

Staff Advisory Council Minutes

May 13, 2021

Zoom

10:00am – 11:45am

Attendance Record				
A/P	C/M	C/O	T/P	At-Large
Liz Beal – x	Terrance Camp – o	Jacqueline Chenault – x	TBD	Waleed Atout – o
Hannah Clampitt – x	Ricky Conatser – x	Krystin Cooper – x	Travis Johnson – x	Bryce Osman – o
Heather Horn – x	Mike Duncan – x	Lisa Harrison – x	Rachel Powers – x	Dilauna Burks – x
Christy Hutton – x	David Lickliger – x	Sarah Rigdon – x	Michael Williams – x	Jackie Carney – x
SAC/OSAIV – Alisa Petty – x		-	-	Jasmine Chievous – x
HR Ex Officio – Krista Jennings (HR Consultant Sr.)				Kim Foley – x
ISAC Rep – Dayla Botts – o				
Guests – Billy Jamison, Jenna Fusinato, Lee Larrick, Teresa Pinhero, Sean Brown, Jennifer Hamilton, Charlene Thompson, Cindy Greenwood				

Call to Order: Hannah called the meeting to order at 10:02am.

Upcoming Meetings & Dates:

- May 17-21, 2021 – Staff Recognition Week
- June 8, 2021 – TBD
- June 24, 2021 – TBD, Makenzie Moorefield, guest speaker

Minutes Approval: Minutes for April 22, 2021 were discussed. Michael moved to approve the minutes. Dilauna seconded. Motion carried.

Secretary/Treasurer Report (Heather): Executive Committee met last week with Christine Holt and Gary Ward. They discussed Staff Recognition Week and some other items. The Executive Committee also met on Monday. Marsha Fischer joined the meeting and discussed return to work.

New Business:

Staff Recognition Week: SRW starts on Monday, May 17th and runs through May 21st. There will be a combination of virtual and in-person events. Members and guests are invited to share the events flyer as well as posts on social media. Everyone is encouraged to attend some events.

Job Classification: Hannah reported that the Executive Committee ran through the job classification change proposal with Christine Holt and Gary Ward when they met last week. They were receptive to the changes. The next step is for the Executive Committee and the Elections committee to meet and discuss logistics. When everything is ready, it will be brought to the SAC for a vote.

Open Forum Follow Up: Hannah shared the Executive Committee shared with Christine Holt and Gary Ward the follow from the SAC at the previous meeting about reintroducing the open forum. They presented the idea of maybe having three open forums throughout the year, possibly guided towards operations, academic units and non-academic units. They liked that idea. Hannah asked if anyone has any other ideas or suggestions. Nobody shared any additional information. The next steps will be to start planning some details on how it's going to work and when. Admin will add to the next Executive Committee agenda for discussion.

Return to Work Discussion: Everyone is expected to return to work on Monday. There was an additional email from HR about remote work being limited and the new processes for remote work requests. The Executive Committee shared feedback they've received with Marsha Fischer when they met on Monday. Hannah took notes of some concerns shared by members and guests, which she will send to Marsha. If

there are other questions or concerns around this, they can be sent to Hannah to pass on because HR wants to know.

Jasmine's Last Day (added during meeting): Hannah shared that Jasmine's last day at MU is on Friday. There are two years left on her term. Admin will reach out to the next at-large candidate from 2020 to see if they are interested in finishing that term. If none of the remaining candidates from 2020 are able to fill the position, the two year position will be added to this year's election ballot.

Human Resources (Krista Jennings): HR is working on updates coming to the grievance policy and the new process. They are also working on the new e-Performance process and return to work processes. They are working on developing and implementing a unified file system, which will hopefully be coming out this month.

STANDING COMMITTEES:

Education Award (Kim): Nothing to report.

Elections (Liz): Liz reviewed some changes they're working on for the nomination form and the scoring rubric they're creating. Liz also shared that the Elections committee will be required to score the nominations, however, scoring will also be opened to SAC members who'd like to review. They will be working on the interview process and also will be working out additional details for the election process, including what the cap will be for candidates on the ballot, etc. The mass email will be sent out soon. If anyone has any ideas or concerns, they can be sent to Liz.

Fundraising (Jacqueline): Nothing to report.

Inclusion, Diversity & Equity (Jackie): They are working on a reference sheet for use by staff in hiring and awards committees. They discussed equity concerns regarding staff positions due to 'restructuring plan' and questions to move forward to HR regarding competitive equity, e.g. merit raises in RAM.

Marketing & Communications (Travis): Social media posts have been scheduled and are running to promote Staff Recognition Week on Facebook and Twitter. They started Friday and continue until the event (one post per day). If you see them please like and/or share. The Arts & Crafts Showcase is on YouTube now and is set as a premiere at <https://youtu.be/M8B5oyy2T4E>. It will simply show the thumbnail with a countdown until 10 am, Tuesday May 18, when it is watchable. Travis is working on finishing the awards ceremony video and will set that as a premiere as well. There are also social media posts highlighting all the award winners scheduled throughout Staff Recognition Week.

SAC Salutes (Liz): Admin is working to schedule presentations.

Service Champion (Liz): Admin is working to schedule the April presentation.

Staff Development Award (Ricky): Admin is preparing applications for review by the committee.

Staff Interest/AdHoc (David/Terrance): The deadline for applications was May 7th. The committee is scheduled to meet on Friday to make assignments.

Staff Recognition Week:

- **Awards/Ceremony Committee (Dilauna):** All photos and video recordings have been completed. Travis is putting together the video, which will post to social media and the SAC website at 10am on Monday, May 17th to kick off Staff Recognition Week.

- **Events Committee (Ricky/Heather)**: Events are finalized and ready to go for next week. The mass email and flyer have been sent out and registration for events is open. Travis set up marketing on social media for the next week.

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 Engagement subcommittee is meeting later today.

Community Advisory Board (Christy/Jackie): At the meeting they had a presentation regarding the concept of free speech. They also discussed how we are trying to actively lead in the community re: bias in training and keeping our community members safe. MUPD is always happy to attend and interact at your events, but they request to be asked to come – so as events start to be scheduled, consider inviting MUPD to attend your events. This proactive relationship building is a cornerstone of community policing and helps MUPD understand the various groups they are serving on campus.

Intercampus Staff Council (Hannah/Jacqueline/Liz B./Dayla): Hannah reported they discussed return to work and also provided campus reports. Liz shared that they took a poll on whether they should plan the annual luncheon/event they do with the Board of Curators as a virtual or an in-person event. It looks like it might end up being in-person, but that will be finalized later.

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

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

Resource Allocation Model Committee (Liz/Sean): The Student Affairs and Administration subcommittee met nearly every week since last summer. They learned as much as they could about each of the administrative units at the chancellor, vice chancellor, provost, and vice provost levels. They met with nearly all of those leaders, asking questions, taking careful notes, and writing recommendations that they believe reflects the realities and challenges facing each of those units. They submitted the group report last week to President Choi, Provost Ramchand and Vice Chancellor Gibler. They also formulated general recommendations for the continuing review of administrative and student service divisions based on the perspective of their committee and suggested next steps for the committee in FY22 in the report.

SAC Job Classification Working Group (Hannah): Nothing to report.

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

Staff Recognition Working Group (Hannah): The survey has been sent out and they are getting feedback. The survey is open until this Friday.

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 10:55am.