Call to Order - 10:00 am

Today’s Guest Speakers: Bill Stackman, Vice Chancellor for Student Affairs and Dean of Students – 10:00:
Dr. Stackman presented an overview of his role and Student Affairs. He reviewed Campus Safety initiatives and committee work; protecting freedom of expression while providing a safe, inclusive atmosphere; the new tuition model geared to simplifying students’ bills and improving graduation rates; and his personal priorities while in his role: student success, health and wellness – including mental, a healthy organization, and diversity and inclusion enhancements.

Laura Hacquard, Associate Director, Department of Social Justice, IDE - 10:50: Laura was joined by Katryna Sardis, RSVP Student Service Coordinator, and Erika Aaron, Assistant Vice Chancellor for Inclusive Engagement to advise the group about the upcoming expansion of the services of the Relationship & Sexual Violence Prevention Center (RSVP). Katryna shared current and upcoming resources; all services are open to students, staff, and faculty.

Tim McIntosh, Director of Talent Fulfillment – 11:00: Tim updated attendees on the employee referral program’s increasing effectiveness and utilization. He reviewed data and a breakdown of departments opting into the program, as well as the positions most commonly filled when the program is in use. A question was asked regarding the lengthy hiring process for staff vacancies was addressed. Tim advised that the average length of time from vacancy posting to offer acceptance/the first steps of pre-boarding is 75-85 days. Numbers show that the process is noticeably faster when HR, as opposed to the hiring department, does the initial screening. The group was encouraged to check out the “recruitment toolkit” on SharePoint for FAQs, tips, templates, and many other talent acquisition resources.

Upcoming Meetings, Guest Speakers, and Events (194A GSB unless otherwise specified)
- March 23 – SAC Fundraiser and Spring Social – more info coming soon!
- 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 – MU Student Center/Kuhlman Court
  - Awards Ceremony: 1:30-3 on Wednesday, May 17 – Bush Auditorium
- June 8 – Meeting at Switzler Hall; Eric Vogelweid, Assistant Vice President and Controller

Minutes Approval – February 9, 2023 Meeting – Motion to Approve: Angela. Second: Megan. Minutes approved.

New Business
1. Vice Chancellor Search Updates
   a. IT – Jacqueline: Have not met yet
   b. Extension – Jacqueline: Have not met yet
c. Marketing/Communications - Kim: Committee has met once; the process is underway and open to applications

2. Jacqueline thanked everyone who came to the SAC Service Champion Award presentation this week. The next one is Monday at The Thompson Center.

3. Meeting Frequency Poll Results and Discussion
   a. Jacqueline advised that the poll is tied with two missing votes and provided some history on meeting frequency. Some members have expressed an interest in reverting back to two meetings per month, mostly because there’s a lot of information with two speakers, HR reports, committee updates, etc. and there hasn’t been time to ask questions. More and more requests for our time and input are being received. Any change would take effect with the new term year on September 1st. After questions and a discussion, a vote showed 20 in favor of moving to two 1.5 hour meetings/month, 2 abstentions, and none opposed. The consensus was that the group would prefer one longer meeting with speakers. If the speaker is requesting SAC input, the group would prefer background information ahead of time, as well as direction on what is needed from SAC. The second meeting would be for SAC business and HR updates, and committee meetings if time allows.

4. Spring Social to Coincide with Fundraiser
   a. March 23 at Shakespeare’s Pizza (downtown) – flyer with details coming soon. Exec decided to turn this fundraiser into a fun social for council members.

- HR Report – Marsha shared these updates regarding the leave program changes: Option 2 is moving forward; information sessions are coming up with a recorded session to be posted after the in-person ones; training sessions are planned for the fall; and minor CRR changes are going before the Board of Curators in April. Other updates included updates to the policies on the moving allowance for certain new hires, the hiring/retention incentive, and rehire eligibility. Finally, Marsha reassured the group that the University is committed to inclusivity and diversity efforts despite legislation and media coverage from around the country that may suggest a trend to the contrary.

- Old Business
  1. T-shirts
     a. If you have not paid, please make arrangements with Carrie to pay and pick up your shirt.

- Committee Reports
  1. SAC Committees
     A. Education Awards – Kim: Nothing to report. Call for applications will go out in May for Fall 2023 funding.
     B. Elections – Jessica/Megan:
     C. Fundraising – Lori: We’re doing a Shakespeare’s Pizza fundraiser on March 23. Keep an eye on your email for the flyer and help us spread the word!
     D. Inclusion, Diversity, & Equity – Angela:
     E. Marketing & Communications – Karinna:
     F. SAC Salutes/Service Champion – Hannah/Laura: We will be presenting our first 3 Service Champions in March. We hope to present our first SAC Salutes award soon.
     G. Staff Development Awards – Sandra:
     H. SRW Awards/Ceremony – Karinna/Kim: The award nomination process has closed and nominations will soon pass to sub-committees for scoring. We had a great response with a total of 136 nominations (105 nominees) processed and advanced! The committee was scheduled to meet on 2/13 but was cancelled due
to questions about the availability of the venue. That is now confirmed and the meeting will be re-scheduled.

I. **SRW Events** – Hannah/Heather: We are preparing for SRW and all subcommittees have been meeting to work on their various events.

2. **Campus Standing Committees**

   A. **Academic Affairs** – Lexi: No new updates. We meet later this week and continue working in our subcommittees.

   B. **Academic Technologies and Student Services IT Governance** – Laura E.: ATSS had our first meeting February 15th. We reviewed our charter (purpose, goals, member roles and terms).

   C. **Budget** – Liz/Amy: The MU Budget Committee met on 2/16/23. Discussion Topics: 1.) Tuition Structure Changes - The new Tuition Model structure set for the Fall Semester 2023 is meant to create greater transparency for students and their families to plan and budget for the actual cost of attendance. Campus is doing their best to anticipate what areas may feel the increase more than others. Communication and support for students will be important during this transition. New Incoming Students have been sent information regarding cost of attendance already, and returning student communications are still being assembled but there is a hope this info will go out earlier in the future. Due Dates for Student Fees are being moved back a few weeks so that students have the time to get their semester set before payments are required, and to allow Financial Aid & Cashiers to have enough of a timeline to be able to help each student with questions to understand their semester charges and timeline. Timeline for decisions on AY 2023-2024 Tuition Rates by the Board of Curators will be in early May. 2.) 2024 Fiscal Year Resource Base Estimates & CSD Allocations Process - Dr. Rhonda Gibler talked through the estimations that Campus has to work through and plan each year as part of the annual budget planning process. These estimations include revenue sources such as the Governor’s proposed state appropriations for higher education & estimates surrounding enrollment & tuition which is MU’s largest revenue source, as well as assumptions surrounding expenses related to unavoidable cost increases to operate the university such as facilities maintenance & utilities cost increases, and any strategic investments that may be priority for campus leadership. Part of the strategic investment planning would include potential base increases to the Colleges and Schools. Provost Ramchand and Dr. Gibler had budget and allocation process conversations with each School and College in the Fall to assist in a broader understanding of MU’s processes, and to allow for individuals to ask questions. The Division of Finance has links to this presentation and associated data on their website at [Presentations & Data // Division of Finance & Business Services (missouri.edu)](https://missouri.edu). 3.) Pension Plan - Dr. Rhonda Gibler briefly mentioned the recent presentations to various groups on campus led by Ryan Rapp and Eric Vogelweid regarding the University Pension Plans. Dr. Gibler reiterated that our pension plan is a very well-funded & well-managed plan.

D. **Campus Space** – Dilauna:

E. **Persons with Disabilities** – Kim: The committee is meeting regularly once per month, with the last meeting on 2/22/23. The ADA office has a new, dedicated website; gave updates on mapping and potentially re-distributing ADA parking spaces on campus, and possibly adding a campus route for a city para-transit shuttle. Discussion about marketing for the Lee Henson Award: nominations are accepted year-round from the webpage [https://ada.missouri.edu/get-involved/](https://ada.missouri.edu/get-involved/) with winners selected in August.

F. **Committees** – Jeni: No real updates for Committee on Committees this week. We are in the middle of our second round of committee chair interviews.

G. **Council for Inclusive Excellence** – Sean/other: None

H. **Facilities, Buildings, and Grounds** – Mike: No update they didn’t have a meeting this month
I. **Family Friendly Campus** – Megan or Ricky: We met February 21st to discuss the outcomes of the needs assessment that was sent to faculty, staff, and students. Based on the feedback we have broken into small working groups to determine next steps and make recommendations to main campus regarding how to better support families.

J. **Intercollegiate Athletics** – Anita: We haven’t met since your last meeting. Nothing to report.

K. **Library** – Abigail:

L. **Military and Veterans** – Jacqueline: None

M. **MU Information Security Council Governance** – Samantha or Laurie: None

N. **Residence for Tuition Purposes** – Michelle:

O. **Status of Women** – Hannah: The Tribute to Women Banquet will be held on March 21 and the winners of the Jordan Hoyt Memorial Award will be announced then.

P. **Student Affairs** – Liz:

Q. **Student Conduct** – TBD:

R. **Student Health and Well-Being** – Kayla: Savannah Borgsmiller and Heather Bridgeford, from Strategic Communications were guests at this meeting. They provided insight and upcoming initiatives for communication among students. We agreed that there is a perennial need to communicate more with students about the resources that we have available. There were significant discussions around new ideas for methods of communication and ideas on how to introduce the wellness resource center buildings to incoming Freshmen. We also discussed continued conversation about including graduate students to these resources and how to best distribute that information. Our next meeting will focus on opportunities to increase support for international and graduate students.

3. **Other Committees**
   A. **United Way** – Laura R.: Nothing to report
   B. **TRAC** – Sean: None
   C. **Leadership** – Jacqueline: Applications are up 6%; students who accepted are up 14% overall; CAFNR and A&S are up 17%; Engineering is up 20%, and Journalism is up 27%. There are multiple searches: Vice Chancellor for Marketing and Communications, Vice President of IT, Vice Chancellor for Extensions, Dean of Law, Business, and Nursing is also happening right now.
      a. **Athletics Update** – They did their own survey to staff; 74% replied; they found staff feel siloed, the program was mediocre, and there was an unknown mission and core values. They have increased their staff from 217 in 2021 to 259 in 2023; they’re also giving more options for professional development to Athletics staff.
   D. **ISAC** – Jacqueline:

• **Adjournment** – Motion to adjourn: Hannah. Second: Megan. Meeting adjourned at 11:32 am.