

UNIVERSITY STAFF ADVISORY COMMITTEE

Business Meeting Agenda

November 8, 2017

Dave Griner Room

8:30 – 10:30 a.m.

In Attendance: Tom Gessells, Ginny Corso, Morgan Buckner, Liz Gordon-Canlas, Cindy Davis, Tracy Pawlowski, Lisa Mayhew, Kelli Kaiser, Abby Whaley, Andrew Jordan, Traci Laub, Chrissy Sprouse, Cesar Seguil, Courtney Sanders, Megan Hasting, Sunny Zong, Christine Benadum, Twhila Holley, Jodie Joerg-Andreoli, Megan Sayres, Niki Prete, Marilyn Frueh

Call to Order

Adoption of the Agenda

- Motion passed.

Approval of the Previous Meeting Minutes

- Motion passed.

Executive Committee Reports

Chair:

- Tom and Liz will meet with Susan Basso next Friday
- One-on-one with Katie Hall regarding content questions for Conversations with the President event

Chair Elect:

- Standing Items

Communications:

- Standing Items

Treasurer/Recorder:

- Standing Items

Subcommittee Reports

Governance:

- Standing Items

Staff Compensation & Benefits (SCBS):

- Standing Items

Outreach & Engagement (O&E):

- Standing Items
- Additional Star House volunteer opportunity- December 15 from 3-5 pm
- Happy Hour Reminder- 11/16 from 5-7 pm (BRAVO Cucina Italiana, 1803 Olentangy River Rd, Columbus, OH 43212)
- Regional Retreat Recap

Diversity & Inclusion Taskforce:

- Standing Items

OHR Liaison Report:

Old Business (anything left from last meeting or previous meetings that needs discussion)

New Business (anything being brought up for first time)

2017 State of Health & Wellness in Buckeye Nation by Dean Bern Melnyk, Chief Wellness Officer

- Vision: to be the healthiest university and community on the globe
- Mission: We exist to facilitate the highest levels of wellness for faculty, staff, and students across the university and community
- 2016-19 Health and Wellness Strategic Plan Goals
 - Enrich a culture of wellness that supports the nine dimensions of wellness for students, faculty, and staff
 - Engage in evidence-based practices and continuous quality improvement to facilitate sustained healthy lifestyle behaviors to reduce the prevalence of chronic conditions while providing measurable outcomes
- Behaviors are the number 1 killer in the U.S. (unhealthy eating, sitting for long periods of time, smoking)
 - How can we incorporate better behaviors into our work lifestyles?
- Contributors to Premature Death (40% behavioral patterns; 30% genetic predisposition, 15% social considerations)
- Healthy Behaviors:
 - Not smoking
 - Exercising regularly
 - Avoiding alcohol or drinking in moderation
 - Maintaining a healthy body weight
 - Getting sufficient sleep – at least 7 hours per night
 - Only 6.3% of adults actually do this
- Buckeye Wellness Innovators: A Force in the Grass Roots
 - Total Number:
 - 279 in university, 210 at the Medical Center
 - 52 academic units, 100 medical center units, 5 regional units, and 11 extension units represented
- 91% of employees report their health is good to excellent
- Over the past four years, OSU's efforts have resulted in a 7% improvement in cardiovascular health for employees
- New Challenges and Supports
 - Buckeye Wellness Path
 - YP4H:
 - New web portal, Virgin Pulse
 - Health Reimbursement Account Credits
 - Healthy Lifestyle Program Incentives
 - Buckeye Wellness Innovator Challenges
 - Diabetes Prevention Program
- Dean Melnyk would be interested in doing an Energy Management session for USAC if there is interest
- Melnyk.15@osu.edu (614) 292-4844



- **Enterprise Project Updates, by Anne Massaro, Organizational Change Management Director and William Ashley, Marketing & Communications Manager**
 - The Enterprise Project is a business process transformation and system implementation that will leverage Workday and other enterprise technologies to enable Ohio State's *Time and Change Strategic Plan*.
 - Modern Systems + More Efficient Processes = A Better Work Day
 - Will advance the university mission, enable the strategic plan, deliver consistent processes, and drive effective decision-making
 - The Enterprise Project will improve foundational university operations:
 - Student systems
 - Human resources and payroll
 - Finance
 - Enablement (technology and data)
 - Will create standard processes across the university and health system
 - Will automate manual processes to reduce transactional processing and increase focus on strategic work
 - Will integrate university-wide data with common definitions to enhance reporting and analysis (foundation data model)
 - Will provide greater options for employees, managers, and students to conduct self-service transactions
 - Benefits:
 - A Single System
 - Mobile and Self Service Tools
 - Enabling Excellence
 - Different 'buckets' of stakeholders: (1) deans and vice presidents, (2) faculty, (3) students, (4) managers & staff, (5) central core system users and (6) decentralized core system users
 - Student Strategic Direction
 - To improve the student experience so that time to degree completion is decreased while student engagement is increased, through:
 - Consistent and high-quality undergraduate advising
 - Coordinated engagement with students and alumni across the university
 - Cross-college visibility into scholarship funds
 - Modern course catalog and scheduling functionality
 - Access to services when and how students want
 - HR and Payroll Strategic Direction
 - To improve foundational classification and compensation data and create standard HR and payroll practices so that high-value work is increased and the staff/faculty experience is enhanced, through:
 - Standardized payroll and time tracking
 - Streamlined employee recruitment and hiring experiences
 - Long-term model for who does what, where across all HR services
 - Greater transparency for employees and managers into HR transactions
 - Finance Strategic Direction



- To improve financial data and reporting through streamlined, consistent processes so that efficiencies are maximized, administrative burden is reduced, and decision-making is enhanced
 - Enablement Strategic Direction
 - To deploy technology, process, and governance solutions to enable agile college, hospital, and VP unit-driven results
 - Project schedule on the website: <https://enterprise-project.osu.edu/>
 - Anne recommends that USAC invite Dan Tippet (Administrative Director, Total Rewards) to present on updates about the OHR Compensation and Classification Redesign project
 - There will be many training opportunities as the project moves forward, and the functionality of the system will continue to improve based on testing, feedback, etc.
 - Workday makes improvements to their software on a continuous basis. User feedback is considered in the improvements WD prioritizes and implements
 - If there are functions that aren't going as smoothly as intended, the team will have control to reconfigure as we test and use the system
 - Annual Merit Increase – will there be performance management standardization? AMCP will be integrated into Workday
 - Questions? Contact: enterprise-project@osu.edu
- **Senate Fiscal Appointee Updates by Gerry Raimann**
 - Governance will bring in all external committee representatives throughout the year to explain the purpose of the committee and the work it is doing
 - Gerry Raimann, Senate Fiscal Appointee representative
 - He is in year 3 of his second appointment
 - Handout describing the membership and mission statement of the Senate Fiscal Committee
 - Consists of 26 members (see handout)
 - SFC reviews, provides input, and develops recommendations for budget requests for the university support offices
 - Three standing committees: College Finance Subcommittee, Support Office Finance Subcommittee, Student Fee Review Subcommittee
 - Meets every two weeks, and subcommittees meet in-between
 - Current project: looking at reducing fee structures (course fees, field study program fees, lab fees)

Announcements

- Regional staff retreat – thank you to all who participated!
- No business meeting until 29 of November
- November 29: USAC Group Picture (wear Scarlet and Grey!!)

NOVEMBER 2017						
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Adjournment

Look Ahead:

- 1 Exec Mtg 8:30-10:00
- 3 Regional Campus Retreat
- 8 Business Mtg 8:30-10:30
- 29 Business Mtg 8:30-10:30