UNIVERSITY STAFF ADVISORY COMMITTEE

Business Meeting Agenda
November 8, 2017
Dave Griner Room
8:30 – 10:30 a.m.


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
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/](https://enterprise-project.osu.edu/)
- Anne recommends that USAC invite Dan Tippett (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!!)

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