Staff Advisory Council Minutes
August 22, 2019
Legends Room, MizzouRec
1:15pm – 3:00pm

<table>
<thead>
<tr>
<th>Attendance Record</th>
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<tbody>
<tr>
<td>Administrative/Professional</td>
</tr>
<tr>
<td>Heather Horn – x</td>
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<tr>
<td>Ryan Gavin – x</td>
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<tr>
<td>Sean Brown – x</td>
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<tr>
<td>Hannah Clampitt – x</td>
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<tr>
<td>Alisa Petty – SAC/OSAIV</td>
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<td>HR Ex Officio – Patty Haberberger (VC for HRS)</td>
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<td>Guest(s): Kristen Grusenmeyer (Hospital Staff Council), Dilauna Burks, Amanda Swaim, Aric Bradley, Jackie Carney, Krystin Cooper (SOM Staff Council), Travis Johnson</td>
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<td>Guest speaker(s): Laura Salerno (Interim Director MizzouRec Services &amp; Facilities), Esther Ellis (Membership and Guest Services Coordinator), and Carrie Steuber (Business Ops Associate Sr.)</td>
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Call to Order: Liz B. called the meeting to order at 1:15pm.

Guest Speaker(s): Laura Salerno (Interim Director MizzouRec Services & Facilities), Esther Ellis (Membership and Guest Services Coordinator), and Carrie Steuber (Business Ops Associate Sr.) introduced themselves and took questions from the SAC.

Dayla asked how they get tours of the facility. Group tours need to be scheduled in advance, but if it’s 1-5 people, they can ask at the member services desk and they can usually accommodate tours. Tours are typically student-led, but they lead about 100,000 tours a year.

Hannah asked how many staff are members. There are just under 500 faculty, staff and retiree members of MizzouRec. Alumni are able to join MizzouRec through the Alumni Association. Staff memberships range in cost from $20-$53 per month based on what type of membership they’d like and memberships can be set up for an annual agreement as well. Membership fees include access to all space, but there are additional fees for programs/additional services.

Liz B. asked what the traffic rate is. They average 4,000-5,000 visits everyday, not including tours.

Liz B. asked how MizzouRec is funded. They are mostly funded by student fees. The rest of their budget is collected through revenue from their non-student memberships and facility reservations, such as swim meets, Show Me State games, etc. They get no funding from campus.

Liz B. asked how to rent meeting space. They have a centralized campus reservation office at reservations@missouri.edu and they will meet with you to help determine space. They can also rent out courts and pools, etc.

Dayla asked if they still host a family day. Family day access is for anyone who has a MizzouRec membership, whether student, faculty or staff.
Upcoming Meetings & Dates:
- September 12, 2019 – Stalcup Room, Mizzou Arena
- September 26, 2019 – Stalcup Room, Mizzou Arena, Andy Hayes and Amber Lammers, guest speakers
- October 10, 2019 – Stalcup Room, Mizzou Arena
- October 24, 2019 – 194A, General Services Building

Minutes Approval: Liz Z. moved to approve minutes from 7/25/19, Rachel seconded, motion carried.

Secretary/Treasurer Report (Dayla): Dayla reported that the Executive Committee met with Chancellor Cartwright Tuesday and discussed the new members and officers. They talked a bit about the campus climate survey. The chancellor and Marty Oetting will work to figure out who needs to make updates to the website. They briefly discussed the meet and confer and they will ask Patty for any further updates. They also talked about flexible scheduling as well as SAC goals for the coming year. Chancellor Cartwright did ask for one of the SAC goals to be to research what ways they can get information to staff in order to be more effective.

Old Business:
2019-2020 Goals – Hannah asked SAC members to start thinking about objectives to work on over the next year. She gave a brief review of the 2018-2019 goals: established an award for part-time staff, worked to increase social media presence and started to work on the video series. SAC also worked with the Enrollment Management team on strategies for staff and they created stoles for staff as an option for graduation. Hannah reviewed some of the discussion regarding new goals at the orientation: revisiting possible part-time staff eligibility for SAC awards and what that would look like, being more conscious of off-campus and non-traditional employees and how we can engage those staff members, launch the video series, re-evaluating activities for effectiveness and also to work with Patty Haberberger to come up with some sort of activity for staff. Chancellor Cartwright would also like the SAC to advise him and the Provost’s office ways to communicate with staff more effectively. SAC members can send ideas to admin or executive committee members or bring them to the next meeting.

Human Resources (Patty Haberberger): Patty reported that a decision has been made that the School of Medicine HR will report to the Hospital HR with a dotted line to campus. Pieces of the SOM are patient care and clinical related and then there are academic and research parts of the institution. There are more issues with things related to patient care than academics and so they are trying to align those more. They remain School of Medicine employees.

Patty also reported that 126 individuals have contributed to the Shared Leave program from Mizzou. They also discussed why there is no intermittent leave allowed with the Shared Leave program. Per Patty, it is due to the fact then when employees are working, they are accruing time and when they’re out, they’re not. It is a complicated, manual process and for that reason, intermittent leave is not allowed.

The HR Council knows there is interest in a parental leave policy. They are currently writing a living organ donor leave policy and then it will go to the Board of Curators. They are looking at premiums going up, trying to see what their cost savings will be as they have to have enough cost savings to fund any new programs they establish. Parental leave will be much more costly than the organ donor leave, so the HR Council has tabled the parental leave for now, but it is on the list. They are trying to prioritize and feel like
if they are going to have cost savings, maybe their priority should be compensation. Marsha Fischer will be sharing that information with ISAC.

Patty gave an update on the meet and confers with the union reps. The third meeting had a lot more communication back and forth and they are just about ready to give their final response. She cannot give information on that yet. They did get market adjustments through for folks in the lowest grades A, B and C for union. It got the lowest paid person to a minimum of $12 per hour, changes became effective August 18th. Teresa Long is part of the compensation team for System and they will discuss what will happen for employees who are not union.

Hannah asked when merit raises are supposed to go through. Anything under 5% may have already gone through, depending on the department, but they are still presenting increases of 5% or higher to the chancellor and should know everything by tomorrow.

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

**Marketing & Communications (Liz Z.):** Nothing to report.

**SAC Salutes (Sean):** Presented the award for the Spring 2019 recipient, the MU Pre-Employment Transition Services Team, on July 26th at 11:30am.

**Service Champion (Sean):** Presented the June 2019 award to Ashli Grabau on August 7th.

**Staff Development Award (Ricky):** The deadline was August 14th. Admin is working with the review committee chair to schedule the review meeting.

**SPECIAL COMMITTEES:**
**Campus Facilities Planning/Space Utilization Committee (Sean):** They are scheduled to meet again in September.

**Chancellor's Cabinet (Liz B.):** The chancellor changed the format to include the Chancellor's and Provost's Cabinets. Meetings will also change to start with a 10 minute hot button discussion and then go into 2 more formal presentations, which at this meeting was 160 over 90 who gave a presentation on all of the things they've changed, like billboards, buses, Pandora, etc. and how they're now doing interactive marketing as well. Marshall Stewart gave the second presentation on the United Way campaign. They will give updates at the end of the meetings, but there was nothing to report at this meeting.

**Chancellor's Military and Veterans Standing Committee (Eric):** Nothing to report.

**Digital Accessibility Advisory Board (Ryan):** Gary Allen recently drafted an email to President Choi to give some information on accessibility and the current state, as well as some immediate and long-term recommendations, which are:
- Immediate recommendations: 1. adding language requiring digital accessibility according to highest level standard to the recognized standard of accessibility on campus, including all contracts and RFPs, 2. creating a UM System level digital accessibility policy, 3. Incorporating digital accessibility
standards into the development and implementation of all online learning and OER initiatives, and 4. Creating a system-level IT compliance task force with members from all four campuses

- Long-term recommendations: 1. Funding for training on digital accessibility for staff in certain job titles, 2. Creating a plan-to-purchase tool such as Blackboard Ally, 3. Increase support for the entities that provide accommodations and prevent complaints, and 4. An analysis of whether any funding model can be developed to support the IT compliance process

This will be submitted to President Choi and they will hear more after that.

**Intercampus Staff Council (Liz B./Hannah):** Scheduled to meet next week. They will open 2-week voting period for the new officers and will announce nominees. They will also discuss the November Board meeting and mini-retreat.

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

**Resource Allocation Model Committee (Liz B.):** They are scheduled to meet again on Friday.

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

**Total Rewards Advisory Committee (TRAC) (Sean):** They are scheduled to meet tomorrow. Sean will send information out to SAC members.

**Adjournment:** Sean moved to adjourn, Rachel seconded, meeting adjourned 3:00pm.