Staff Advisory Council Minutes  
August 23, 2018  
7 London Hall  
1:15pm – 3:00pm

<table>
<thead>
<tr>
<th>Attendance Record</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative/Professional</td>
</tr>
<tr>
<td>Melissa Ingram – x</td>
</tr>
<tr>
<td>Julie Loftin – x</td>
</tr>
<tr>
<td>Hannah Clampitt – x</td>
</tr>
<tr>
<td>Alisa Petty – SAC/OSAIV</td>
</tr>
<tr>
<td>HR Ex Officio – Patty Haberberger (VC for HRS)</td>
</tr>
<tr>
<td>Guests: Beth Brown (SOM Council)</td>
</tr>
</tbody>
</table>

**Call to Order**: Chrissy called the meeting to order at 1:17pm.

**Guest Speaker(s)**: Andy Hayes (Assistant Vice Chancellor for Civil Rights & Title IX) and Amber Lammers (Director of Investigations) discussed what the Office of Civil Rights & Title IX can do. Civil Rights and Title IX were combined in 2015 to create one central hub for reporting. They give folks their rights and options when reports are made and provide immediate support or interim measures. They also investigate matters.

They also use information they’ve gathered to try and better the campus/policies. They have created a “heat map” of the campus for problem areas, etc. They have centralized reports, investigations, outreach and referrals and respond to reports of harassment, discrimination and sexual violence involving students, faculty, staff and visitors to campus. During the 17-18 school year, they received 600-700 reports and of those, all but about 30 or 40 were resolved through other means and did not go through the full blown investigation process. The annual report will be on the webpage and there will be a press release, which will hopefully be out in October for the 16-17 and 17-18 years.

Employees of the university are mandated reporters, which means they are required to report any knowledge of sex or gender discrimination, including sexual harassment, sexual misconduct, stalking on the basis of sex, dating/intimate partner violence or sexual exploitation. Per Andy and Amber it doesn’t matter how you become aware of the information, it must be reported. They also stated that staff should report any knowledge of other types of discrimination or harassment of protected categories beyond this. Hospital has its own Title IX office. If an accused person is a hospital employee, then the report would go through Hospital Title IX (goes by respondent). Andy reported that they send the referrals directly to the correct person, they do not send people to someone else, etc. Staff members can make a report online on the website or they can send an email to the Title IX office or Amber Lammers directly, go by the office or call. They discussed resources and options available (see website as well) and discussed the investigation and equity resolution processes. Per Andy and Amber, if someone is unsure whether to make a report or not, they can always ask questions and the Office of Civil Rights & Title IX is happy to help.
Upcoming Meetings & Dates:
- September 13, 2018 – 314 Hill Hall
- September 27, 2018 – 314 Hill Hall
- October 11, 2018 – 7 London Hall
- October 25, 2018 – 314 Hill Hall
- November 8, 2018 – 314 Hill Hall

Minutes Approval: Steve motioned to approve the minutes for July 26, 2018. Eric seconded. Motion carried.

Secretary/Treasurer Report (Dayla): The Executive Committee met on 8/13/18 and discussed the open forum. They would like to cancel the open forum and create a Qualtrics survey to send to staff to see what staff would like to do to replace the open forum. Then they can create a list of thoughts on what is possible and take those ideas to the chancellor. The main reason for the decision to cancel the forums is that the format has gotten stale and the forums have served their purpose. Also, there are other ways to communicate with administration. The Executive Committee would like the marketing committee to come up with the questions for the survey form. The Executive Committee also discussed coming up with a letter to member supervisors and, possibly, a short meeting with the Executive Committee to go over expectations for time commitment, important dates, thanks you, etc. They will hopefully have the letter done soon in order to be able to start in September. They are trying to be transparent. Patty suggested also reaching out to new supervisors, if supervisor changes for some reason. They also hope to be able to specify time commitment based on the committees members are serving on. Chrissy asked members to let the Executive Committee know if they have any other ideas, or if they had any other issues with serving while on council. The Executive Committee also talked about College Colors Day and Safety week, which is 9/17/18-9/20/18. Their next meeting with the chancellor is August 28th and the next meeting with Gary Ward is September 5th, but will probably be rescheduled per Chrissy.

New Business:
Time Commitment Communication to Supervisors – Dayla discussed this matter in the Secretary’s report. Campus Climate – The website is up and running and has progress on it. The SAC will hopefully be working with Patty on some initiatives. Patty reported, that they would like to have some sort of fun activity for staff that could also possibly include families. She wants to know what sort of committee would be the best to work with. The chancellor is supportive, but she still needs to get some estimates. Patty will be working with a group to brainstorm and will possibly form an ad-hoc committee. Members of the SAC suggest opening the committee to the other campus councils and past SAC members for membership. SAC members can email interest in the committee to Alisa.

Patty gave an update on HR transformation work. They have about 6 priority initiatives going on at the same time. They are working on learning why people want to work at MU, what keeps employees here, what is is valuable to individuals as employees, etc. Right now all of the task forces have HR people on them, but they will eventually want to have a focus group with the round table and they would ask questions having to do with working and learning culture, career development and opportunities, etc. The HR council is working on that task force.

All of the task forces are System-wide and they will look at: recruitment and on-boarding (Which they would like to make a more full-cycle process. They will also focus more on the first year experience, not just completing the initial paperwork), competency models for leaders (Which will also look at
development for career pathing opportunities and a program for department chairs), HR policy (Chrissy reported follow up on Staff Grievance Policy, she reached out to Jatha Sadowski and Marsha Fischer and they are aware of issues), compensation and classification process improvement (Talking about compensation philosophy, compensation for faculty and staff and putting together a 5 year plan), HR data analytics (In order to make decisions based on good data), off-boarding processes (They’d like to look at how to do a better hand off when people leave the university and possibly create an electronic exit interview to collect data on why people are leaving), shared services and HR technology.

A lot of these things will need a budget, and they will be looking at all of that as a system. Marsha will discuss everything with President Choi.

They want to be able to socialize all of this and then get feedback from all of the stakeholders. The HR council is meeting very regularly to work on completing all of this planning.

**Human Resources (Patty Haberberger):** Patty is going to send the Workforce of the Future article to the SAC. She will also share some materials from the HR Council slides. Patty also reported that Chancellor Cartwright has a meeting with President Choi tomorrow and will hopefully get the merit increases approved. She said that letters may not go out until next week.

**STANDING COMMITTEES:**

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

**Fundraising (Steve):** Nothing to report.

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

**SAC Salutes (Eric):** Presented the Summer 2018 award to the MU Child Development Lab on August 3rd.

**Service Champion (Eric):** Presented Lisa Thompson with the award for August 2018 on August 20th.

**Staff Development Award (Melissa):** The deadline for applications was August 15th. The committee is currently reviewing applications.

**SPECIAL COMMITTEES:**

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

**Chancellor’s Cabinet (Chrissy):** Chrissy introduced Liz B. at the Chancellor’s Cabinet meeting. They discussed the strategic plan for the university and will be releasing a bunch of information regarding the SEM plan as well as the Keeling & Associates review. Monday is when the draft, which is not a final plan, will be sent out and everyone can give feedback. It will follow the university system compact model.

**Faculty Council:** Nothing to report.

**Intercampus Staff Council (Chrissy/Liz B.):** ISAC meets next week. Chrissy proposed the changes to the membership on the Isac bylaws and they are emailing votes now. The proposal is to increase members to 3 per council with at least 1 member serving a 3 year term, but how those members are decided will be up to each council. Chrissy asked for feedback from the SAC on what they want that to look like. The new
year for ISAC starts next month, so the SAC will need to decide what to do currently to get 3 members on ISAC. She asked for members to send ideas to the Executive Committee. The SAC will need to think long-term as they will have to update the SAC bylaws as well, but will need to do something quick to update ISAC membership in the meantime.

They also proposed that ISAC change a quorum to 51% with at least 1 member from each council. Liz will try to print out the ideas to share with Council.

**Resource Allocation Model Committee (Liz B.):** Liz reported that they finished deciding on both revenue and cost recommendations. They will reconvene on 9/18/18. They are hoping 2021 or 2022 will be the first real implementation, but they are hoping this will be a shadow year to try and catch some things that might not work.

**Safe Mizzou Coalition Committee (Hannah):** Hannah will be getting a flyer of events for Safety Week and she will share that with the SAC when she gets it.

**Total Rewards Advisory Committee (TRAC) (Chrissy):** Chrissy stated that there might be some small changes coming out of TRAC. Patty reported that changes will be treating pregnancy and delivery as an inpatient service in the Custom Network plans, so instead of $20, it will be about $350. They will increase copays by $5 for primary and specialist visits and increase out of pocket maximums to the 2019 IRS limits. They dropped the coinsurance. They are removing the tobacco discount on all plans as it’s not saving any money anyway. There will be an across the board $50 savings, they will not be charging $50 to those who were currently getting the discount. Another new thing is if someone doesn’t update their information during open enrollment, it will default to the plan they are currently on instead of defaulting to the HSA qualified plan. The employer subsidy contribution will remain at the 80% average. Eventually, that might change, the industry is 73%, but there are no plans to make changes as of now. Employee premium increases will range from $5 per month to $44 per month, depending on what kind of coverage they have and 65 retiree premium increase changes will range from $75 to $192. They will be looking at changing the premiums for dependent coverage, which will probably get more expensive over time, in the future, but not this year.

**Adjournment:** Steve motioned to adjourn and Julie seconded, motion carried. Meeting adjourned 3:30pm.