Call to Order: Jaci called the meeting to order at 10:00am.

Upcoming Meetings & Dates:
- September 9, 2021 – Zoom
- September 23, 2021 – Zoom
- October 14, 2021 – Zoom
- October 28, 2021 – Zoom – President Choi, guest speaker

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

Secretary/Treasurer Report (Jacqueline): The Executive Committee met with Gary Ward and they gave an update on new members and orientation. Last Thursday the Executive Committee and the System Executive Committee met with Gary Ward, Patty Haberberger and Marsha Fischer to discuss the possibility of aligning events. They will meet again to discuss planning and logistics.

New Business:
Voting for 2021-2022 Vice Chair – Since Michael is leaving MU, a new vote for Vice Chair is needed. Admin discussed that there are three candidates and administered poll. Based on poll #s and emailed votes from members not in attendance, Kim Foley will be the new Vice Chair for 2021-2022 with 8 votes. Dilauna Burks had 5 votes and Ricky Conatser had 4 votes.

SAC Departures and Welcomes – Jacqueline recognized outgoing members Sarah Rigdon and Christy Hutton and let the SAC know that Waleed has stepped down and Michael is leaving MU. She also welcomed Shawn Clark, who is filling Waleed’s vacated position on the SAC.

Voting on T/P Replacement – Heidi Mitchel – Jacqueline discussed the vacancy due to Michael’s departure and per bylaws, the Executive Committee reached out to some T/P candidates and Heidi Mitchel is able to serve. Dilauna moved to approve Heidi Mitchel as the new T/P member to complete Michael’s term, Jackie seconded. Vote by poll was unanimous to approve Heidi.
Staff Retention and Candidate Pools – Jackie had some questions about the processes that are in place to help retain staff. She'd like to know if processes are per department as it seems like it's sometimes difficult to stay competitive and it doesn't seem like it’s consistent across units. She also mentioned at one point HR mentioned there was a pool of those staff members who were laid off that could be looked at when hiring and Jackie wondered if that's still be encouraged for folks to look to that pool of candidates first. She also mentioned concerns about the number of staff leaving and the strain it puts on remaining staff to maintain functions without appropriate compensation and also expresses concern that candidate pools don't seem to be as competitive as they used to be. Patty informed members that job offers and counter offers happen at a very local level and that there is no message from leadership to avoid counter offering if someone receives an outside offer as budgets sit in each college/school/division/unit and are not managed at the campus level. Full cycle recruiters do get involved with certain positions, but there aren’t enough of them to help with every single position or candidate pool. Per Patty, counter offers for external as well as internal job offers go through her for approval, so she does see that areas are trying to keep their staff. The Columbia campus pays for approximately 20,000 staff, compared to Hospital, which has about 6,500 and that is a big part of why it’s more difficult for them to compete with the market. Jackie suggested that some other ways to better compensate staff who are taking on more work might be to offer comp time or provide better flex scheduling. She also wondered if they have any information and have seen any trends yet from the more centralized exit surveys. Patty shared that Mackenzie Moorefield’s team has been working to build a systemwide training for supervisors and will be piloting the supervisor development series in October. It will be offered virtually and will include different modules which will include some information on things like compensation and position classification. HR is also trying to streamline position classification and they've developed an abbreviated PCQ for certain kinds of positions. Additionally, Patty shared that some units have career progression plans, but those aren’t available in all units as the unit has to ask for a plan and then HR will work with them to develop it. She recognized that they need to reach out to supervisors more often and give them some tools so that they can address some of the retention issues. Patty shared that the exit survey did kick off and there’s not enough data yet to show trends or anything. The survey right now is also only able to track data for folks leaving MU, not for those leaving from one department to another or leaving MU to go to Hospital, but they are working on a way to include that information as well.

Temporary Quorum Change – Jacqueline informed members of the temporary change to quorum guidelines made last summer to accommodate for the time furloughs and layoffs were happening, in addition to working through Zoom processes. Due to the fact that things are starting to get back to normal, the Executive Committee is proposing that the temporary quorum guidelines (which state that smaller matters, such as minutes, can be voted on during meetings regardless of whether or not there’s a quorum and larger matters, such as changes to bylaws can be voted on via email) be removed and normal quorum guidelines be followed as of September 1, 2021. Liz motioned to remove the temporary quorum change and Dilauna seconded. Admin will send vote out via email.

In Person Meetings – Jacqueline reminded SAC members that Zoom meetings will continue through 2021 and then will begin meeting in person again January 2022, providing there aren’t changes to campus guidelines at that time.

Committee Preferences (added during meeting) – Jacqueline reminded SAC members to send their top three choices of committees to admin via email by tomorrow. Admin shared if choices are not submitted, then members will be placed where needed.

Human Resources (Patty Haberberger): Patty shared that Jennifer McMillin has been working on creating a Total Rewards Statement program and the product is done and they’re hoping launch it in October. The program will show a pie chart of each individual’s total compensation including their base compensation, paid leave (what was used in the previous year, not what’s left in balances), health benefits,
tuition assistance (if applicable), taxes, etc. and shows what the dollar amounts for each benefit is. The report will go out once a year and will show from September 1st through August 31st each year. Admin will invite Jennifer to an SAC meeting for a demonstration. Patty also reminded members to complete their compliance trainings. Patty discussed the Shared Leave Program. She has a powerpoint presentation, which she will share with the Executive Committee to be discussed with SAC at a later meeting, which shows the six different Shared Leave programs for each of the campuses, System and Hospital. They centralized the administration of Shared Leave when they outsourced FMLA, so those folks manage both FMLA and Shared Leave. The presentation includes information on how many requests have been received, how many have been approved or denied and why requests were denied, etc. Per Patty, all campuses have a positive balance and have been able to approve leave time for all applicants who’ve qualified, except Hospital. Hospital has a different Shared Leave program which allows folks to donate to a specific individual, however, they were not taxing appropriately and it’s caused some issues. Donations are down and they don’t have enough money and have had to turn down some people who need leave. Patty says that there’s discussion about whether or not to combine all of the pools of money into one joint Shared Leave program. HR and the Total Rewards Advisory Committee are discussing it and they’d like the staff councils to discuss it as well. Admin will schedule a time for Patty and the Executive Committee to meet and go over the presentation and the SAC can discuss at a later meeting.

STANDING COMMITTEES:
Education Award (Kim): Nothing to report.

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 and will send out a new round of reviews soon.

Service Champion (Liz): Admin is working to reschedule the April presentation. The committee is scheduled to meet on August 27th.

Staff Development Award (Ricky): The deadline for applications was yesterday. Admin is preparing applications for review.

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): Nothing to report.

Intercampus Staff Council (Hannah/Jacqueline/Liz B./Dayla): Nothing to report.
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): Boone County is having an emergency management fair in September/October. They are doing pizza with police at various locations.

Staff Recognition Working Group (Hannah): They met to discuss next steps and are scheduled to meet again on September 1st.

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

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

Adjournment: Dilauna moved to adjourn. Rachel seconded. Motion carried. Meeting adjourned 11:02am.