Call to Order: Chrissy called the meeting to order at 1:15pm.

Guest Speaker(s): Marsha Fischer (Associate Vice President for Human Resources and Chief Human Resources Officer) spoke to the SAC about the three items they will take to the Board of Curators next week. The first item is in regard to the use of 2 personal days within the first six months of employment. Since they found it being applied inconsistently across systems, they are removing the stipulation, so new employees will have access to all 4 personal days during the first six months. This would also be applied to those currently in the probationary period, not just new hires and will not apply to vacation, only personal time.

The second item is in regard to the current CRR which limits the use of sick days for family to 12 days per year. Due to the shared leave policy getting ready to be implemented, they are suggesting to remove the 12 day limitation. Staff will be allowed to use sick leave without limitation, except that all paid leave is capped at the FMLA cap of 12 weeks or 480 hours, which includes maternity, paternity, adoption and placement of foster children. If two parents are employed with the university, they will each have a separate 480 hour limit.

The third item involves TAP, which goes to the Board for approval every year. Non-tenure track faculty were requesting assistance as well, since 3 months notice is not enough time to get in on a new academic cycle sometimes. The proposal is to have TAP cover staff, NTT and non-regular faculty. The new maximum payout would decrease to 20 weeks. This impacts those who have been with the university between 20 and 26 years. There will also be an overall cap of $50,000 of transition assistance pay. They are also recommending to lower the offered health insurance from 12 months to 6 months for those here 5 years or more as their data shows the majority of people only continue their coverage about 6 months anyway. They can show the Board that it’s reasonable to ask for these amounts and also keep it in the same budgeted amount, but cover more of the population with it. Compared to other institutions they have seen, this TAP is a generous plan. It has been vetted through several groups and ISAC asked if it would need to be effective July 1st. For staff, they are asking to renew the current policy from 7/1/18 through 12/31/18 with the new policy effective 1/1/19. For faculty, they are asking the new policy be effective 8/1/18 in order to give better timing for both groups. The recommendation is that these changes be put into a CRR so that it would
not need to be renewed every year. Changes would not shorten someone’s COBRA eligibility. Also, Marsha reported that the Shared Leave program is very close to being approved. The goal is to have it approved by President Choi so that it can be effective July 1st. It would be based on dollar amounts and not “1 day of vacation” since all those who donate, make different salaries. Those who wish to donate would be donating vacation days, not sick time. They will be putting together some communication about this.

**Upcoming Meetings & Dates:**
- June 28, 2018 – SAC Meeting – 201 Hill Hall
- July 12, 2018 – SAC Meeting – 201 Hill Hall
- July 26, 2018 – SAC Meeting – 201 Hill Hall
- August 10, 2018 – New Member Orientation – 194B General Services Building

**Minutes Approval:** Steve motioned to approve the minutes from May 10, 2018, Brad seconded. Motion carried.

**Secretary/Treasurer Report (Dayla):** The executive committee met with Gary Ward on May 14th and discussed the organization of Student Affairs. Per Gary, communications would be going out and some of them have. Also, discussed the lack of applicants for C/M and T/P categories in the upcoming SAC election. Gary is going to try and help get some C/M staff members to apply. The executive committee met with Chancellor Cartwright on May 18th and talked about the fall open forum. He would like to explore some other livestreaming options to help on cost and quality. He also asked the committee for a list of budget items that the SAC asks for additional funding for. Chancellor Cartwright would also like some input from the SAC on how to connect with staff. He would like to get out and meet staff and have the opportunity to reach out to staff and get to know them more informally. The executive committee met on June 4th and talked about making sure year-end reports for committees get turned in to the admin. They are working on a council calendar timeline in order to be more intentional and effective. They would like each committee to come up with a timeline on when things need to be done as well as a list of desired traits or skills for committee members. Chrissy will send a list of ideas out to SAC members. She also asked that committees set goals for the next year and would like to set expectations of chairs for each committee. The executive committee met with Chancellor Cartwright on June 7th to follow up with him on Staff Recognition Week and get his thoughts and ideas. He was pleased overall, but would like to think of some ideas on how to give more recognition to those who have served Mizzou for 30 plus years, possibly a reception. SAC members can send ideas to admin. The chancellor also thought it would be good to get a picture with each recipient as they get their pin on stage. This would potentially add time to the ceremony and is something for the ceremony committee to consider. The executive committee also met with Patty Haberberger and Jatha Sadowski with HRS to discuss the job categories currently being used by the SAC for elections, membership, awards, etc. The executive committee met again to discuss the bylaws and how big the SAC should be, etc. The 6 categories can be mapped into the current 4 categories, so there isn’t need to change the 4 groups. They also discussed having around 22 members for the SAC. Chrissy discussed the numbers from HR over the 6 staff groups. There is no final plan to bring to the SAC yet, but they wanted to introduce some thoughts. They will have some options to review before the next meeting. They will send out those ideas prior to the next meeting for SAC members to review. Members are encouraged to send ideas to the executive committee or admin.

**New Business:**
**Membership Review** – Was discussed during the secretary’s report.
SRW 2019 dates approval, May 20 – 24, 2019 – Chrissy proposed that SRW run from May 20th – 24th, 2019 and asked the SAC to vote. Steve motioned to approve the dates and Ronnie seconded. Motion carried.  

Staff Grievance Process – Chrissy forwarded an email concern from staff for the SAC to review. The biggest complaint is that the 380.010 Grievance Procedure for Administrative, Service and Support Staff is difficult to read and that timelines and such are not followed. The campus grievance officer should be more easily recognizable and more easily located. It was recommended to Patty Haberberger that the CRR be reviewed. Chrissy asked members of SAC to review the current policy and send her any questions about the CRR or ideas on how to change the language, etc.

**Human Resources (Patty Haberberger):** Patty had nothing to report, but a question was brought up asking if there is any more word on construction services shutting down. Construction services is no longer financially viable and Gary wanted to let people know as soon as possible, so their last day is December 31, 2018. They are looking to find suitable positions on campus or with hospital, if possible. Gary has asked the staff to let him know if they have any milestones coming up (such as years of service that might impact retirement) and they will try to work with them.

**STANDING COMMITTEES:**

**Education Award (Tammy):** Nothing to report.

**Elections (Sean):** Interviews are being scheduled and the calendar invite was sent out to the SAC. There was only one applicant for the T/P category and there are 3 openings this year. Admin will send a list of T/P staff and send that to the executive committee as they might try to reach out to those folks specifically.

**Fundraising (Steve):** Steve reported that the online auction made $3,967 this year. He would like the committee to work on being more strategic about solicitations each year. He is also going to get together all of his information on the raffle.

**Marketing & Communications (Tammy):** Nothing to report.

**SAC Salutes (Eric):** Not all of the votes were turned in. Admin will select the recipient based on the votes received and will schedule the presentation for the Spring 2018 recipient.

**Service Champion (Eric):** Eric reported that the committee just finished selecting recipients for the next 3 months.

**Staff Development Award (Melissa):** Nothing to report.

**Staff Interest/Ad Hoc (Melissa):** The call for nominations went out and applications are due tomorrow. Next week the committee will review applications and then they will meet the following week. Also, they added interest in the online auction and fundraising committees to the application as well as a section to place staff on the equity panels for the Office of Civil Rights & Title IX.

**Staff Recognition Week:**

- **Online Auction (Jan):** Steve reported that the auction made $3,967 this year.
- **Arts & Crafts (Rebecca):** Alisa reported that 250 people attended the Showcase this year.
- **Awards (Sean):** Nothing to report.
- **Ceremony (Tammy):** Nothing to report.
**Events (Dayla):** The luncheon served about 1,300 people this year, down from around 1,600 last year. They received about 75 door prize slips at the Carni-Mall and last year they had around 130 at the Fun Day activities. Dayla proposed to combine the fund day with the luncheon to encourage more participation and attendance. Activities could start before the luncheon and run later than the luncheon, but would need council members to help work the event. She also suggested reaching out to the other campus councils and staff to help work the event.

**SPECIAL COMMITTEES:**

**Campus Facilities Planning Committee (Eric):** Nothing to report.

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

**Capital Financing Advisory Committee (Dayla):** Nothing to report.

**Capital Review Committee (Jan):** Nothing to report.

**Chancellor's Cabinet (Chrissy):** They met on May 15th and May 22nd. They announced the new faculty council chair, Clark Peters and GPC chair, Alek Willse and MSA chair, Julia Wopata. The emails regarding the program review went out. A new curator training is coming up and there was a budget retreat. The Board approved 1% tuition and supplemental fees changes and it is reported that the overall legislative feel is a lot better.

**Faculty Council (Chrissy):** Chrissy reported that faculty council met on June 7th and Andy Hayes spoke and asked for faculty members for the equity process panels. They also discussed the academic impact of the Core 42 and they are in the process of identifying the Core 42 classes. This will help ease transfer students between institutions, but does not absolve institution-specific requirements.

**Intercampus Staff Council (Chrissy/Liz B.):** Nothing to report.

**Keeling & Associates Advisory Group (Sean):** This group is pretty much done, can be removed from the agenda.

**Keeling & Associates Residential Life Experience (Steve):** This group is pretty much done, can be removed from the agenda.

**Resource Allocation Model Committee (Liz B.):** They are going to go back and make some different recommendations based on numbers from Todd. They meet again next week to bring out the rest of the numbers.

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

**Strategic Enrollment Management Committee (Chrissy):** They got the green light from the chancellor on the draft and they are in the process of reaching out to all of the constituents needed before working on how to create an actual action plan. They will hopefully have Pelema or Pat Okker come speak to the SAC in July.

**Tobacco Free Mizzou (Julie):** Nothing to report.
Total Rewards Advisory Committee (TRAC) (Sean): Sean will copy and email his notes to the SAC. They are still working with 2 subcommittees – changes to retirement and healthcare. The Wellness Incentive will continue for at least one more year.

Adjournment: Due to ending late, no quorum to vote for adjournment. Meeting ended 3:14pm.