

# 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](mailto: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](mailto: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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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

**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

