

Staff Advisory Council Minutes

November 12, 2020

Zoom

1:15pm - 3:00pm

Attendance Record				
A/P	C/M	C/O	T/P	At-Large
Liz Beal - x	Terrance Camp - x	Jacqueline Chenault - x	Stephen Braddock - x	Waleed Atout - x
Hannah Clampitt - x	Ricky Conatser - x	Krystin Cooper - x	Travis Johnson - x	Aric Bradley - x
Heather Horn - x	Mike Duncan - x	Lisa Harrison - x	Sequoyah Moore - o	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 - Alan Toigo (HR Consultant Sr.)				Kim Foley - x
ISAC Rep - Dayla Botts - x				
Guest Speaker - Andy Hayes, Assistant Vice Chancellor for Civil Rights, Title IX & ADA				
Guests - Charlene Thompson, Billy Jamison, Melody Cook, Liz Zufall				

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

Guest Speaker: Andy Hayes (Assistant Vice Chancellor for Civil Rights, Title IX & ADA) discussed what the Office for Civil Rights, Title IX & ADA does. They do presentations across campus to help educate people on MU policies including discrimination and harassment and the equity resolution process. Andy discussed mandated reporting, which has been updated to include reporting for any kind of discrimination, not just sex discrimination or sexual harassment. Per Andy, if one is unsure about whether or not a situation needs to be reported, either err on the side of reporting, or call her office and they'll answer those questions. It's important that everyone on campus know the policy regarding mandated reporting. Andy also shared that not every situation goes to a full investigation. Sometimes it's a way for folks to get resources they might need. Reports can be submitted online, by phone, email or in person (post-COVID-19.) They are located in the Heinkel building. She then ran through what happens after a report is made and the investigative process. Andy shared some resources and options available. There have been some updates to Title IX. The big issue that changed is jurisdiction and so if it happens out of the country, it will not be considered a Title IX issues. If a student is studying abroad and something happens, it cannot be put under the Title IX policy, but they will have jurisdiction under their Equity policies, so they will still capture those matters, but it will be under a different process. If something happens on campus, it's Title IX, if it is related to the university/for a university function, it will be under Title IX. They have also included Greek housing under Title IX. However, if it's an apartment across the street from the university, it would not fall under Title IX, but under Equity policies. Title IX hearings will have cross examination by advisors/attorneys, whereas Equity hearings do not require cross examination. Hearing panels now consist of faculty and staff but they're hiring a hearing chair to preside over these hearings. It will be an outside attorney. They also updated their website and some forms. Andy answered some questions from SAC members. Per Andy they usually have about 6-10 hearings per year, but some years there are fewer. They haven't had a hearing under the new rules yet, and don't have enough information to know if the new cross-examination rule will deter people from reporting or not.

Upcoming Meetings & Dates:

- December 10, 2020 - Zoom, Vice Chancellor Gary Ward, guest speaker
- January 7, 2021 - Zoom, Provost Latha Ramchand, guest speaker
- January 21, 2021 - Zoom

Minutes Approval: Minutes for October 22, 2020 were discussed. Heather moved to approve the minutes. Dilauna seconded. Motion carried.

Secretary/Treasurer Report (Heather): The Executive Committee met with Gary Ward and discussed items in New Business. They are scheduled to meet with President Choi next week.

New Business:

Sequoyah's Last Meeting – Sequoyah accepted an awesome opportunity with another employer, so she will be transitioning off. Hannah wished her best of luck.

Openings on Marketing & Communications and IDE Committees – Hannah discussed openings on these committees since Sequoyah is leaving. Email admin if interested in filling in on these committees. The SAC also needs a new member to finish out Sequoyah's term on the SAC. Hannah discussed how T/P is a tough category to fill and if anyone has ideas of folks in the category who might be interested in serving, please send the names to admin to verify if they qualify under the T/P category.

Retiree Email – Beth Chancellor and JoAnn Looten spoke at the last SAC meeting regarding updates to university email. Retirees started reaching out to Hannah as they'd heard a decision was being made and they were going to lose their email. Hannah let them know that there isn't a final decision on what they're doing with retiree emails yet as the policy is still being reviewed and it may be a couple of months before that is complete. Changes would be system-wide, not just at MU. Hannah brought this topic to ISAC for discussion as well. If anyone receives anything regarding this topic, please share that with Hannah or send them her way.

System and MU Awards Discussion – Hannah met with Christine Holt and the chair of the System Staff Council to talk about ways to maybe combine awards for campus and system. Hannah is going to get some more information on what the goals are as she's not sure if they're looking for ideas to make changes now, or just information gathering or ideas on how awards might be more streamlined. She will have another meeting and get more clarity and then will bring it back to SAC for discussion.

Committee Review (added during meeting) – Hannah brought up that the Executive Committee talked about how President Choi has charged Ben Trachtenberg with evaluating the committee structure on campus and to take a look at possibly reducing committees from about 40 to maybe more like a streamlined 6 or 7. Since SAC has members and also appoints staff to these committees, they have been asked to give a recommendation on how many staff should serve on each committee. During the review they're finding there are committees who haven't met, or who don't have a fully developed aim, etc. so they could maybe combine some committees in order to have more effective committees which utilize committee members' time more efficiently and get more done. Hannah shared some numbers: There are currently 51 staff members serving on 17 committees and these are staff-at-large. They are just in a conversational state for now and it really depends on how many committees there ends up being, for example, if they pare it down to 7 committees, 6 staff members on each committee might be a good number. Hannah's opinion is to have at least one member on each committee to be an SAC member. She would like members to share thoughts and questions with her. She will share those with Ben. Hannah clarified this review is for the Chancellor's standing committees. The Provost's committees will remain.

Board of Curators Meeting (added during meeting) – Hannah reminded members that the Board of Curators meeting is next Thursday and will have information about administrative consolidation and budget, so she recommends tuning in for that meeting.

Human Resources (Alan Toigo): Alan reported that at noon President Choi sent an email about moving to remote learning. Alan wanted to make sure that people know that they're not de-populating campus, it's just to avoid students coming back to campus after traveling. Alan recommends that any employee who is impacted because of school systems changing to remote learning, reaffirm their telework agreement with their supervisors. Alan discussed resources available to staff to help with the stress of changes, etc. Folks can reach out to their HR business partners if they have concerns about how work is being done. Minimum wage is going up to \$10.30/hour in the state of Missouri as of January 1st. Because Mizzou is a public

employer, they don't have to abide by the minimum wage and no decision has been made yet about if MU will change with the state. Alan also reported that the emergency closure policy is being updated and will hopefully be sent out next week.

STANDING COMMITTEES:

Education Award (Kim): Nothing to report.

Elections (Liz): Nothing to report.

Fundraising (Jacqueline): They are working to finalize a fundraiser at Shakespeare's for December and will meet again after Thanksgiving.

Inclusion, Diversity & Equity (Jackie): They continued discussion of Ombuds position and helpful tips for staff on search committees.

Marketing & Communications (Travis): Nothing to report.

SAC Salutes (Liz): Nothing to report.

Service Champion (Liz): Admin is working to schedule presentations.

Staff Recognition Week:

- **Awards/Ceremony Committee (Dilauna)**: The committee is working on putting together a video for the SRW 2020 award recipients. Photos are scheduled for 12/7/20 and 12/11/20.
- **Events Committee (Ricky/Heather)**: The met last week and their next meeting they will narrow down their ideas for virtual events for SRW.

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.

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

Intercampus Staff Council (Hannah/Jacqueline/Liz B./Dayla): Hannah reported that they met and talked about some HR updates and a little bit about a change coming up on the weather policy. Ryan Rapp gave a report. They discussed some goals.

Mizzou/System Code of Conduct Core Team (Jacqueline): They are meeting on the 10th to see a rough draft of it and then hopefully she'll have something to report.

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

Resource Allocation Model Committee (Liz/Sean): Nothing to report.

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

Search Committee for the Dean of Engineering (Liz Zufall): The search was paused back in April due to Covid and travel limitations. Dr. Noah Manring was named Interim Dean over the summer when the previous Dean left MU, and the committee has now been reconvened to discuss resuming the search process. At this time, they expect the search process to resume in the coming weeks, including arranging public forums and stakeholder meetings for finalists.

Search Committee for the VC for Research and Economic Development (Hannah): They are having finalist presentations and meetings this week, so hopefully they'll have a decision soon.

Task Force for Contextualization of the Thomas Jefferson Statue (Liz): There were some concerns regarding the release of the membership list and a lack of representation by certain groups on campus and a lack in transparency in how members were chosen. Hannah will share those concerns with Christine Holt. Liz reported that they are having a lot of discussion and are tasked with presenting a recommendation to President Choi. They have discussed other groups who should maybe have some feedback on the recommendation once complete.

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

United Way Committee (Hannah): They are doing really well on fundraising goals this year. Hannah reminded folks they can do a donation through payroll. She also let folks know that Tiger Pantry is asking for support and that can also be payroll-deducted. Hannah also let everyone know that Tiger Pantry is available for faculty and staff as well as students.

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

Adjournment: Jackie moved to adjourn. Rachel seconded. Motion carried. Meeting adjourned 2:55pm.