Staff Advisory Council Agenda
December 9, 2021
Plaza 900, Holiday Luncheon
11:00am – 2:30pm

- **Call to Order** @12:30pm

- **Upcoming Guests & Meetings**
  - January 13, 2022 ~ 194B, GSB – Marshall Stewart, guest speaker
  - January 27, 2022 ~ 194B, GSB
  - February 10, 2022 ~ 194B, GSB
  - February 24, 2022 ~ 194B, GSB

- **Minutes Approval** ~ November 11, 2021 Meeting
  -Motioned and approved by Jessica, seconded Lindsay

- **Secretary’s Report** ~ Heather –
  - We met with Gary Ward and John Middleton and will continue to meet with John after Gary retires. We also met with Alisa to discuss some of the details regarding her duties.

- **New Business**
  - **BOC** is inviting MU & UM SAC to the Basketball game in Jan. 5th
  - **Pulse Survey**
    - Karinna and I met with Mackenzie and Erin about the Pulse Survey they’re sending out exclusively to staff for campus and system. We had a few suggestions and they will be sending that link out next month, before the semester begins. They confirmed it would be anonymous, no one needs to sign in to complete it. All questions will be multiple choice, there will not be a comment box. There will be 15-20 questions split into sections: job performance, empowerment and recognition, work culture, communication, work-life integration, and organizational commitment. Once it is sent out, exec is encouraging everyone to take it and the council, as a whole, needs to encourage our fellow staff members to take it; it will provide important information to the Engagement Team to gain an idea of what’s going well and what’s not.
    - Jackie asked about reviewing the categories, will they identify the areas in which we work so it can see where certain areas do need help.
    - Marsha asked how many people have had ‘stay interviews’ with their supervisors…. One person said yes. Not promising.
    - Get with HR as quickly as possible to fix issues if you are needing to hire someone at a higher rate than existing employees to avoid compression issues.
    - Hopefully Merit increases will happen and grow in the future.
  - **Vaccine Mandate – Marsha Fischer**
    - HR has created a robust programming to train and track vaccination statuses and its on hold for now.
    - Offer letters have new wording while things have been suspended.
    - People can still file for exception and volunteer to upload your vaccination.
• Contact Tracing

• **Approval of Education Award Recommendations**
  • Motioned: Hannah supported, Dilauna seconded: Passed

• **Approval of SDA Recommendations**
  • Motioned: Heather supported, Ricky seconded: Passed

• **Old Business**
  • **Merge Proposal Update** – get notes from Hannah
    • Going to Ryan and Rhonda on Dec 20\(^\text{th}\) for budget. Will talk with Choi after/when it passes.
    • ISAC was informed on 12/8 and it went better than planned.
    • MU & UM member will both be present at ISAC meetings
  
  • **SAC Admin Position Update**
    • Alisa was approved to work 20 hours/week, that started last Saturday. We have a meeting with Marsha and Patty next Tuesday to discuss the position falling under HR instead of Operations due to Gary’s retirement. We’ll be looking to increase the hours from 30-40 to make more time for the added responsibilities after the merge happens and will also allow better training, coverage, and personal development for this position.
    • Alisa is still working on completing the desk manual

• **HR Report** ~ Patty Haberberger (VC of HRS) - nothing to report

• **Committee Reports:**
  
  • **Standing Committees**
    • **Education Award** ~ Kim – The call for applications for the Spring 2022 semester went out on October 27, with a November 10 deadline to apply. The Committee met on December 6 to review 13 applications, and selected 6 individuals to receive a $250 award toward class or course fees. Three alternates were also selected. A committee member has been assigned to review and clarify the key questions on the application. A suggestion was made that, in the face of rising tuition and fees, the amount of the awards needs to be increased

  • **Fundraising** ~ Dilauna – Nothing to report

  • **Inclusion, Diversity & Equity** ~ Jackie – N/A

  • **Marketing & Communications** ~ Travis – Travis made a couple posts for Giving Tuesday and is currently working to schedule more posts to social media

  • **SAC Salutes** ~ Liz/Krystin – They are updating the scoring process and then will send forms out for scoring

  • **Service Champion** ~ Liz/Krystin – They are preparing the nominations for scoring and then will send that scoring form out

  • **Staff Development Award** ~ Ricky – The committee met on December 8\(^\text{th}\) and made recommendations for the Winter 2022 round. Once recommendations are approved (see New Business) admin will notify applicants of results

• **Staff Recognition Week:**
  • **Awards/Ceremony** ~ Kim – The committee met on December 7\(^\text{th}\) to further discuss: 1) the awards nomination process and timeline, and 2) how to recognize years of service in 2022. The committee decided to continue giving lapel pins in
2022, on the premise that perhaps now is not the time to change a long-time tradition of recognition

- **Events** ~ Heather/Hannah – They will have their first meeting in January

**Special Committees**

- **Academic Affairs Committee** ~ Jessica – Nothing to report
- **Budget Committee** ~ Liz – Nothing to report
- **Campus Space Committee** ~ Dilauna – Nothing to report
- **Committee for Persons with Disabilities** ~ Kim – The MU Disability Center, along with multiple MU colleges, schools, divisions and campus organizations, co-hosted a virtual discussion with Judy Heumann, author of “Being Heumann: An Unrepentant Memoir of a Disability Rights Activist” on November 17. The committee met on December 6th, which included: 1) a Q&A with the MU Director of Environmental Health & Safety and the Assistant Fire Marshal of Columbia about emergency evacuation plans from campus buildings for those with disabilities. 2) The graduation reception for disabled students is on Friday and special blue & white cords will be distributed. Other SEC institutions are replicating this new initiative. 3) Requests for medical exceptions to the Covid vaccine mandate will be routed through HR to the Office of Accessibility and ADA.

- **Committee on Committees** ~ Jackie – N/A
- **Community Advisory Board** ~ Jackie – Will meet after the new year
- **Council for Inclusive Excellence** ~ Terrance – N/A
- **Facilities, Buildings, and Grounds Committee** ~ Mike – Nothing to report
- **Family Friendly Campus Committee** ~ Ricky/Megan – They discussed the following items: **GoMizzou app** – The GoMizzou app seems to be a good venue for posting activities for family-related activities. We can submit FF activities and events through the Mizzou calendar and they will populate into the GoMizzou app. The committee agrees that this app is a good tool for sharing activities and that no other tool is needed. **Lactation** – Identify resources for people who are traveling to ship milk back to their little ones while traveling for work (e.g., Milk Stork); Determine terms to use campus-wide for lactating people. **Childcare challenges** – What challenges are people facing and what kind of support is needed? A survey of the MU community was done 15-20 yrs. ago but nothing recently except an MU Health survey

- **Honorary Degree Committee** ~ Nothing to report
- **Information Technology Committee** ~ Lisa – Nothing to report
- **Intercampus Staff Council** ~ Jacqueline/Kim/Dayla –
- **Intercollegiate Athletics Committee** ~ Anita Cowan – Nothing to report
- **Library Committee** ~ Nothing to report
- **Military and Veterans Committee** ~ Jacqueline – Nothing to report
- **Parking and Transportation Committee** ~ David – Nothing to report
- **Residence for Tuition Purposes Committee** ~ Michelle Custer – N/A
- **Resource Allocation Model Committee** ~ Liz/Sean – Nothing to report
- **SAC Job Classification Working Group** ~ Hannah – Nothing to report
- **Safety Coalition Committee** ~ Jackie – haven’t met
Search Committee for the Dean of Arts and Science ~ Jacqueline – They are finalizing the job description. Presentations of the candidates’ meetings and semifinalist interviews have been scheduled for January and February

SEC Staff Councils ~ Jacqueline/Hannah – Nothing to report

Status of Women Committee ~ Hannah – They discussed the idea of brown bag lunch sessions. Also, they discussed the need for on campus childcare which is also being explored by the Family Friendly Committee

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 ~ Sean – Nothing to report

United Way Committee ~ Nothing to report

University of Missouri Leaders Meeting ~ Jacqueline – They are scheduled to meet on December 13th

- Pending Committees
  - Elections (pending)
  - Staff Interest/AdHoc (pending)

- Adjournment @1:27pm
  - Motioned: Kim, Dilauna seconded