Staff Advisory Council Minutes
September 26, 2019
Stalcup Room, Mizzou Arena
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>
<th>At-Large</th>
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</thead>
<tbody>
<tr>
<td>Liz Beal – x</td>
<td>Terrance Camp – x</td>
<td>Regina Baer – x</td>
<td>Stephen Braddock – x</td>
<td>Aric Bradley – x</td>
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<tr>
<td>Hannah Clamppitt – 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 Swaim – x</td>
<td>Robbie Merrill – x</td>
<td>Jackie Carney – x</td>
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<tr>
<td>Heather Horn – x</td>
<td>Brad Sharp – x</td>
<td>Liz Zufall – x</td>
<td>Rachel Powers – x</td>
<td>N/A</td>
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Alisa Petty – SAC/OSAIV
HR Ex Officio – Patty Haberberger (VC for HRS)
Guest speaker(s): Andy Hayes (Assistant VC for Civil Rights & Title IX), Marty Oetting (Campus Chief of Staff)
Guest(s): Lee Larrick (Mizzou Online)

Call to Order: SAC members took a group photo and then Hannah called the meeting to order at 1:23pm.

Guest Speaker(s): Andy Hayes (Assistant Vice Chancellor for Civil Rights and Title IX) spoke about the Office of Civil Rights and Title IX. She discussed different policies and mandatory reporting. They have a new website and people can make a report on the website or by calling or stopping by the office. Andy’s office is in Jesse Hall and the investigator offices are in the Heinkel Building. Andy discussed what one should expect after making a report as well as the right, options and resources available to parties involved. There are some time guidelines for investigations, however, they want to complete a thorough investigation each time, so there is some flexibility based on the type of investigation. They put out an annual report each year and those numbers are based on when the report is received by the Office of Civil Rights and Title IX. Andy’s team is available to make presentations to teams on campus and they can reach out to Andy’s office to schedule.

Marty Oetting (Campus Chief of Staff) spoke about the upcoming United Way campaign. They are having a kickoff event on Kuhlman Court on October 2nd from 2:30pm-4pm. The United Way helps the local community by determining where help is needed and sending resources to the major areas/organizations needing assistance. People can donate money or time to help the United Way and the community and every little bit helps.

Upcoming Meetings & Dates:
- October 10, 2019 – Stalcup Room, Mizzou Arena – Mark Ellis, guest speaker
- October 24, 2019 – 194A, General Services Building
- November 14, 2019 – 194A General Services Building

Minutes Approval: Liz Z. moved to approve minutes from 9/12/19, Ryan seconded, motion carried.

Secretary/Treasurer Report (Heather): The Executive Committee met with Gary Ward yesterday and discussed mandatory overtime and gave an ISAC update. Liz Beal was elected as Chair of ISAC. Gary suggested having Patty Haberberger and Teresa Long speak with the SAC about overtime. Per Patty, there is no CRR, but she will look into it more. The Executive Committee has been meeting with the old and new committee chairs.
**New Business:**

**Resource Allocation Committees** – Hannah emailed SAC members about the Resource Allocation Model Committee. Liz B. gave some background information on the committee. Three subcommittees will be helping in the following areas: revenue, administrative and student services and operations. The three staff members who served on the original committee will each be assigned to one of the subcommittees and then they will take staff-at-large nominations to place other staff on the committees. The SAC has been asked to submit some nominations for any of the subcommittees. SAC members can send nominations to admin by Monday. Time commitment for the subcommittees is expected to be between 2 and 4 hours per month. The SAC needs to submit at least 6 nominations from staff that they recommend and they’ll be taking nominations from other staff on campus as well.

**Human Resources (Patty Haberberger):** Patty reported that open enrollment is coming up October 14th through October 25th. Mark Ellis is the new benefit rep for campus. They can come to campus to talk to departments about benefit changes. The HR Fall Training Conference is coming up October 29th and 30th. Patty met with the Chancellor and the MU Retirees Association. MURA is trying to increase people's knowledge of the association and increase their membership. They will be adding a slide to the New Employee Orientation and they will also have brochures in the two benefit representative's offices as well as at Sytem.

Patty briefly discussed changes to vacation payout at retirement, they are trying to have the changes ready for January. Per Sean, they will be sending email information to those who are eligible so that they have the information when they go to plan their retirement and send in their paperwork.

Per Patty, they are getting ready to look at the Grievance Policy process. They are talking about clarifying what is grievable and will be looking at if someone is disciplined or terminated or if there is a policy violation or misinterpretation or inconsistent application. They are also trying to reduce the steps from five to three. Patty will bring more information to the SAC meeting on October 24th.

**STANDING COMMITTEES:**

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

**Fundraising (Liz B.):** Nothing to report.

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

**SAC Salutes (Rachel):** Nothing to report.

**Service Champion (Rachel):** The committee is finalizing the September selection and admin will schedule once complete.

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

**SPECIAL COMMITTEES:**

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

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

Digital Accessibility Advisory Board (Ryan): They are moving forward. Ryan will discuss in more detail at the next meeting.

Intercampus Staff Council (Hannah/Liz B./Dayla): Hannah reported that they met yesterday and talked about system-level staff awards. Marsha Fischer gave an update; e-recruit postings now automatically post in LinkedIn and the Diverse Issues in Higher Education and Inside Higher Ed as well. Marsha also went over some minor language clean up they are working on for the CRRs. Liz B. will share that information when Marsha shares it with ISAC.


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

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

Adjournment: Liz Z. moved to adjourn, Ryan seconded, meeting adjourned 2:56pm.