Call to Order: Hannah called the meeting to order at 1:14pm.

Guest Speaker(s): Patty Haberberger (Vice Chancellor for Human Resource Services) reported that the changes to the Grievance Policy procedures is still a work in progress. The first step will be to go to the supervisor's supervisor and then it will go to campus (Patty is the campus grievance officer) and then the grievance officer would go to the college/school/division vice chancellor and then it would go to the system level. This is kind of how they’re designing it. Investigations can take a long time, so there is some discussion as to whether they should have a dedicated investigator to investigate and then hand the case over to the grievance officer to make a decision. Anything they put together will have to move up to the Board of Curators before changes are made. They will clarify what’s grievable, change the timeline and clear up process language.

Upcoming Meetings & Dates:
- November 14, 2019 – 194A General Services Building
- December 12, 2019 – TBD, Holiday Luncheon
- January 9th, 2020 – Stalcup Room, Mizzou Arena
- January 23rd, 2020 – 194A, General Services Building

Minutes Approval: Regina moved to approve minutes from 10/10/19, Ryan seconded, motion carried.

Secretary/Treasurer Report (Heather): The Executive Committee met on October 17th and discussed committee followups and Hannah reported that they are looking at a search committee for the Vice Chancellor for Advancement. They met with Gary Ward and talked about the Resource Allocation subcommittees as well as the military committee.

New Business:
Committee Meetings – Hannah asked that SAC committees meet before December so they can report at the December meeting and provide a summary of what their goals will be for the year as well as steps taken so far.
VC for Advancement – Hannah reported that Tom Hiles is retiring in June and the chancellor reached out to her to serve on the search committee. However, Hannah is already on the search committee for the VC
for IDE, so he asked her to submit some names from the SAC for that committee. They will reach out when they make a selection.

**Finalization of Goals:** Hannah reported that no other ideas were submitted, so they will finalize the goals as written.

**Old Business:**

**MURA Scholarship (added during meeting):** – Hannah received more information from Nancy Johnson from the MU Retirees Association regarding the Kitty Dickerson Scholarship. Per Nancy they have awarded 11 scholarships at $500 each. Their goal is to get the endowment up enough to provide $4,000 in scholarships per year.

**Human Resources (Patty Haberberger):** Patty reported that the FLSA overtime rule was raised to a $47,476 threshold in 2016 for exempt status employees before an injunction was submitted and the university decided to go ahead and move folks to the new number or make changes to move folks to non-exempt. The final ruling on the injunction is that the new threshold is actually $35,568. They will be reviewing to see if there are any positions that were moved to non-exempt who should actually be exempt. If anything changes, they will provide resources and can reach out to HRS for questions. The Organ Donor Leave Policy is going to the Board of Curators in November. It will include bone marrow. They are implementing a new criminal background check vendor called Sterling, and they will include degree verification for any final candidate who includes a degree on their application. It goes live on October 31st and they will send communication out. HR staff will be trained on the new system on October 28th. HR will be doing the background checks and degree verifications centrally. Sustainability is looking for ways to educate people, especially students. Admin will try to get Raghu to speak at an SAC meeting. Patty discussed changes with retirement and vacation payout. April 1st is the new date that everyone retiring will get vacation paid out as a lump sum. As of January 1st, those retiring can choose to get the vacation paid out as a lump sum, or they can choose to continue at the current process. They are changing the process so that now the employee turns in their paperwork to the benefits rep instead of their supervisor and then the benefits rep will notify the supervisor. The benefits rep will handle everything for the employees who are retiring, thus centralizing those processes. Patty is hiring more staff for recruiting. Patty stated that the HR move to Jesse Hall is now scheduled for November 22nd-24th. The HRS conference is at the end of October. They have 1400 registered right now, which is about 400 more than last year.

Liz B. let Patty know that the language for the one-time life insurance buy-up in the enrollment process, was confusing. Patty will look into that.

**STANDING COMMITTEES:**

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

**Fundraising (Liz B.):** Liz B. reported that they have met and come up with a lot of ideas, but nothing is formalized as of yet. They hope to fundraise more and in different ways this year.

**Marketing & Communications (Ryan):** Ryan sent a message to all SAC members inviting them to join Groupme and they can accept if interested. He used the numbers on the contact list, but can change those if members prefer. The goal is to improve communication between members for more urgent items.

**SAC Salutes (Rachel):** Nothing to report.
Service Champion (Rachel): The committee has selected Christy Pournay as the September recipient. The presentation is scheduled for November 14th at 10am.

Staff Development Award (Ricky): Nothing to report.

Video Series (Heather): The committee met two weeks ago and they recorded the teaser video today. They would like to post the video on November 14th and would like to post videos on Thursdays around 11am. They meet again today after the SAC meeting.

SPECIAL COMMITTEES:

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

Chancellor’s Cabinet (Hannah): Hannah reported that there is no decision from the NCAA regarding the appeal. There was a $6 million gift for the NextGen project. They talked a lot about budgeting. The units will be getting specific budgeting information for FY21 as part of the new Resource Allocation Model. They will have a session on research and research centered budgeting in November. They will be working with IT to remove small charges and eventually all small charges will be built into the IT cost center.

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

Digital Accessibility Advisory Board (Ryan): Content has been assigned out for the new accessibility website. People are working to get content in by the end of the academic year and will hopefully have it ready to launch for the second semester.

Intercampus Staff Council (Hannah/Liz B./Dayla): They met yesterday and discussed system-wide awards for staff. Marsha Fischer sent a staff member to help with drafting up the proposal and they will present the proposal to President Choi at the half-day retreat in November, if he is able to attend. Their retreat is November 13th in the Center Hall E-Sports complex. Campus Dining is sponsoring their lunch and they are working to try and get parking sponsored as well. ISAC now has an email – umsystemisac@umsystem.edu. They were also given a brief change to the mission statement for the university system and they were asked to provide feedback. Hannah shared the changes with SAC members. They are getting more information about why they are making the change and they are providing feedback about the proposed changes.


Resource Allocation Model Committee (Liz B.): There are meetings going on across campus. They are also meeting with subgroups and leaders. Hannah submitted 9 names to be on those RAM subcommittees, but doesn’t know if anyone has been assigned or not, yet.

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

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

Adjournment: Rachel moved to adjourn, Rachel seconded, meeting adjourned 2:36pm.