UNIVERSITY STAFF ADVISORY COMMITTEE

Business Meeting Minutes

December 13, 2017
Dave Griner Room
8:30 – 10:30 a.m.

In Attendance: Cindy Davis, Jodie Joerg-Andreoli, Chrissy Sprouse, Andrew Jordan, Stacey Copley, Traci Laub, Tom Gessells, Ginny Corso, Tim Lombardo, Megan Sayres, Christine Benadum, Lisa Mayhugh, Marilyn Frueh, Courtney Sanders, Megan Hasting, Liz Gordon-Canlas, Tracy Pawlowski, Kelli Kaiser, Kris Myers, Niki Prete, Sunny Zong, Twhila Holley

Call to Order
Adoption of the Agenda – approved
Approval of the Previous Meeting Minutes - approved

Executive Committee Reports
Chair: One additional meeting of the year with Susan Basso
• Tom and Liz will address OHR strategic plan, getting her perspective on the Conversations events with senior leaders
• If you have any questions or topics you’d like to suggest for the meeting, please email Liz

Chair Elect:
• Health Athlete invitation was sent out earlier this week (January 26, 2018)
  o Please consider attending if you have never attended before – it is an excellent opportunity and is being free-of-charge to USAC at this time
• USAC Recruitment for new members: please reach out to at least 3 potential applicants and email Tom if you are interested in helping with the New Member application process
• Upcoming meetings: January 10 and 24 business meetings

Communications:
• Preparations for upcoming newsletters
• Staff grants are on the website and in the newsletter
• Met with Governance last week to discuss ideas for the monthly newsletter
• Materials for Call for Applications is finalized
  o Working on increasing rotation for CABS ads through January and February

Treasurer/Recorder:
• If anyone has any travel or procurement requests over the next couple of months, please let Megan know

Subcommittee Reports
Governance:
• Presented first draft of the updated bylaws to the Executive Committee earlier this month and will run an updated draft in an upcoming Business Committee meeting
• Grant process will open January 1 and close January 30; review will be in February
• Lisa and Megan continuing to reach out to other external committees to add them to a future business meeting agenda
Staff Compensation & Benefits (SCBS):
- Last meeting of the year will be on Monday
- Met with OHR regarding Rewards and Recognition to close the loop on some recommendations made in 2015; will report out on work that has been done, and how it will fit into larger campus initiatives, highlight best practices
- Developing a plan to engage with the Enterprise Project

Outreach & Engagement (O&E):
- Last call- STAR House Volunteer Opportunity on 12/15, 3-5 pm *Spots are still available!
- USAC Happy Hour: January 18, Bravo on Olentangy River Road, 5:00 p.m.
- Thanks to everyone who helped with Monday’s Conversations with the President event! 75 were in attendance and we will have data from the livestream soon
- Still working on Staff Benefits Expo; Cvent vendor for registration is up and running (Event Date: March 13)

Diversity & Inclusion Taskforce:

OHR Liaison Report

Old Business
- Conversations with the President event recap
  - OSU news did a great story on the event
  - We were able to get through a lot of the script, and the flow of the event went nicely
  - Ann Fisher was able to provide guidance on how to develop the script to be as engaging as possible
  - Discussion of how we can engage submitted questions from staff in the future (possibility of including Q&A as a piece in every monthly newsletter)
  - It was helpful to include questions regarding the Medical Center as well – staff seemed to appreciate USAC efforts being inclusionary

New Business
- 8:45 a.m. - Updates from the Athletic Council appointee, Kevin Petrilla, Manager, Radio Operations and IT for WOSU Public Media
  - Establishes policy on income & expenditures for athletics, schedules, ticket prices, sportsmanship policies, and public/campus relations of the athletic program
  - Consists of 15 members (1 staff member); two-year term of service for staff and students; 4 years for Faculty and Alumni
  - Recently, a committee was created to discuss the membership of the Athletic Council, including 1) tenure-track only faculty, 2) number of staff represented on council, 3) Possibly terms
  - Kevin is interested in increasing staff on Council to 2 total, expanding terms to 4 years instead of 2 in order to provide more consistency and continuity and adequacy of a staff voice on the committee
  - 3 subcommittees:
    - Academic Progress and Eligibility (regulation review, compliance with Big Ten & NCAA, voting on achievement awards)
    - Developing mitigation plans for student-athlete attendance
& performance in the classroom
• Drafting policies for student-athlete transfers
  ▪ Equity and Student-Athlete Well-Being (monitoring issues of equity, mental health, personal development, sportsmanship)
• Serves in an advisory capacity to student welfare and development programs in Athletics
• Discussion of medical services, mental health services, social justice issues, sexual assault education, Title IX and university compliances, sports nutrition
• Finance and Facilities (staff can only serve on this subcommittee – Kevin trying to change this)
  ▪ Review budget, recommended changes to ticket pricing, equitable distribution of tickets, modifications to current facilities
  ▪ Discussion of greens/golf course maintenance
  ▪ Athletics budget - 11.7 increase last year due to increase in television rights
  ▪ Impact of alcohol sales in the stadium
  o Spring 2017 highlights from the Student Athlete Services Office
    ▪ 1,009 student-athletes; 691 have a 3.0+ GPA, 82 have a 4.0
    ▪ 163 earned their degrees in the autumn commencement ceremony
    ▪ 626 recognized at the 50th annual banquet;
• Athletic District and Facility Projects Planning Progress, by Michael Penner (Senior Associate Athletics Director for Internal Operations)
  o In the process of creating an “athletic district” as part of Framework 2.0, near Buckeye Village to centralize athletics to eventually replace St. John’s Arena & French Field House
  o Stadium Updates, $40 million project
    ▪ C-Deck repairs, Electrical upgrades, addition of 16 NW Suites & 35 Loge Boxes
  o Fundraised a new student-athlete development complex (weight room, training rooms, lockers rooms for 6 teams, offices for 7 teams, equipment room, production kitchen
  o Development of “Schottenstein Drive” to connect Fred Taylor Drive to Olentangy River Road to reduce event traffic, parking congestion
  o Updates progress made to date and what will change as the district is developed moving forward
• Q & A:
  o How does the Council address regional athletic teams?
    ▪ They are discussed in terms of how we make Ohio State athletics of value;
  o How many staff are employed within Athletics?
    ▪ 350-400 FTE, 1,500 for PTE
  o What will happen to St. John’s Arena?
    ▪ It will stay and be used as swing space and event space for other teams and University functions
  o Men’s and Women’s Ice Hockey is currently in different locations – what
are the plans for these teams?
  - Ice Hockey teams may be moved to the new athletics district space; currently evaluating the business plan for an ice hockey facility
  - Can you speak to the impact that this development will have on parking for daily campus and event parking?
    - Most space is already daily campus and event parking, but we anticipate there to be plenty of parking to meet event needs as the development of the district continues
  - How many jobs and staff positions will be added from a facilities operations perspective?
    - Possibility of 5 new staff positions, in addition to student internships
  - What happened with alcohol sales?
    - In 2016, there were 22 alcohol arrests (all underage); 39 in 2017 (32 were underage) out of 700,000 people
    - Other citations and ejections reduced drastically
    - 1 beer per ID in south stands, 2 beers for the rest of the stadium
    - 4 additional police officers due to sales
  - If you have anything that needs to be heard at the Athletic Council, Kevin will be happy to bring those to the group

• Future of the D&I Taskforce:
  - In the past, taskforces were for 1 year only;
  - In the future, where should the taskforce live? Within an existing subcommittee? A new subcommittee?
  - Discussion of how and where to integrate D&I efforts into USAC efforts
  - What are our thoughts for next semester in the work that the taskforce should encompass?
    - It is important to continue being accessible for staff
    - Stability and longevity of the taskforce efforts would be best served through the creation of a subcommittee
  - Is D&I part of the employee experience? Should SCBS and D&I be combined, as both entities pertain directly to the staff experience?
  - There is still a lot of work to be done so a more sustainable plan
  - Discussion of how to spread out subcommittee responsibilities across a small number of members (no more than 30); how to take into consideration how much staff effort each subcommittee needs to successfully achieve its goals throughout the year
  - D&I efforts for staff needs a home at the university – is USAC the appropriate home?
  - Possibility of creating a D&I officer or liaison within an existing subcommittee to specifically address and prioritize D&I efforts within USAC

• 8:45 a.m. - Updates from the Athletic Council appointee, Kevin Petrilla, Director of Radio Programs and IT;
  - Establishes policy on income & expenditures for athletics, schedules, ticket prices, sportsmanship policies, and public/campus relations of the athletic program
  - Consists of 15 members (1 staff member); two year term of service;
  - Recently, a committee was created to discuss the membership of the Athletic Council, including 1) tenure-track only faculty, 2) number of staff
represented on council, 3) terms

- Kevin is interested in increasing staff on Council to 2 total, expanding terms to 4 years instead of 2 in order to provide more consistency and continuity and adequacy of a staff voice on the committee
- 3 subcommittees:
  - Academic Progress and Eligibility (regulation review, compliance with Big Ten & NCAA, voting on achievement awards)
    - Developing mitigation plans for student-athlete attendance & performance in the classroom
    - Drafting policies Student-athlete transfers
  - Equity and Student-Athlete Well-Being (monitoring issues of equity, mental health, personal development, sportsmanship)
    - Serves in an advisory capacity to student welfare and development programs in Athletics
    - Discussion of medical services, mental health services, social justice issues, sexual assault education, Title IX and university compliances, sports nutrition
  - Finance and Facilities (staff can only serve on this subcommittee – Kevin trying to change this)
    - Review budget, recommended changes to ticket pricing, equitable distribution of tickets, modifications to current facilities
    - Discussion of greens/golf course maintenance
    - Athletics budget - 11.7 increase last year due to increase in television rights
    - Impact of alcohol sales in the stadium

- Spring 2017 highlights from the Student Athlete Services Office
  - 1,009 student-athletes; 691 have a 3.0+ GPA, 82 have a 4.0
  - 163 earned their degrees in the autumn commencement ceremony
  - 626 recognized at the 50th annual banquet;

- Athletic District and Facility Projects Planning Progress, by Michael Penner (Senior Associate Athletics Director for Internal Operations)
  - In the process of creating an “athletic district” as part of Framework 2.0, near St. John’s Arena & French Field House to centralize athletics
  - Stadium Updates, $40 million project
    - C-Deck repairs, Electrical upgrades, addition of 16 NW Suites & 35 Loge Boxes
  - Fundraised a new student-athlete development complex (weight room, training rooms, lockers rooms for 6 teams, offices for 7 teams, equipment room, production kitchen
  - Development of “Schottenstein Drive” to connect Fred Taylor Drive to Olentangy River Road to reduce event traffic, parking congestion
  - Updates progress made to date and what will change as the district is developed moving forward
  - D&I efforts should be shared across various staff groups (PPCW, local SACs)
  - As we try to address D&I concerns, how do we do that in a way that allows us to continue to maneuver the university and impact change? It is important to continue to explore how we can effectively achieve our mission with these discussions

**Announcements:** Save the Date: USAC Happy Hour- 1/18/18 @ BRAVO, 5 pm.

**Adjournment**