Staff Advisory Council Minutes  
October 10, 2019  
Stalcup Room, Mizzou Arena  
1:15pm – 3:00pm

Attendance Record

<table>
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<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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<tbody>
<tr>
<td>Liz Beal</td>
<td>Terrance Camp</td>
<td>Regina Baer</td>
<td>Stephen Braddock</td>
<td>Aric Bradley</td>
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<td>Hannah Clampitt</td>
<td>Ricky Conatser</td>
<td>Jacqueline Chenault</td>
<td>Travis Johnson</td>
<td>Dilauna Burks</td>
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<td>Ryan Gavin</td>
<td>David Licklider</td>
<td>Amanda Swaim</td>
<td>Robbie Merrill</td>
<td>Jackie Carney</td>
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<tr>
<td>Heather Horn</td>
<td>Brad Sharp</td>
<td>Liz Zufall</td>
<td>Rachel Powers</td>
<td>N/A</td>
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<tr>
<td>Alisa Petty</td>
<td>SAC/OSAIV</td>
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<tr>
<td>HR Ex Officio – Teresa Long</td>
<td>(HRS Consultant Sr.)</td>
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Guest speaker(s): Mark Ellis (HR Generalist for MU Campus), Nancy Johnson (MURA)

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

Guest Speaker(s): Mark Ellis (HR Generalist for MU campus) spoke about benefit information. He can be contacted for questions about retirement and benefits as well as the Total Rewards office. Open enrollment is October 14th-25th for faculty and staff and October 28th-November 8th for retirees. There is a plan comparison chart on the Total Rewards website. Mark went over the key attributes of each plan as well as some small changes. Premiums will go up a little bit and there is no longer a non-smoker discount. Virtual visits are available with all plans. There are no changes to dental or vision, Delta and EyeMed will continue to provide those coverages. Unum is the new vendor for life insurance this year and they are offering a one-time buy up option without evidence of insurability. Mark discussed the Health Savings Account and Flexible Spending Account. The Wellness Incentive structure will remain the same this year, split evenly between 2 cycles: November 1st-April 30 and May 1-September 30 with $225 awarded each cycle for a total of $450. Tracking can be made through the Cerner website and the new HealthyNow app. Mark also reminded members of other benefits, such as tuition assistance, the employee assistance program and the shared leave program.

Nancy Johnson (MU Retirees Association) spoke about MURA. She said it’s a good way to stay connected with the university. They have breakfast once a month and have guest speakers. She also spoke about the Kitty Dickerson scholarship, which is for dependents of staff members. They have given out 11 scholarships since 2016 and they raised $8,100 at a recent fundraiser. The financial aid department selects recipients and if parents would like more information or would like to express interest, they can reach out to the financial aid office. Nancy will send more information on the amount of scholarships awarded to Hannah so that it can be shared on social media.

Nancy also discussed MURA’s idea to create an emeritus designation for staff. They have submitted a proposal to the chancellor to give a staff emeritus title upon retirement, however, they are still working out a lot of the details. They would like it to stay in line with the faculty process as much as possible and they would be working with HR and administration, but would like feedback from the SAC. Members were asked to email feedback to Nancy as they had a lot of questions. Nancy will keep the SAC informed as MURA continues to work out the proposal.

Upcoming Meetings & Dates:
Minutes Approval: SAC members discussed changes to the minutes from 9/26/19. Stephen moved to approve minutes with changes, Ryan seconded, motion carried.

Secretary/Treasurer Report (Heather): The Executive Committee met on Tuesday and discussed scheduling a round table meeting as well as guest speakers for the year. The meeting with Gary Ward was moved to next week.

New Business:
Search Committee for the Vice Chancellor for Inclusion, Diversity & Equity – Hannah will be serving on this committee.
Email Security Changes – Hannah reported that Beth Chancellor sent an email notice that they will be adding 2 factor authentication for webmail for MU Health employees on October 6th as a proactive measure against phishing. They will then add it to Outlook and mobile and it will eventually be added for campus. Communications will go out with more information as updates are done.
Event Invites - Hannah let members know that calendar invites will now have attendance optional listed on campus events. Admin sends invites as a courtesy, but members are not required to attend all campus events.
Chancellor's Military and Veterans Committee - Hannah discussed this committee was formed last year and there was an SAC member on it. She asked if any current SAC members have military affiliation and would they be interested in serving. Jacqueline will be the new SAC representative.

Old Business:
2019-2020 Goals – The Executive Committee will be finalizing goals for the year. Members should send ideas to admin by Wednesday, October 16th.

Human Resources (Teresa Long): Teresa reported that the organ donor policy is going before the Board of Curators in November. They have a new criminal background check vendor that they will start using on November 1st. HR staff will be trained on that on the 28th and they hope to offer a couple of training sessions during the fall training conference in order to train other people on that. The union-eligible titles, the grade structure that it’s on, will increase by 1% across the board on 1/1/20. The structure is changing by 1% and then there are some titles on the staff side that are not union-eligible and some UE titles that will be changing ranges on 1/1/20. These changes do not affect salary, only the ranges are changing. Teresa will send a list of the changes. Liz B. asked if HR will be sending a mass email with the training conference information. Teresa will double check, because an email was approved. Admin will also send an email to the campus councils with the link for the conference.

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 has selected Christy Pourney as the September recipient. Admin is working to schedule the presentation.

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

**SPECIAL COMMITTEES:**

**Campus Facilities Planning/Space Utilization Committee** *(Sean)*: Sean was not in attendance. He emailed updates to SAC members.

**Chancellor’s Cabinet** *(Hannah)*: They are scheduled to meet next week.

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

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

**Intercampus Staff Council** *(Hannah/Liz B./Dayla)*: They are working to finalize a proposal for the president for system-wide staff awards. They will have a half-day retreat on the MU campus in November and President Choi will be there. They will try to have a preliminary proposal together to show him at that time.

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

**Resource Allocation Model Committee** *(Liz B.)*: Nothing to report.

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

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

**Adjournment**: Liz Z. moved to adjourn, Stephen seconded, meeting adjourned 2:53pm.