

Staff Advisory Council Minutes

August 27, 2020

Zoom

1:15pm - 3:00pm

Attendance Record				
A/P	C/M	C/O	T/P	At-Large
Liz Beal - x	Terrance Camp - x	Regina Baer - o	Stephen Braddock - x	Aric Bradley - x
Hannah Clampitt - x	Ricky Conatser - x	Jacqueline Chenault - x	Travis Johnson - x	Dilauna Burks - x
Christy Hutton - x	David Lickliger - x	Krystin Cooper - x	Robbie Merrill - o	Jackie Carney - x
Heather Horn - x	Brad Sharp - o	Liz Zufall - x	Rachel Powers - o	N/A
Alisa Petty - SAC/OSAIV				
HR Ex Officio - Patty Haberberger (VC for HRS)				
ISAC Rep - Dayla Botts - x				
Guest Speaker - President Choi				
Guests - Kim Foley, Mike Duncan, Victoria Bryan, Christa Smith, Cindy Greenwood, Jasmine Chievious, Lisa Harrison, Billy Jamison, Doris Agwu, Sean Brown, Gordy Sauer, Cindy Hall, Sarah Rigdon, Cindy Roller, Sequoyah Moore, Lee Larrick, Waleed Atout				

Call to Order: Hannah called the meeting to order at 1:15pm.

Guest Speaker: Current and incoming SAC members introduced themselves and then President and MU Chancellor, Mun Choi, introduced himself and conveyed his appreciation for staff. He thanked everyone for dealing with challenges and said that staff has done a marvelous job. He also shared that the hard part is not over as there are a number of serious issues that need to be addressed as a university and as a community. He met with the staff in the Athletics department and they discussed the confluence of the pandemic, the economic downturn and also social unrest related to injustices of people of color and how we have to find ways as a university as well as educating the next generation on how to deal with these issues. He believes we can set the right tone and expectations and challenge ourselves to improve. They are going to have continuous discussions about all of these things moving forward.

President Choi shared that they announced yesterday that there are 228 cases of students testing positive for COVID-19 and they are being isolated and their close contacts are being quarantined. They have their own contact tracers in addition to the county's, so they don't have to rely solely on information from Boone County and in order to make sure the Boone County system can handle the volume of cases. None of the 228 students have been hospitalized and statistics indicate that the recovery rate is high. President Choi went over some statistics and comparison information and factors they look at when/if they make the decision to pivot. They have not yet released the faculty and staff statistics, but they will begin to do that on Monday. The team is collecting the data. All information is confidential and only aggregate data will be shared, no personal information will be released. They will make a decision if it becomes unmanageable, based on about 20 different metrics they monitor each day. He will share those metrics with the SAC.

Dr. Choi discussed finances. They are bracing for a remote operation and how they would be able to make that effective. There are 1,000 more students this fall than there were last fall and they're coming back because they want to be in-person. If we go into remote operation, the calls to reduce tuition rates will grow louder. He is also having conversations with faculty on when to go remote and the importance of not making those decisions individually instead of at campus level. If the university has to go remote, the financial impact to the university is going to be severe. Not only due to refunds, but also calls to reduce tuition. That will also affect the community, which relies on the university. Many factors are being looked

into before a decision will be made. Everyone is trying to reduce costs and generate revenue where they can. One area they are working on still is research.

President Choi discussed social unrest and the pain of the community. He believes we need to ask ourselves what we can do to contribute to society and would like faculty, staff, students and administrators to participate in mentoring opportunities and programs that might be available, if they can. He believes there is a lot of work to be done at the university and would like MU to become a leader in this area.

President Choi took several questions from members and guests. Some questions were in regard to COVID guidelines and accountability, System restructuring, the new Resource Allocation Model and the expectation of the SAC for the next year.

Upcoming Meetings & Dates:

- September 10th, 2020 – Zoom, Major Scott Richardson, guest speaker
- September 24th, 2020 – Zoom, Vice Chancellor Maurice Gipson, guest speaker
- October 8, 2020 – Zoom, Vice Chancellor Rhonda Gibler, guest speaker
- October 22, 2020 – Zoom

Minutes Approval: Minutes for July 23, 2020 were discussed. Liz B. moved to approve the minutes. Dilauna seconded. Motion carried.

Secretary/Treasurer Report (Heather): The Executive Committee met on Monday to go over committee assignments.

New Business:

Campus Committee Openings – Admin discussed SAC rep openings becoming available for the Education Award Review Committee, the Campus Space Utilization Committee and the Digital Accessibility Advisory Board. SAC members should email their interest to admin by Tuesday, September 1st.

COVID Trainings and Guidelines for Return to Campus – Mandatory COVID training needs to be completed by September 5th. The Campus Clear app is being used now. As of right now, the only building requiring to see the app in order to enter is MizzouRec. As of right now, rules are a little loose for folks who maybe don't have a smartphone to show the app or those who really don't want to use the app to maybe verbally confirm their lack of symptoms or to have the building take temperatures in replacement of the app, but those rules may become stricter in the future.

Security Cameras – Hannah received some concerns regarding security cameras added on campus. Major Scott Richardson with MUPD is coming to next meeting to discuss that.

Water Fountains – Hannah discussed the fact that water fountains are being shut off in buildings as well as the Culligan machines. There has been some concern about paying for Culligan machines that will not be active, as well as concern over how to get water if everything is shut off. If someone needs Culligan water turned back on, Facilities can separate the machine from the water fountain, but they will need a work order submitted in order to have it done.

Alisa's Last Meeting (added during meeting) – Hannah let SAC members know that Alisa will be adjusting hours and will no longer be attending SAC meetings. She will still serve the SAC at 30 hours per week during morning hours.

Old Business:

Custodial Bids – The custodial bids were rejected for this academic year and they will work with the union to see if there are any cost saving measures.

Human Resources (Patty Haberberger): New employee registration opened again on site on July 13th and they reduced hours from 8am-1pm Monday-Friday, instead of 8am-4pm. The Telework Arrangement Policy is developed and on the Working with COVID website. HR700 has also been revised. A reporting form has been developed to report a student for not practicing COVID safety measures and there is a form to report faculty and staff as well. Student forms go to Student Conduct and Faculty/Staff forms will go to HR professional assigned to that college/school/division and Patty is copied on those as well. They are following up on all of those. Forms are available on the Show Me Renewal website. They have created a tracking form for supervisors to turn in when a staff member reports that they've had a positive test. Career Services has been trying to send communications to supervisors and student workers. The recruit team worked to get contact tracer team onboarded and they are hiring staff for a testing site for students, which will go into the old HR space in Parking Garage #7. There will be a group looking at paid leave in general. The proposed revisions to the Grievance Policy have gone to the HR Council and will go to the SAC next. Beth Alpers will be the interim Chief HR Officer for MU Healthcare and they are having discussions on how to move forward. There is going to be reorganization of administrative units for both UM System and MU. Patty isn't sure what that's going to mean yet, but they have to report back to the Board of Curators and she'll be working closely with Marsha Fischer. The administrative units being looked at will be: Academic Affairs, Finance, HR, Institutional Research and Institutional Effectiveness, IT, Marketing & Communications, Operations and Research.

STANDING COMMITTEES:

Marketing & Communications: Nothing to report.

SAC Salutes (Alisa): Awards will start back up in September.

Service Champion (Alisa): Awards will start back up in September.

Staff Recognition Week: Nothing to report.

Video Series (Heather): Nothing to report.

SPECIAL COMMITTEES:

Campus Facilities Planning/Space Utilization Committee (Sean): Nothing to report.

Census Committee 2020 (Jackie): Nothing to report.

Chancellor's Cabinet (Hannah): Nothing to report.

Chancellor's Military and Veterans Standing Committee (Jacqueline): The committee should start meeting again in the fall.

Digital Accessibility Advisory Board: Nothing to report.

Intercampus Staff Council (Hannah/Liz B./Dayla): Liz B. reported that nominations have been submitted for the new Executive Committee. The Qualtrics form will go out soon and they will announce the new Executive Committee at the next ISAC meeting.

MU History Working Group (Jackie): They are waiting for Maurice Gipson and Bill Stackman to meet with President Choi regarding the recommendations they moved forward. If the walk is approved, folks might see plaques start to go up on campus.

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

Resource Allocation Model Committee (Liz B): All subcommittees are meeting regularly and the steering committee will start meeting again monthly to see where it's all at.

Safe Mizzou Coalition Committee (Jackie): COVID packs have been put together for campus.

Search Committee for Dean of Engineering (Liz Z.): Nothing to report.

Search Committee for the VC for Research and Economic Development (Hannah): Mark McIntosh is retiring, but will stay on until they have hired someone. Hannah will serve on this committee.

Task Force for Contextualization of the Thomas Jefferson Statue (Liz B.): They had their first meeting and they received their charge. They will meet once a month to start looking at what that will look like.

Total Rewards Advisory Committee (TRAC) (Sean): Their next meeting will be focused on looking at paid leave and holidays, including the possibility of adding Juneteenth as a holiday.

United Way Committee (Hannah): They are looking at a late September launch for the new campaign.

Adjournment: Heather moved to adjourn. Stephen seconded. Motion carried. Meeting adjourned 2:56pm.