

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)
 - 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
 - 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 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 Buckeye Village to centralize athletics to eventually replace St. John’s Arena & French Field House
 - 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
- Q & A:
 - How does the Council address regional athletic teams?
 - They are discussed in terms of how we make Ohio State athletics of value;
 - How many staff are employed within Athletics?
 - 350-400 FTE, 1,500 for PTE
 - 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
 - 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
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 - 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

