Staff Advisory Council Minutes  
February 28, 2019  
305 Hill Hall  
1:15pm – 3:00pm

## Attendance Record

<table>
<thead>
<tr>
<th>Administrative/Professional</th>
<th>Crafts/Maintenance</th>
<th>Clerical/Office</th>
<th>Technical/Paraprofessional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heather Horn – x</td>
<td>Ronnie Moten – o</td>
<td>Liz Beal – x</td>
<td>Jan Judy-March – x</td>
</tr>
<tr>
<td>Ryan Gavin – x</td>
<td>Brad Sharp – x</td>
<td>Dayla Botts – x</td>
<td>Rachel Powers – x</td>
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<tr>
<td>Sean Brown – x</td>
<td>Ricky Conatser – x</td>
<td>Liz Zufall – x</td>
<td>Scott Noble – o</td>
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<tr>
<td>Hannah Clampitt – x</td>
<td>David Licklider – x</td>
<td>Regina Baer – o</td>
<td>Robbie Merrill – x</td>
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<tr>
<td>Alisa Petty – SAC/OSAIV</td>
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<tr>
<td>HR Ex Officio – Patty Haberberger (VC for HRS)</td>
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Guests: Lee Larrick (Mizzou Online), Laura Walker (SOM Council), Hannah Nichols (MUHC Council)

## Call to Order:
Liz B. called the meeting to order at 1:14pm.

## Upcoming Meetings & Dates:
- March 4-8, 2019 – GSB, SRW Awards Interviews
- March 14, 2019 – 305 Hill Hall, Marshall Stewart, guest speaker
- March 28, 2019 – 305 Hill Hall
- April 11, 2019 – 305 Hill Hall
- April 25, 2019 – 305 Hill Hall

## Minutes Approval:
Liz Z. moved to approve the minutes from 1/24/19. Ryan seconded. Liz Z. moved to approve the minutes from 2/14/19. Rachel seconded. Both motions carried.

## Secretary/Treasurer Report (Dayla):
Dayla reported that the SAC met with the MU Healthcare and UM System Councils on February 14th. Cindy Harmon (secretary to the Board of Curators) was the guest speaker. Cindy thinks it’s a good idea to meet with the local curators, but should meet with all 3 councils. The executive committees for each council are meeting to come up with talking points for when the local curators come. Cindy will also look into inviting the chair of the hosting campus staff council to the Board of Curators meetings. The Executive Committee met with Chancellor Cartwright and Gary Ward on the 18th. They gave the chancellor a breakdown of some numbers for awards and talked about the budget. Dr. Cartwright would still like to have a photographer at the awards ceremony. Gary recommended talking to Angela Dahman to see about booking a photographer. They also discussed the online auction. Chancellor Cartwright discussed the possibility of auctioning off a dinner with the chancellor at the residence. He also wants the Executive Committee to meet with the deans/vice chancellors at the meeting in April to promote the auction and awards. The executive committee also talked about the SEM committee idea of having a staff stole for graduations. The chancellor is on board, so they will look into it. The Executive Committee met on Monday and discussed the revenue ideas again. Admin will put together a list of all of the ideas and will send it to everyone prior to the round table on April 22nd. Folks can send ideas to be added to the list, but they want to have a list of ideas to give the provost, since she asked for the meeting. They also talked about attendance. Ronnie and Scott have both stepped down from council. They will see if there are any candidates from last year’s elections who would be willing to finish out the terms, otherwise, they will recruit. Dayla reminded members of the attendance requirements for the SAC. After 5 missed meetings,
they send a letter and after the 6th missed meeting, they get another letter and might be removed from council. They meet with Gary Ward on Monday and as the Executive Committee again on Wednesday.

**New Business:**

**MU Remembers** – Liz B. discussed the ceremony MU has every year to remember and recognize students who have passed during the last year. The ceremony is in April and they are extending the ceremony to include staff and faculty as well. They have reached out to HR for names already and have asked the 4 chairs of the councils (SAC, MSA, GPC and Faculty) to read the names at the ceremony.

**Relay for Life Committee** – Liz B. reported that the student committee puts on the event every year for the Missouri Cancer Society and they would like to include faculty and staff more than they have in the past. They have also reached out to Hospital and System. They are working on some ideas to help promote participation, such as sharing on social media and reaching out to Mandy to see if signing up for an official team can earn extra wellness points, instead of just 10 for walking. They would also like to see if the chancellor and provost would like to attend, Liz B. will reach out to see if that can be arranged. SAC members can send ideas for participation or interest in forming a team to Liz B. The event is April 27th from 3pm-9pm at the Mizzou Marching practice facility.

**MSA Awards Meeting** – A rep from the MSA reached out and they want to discuss the idea of giving an award to staff during their recognition ceremony. Liz B. has a meeting with them at 3pm today to get more information on this and she will report back.

**Campus Dining** – Campus dining is working to create a faculty/staff tiger cash program where you can load $25 onto the card and then attend an all-you-can-eat for $8 and a free drink, with 10% off at the Mizzou Market and 20% off retail locations, etc. or some time of program/plan. They would like the SAC to help promote the plan as a faculty/staff benefit. They will have a table at the luncheon/fun day during SRW. Campus Dining is also working on a plan right now to try and use some of their locations as a fundraiser.

**Human Resources (Patty Haberberger):** Patty reported that there was a lot of confusion with the campus delayed starts and Patty let the communications team know that they need to have a start time on the closures and late starts. Patty said that communications have gotten a lot better about including the start times. There have been questions about those who are excluded from the closures. The System-wide policy is being looked at and they are creating some system-wide FAQs to help people navigate the policy. Another question came up about staff who work remotely during those times. Per Patty, the unit has to manage it, but they are adding it into the FAQs. Patty reminded members that the purpose of closing campus is for safety and if working from home, safety is not an issue, so the assumption is that if one can get their work done for the day, one should. Patty will be reaching back out to the SAC regarding that information. She will also pass along the information she gets to the School of Medicine council and she is willing to meet with the SOM council, if needed. Eric asked about rumors of more cutbacks. Per Patty, nobody has talked to them about any particular layoffs. The vice chancellors and deans have been going over their budgets and it looks like the State of Missouri will likely have another withholding, which will most likely lead to a $25 million withholding for MU. In addition to that, minimum wage went up to $8.60/hr and at the last GO meeting, they decided to move everybody up to that new minimum wage, including students. Everyone has to be at the new minimum wage by July 1, 2019.

**STANDING COMMITTEES:**

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

**Fundraising (Jan):** Jan reported that the SAC made about $77 on the Shakespeare’s fundraiser. She thinks we should do another one and will look into dates for the end of April or maybe during SRW, though not on the date of the luncheon.
Marketing & Communications (Liz Z.): Nothing to report, but will report on the video series at the next meeting.

SAC Salutes (Sean): Nothing to report.

Service Champion (Sean): The presentation for February recipient, Angie Mabe, was cancelled. Admin is working to reschedule.

Staff Development Award (Ricky): Nothing to report.

Staff Recognition Week:
- **Online Auction (Jan):** Jan reported that she needs help with calling on the list for donations as well as for picking up donations. Let Jan or admin know if interested in helping. Jan also has some programs from 1950 and she is looking to find out if someone or some area on campus is willing to purchase the programs or she is considering putting them in the online auction. She asked that members let her know if they have any ideas of contacts for this.
- **Arts & Crafts (Rebecca):** Nothing to report.
- **Awards (Sean):** Sean thanked members for reading and scoring the nominations. Questions regarding interviews can be sent to the admin and he also asked that members let admin know if they will not be able to make their interviews next week.
- **Ceremony (Sean):** Nothing to report.
- **Events (Dayla):** The day of the luncheon they will also have tables for other areas on campus with information and activities. Members are encouraged to send ideas to Hannah or Dayla if they think of anyone who would be good to contact for info for staff.

SPECIAL COMMITTEES:
- **Campus Facilities Planning/Space Utilization Committee (Sean):** Both committees met recently and discussed phase 1 of getting out of Mizzou North and moving a bunch of people around campus. Questions can be sent to Sean. Sean also reported that they expect all of the trees on the quad to be gone in the next 10 years and so they are re-thinking how to design the quad. There are a lot of power lines and pipes under the quad, which will effect what they do. They also had some discussion on what is going to happen to the library as well as the one-stop-shop they chancellor wants.
- **Capital Financing Advisory Committee (Dayla):** Nothing to report.

**Chancellor's Cabinet (Liz B.):** During the chancellor’s cabinet meeting, Liz B. promoted the Shakespeare’s fundraiser. Rhonda Gibler suggested adding the SAC Give Direct links to our mass emails and email signatures as well as posting to our social media. They discussed the weather and campus closures/delayed starts. Marshall Stewart gave an update about Extension Week and they are doing events on other campuses as well. They discussed the TPMC some and Jonathan Curtright gave an update on some planning they’ve done.

**Chancellor’s Military and Veterans Standing Committee (Eric):** Eric reported that this committee is a large group. Robert Ross from the veterans center and Marty Oetting are leading this committee. There are 4 working groups and an executive committee. They want Mizzou to be a top notch, veteran-friendly campus. There is now a tab on Mizzou’s homepage for military/veterans and there will be a new veterans center opening. They have
discussed having a stole with a challenge coin, however, some military members don’t want the recognition. They are looking into having a symposium once a year to teach everyone what is out there. The chancellor is impressed with the idea to generate revenue by partnering with local bases and Mizzou Online, maybe have a satellite office to try and tap into the GI bill market. They meet again soon. There is also a faculty/staff affinity group for military/veterans. Mizzou was recently awarded status as a purple heart university and there are only maybe 2 others in the state.

**Digital Accessibility Advisory Board (Ryan):** Nothing to report.

**Intercampus Staff Council (Liz B./Hannah/Chrissy):** Hannah reported that ISAC met and as part of the initiative that President Choi had with $7.5 million carved out for HR to find ways to impact staff, Marsha Fischer went over a rough plan on what that money will support: 1. Learning and leadership development 2. Recruitment, onboarding and career-pathing (internal recruitment) 3. Learning Management system which will benefit current staff as well 4. Off-boarding and exit interviews to capture information from people leaving on how to better manage issues, etc. The HR officer of Hospital, MU, UMSL, UMKC, S&T and System meet every 2 weeks and have task forces around all of those things, which they are researching and making recommendations on. They are also working on a mission statement for ISAC. Ryan Rapp gave some updates, but nothing new to share.

**MU History Working Group (Liz Z.):** Nothing to report.

**Resource Allocation Model Committee (Liz B.):** They are working on some FAQs that they might get when the new plan rolls out. They are working on a timeline and communications. They will have some forums to discuss key aspects and principles and then will have more to talk about how it works as well as meetings with deans and other leadership.

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

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

**Vice Provost for Student Affairs Search Committee (Liz B.):** They meet in March to review applicant information and then hopefully will have interviews in March.

**Adjournment:** Jan moved to adjourn meeting, Sean seconded. Meeting adjourned 2:44pm.