

Staff Advisory Council Minutes

March 25, 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	TBD	Waleed Atout – o
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 – o	Sarah Rigdon – x	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 - x				
Guest Speaker(s) – Heath Immel, Ryan Rapp and Marsha Fischer				
Guests – Liz Lannin, Lee Larrick, Jennifer Hamilton, Tracy Fuemmeler, Rhonda Gibler				

Call to Order: Hannah called the meeting to order at 1:16pm.

Guest Speaker(s): Heath Immel (Director Student Unions, Campus Reservations & Parking & Transportation) introduced himself and gave some information about the Parking and Transportation department. He shared a presentation which discussed parking space on campus, finances and challenges, maintenance needed and revenue ideas. Heath answered questions from SAC members.

Ryan Rapp (VP Finance and Chief Financial Officer) gave an overview of higher education and challenges being faced including decrease in state funding and tuition revenue. He believes changes in funding will change the role of System as they move away from resource allocation models to more earned revenue models as primary sources of funding move from the state to tuition sources. Ryan and Rhonda Gibler answered some questions. Ryan also discussed administrative efficiencies review some and he will share the link to that report, as well.

Ryan Rapp shared some information regarding the administrative consolidation plan. Ryan shared a PowerPoint presentation regarding the review and goals of administrative efficiencies and the structure of a unified finance organization. He is not sure if there will be significant cost savings, but they will finalize those numbers when consolidation is implemented. The plan should create better efficiencies for MU and System-wide central and shared services. They have started the MU/UM finance integration and it is ongoing for now as they work through the integration process. Marsha Fischer (VP Human Resources & Chief HR Officer & Chief Equal Opportunity Officer) and Patty Haberberger (Vice Chancellor for Human Resource Services) presented the UM/MU Administrative Consolidation Framework plan. Two primary principles consistently guiding work are administrative effectiveness and efficiency. Marsha shared a draft organizational structure which they've been vetting. She also shared some opportunities for savings which would not be through losing employees. They are working on next steps for the integration.

Upcoming Meetings & Dates:

- April 8, 2021 – Zoom, Maurice Gipson, guest speaker
- April 22, 2021 – Zoom
- May 13, 2021 – Zoom (Note: 1st meeting that will begin at 10am)
- May 17-21, 2021 – Staff Recognition Week

Minutes Approval: Minutes for March 11, 2021 were discussed. Christy moved to approve the minutes. Dilauna seconded. Motion carried.

Secretary/Treasurer Report (Heather): The Executive Committee met last Thursday and discussed open forums and Staff Recognition Week updates.

Human Resources (Patty Haberberger): Patty asked if it would be okay to recommend the SAC to test the new AskHR self-service portal when that goes out. She will submit the SAC to be part of that test group. They are getting ready to launch the exit survey for both faculty and staff. Patty asked if the SAC has any thoughts on how far back to get exit feedback from staff (for example, a year, 6 months, etc.) and there was some discussion regarding that survey information. The new E-Performance system for reviews is being worked on and they think it will go out in Mid-April, but there are no solid dates on that as of yet.

STANDING COMMITTEES:

Education Award (Kim): Nothing to report.

Elections (Liz): Nothing to report.

Fundraising (Jacqueline): The Ozark Mountain Biscuit Truck didn't meet the minimum sales, but they're willing to try again next semester.

Inclusion, Diversity & Equity (Jackie): They have sent the draft recommendation for the ombuds position to the Faculty Council IDE subcommittee. Jackie spoke with Rebecca Graves, chair and part of the Faculty Council executive committee, on Monday afternoon regarding the ombuds position. It is something that has been discussed on the faculty side, too. Rebecca will let Jackie know what comes of the discussion that will happen in the next few weeks. Jackie also reported that they are reviewing the rubrics for each award committee and will be creating suggestions about how to help choose committee members for campus wide spots to help ensure the most inclusive experience for staff.

Marketing & Communications (Travis): Nothing to report.

SAC Salutes (Liz): Admin is tallying scores and will schedule presentations.

Service Champion (Liz): They presented Connor Voss with the March 2021 award on Tuesday.

Staff Development Award (Ricky): The call for applications went out and the deadline is April 9th.

Staff Recognition Week:

- **Awards/Ceremony Committee (Dilauna):** Interviews were completed last week. Admin is working to tally final scores and will schedule surprise announcements for recipients. Admin will also send notification to all finalists and nominees.
- **Events Committee (Ricky/Heather):** The committee is still finalizing events and working on putting together marketing pieces.

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): Nothing to report.

Community Advisory Board (Christy/Jackie): Jackie reported they are hiring two officers. One is a trainee position and will be sponsored to attend and complete the Police Academy. The two positions are on myHR, so if you know someone interested, please encourage them to apply. At the next meeting they will discuss the idea of free speech and how this intersects with group affiliation and symbols on campus.

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

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

MU History Working Group (Jackie): The walking tour recommendation still hasn't gone to the Board of Curators. It's a physical change and requires BOC approval.

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 are finishing up a draft of a proposal for the reclassification of membership and will bring it to council to discuss.

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

Staff Recognition Working Group (Hannah): They are vetting the recognition survey through senior leadership and will then send it out to their audience to gather information to inform their next steps.

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

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

Adjournment: Dilauna moved to adjourn. Krystin seconded. Motion carried. Meeting adjourned 2:58pm.