

Staff Advisory Council Minutes

July 8, 2021

Zoom

10:00am – 11:45am

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 – o	Krystin Cooper – x	Travis Johnson – x	Bryce Osman – x
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		-	-	Angela Branson – x
HR Ex Officio –Patty Haberberger (VC for HRS)				Kim Foley – x
ISAC Rep – Dayla Botts - o				
Guest Speaker(s) – Maurice Gipson (Vice Chancellor for Inclusion, Diversity & Equity and Chief Diversity Officer)				
Guests – Lee Larrick, Jennifer Hamilton, Charlene Thompson, Teresa Pinhero				

Call to Order: Hannah called the meeting to order at 10:01am.

Guest Speaker: Maurice Gipson (Vice Chancellor for Inclusion, Diversity & Equity and Chief Diversity Officer) introduced himself and discussed his process for assessing the division for strengths and opportunities. He discussed goals and has split the path forward into three phases – getting staff to the size they need in order to achieve some of their goals as well as reconfiguring some staff roles, overhauling inclusive excellence and how the framework is used for various campus bodies and groups, and looking at the future in how we can best position the university as a thought leader and exemplar around the country as relates to its practices. He talked about reconfiguring faculty recruitment as well as staff recruitment and retention. Dr. Gipson shared that going into fall, they're trying to focus on ways they can bring the campus community together. He's put together a small team of faculty and staff to talk about what a celebratory event might look like. Dr. Gipson spoke a bit about the miscommunications regarding the social justice centers. He also answered questions from members.

Upcoming Meetings & Dates:

- July 22, 2021 – TBD, Amber Cheek, guest speaker
- August 13, 2021 – TBD, SAC Annual Retreat/New Member Orientation
- August 26, 2021 - TBD

Minutes Approval: Minutes for June 24, 2021 were discussed. Dilauna moved to approve the minutes. Kim seconded. Motion carried.

Secretary/Treasurer Report (Heather): The Executive Committee met yesterday and discussed the agenda for the meeting with president choi next week and discussed elections as the ballot went out yesterday. They also discussed the upcoming meeting discussing membership restructuring.

New Business:

Education Award Fund – Hannah proposed to move \$9,000 from the distribution fund to the endowment fund, leaving \$10,000 in the distribution fund. Adding \$9,000 to the endowment fund raises the total to \$57,000 and would create \$2,000 in annual distributions, which would be up from the current \$1,000 annual distribution. Liz moved to vote to approve moving \$9,000 from the distribution fund to the endowment fund, Michael seconded. Motion approved by unanimous vote.

Staff Excellence Award Fund – Hannah proposed renaming the Staff Excellence Award Fund Give Direct account to the Staff Advisory Council Fund as the previous name of Staff Excellence Award is misleading and doesn't have clear direction when asking for donations. The new name would fall in line with SAC having discretion to use funds to support staff however needed. Dilauna moved to vote to approve the name change to Staff Advisory Council Fund, Rachel seconded. Motion approved by unanimous vote.

Call for Executive Committee Nominations – Hannah announced call for nominations for the 2021-2022 Executive Committee. Nominations need to be sent to admin via email by noon on July 21st. Voting will take place at the meeting on July 22nd. Hannah clarified that members who have served a year on council are eligible to run for Executive Committee positions.

Human Resources (Patty Haberberger): Patty discussed the new retirement calculator portal that started. They are also working to finalize language for new salary and wage guidelines. They had an HR division officer meeting this morning and had two presentations. One was from Lisa Barnum who discussed the affirmative action plan. The other presentation was by Amanda Purchase Roberts with career services regarding a student worker orientation program that's in canvas and a supervisor toolkit to help with the student worker experience on both the student and the supervisor's side. Admin will reach out to Lisa and Amanda to try and get them to present at future SAC meetings. Patty also discussed staff retention and a new electronic exit survey that's in place for faculty and staff. A question came up as to whether someone will receive an exit survey if they are leaving one department for another. Patty will look into this and will also see if not, if there's a way to manually get an exit survey out. She will also look into whether healthcare is included in the exit survey program or not.

STANDING COMMITTEES:

Education Award (Kim): The committee is currently scoring 11 applications and will meet on July 14th to select recipients for the Fall semester.

Elections (Liz): The group interviews went well. Due to the number of applicants versus openings, there wasn't a need to narrow down the pool of candidates this year. The committee developed a new rubric and scoring system and will finalize other details for next year. The ballot went out and 600 people have already voted.

Fundraising (Jacqueline): Nothing to report.

Inclusion, Diversity & Equity (Jackie): Nothing to report.

Marketing & Communications (Travis): Nothing to report.

SAC Salutes (Liz): Admin is working to schedule the Spring 2021 presentation.

Service Champion (Liz): Admin is working to reschedule the April presentation. The committee is working to finalize updates to the nomination form so that can be re-opened.

Staff Development Award (Ricky): Nothing to report.

Staff Interest/AdHoc (David/Terrance): Admin has notified staff of their committee assignments and is working to fill the three open Budget Committee positions.

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): The committee is scheduled to meet again at the end of the month. Questions or concerns can be sent to Jackie or Christy.

Intercampus Staff Council (Hannah/Jacqueline/Liz B./Dayla): They haven't met, but are preparing for the meeting with President Choi and the Board of Curators.

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): Nothing to report.

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

Safe Mizzou Coalition Committee (Jackie): Fall and winter events are moving forward with planning in person. Boone County Office of Emergency Management is hosting a Community Preparedness Fair in September.

Staff Recognition Working Group (Hannah): Nothing to report.

Task Force for Contextualization of the Thomas Jefferson Statue (Liz): The Board of Curators voted no to the committee's proposal.

Total Rewards Advisory Committee (TRAC) (Sean): The committee is scheduled to meet again on July 19th.

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

Adjournment: Michael moved to adjourn. Bryce seconded. Motion carried. Meeting adjourned 11:24am.