Staff Advisory Council Minutes
November 11, 2021
Zoom
10:00am – 11:45am

Attendance Record

<table>
<thead>
<tr>
<th>A/P</th>
<th>C/M</th>
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<th>T/P</th>
<th>At-Large</th>
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</thead>
<tbody>
<tr>
<td>Liz Beal  - x</td>
<td>Terrance Camp - x</td>
<td>Jacqueline Chenault - x</td>
<td>Heather Horn - x</td>
<td>Cindy Greenwood - x</td>
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<tr>
<td>Hannah Clamppitt - x</td>
<td>Ricky Conatser - x</td>
<td>Krystin Cooper - x</td>
<td>Travis Johnson - x</td>
<td>Bryce Osman - x</td>
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<tr>
<td>Lindsay Hing - o</td>
<td>Mike Duncan - x</td>
<td>Lisa Harrison - x</td>
<td>Rachel Powers - x</td>
<td>Dilauna Burks - x</td>
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<tr>
<td>Jessica Hosey - x</td>
<td>David Licklider - x</td>
<td>Megan Wilkinson - x</td>
<td>Heidi Mitchel - x</td>
<td>Jackie Carney - x</td>
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<td>SAC/OSAIV – Alisa Petty - x</td>
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<td>Angela Branson - x</td>
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<tr>
<td>HR Ex Officio – Bonnie Gregg (HR Consultant Sr.)</td>
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<td>Kim Foley – x</td>
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Guest Speakers – Secily Adams (Health Engagement Coordinator, United Healthcare) and Caroline Murphy (United Healthcare Nurse Liaison)

Guests – Anna Romero, Marsha Fischer, Teresa Pinhero, Shawn Owens, Lee Larrick, Jennifer Hamilton

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

Guest Speaker: Secily Adams (Health Engagement Coordinator, UHC) and Caroline Murphy (UHC Nurse Liaison) introduced themselves and shared a presentation about the services they offer and how to combat sitting disease. They also shared information about the Rally program and Real Appeal. Departments can reach out to have Secily and Caroline present via Zoom or in person.

Upcoming Meetings & Dates:
- December 9, 2021 – Holiday Luncheon, Plaza 900
- January 27, 2022 – 194B, GSB

Minutes Approval: Minutes for October 28, 2021 were discussed. Dilauna moved to approve the minutes. Jessica seconded. Motion carried.

Secretary/Treasurer Report (Heather): They met with Gary Ward and discussed the merge proposal and met with some representatives from System Council to discuss the merger as well. They got some feedback from leadership and are working to update the merge proposal to try and get it passed by leadership.

New Business:
Shared Leave and TAP Update: Marsha Fischer shared information about what will be going to the Board of Curators in November regarding leave time and TAP. Per Marsha there is one informational item and one action item. The action item has to do with the layoff or transition assistance pay policy. It is going to the Board to have a revision, which will be a reduction in the benefit. This is an important benefit to have and needs to be at a level where it can be sustained. The informational item is that they are currently evaluating leave programs and there are some guiding principles that a group of people have set and as
they move forward, they’ll be looking to modernize the leave programs to make them more market
competitive, improve effectiveness of leave programs, realize cost savings, design leave programs that
promote work life balance, and explore differentiating leave by staff type in industry. Marsha will also visit
with the Board about some of the things that are part of the working group charge, like evaluating whether
or not they should design a PTO plan, short term disability, family leave benefits, the eligibility for
participating and accruing leave plans, and the impact on current employees. The working group should
be giving Marsha and other leaders some recommendations in December and by February Marsha expects
to share recommendations with the Board, and then from February to June, there’ll be further vetting
conversations with representative groups to get feedback and make further refinements. Marsha does
expect changes to go to the Board in June. Any changes would not take effect immediately.

Old Business:
Merge Proposal Update: The merge group met and presented the proposal to Marsha Fischer, Gary Ward,
and Patty Haberberger. They provided some feedback on how to strengthen the proposal but were
supportive of the merger of the councils. The group is revising the proposal and will revisit with Marsha,
Gary, and Patty. The next step is then to discuss it with Finance as the merger involves a budget request.

Human Resources (Bonnie Gregg): Bonnie answered some HR questions from members and guests.

STANDING COMMITTEES:
Education Award (Kim): The deadline for Spring 2022 applications was yesterday. Admin is preparing
applications to send to the review committee.

Fundraising (Dilauna): Dilauna is working to schedule a meeting.

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

Marketing & Communications (Travis): Nothing to report.

SAC Salutes (Liz/Krystin): Nothing to report.

Service Champion (Liz/Krystin): Nothing to report.

Staff Development Award (Ricky): Nothing to report.

Staff Recognition Week:
  • Awards/Ceremony (Kim): The committee met on November 4th and had a brief orientation of the
    award process. The call for nominations will take place in January and the ceremony is scheduled
    for May 19th, 2022 at 1:30pm in Jesse Auditorium.
  • Events (Heather/Hannah): Nothing to report.

SPECIAL COMMITTEES:
Academic Affairs Committee (Jessica): Nothing to report.
Budget Committee (Liz): They met earlier this week and P&T presented. They also talked a bit about Mizzou Forward and the Resource Allocation Model.

Campus Space Committee (Dilauna): Nothing to report.

Committee for Persons with Disabilities (Kim): They met on November 1st. They have ordered graduation cords for students with disabilities and will hold a small reception for those December graduates and their families. The new Digital Accessibility policy will be presented to the Board of Curators in February 2022. They held two breakout room discussions, one on accessibility during emergency situations and one on universal design (championing teachers who utilize technology for students with disabilities).

Committee on Committees (Jackie): Nothing to report.

Community Advisory Board (Jackie): Nothing to report.


Facilities, Buildings, and Grounds Committee (Mike): Nothing to report.

Family Friendly Campus Committee (Ricky/Megan): Nothing to report.

Honorary Degree Committee (Andrea Greer): Nothing to report.

Information Technology Committee (Lisa): Nothing to report.

Intercampus Staff Council (Jacqueline/Kim/Dayla): Marsha spoke about leave program and TAP updates and Jacqueline asked her to share that information with SAC today. They also talked about the staff emeritus status. That’s been on the ISAC agenda for the last 3-4 years and because it’s been talked about for so long and nothing has really been done with it, they voted to kind of step back and give that back to the retirees association to take care of.

Intercollegiate Athletics Committee (Anita Cowan): Nothing to report.

Library Committee (Alisa): Nothing to report.

Military and Veterans Standing Committee (Jacqueline): Nothing to report.

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

Residence for Tuition Purposes Committee (Michelle Custer): 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): Nothing to report.

Search Committee for Dean of Arts & Science (Jacqueline): Nothing to report.

SEC Staff Councils (Jacqueline/Hannah): They met and talked about mandatory Covid vaccines and what universities are doing.

Status of Women Committee (Hannah): Nothing to report.

Student Affairs Committee (Liz): Nothing to report.

Student Conduct Committee (Krystin): Nothing to report.

Student Health and Well Being Committee (Dr. Sherri Thomas): Nothing to report.

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

United Way Committee: Nothing to report.

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