

## Staff Advisory Council Minutes

September 24, 2020

Zoom

1:15pm – 3:00pm

<b>Attendance Record</b>				
A/P	C/M	C/O	T/P	At-Large
Liz Beal – x	Terrance Camp – o	Jacqueline Chenault – x	Stephen Braddock – x	Waleed Atout – x
Hannah Clampitt – x	Ricky Conatser – o	Krystin Cooper – x	Travis Johnson – x	Aric Bradley – x
Heather Horn – x	Mike Duncan – x	Lisa Harrison – x	Sequoyah Moore – x	Dilauna Burks – x
Christy Hutton – x	David Lickliger – x	Sarah Rigdon – x	Rachel Powers – x	Jackie Carney – x
SAC/OSAIV – Alisa Petty - o		-	-	Jasmine Chievous – x
HR Ex Officio – Patty Haberberger (VC for HRS)				Kim Foley – x
ISAC Rep – Dayla Botts - x				
Guest Speaker – Maurice Gipson, Vice Chancellor for Inclusion, Diversity & Equity and Chief Diversity Officer				
Guests – Lee Larrick, Christa Smith, Cindy Greenwood, Charlene Thompson, Billy Jamison, David Herrick				

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

**Guest Speaker:** Major Scott Richardson with MUPD discussed the security cameras on campus. The University of Missouri partnered with Milestone Software, who provides the software portion of surveillance. There are 1,000 or so cameras on campus that are currently in the Milestone system and they have access to most of the cameras on campus that have transitioned to Milestone products. They integrated the software with the computer dispatching system so dispatchers can see what’s happening at locations before officers even arrive. They also have limited access in the police cars via mobile data. Major Richardson demonstrated the map of cameras and how dispatch can view locations. The map is being updated continuously as cameras are being added to the system. MUPD does not have a person assigned to watch cameras at all times, however, there are sometimes hot spots that a dispatcher will be assigned to keep an eye on for a time. MUPD also has body cams integrated with Milestone, through Axon. The body cams provide live video camera feeds that can be viewed live in the dispatch center or by supervisors. Officers are notified when their camera will go live and the cameras cannot be turned on from dispatch, they will only go live if the camera is already running. Videos are kept based on state statutes. Each video taken by a body cam is logged in Cloud storage through Axon and kept based on statutory requirements for each case. Videos recorded from Milestone cameras on campus are kept for 30 days in physical storage which resides in DoIT. The card-swipe system is not integrated with Milestone, but they are looking into that option and Parking and Transportation is also looking into possible integration. They only put cameras in areas where there isn’t an expectation of privacy and DoIT is working with Scott to create a policy for campus on how and where to place cameras on campus, but cameras are currently placed based upon need. That need typically comes from building coordinators or from directors/deans of departments. There would be a working committee within the policy once put in place, which would include members from faculty, staff and student members. There was a request for more cameras that came up as part of the campus climate survey. Access to videos is based on who purchased the cameras. For example, if a department has a safe or confidential materials and needs access to see who is coming and going, they would only have access to those cameras they ordered, not to the whole system. Videos are currently only stored for 30 days due to storage issues, but that is being reviewed as well. There is currently no mandate to move old cameras to the Milestone system, but it can be requested by reaching out to MUPD and Christopher James with DoIT. There is an annual fee for licenses and old cameras can be transferred to the new system, it is not necessary to purchase new cameras in order to be moved to the Milestone system. Folks can reach out to Major Richardson with questions.

### **Upcoming Meetings & Dates:**

- September 24<sup>th</sup>, 2020 – Zoom, Vice Chancellor Maurice Gipson, guest speaker
- October 8, 2020 – Zoom, Vice Chancellor Rhonda Gibler, guest speaker
- October 22, 2020 – Zoom, IT Reps (TBD), guest speakers
- November 12, 2020 – Zoom, Assistant Vice Chancellor Andy Hayes and Amber Lammers, guest speakers

**Minutes Approval:** Minutes for August 27, 2020 were discussed. Dilauna moved to approve the minutes. Liz seconded. Motion carried.

**Secretary/Treasurer Report (Hannah):** The Executive Committee met with Gary Ward this week and discussed the University Club closing. Per Gary, it looks like it's going to be closed for a year or two and may end up permanent, but there just wasn't business coming in due to COVID. It looks like everyone who wanted to transfer to different areas of campus dining were able to readjust and there were three people who chose not to pursue that change, but there were no layoffs since it closed. They are working with the board for the U-Club to talk about what the future looks like for them. They also received an update on Parking services. Mike Sokoff has left Mizzou and Heath Immel is serving as the Interim Director for Parking and Transportation and Linda Turner is Interim Assistant Director. The Executive Committee also met with Marsha Fischer, Patty Haberberger and Mackenzie Moorefield to talk about professional development opportunities for staff. Some of the programs they're doing are the ALDP program (Administrative Leadership Development Program), the SOLE program (Series on Leadership Effectiveness), and they are working on some supervisory training and on-boarding programs as well as a mid-level managers program and staff success program. The office of e-learning is looking to bring an employee version of Canvas and moving professional development from MyLearn to Canvas. They said they're going to look at curating lines of training for employees. They also discussed the administrative consolidation process. They're looking at the roles of System and campus and what that looks like. The HR departments for System and campus are working together to develop a plan and then that will be reviewed and then will go to the Board possibly in November.

### **New Business:**

**Digital Accessibility Advisory Board** – Hannah discussed the committee. Ryan Gavin was the SAC rep, but he has left Mizzou. She asked that anyone interested in serving on the committee reach out to her or admin.  
**Photos (added during meeting)** – Hannah asked that members who haven't sent their picture to admin, please send it as soon as possible.

**College Colors Day (added during meeting)** – Hannah let members know that admin will send email out tomorrow for the SAC to judge the College Colors Day contests.

**Payroll Tax Deferral (added during meeting)** – Hannah mentioned that she received a question regarding whether Mizzou will be taking part in that. The answer is no, they made the decision that the university will conduct current practices as there were concerns about implementation, feasibility and the concern of employees getting a huge tax bill later.

**Human Resources (Teresa Long):** Starting last week HRS developed an HR Care Team and they are reaching out to employees and their supervisors if one has been diagnosed as having coronavirus or if one has been in close contact with someone who has tested positive for coronavirus, to discuss what their options are. People have appreciated being reached out to. Teresa encouraged folks to complete their return-to-campus training. Next month there will be some emails regarding compliance trainings. Performance appraisals are on the website and there are links to the paper forms since the system wasn't open for folks this year. If someone wants to document their performance, they are encouraged to work

through it with their supervisor and sign off on it and then send a copy to HR to be placed in their official personnel file. An onboarding series has been created and is available on the website. Annual enrollment is coming up starting October 26th. Also, they are planning on having some drive-through flu shot clinics, information should go out via email.

#### **STANDING COMMITTEES:**

**Elections (Liz):** Nothing to report.

**Fundraising (Jacqueline):** They are planning to meet, hopefully next week.

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

**Marketing & Communications (Travis):** Nothing to report.

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

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

**Staff Recognition Week:** Nothing to report.

**Video Series (Aric):** Nothing to report.

#### **SPECIAL COMMITTEES:**

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

**Campus Space Utilization Committee (Dilauna):** Nothing to report.

**Census Committee 2020 (Jackie):** Jackie reminded folks to fill out the census, it ends at the end of the month.

**Chancellor's Cabinet (Hannah):** The new title for this committee is the University of Missouri Leaders Meeting. They discussed COVID and how even though student case numbers have increased, faculty and staff numbers have remained low and steady. They discussed the updates to regulations regarding masks. They also talked about finance and budget items including state allocations.

**Chancellor's Military and Veterans Standing Committee (Jacqueline):** Nothing to report.

**Digital Accessibility Advisory Board:** Nothing to report.

**Intercampus Staff Council (Hannah/Jacqueline/Liz B./Dayla):** Liz reported that Marsha gave an update at their meeting. Most campuses have a website reporting on COVID cases. They also talked about the UM System staff awards they were working on to elevate staff at a system level. They are continuing to work with the HR team on refining these. They have been put on hold for right now. They will discuss staff emeritus in the future as well. They have voted on their new Executive Committee and Liz will now be stepping in as past-chair. That transition has started and the new Executive Committee takes over in October.

**MU History Working Group (Jackie):** They are waiting for Maurice Gipson and Bill Stackman to speak with President Choi regarding the recommendations they moved forward for the legacy walk. As soon as

they get the approval to start putting up plaques on campus, they will start working on moving forward with suggestions on how to bring in more programming to campus.

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

**Resource Allocation Model Committee (Liz):** The steering committee is meeting monthly. The Student Affairs Administration subcommittee meets regularly. They will be reviewing budget documents they've received, soon.

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

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

**Search Committee for the VC for Research and Economic Development (Hannah):** They will begin meeting, possibly at the end of October.

**Task Force for Contextualization of the Thomas Jefferson Statue (Liz):** They are meeting monthly and are still in the information gathering stage.

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

**United Way Committee (Hannah):** An email went out and they are doing some partner training. They are looking at a launch for that in a couple of weeks.

**Adjournment:** Krystin moved to adjourn. Lisa seconded. Motion carried. Meeting adjourned 2:29pm.