-11:45am – Heath Immel (Director of Student Unions, Campus Reservations, & Parking and Transportation)**
 - Parking passes has had a drop in numbers since COVID due to WFH and people leaving the university. Only the smallest lots are at capacity, most structures are not.
 - Timeline on parking structure improvements: Turner and Tiger Ave will be under construction this summer. \$2.1 million will be spent on parking structure updates. Messaging should be coming out soon on that.
 - Communication with P&T has been slow, Heath Immel is changing up some approaches this year to improve things from last year, but lack of staffing has made it difficult to see to everything when buried in voicemails and emails.
 - New Portal and software provider who has been picked out and hopefully we can have a new system up and running by Jan 1.
- **Upcoming Guests & Meetings**
 - April 14, 2022 ~ 194A, GSB/Zoom – Jessica Baker, guest speaker
 - April 28, 2022 ~ 194A, GSB/Zoom – JoAnn Looten, guest speaker
 - May 12, 2022 ~ 104A, GSB/Zoom – Maurice Gipson, guest speaker
 - May 16 – 20, 2022 ~ Staff Recognition Week
- **Minutes Approval** ~ March 10, 2022 Meeting
- **Secretary's Report** ~ Heather – Exec met last week to go over our meeting with Mackenzie and other new business items. We have meetings next week for Exec and with the Merge Proposal Working group to go over details. And in two weeks we have our monthly meeting with Marsha Fischer.
- **New Business**
 - **Jessica Baker's Topic** – Our guest speaker on April 14th is Jessica Baker and she'll be discussing the Leave Design Update. Because of the length of time needed for questions in our last ISAC meeting, I wanted to give her as much time as possible with us, so she can any questions. She'll start closer to 10am to accommodate for that. I will send out another note about this closer to the date, but I wanted to give you all a heads up now.
 - **Lisa Harrison** – Lisa has informed us that she needs to resign from Staff Council due to her job duties. She was in her 2nd year, so Exec thought it'd be best if we just open that position for this year's elections instead of backfilling it for a year. I talked with Liz and she said that'd be best.

- **State of the University Address** – I know I saw a few of you at the Address, thank you for attending in-person and virtually. We’ve had a few comments about it, but we were wondering if anyone would like to share their thoughts.
 - Exec felt it was a great presentation, President Choi has always been well-spoken. The presentation included success stories of students, faculty, athletics, and NextGen, however there was a missed opportunity to highlight staff. It was nice to hear about the \$500,000 performance-based salary increases though! We did notice the recent staff success stories in the Show Me digital publication, so hopefully everyone saw those.
- **HR Classes at Staff Recognition Week** – I know it’s been a while since we’ve done in-person HR classes, but in the past, someone from Staff Council has introduced the presenter. If you’re interested in possibly volunteering for that, please let me know and we’ll coordinate that. On that note, please remember that Staff Recognition Week is an “all-hands-on-deck” event.
- **Patty Haberberger’s Replacement** – As everyone knows, Patty will be retiring at the end of next month, which is bittersweet news. It’s deserved, she’s been amazing to work with and will be missed. They’ve re-imagined the position and have been retitled as Executive Director of Human Resources; I’m pleased to announce that Mackenzie Moorefield has accepted that position! We’re excited to continue working with Mackenzie and the HR team.
- **Exemplary Service Award Call for Nominations (Kim)** - This award is for someone who is not currently on council but the service they give to council, typically a previous council member. Nominations are only taken from SAC members for this. Alisa, is going to send that out tonight and the deadline will be April 1st. Eligibly is anyone not currently on SAC, employed by MU and helps future the mission of SAC serving staff.

- **Old Business**
- **SAC Admin Assistant Position Update** – Last week Exec met with Mackenzie about posting this position. We chose to post it as a Project/Program Coordinator I. We’re still waiting on HR to approve the title change, so it hasn’t been posted yet. Once it is, Mackenzie will send us the link which we’ll send to everyone else so they can pass it along to anyone who might be interested.

- **HR Report** ~ Patty Haberberger (VC for HRS)
 - Mindy Allen is taking a new role, she leads the FMLA area and something will be posted soon.
 - HR will be launching a new website April 13th and any feedback would be greatly appreciated after its live.
 - Jessica Baker will be at the next meeting to talk about the leave balances/changes.
 - Preview: It is informational to the board only, not set-in-stone concepts and ideas. There will be lots of vetting and training to go into it before anything actually happens.

- **Committee Reports:**
 - Standing Committees**
 - Education Award** ~ Kim – They are waiting on the name for the merged UM-MU Council before proceeding with changes to the endowment. They hope to accomplish this before next call for applications goes out in late May

 - Elections** ~ Liz – Nothing to report

Fundraising ~ Dilauna – Dilauna received communication from Shakespeare’s, which Jacqueline shared with everyone. Just a reminder that the fundraiser is March 30th and to share with departments, family and friends to get the word out. Also, a reminder that folks need to take the flyer with them. Additionally, Dilauna heard back from Small Cakes - the flyer is good for the whole month of April. If someone has an event in May, they can place their order in April, pay for it and we will still get credit for that order because it was placed and paid for within April. Admin sent the flyer with the agenda but please remember that Shakespeare’s is the first one on March 30th and that the Small Cake flyer shouldn’t be shared with anyone until after April 1st

Inclusion, Diversity & Equity ~ Jackie – Nothing to report

Marketing & Communications ~ Travis – There are a few posts scheduled this week and next to advertise the Shakespeare’s Pizza fundraiser on Wednesday March 30th. Please share, retweet, and like them if you see them to help with visibility. Travis also plans on making an updated version of the “Thank You Video” we did last year for Staff Recognition Week. We would like to have everyone on Staff Advisory Council participate in the video. You can view it for reference here (https://youtu.be/_o6lb9nT6Bg). If you would like to participate, Travis has provided some instruction to make things go smoothly (Admin attached that info to the email with the agenda). He will send out an email request/reminder with these tips to everyone on the council as well. The thank you video will be posted on social media as part of the Staff Recognition Week celebration and events.

Thank You Video Tips

- *Get a friend to hold your phone/camera steady if you can, it will make it easier*
- *Take the video in a well-lit area*
- *Preferably outside on a nice day*
- *Smile and pass a sign that says “Thank You”*
- *Pass the “Thank You” sign from your right to left (will be reverse when viewing the video)*
- *Try and have the sign come from “off camera” and out of frame on both sides*
- *Please shoot in landscape mode not portrait*
- *Check and make sure you are happy with the results*
- *Upload video to my OneDrive folder: https://mailmissouri-my.sharepoint.com/:f:/g/personal/johnsontrav_umsystem_edu/EtOyKbwSOyhCj2De3RdU67EBtkPrzkmPtsLYJ-aVA0QJgg?e=GpLyjv*
- *Email me with any questions at johnsontrav@umsystem.edu*
- *Thanks!*

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 – They are waiting on awards nominations to be verified and redacted, then admin will assign groups to score the nominations. They are working on the order of events for the awards ceremony. Good discussion about employee appreciation at last meeting was led by System HR Learning & Development rep. The next committee meeting is on April 1 – working to finalize details for the ceremony

- **Events** ~ Heather/Hannah – Nothing to report

Special Committees

Academic Affairs Committee ~ Jessica – Nothing to report

Budget Committee ~ Liz – Nothing to report

Campus Space Committee ~ Dilauna/Sean – Nothing to report

Committee for Persons with Disabilities ~ Kim – The next meeting is on April 4th. The Disability Accessibility Policy will be discussed at the April 21st Board of Curators meeting

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 –

Honorary Degree Committee ~ Nothing to report

Information Technology Committee ~ Nothing to report

Intercampus Staff Council ~ Jacqueline/Kim/Dayla – Nothing to report

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 –

Residence for Tuition Purposes Committee ~ Michelle Custer – Nothing to report

Resource Allocation Model Committee ~ Liz/Sean – Nothing to report

Safety Coalition Committee ~ Jackie –

Search Committee for the Dean of Arts and Science ~ Jacqueline – We met yesterday for our final semifinalist interview. We voted and narrowed the list down to three; we meet with the Provost this afternoon and discuss our choices. The finalist interviews will take place sometime between April 11th and 22nd.

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 –

Student Health and Well Being Committee ~ Dr. Sherri Thomas – Nothing to report

Total Rewards Advisory Committee ~ Sean – Nothing to report

United Way Committee ~ Nothing to report

University of Missouri Leaders Meeting ~ Jacqueline – Nothing to report

- **Pending Committees**
 - Staff Interest/AdHoc (pending)
- **Adjournment @ 11:40 AM**
 - **Motioned: Dilauna B; Seconded: Jessica H**