

UNIVERSITY STAFF ADVISORY COMMITTEE

Business Meeting Minutes

November 29, 2017

Dave Griner Room

8:30 – 10:30 a.m.

In Attendance: Tom Gessells, Jodie Joerg-Andreoli, Andrew Jordan, Sunny Zong, Tim Lombardo, Stacey Copley, Abby Whaley, Marilyn Frueh, Christine Benadum, Chrissy Sprouse, Lisa Mayhew, Kelli Kaiser, Kris Myers, Megan Hasting, Niki Prete, Ginny Corso, Courtney Sanders, Twhila Holley, Cindy Davis, Melanie DiFeo, Morgan Buckner

Call to Order

Adoption of the Agenda

- Agenda approved and passed

Approval of the Previous Meeting Minutes

- Meeting minutes approved and passed

Executive Committee Reports

Chair:

- Tom and Liz met with the President and Provost's Council on Women (PPCW) to discuss collaborative opportunities with USAC
 - Conversation around USAC projects that may partner well with PPCW, opportunities to collaborate in the future
 - Possibility of having USAC member sit on PPCW, possibility of sharing recommendations for reports in 2018, PPCW joining upcoming Staff Expo;
- Listening to concerns from Med Center staff regarding parking issue, leadership transition; if you hear of any comments or concerns, please let us know so that we can pull those together and address them comprehensively

Chair Elect:

- December 13 is the only business meeting of the month; December 20 meeting cancelled;
- Ongoing project with Dean Melnyk for USAC to partner with Health Athlete full-day program on January 26; Tom will email USAC with more information

Communications:

- All-Staff email went out on Monday re: Conversations with the President event
- OneSource will send out email to Med Center folks this week as well
- Working with Tom on materials for Call for Applications (monthly newsletter, January all-staff newsletter, ads in CABS buses, OneSource)

Treasurer/Recorder:

- Purchasing: Ads for CABS buses, Roberts Rules resources
- HPOC

Subcommittee Reports

Governance:

- Group met yesterday to finalize bylaw review and will present to Exec Team next week
- SCDG/HR meeting updates regarding changes to the application, increase in the award amount for FY19

Staff Compensation & Benefits (SCBS):

- Met to refocus efforts (Rewards and Recognition, meeting with Tracy to discuss opportunities to engage with Enterprise Project moving forward)
- Discussion about the recent email from Dr. Drake about the bonus for all staff, looking at how it was tied to performance evaluations; issue raised regarding equity around bonuses
- Medical Campus staff receive a similar bonus annually, but this was new for Academic Campus staff;
- Concerns were raised regarding what incentives are tied to performance evaluations and what are not (raises, football tickets, etc.)
- What is the rationale/precedence surrounding such bonuses?

Outreach & Engagement (O&E):

- Met regarding the Wellness Expo recently to discuss content for breakout sessions; Registration open by Dec. 8 ideally; Save the Date and related materials are being designed;
- Possibility of having Brutus come to the Staff Expo
- Star House Volunteering: December 15, 3-5 p.m.

Diversity & Inclusion Taskforce:

- Taskforce has been working on reviewing survey data & planning for spring semester projects

OHR Liaison Report

Old Business

- Conversations with the President event
 - Topics that will be addressed include: Strategic Plan, campus updates, and USAC's efforts to promote diversity and inclusion on campus for staff
 - New member recruitment postcards will be passed out during event
 - Currently, we have 21 questions submitted for the event
 - These questions will guide the conversation and will be woven in to the larger themes discussed at the event
 - We will not be doing an open mic this year for questions
 - Discussion of the event evaluation mechanism and how to capture responses from attendees to better inform event planning for next year
 - How do we make the event more engaging for staff in a way that addresses employee needs and concerns?
 - How can we effectively moderate the event to cover the most topics in just one hour? Use of timecards at the back of the room, etc.

New Business

- **Virgin Pulse Implementation Update with Melissa Walters (Director, Wellness & Engagement) and Pam Doseck (Senior Director of Benefits); 8:45 – 9:15 a.m.**
 - New Updates:
 - New vendor to replace Limeade: Virgin Pulse, designed to provide more flexibility and customizability for users
 - Launching new YP4H website to enhance communication



- New incentives available for participating in YP4H
 - Opportunities to push communications via the new app
 - A large number of employees will see a reduced employee contribution and it is predicted that total 2018 healthcare costs will go down, both of which are fairly rare
 - More concerted focus around incentivizing healthy lifestyles and health outcomes
- Demo of the new YP4H website
 - In December, the YP4H website will feature marketing on the new Virgin Pulse app to familiarize users with the new system, opportunities to earn points, etc.
- Demo of Virgin Pulse online portal and app:
 - Buckeye Pass will be required to login online
 - Users will create a registration for the app, select their interests to customize information received
 - Virgin Pulse is very focused on tracking habits, but still provides challenges like the Limeade software
 - Challenges are designed to be more interactive with teammates
 - Possibility for departments to invite staff to group challenges, etc.
 - Users can invite up to 5 non-OSU users to join
 - Current Limeade portal will shut down by December 8
 - New Virgin Pulse portal will open by January 2
 - Rewards based on points earned
 - You can redeem for gift cards, donate it to designated charities, or visit the Virgin Pulse store
 - You can get a Visa gift card with your rewards cash sent to your home
 - Up to 75,000 points available to earn
 - Many devices can be synced, including Fitbit, Apple iWatch, Garmin, etc.
 - Health Coaching will be integrated as well
 - App is both for Android and Apple products
- Incentive Programs
 - For faculty/staff enrolled
 - For those eligible but not enrolled
 - \$250 HRA credit for employees and spouses
 - PHA and biometrics are not required to earn other Virgin Pulse incentives
 - Verified biometrics will be required to earn premium credit for the following year
- USAC Group Picture

Announcements

Adjournment

