Staff Advisory Council Minutes  
January 23, 2020  
194A, General Services Building  
1:15pm – 3:00pm

**Attendance Record**

<table>
<thead>
<tr>
<th>A/P</th>
<th>C/M</th>
<th>C/O</th>
<th>T/P</th>
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<tbody>
<tr>
<td>Liz Beal – x</td>
<td>Terrance Camp – x</td>
<td>Regina Baer – x</td>
<td>Stephen Braddock – o</td>
<td>Aric Bradley – x</td>
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<tr>
<td>Hannah Clampitt – x</td>
<td>Ricky Conatser – x</td>
<td>Jacqueline Chenault – x</td>
<td>Travis Johnson – x</td>
<td>Dilauna Burks – x</td>
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<tr>
<td>Ryan Gavin – x</td>
<td>David Licklider – x</td>
<td>Amanda Swauln – x</td>
<td>Robbie Merrill – x</td>
<td>Jackie Carney – x</td>
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<tr>
<td>Heather Horn – o</td>
<td>Brad Sharp – o</td>
<td>Liz Zufall – x</td>
<td>Rachel Powers – x</td>
<td>N/A</td>
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<tr>
<td>Alisa Petty – SAC/OSAIV - o</td>
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<td>HR Ex Officio – Patty Haberberger (VC for HRS)</td>
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**Call to Order:** Hannah called the meeting to order at 1:15pm.

**Upcoming Meetings & Dates:**
- February 13th, 2020 – Leadership Conference Room, Pershing Hall – Mark Foley, guest speaker
- February 27th, 2020 – Leadership Conference Room, Pershing Hall – Alan Toigo and Bryan Roesslet, guest speakers

**Minutes Approval:** Liz Z. moved to approve minutes from 12/12/19, Ryan seconded, motion carried.

**Secretary/Treasurer Report (Hannah/Liz B.):** Nothing to report.

**New Business:**
**Direct Deposit** – Hannah reported that someone reached out regarding the ability to split their direct deposit into two accounts. Hannah reached out to Patty Haberberger who explained that there is no system-wide option yet to do this in HR as they don't have enough staffing needed to manage administration issues that accompany multiple accounts for payroll. However, there are changes in motion to the structure of the payroll office and they’re willing to explore this option in the near future.

**Old Business:**
**Staff Emeritus** – Liz B. reported that they have received a concept paper on the staff emeritus and a couple things have changed, but there aren’t really any new details and a lot of the questions that SAC had have not been addressed. MURA has decided that they would like this to be championed by ISAC and have asked ISAC to take over the process. ISAC members were asked to bring this back to their councils to see if this is something they feel is important enough that not only would they support it (if they can get more details), but would take it on and move it forward. A lot of terms still need to be defined, such as how staff would qualify and where it would go through. The councils need to decide if it’s something the campuses should do or if the Retiree Association should continue to handle it and also, how it would fit in with Hospital and System. Marsha Fischer is going to explore whether the Four Campus Retiree Group (which is the system-wide retiree group) has been part of the conversation or not. Liz will send the concept paper to members for review and they can send feedback by the next meeting.

**Human Resources (Patty Haberberger):** Patty discussed the round table meeting which was on January 13th. The purpose was to talk about staff events that would be good to celebrate and recognize staff. There was a lot of brainstorming and discussion on what to do and how to reach staff who are not on campus. Patty is putting together a list of ideas for the chancellor. She is not sure if there will be a budget for this or what that will look like.
Per Patty, there will be a new performance evaluation system coming out April 1st. It is an e-performance, which is a module in PeopleSoft and will look like MyHR. This will also have some cost savings.

Patty reported that through Faculty and Staff Success Funding, they purchased a Qualtrics Employee XM package, which allows them to create all kinds of surveys.

They are outsourcing FMLA and that target start date is April 1st. System is working on that.

**STANDING COMMITTEES:**

**Education Award (Liz Z.):** Nothing to report.

**Elections (Liz Z.):** Nothing to report.

**Fundraising (Liz B.):** They are scheduled to meet on January 30th.

**Marketing & Communications (Ryan):** They need to meet soon, Ryan is working on getting a meeting together.

**SAC Salutes (Alisa):** Alisa sent email to SAC members to review and vote on top five nominations. Members should send those to her by January 31st.

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

**Staff Development Award (Ricky):** Applicants have been notified of the decision.

**Staff Recognition Week:**

- **Awards/Ceremony (Regina):** Regina is waiting to hear back on the chancellor’s decision regarding pins or ribbons. She is also working with admin to secure a location for the ceremony as Jesse Auditorium was already booked for May 18th. Hannah reported that the call for nominations should go out soon and the deadline will be February 14th.
- **Events (Ricky/Robbie):** Ricky is working with admin to schedule another meeting.

**Video Series (Travis):** Travis reported that his video with IDE should be going out tomorrow.

**SPECIAL COMMITTEES:**

**Campus Facilities Planning/Space Utilization Committee (Sean):** Nothing to report.

**Census Committee 2020 (Jackie):** Jackie reported that they had their official meeting. The State of Missouri and the Department of Workforce Education requested that this be put together to help with the messaging of what the state and US Census Bureau have determined the “hard-to-count” population. They like to use the phrase “historically undercounted” because it’s a better fit and it includes every type of demographic. They’ve created this group to help come up with a plan to help the Census Bureau and the State of Missouri and to show why it’s important. The state and the Census Bureau do pretty much everything, the committee just has to make sure that it is ready to roll out in a timely fashion before the first census. Jackie discussed some reasons why the census is important, which include federal funding and congressional representation. As soon as they have the toolkit, Jackie will provide what messages, graphics, etc. the SAC can post and email to help spread the word.
**Chancellor’s Cabinet (Hannah):** They met on January 7th. A consulting firm is doing some emotional intelligence work with Advancement. System has a mostly self-funded insurance program and maintains catastrophic levels for major events. There is only one insurer that works with higher education for sexual abuse claims and they are changing who has to report. It was previously Risk Management who would have to report, but they’re opening it up to a bunch of people. They are going through an education campaign and the message is that it shouldn’t change anything because we’re all mandated reporters. They gave a government relations update and the main areas they’re working on in Jefferson City are to maintain core funding of $416 million, make a request for a $10 million contribution to NextGen and make that something that is rolled into the core budget, and deferred maintenance for MoExcels. They also reported that there are 11 conceal/carry bills for campuses on the burner.

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

**Digital Accessibility Advisory Board (Ryan):** They met last week and the Digital Accessibility Working Group has been reformed slightly now that they are in a different stage and they have new roles. The content is essentially in and is being passed on to web developers. Pages are being reviewed. It should go before the advisory board for review on April 1st and then have a soft launch on April 21st. They plan for the public launch to be sometime during Staff Recognition Week.

**Intercampus Staff Council (Hannah/Liz B./Dayla):** Nothing more to report.

**MU History Working Group (Liz Z.):** They are scheduled to meet on January 27th. Liz Z. is requesting that someone take over the committee. Members can email their interest to Hannah.

**Parking and Transportation Committee (Aric/Regina):** Aric reported that they just met and can’t really discuss details. There’s deferred maintenance on almost all parking structures and based on current parking rates, it’s not sustainable. They are looking at an increase in parking cost that will likely hit this fall.

**Resource Allocation Model Committee (Liz B):** The provost emailed members of the governance committees to let them know their committee assignments. They sent a doodle poll to try and schedule a meeting time.

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

**Search Committee for Vice Chancellor for Advancement (Liz B.):** They meet tomorrow with Tim McIntosh and company. They will get their charge from the chancellor and will sign their confidentiality papers.

**Search Committee for Vice Chancellor for IDE (Hannah):** The search firm did a profile and posting based on information gathered from meetings and open forums. They meet again on February 7th and they have started holding dates for the airport interviews.

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

**Adjournment:** Jackie moved to adjourn, Liz Z. seconded, meeting adjourned 3:00pm.