Call to Order – 10:00 am

Today’s Guest Speaker: Michael S. Williams, Faculty Fellow, Division of Inclusion, Diversity & Equity – 11:00
Professor Williams spoke to the group about the definition and intricacies of intersectionality and its relationship to inclusion, inclusive excellence, and belonging. Members would like to hear more from Professor Williams, so he will be scheduled to speak again at an upcoming meeting.

HR Report – Erin Leuschke, Director of Learning and Organizational Development
Erin provided an update on the modernized leave project: requests for proposals are open for vendors and selection will be made in June. Option 2 or 3 as provided by Marsha at our December meeting is the likely outcome; all accrued time will be protected under both options. Erin also shared the opportunities available through Learning and Organizational Development. These focus on leadership development, learning, organizational development, and the employee experience. Finally, Erin provided an overview of the results of the recent Pulse Survey. Questions were answered from the group.

Upcoming Meetings, Guest Speakers, and Events (194A GSB unless otherwise specified)
- February 16 – Children’s Grove kindness table: 10 am – 3 pm, Student Center
- March 9 – Bill Stackman, Vice Chancellor for Student Affairs and Dean of Students; Tim McIntosh, Director of Talent Fulfillment
- April 13 – JoAnne Flowers, Manager, Youth Protection Program
- May 11 – No speaker; final SRW prep
- May 15 – 19 – Staff Recognition Week
  - Luncheon and Carnival: 11-1 on Tuesday, May 16 – Location TBD
  - Awards Ceremony: 1:30-3 on Wednesday, May 17 – Bush Auditorium

Minutes Approval – January 12, 2023 Meeting – Motion to approve: Kim; Second: Angie. Minutes approved.

New Business
1. 11:30 – Dale Sanders
   a. Requesting staff input for Mizzou Store management model assessment – Dale, Director of MU Stores, joined us via Zoom to advise of and request input regarding the potential outsourcing of retail stores to a third party. Questions and concerns were shared by SAC members. Auxiliary functions of the university are being assessed in conjunction with the leadership change following Gary Ward’s retirement. (A similar conversation is planned via Zoom call on February 13 regarding Print and Mail Services.)
2. Random Acts of Kindness Week is February 13-17
   a. Partnering with Children’s Grove
   b. Make sure you’ve signed up for as many 30 minute spots as you’d like
3. **Talking Points for Bill Stackman to Carrie**

4. **Elections Committee**
   a. Heidi is leaving the University. She is the Chair of Elections, which just started meeting, so Exec has asked Megan, who graciously accepted, to co-chair the committee with Jessi.

5. **Announcement of New Award**
   a. The James P. Pace Continuous Improvement Award will recognize an employee who has demonstrated innovation, process improvement, change leadership, efficiency, and/or effectiveness gains for the University. Winner receives $2,000 and a plaque. Staff Council members are eligible for this one as Rhonda Gibler will be choosing the winner, not the Awards Committee. Announcement and nomination form will be available this week and added to our website.

6. **School of Nursing Staff Award for Excellence**
   a. Notify Carrie by 2/24 if you’d like to volunteer

7. **Philharmonic Tickets**
   a. President Choi is inviting Staff Council to the Lviv National Philharmonic Orchestra of Ukraine at Jesse Auditorium on Saturday, February 25th at 7pm. Please contact Jenna Roy by the 17th if you’d like tickets.

8. Added during the meeting was the announcement that Outstanding Staff Award winners will now be notified with more fanfare and an appearance by President Choi whenever possible. It was also suggested that we look into bringing back the reception at the Chancellor’s Residence for award winners.

- **Old Business**
  1. **T-shirts**
     a. Last day to request size and quantity is Tuesday, February 14th.

- **Committee Reports**
  1. **SAC Committees**
     A. **Education Awards** – Kim: The work of this committee is finished until Call for Applications in May 2023 for Fall 2023 semester funding.
     B. **Elections** – Heidi:
     C. **Fundraising** – Lori: Committee is exploring ways to allow individuals to make donations via a QR code, with an eye toward tying fundraisers to celebrating fun holidays virtually/remotely. We are also in talks with Texas Roadhouse to schedule a fundraising night. We anticipate sharing information soon about the Shakespeare’s Pizza fundraiser.
     D. **Inclusion, Diversity, & Equity** – Angela:
     E. **Marketing & Communications** – Karinna: Sending out calls for Outstanding Staff Awards nominations via MU Info, mass emails and social media; Canva design account set up for any SAC committees who need it; Promoted award call for nominations for the Status of Women committee; Will promote Random Acts of Kindness Event
     F. **SAC Salutes/Service Champion** – Hannah/Laura: Committee has completed scoring and nominees are in the final vetting process. We plan to give out our first round of awards this month.
     G. **Staff Development Awards** – Kim/Sandra: SAC voted unanimously to approve the committee’s request to fund all 17 applications. To summarize that helps 33 people (2 groups and 15 individuals). We had 14 applications from Admin/Prof, 2 from Clerical/Office, 1 from Tech/Paraprof. Scores averaged between 23 and 32.4 points. Average amount of funding per person = $1,264.61. Total requested funding = $41,732.21. All applicants have been notified and payment requests are rolling in.
H. **SRW Awards/Ceremony** – Karinna/Kim: The Board of Curators scheduled a meeting on May 18, so we have re-scheduled our awards ceremony to Wednesday, May 17. The call for nominations went out beginning January 18; nomination deadline is February 15. SAC will soon begin vetting the nominations and narrow down to top 2-3; President Choi will then select the final winners. The next committee meeting is on February 13. Items for discussion include how to: increase attendance at the ceremony, how to livestream it and make it more physically accessible to all.

I. **SRW Events** – Hannah/Heather: Had first meeting and has assigned roles for the subcommittees. Each subcommittee will begin meeting to start the work to get the event done!

2. **Campus Standing Committees**
   A. **Academic Affairs** – Lexi: No new updates. We are continuing to meet in our smaller subcommittees.
   B. **Academic Technologies and Student Services IT Governance** – Laura E.: None.
   C. **Budget** – Amy: None. Survey was sent to capture member availability for the coming semester; expecting the next meeting to be scheduled soon.
   D. **Campus Space** – Dilauna:
   E. **Persons with Disabilities** – Kim: Met on January 25, with updates from the Director of Accessibility and ADA and the Director of the Disability Center. Topics were the new Digital Accessibility Committee (working on code variance to prioritize accessibility to all projects and making sure architects were aware of this priority); Handicapped parking (need additional spaces designated while Virginia Avenue garage is closed); accommodations made to students (Fall 2022 semester exams administered, especially during finals week and new requests for accommodations for Spring 2023 semester as well as accessible housing requests for Fall 2023); the need to provide resources for faculty to assist with student requests for accommodations.
   F. **Committees** – Jeni: Last met on 2/3. Committee members were asked to provide short comments or bullet points on core concerns/issues they are currently aware from completed committee interviews. The committee chair will provide input via the FC-Exec meeting (possibly this week). Committee members were assigned to survey an additional 5 committees to evaluate this semester. Committees to be surveyed this semester are: Faculty Affairs, Library, Non-Tenure Track Faculty, Student Health and Well-Being, and Undergraduate Curriculum.
   G. **Council for Inclusive Excellence** – Sean/other: None
   H. **Facilities, Buildings, and Grounds** – Mike:
   I. **Family Friendly Campus** – Megan or Ricky:
   J. **Intercollegiate Athletics** – Anita: We just met last week. The meeting was quick because we were scheduled to visit some of the facilities during our meeting time. There were a few updates, mainly that men’s basketball ticket sales were up and on the way to breaking records. We toured Hearnes, MATC and Walton stadium. They are bringing in a consulting firm to review facilities. Many of the facilities need updating to just bring them to a simple standard. Hearnes has flooding issues, women’s gymnastics have to share the locker room with the volleyball team when they have matches. Visiting softball teams have to use the facilities in Hearnes as there is no visiting locker room in the new softball facility. If we are going to try and recruit athletes there has to be some updating to the facilities for the Olympic sports.
   K. **Library** – Abigail:
   L. **Military and Veterans** – Jaci: None
   M. **MU Information Security Council Governance** – Samantha or Laurie:
   N. **Residence for Tuition Purposes** – Michelle: Met this week and heard 4 appeals. We are likely finished for the semester.
   O. **Status of Women** – Hannah: Nominations for the Status of Women Committee’s annual Jordan Hoyt Memorial Tribute to Women Award are now open! Submissions are due by Friday, Feb. 24th. Please consider nominating any MU faculty, staff, or students who have worked to create an environment of equity, fairness and justice for women on campus, have demonstrated respect for the diversity of women's experiences, and have helped to promote the advancement of women through education and advocacy.
Two letters of support and this short nominating form are all that is required! Please [CLICK HERE](#) for the nomination form.

P. **Student Affairs** – Liz: None
Q. **Student Conduct** – TBD:
R. **Student Health and Well-Being** – Kayla: None

3. **Other Committees**
   A. **United Way** – Laura R.: None. Hope to have final numbers next month.
   B. **TRAC** – Sean: None
   C. **Leadership** – Jaci: Next meeting is February 20th
   D. **ISAC** – Jaci: This month’s meeting was cancelled due to the Board of Curators meeting

- **Adjournment** – Motion by Ricky; Second by Hannah. Meeting adjourned at 12:12 pm.