UNIVERSITY STAFF ADVISORY COMMITTEE

Business Meeting Minutes
November 14, 2018
Dave Griner Room -
RPAC 8:30 - 10:30 a.m.

In Attendance: Andrew Jordan, Shea Ryan, Lisa Mayhugh, Lauren Gannon Evans, Steven Loborec, Tracey Pawlowski, Stacey Copley, Christine Benadum, Katie Watkins, Steven Blalock, Tim Lombardo, Chrissy Sprouse, Ferdinand Avila-Medina, Kris Villilo, Brittany Crall, Brittany Savko, Kate Blevins, Cesar Seguil, Tom Gessells, Megan Hasting, Kaitlin Hohenberger, Courtney Sanders, Sunny Zong, Morgan Buckner, Sandy Otis, Twhila Holley, Aaron Moore, Abby Whaley

Call to Order
Adoption of the Agenda
Approval of the Previous Meeting Minutes

Executive Committee Reports
Chair:
  o Local SAC Retreat recap – Thank you to those that helped with all aspects of the retreat.
  o Comments/feedback
    • Positive feedback from those attended. Would like to see retreat take place twice a year
    • Good conversation
    • Follow up email including link to survey will be sent to attendees
  o Andrew and Tom meeting with Susan Basso and Lin Hillis next Tuesday
    • What is something that USAC can recommend that is a huge impact with low-to-no cost
      ▪ Please email Andrew/Tom regarding ideas that may be a big win for the University.

Chair Elect:
  o Upcoming Business meetings
    • Nov 28th Business Meetings
      ▪ Sharon Saia, Employee Emergency Fund
      ▪ Kellie Brennan – Sexual Misconduct and #MeToo movement
      ▪ Updates for Conversations with the President Event
    • Dec 12th Business Meeting will be held in the Women’s Field House

Communications:
  o Conversations with the President event – communication has been in OnCampus, Slice of Student Life as well as OneSource
  o Working with O&E on the Staff Benefits & Wellness Expo
  o Shea has been a huge help with social media

Secretary/Treasurer:
  o Oct 10th Business Meeting minutes have been posted to the website
Subcommittee Reports 
Inclusive Excellence (IE): 
- Cesar and Twila will be meeting with the Young Professionals Network today to discuss leadership development for staff of color within the University

Governance: 
- Meeting with Veronica and Molly in regards to data around the grants and next steps for Manager Grants.
  - If you have received a Manager Grant in the past and have feedback, please email Lisa/Sunny
  - For employees that did not receive the latest SCDG, please email Lisa/Sunny if you have feedback as to why. Most often this is around not following the rubric. Veronica will be communicating to those that did not receive grants
    ▪ Question: How long do we need to keep notes on SCDG reviews? Keeping through fiscal year is a good rule of thumb

Outreach & Engagement (O&E): 
- SBWE planning meeting for today has been cancelled. Anyone who would like to be involved, please contact Kris/Abby

Staff Compensation & Benefits (SCBS):

Task Forces
OHR Liaison Report

Items for Informational Purposes 
- Melissa Walters and Bethany Rupert – 2019 Open Enrollment and YP4H (10:00-10:30)
  - Today is the last day of Open Enrollment (Nov 1-14th)
    ▪ Confirmation Period – Nov 26th-30th.
    ▪ If changes are not made today, changes can be made during Confirmation Period. Final opportunity to verify and change 2019 elections
    ▪ Paper Statements will be mailed to home address as well as emailed
  - Any changes made during this period are effective Jan 1st
  - Intro email sent to benefit eligible faculty and staff on Oct 4, 2018
  - This year, mailer reduced in size sent to home address at the end of Oct
  - Open Enrollment website with all information was available at the end of September
  - Summary of Changes
    ▪ Decrease in all employee medical contribution rates
    ▪ Extended care facility services will be covered up to 60 days per plan year
    ▪ Preventative Vitamin D
    ▪ Health Care FSA maximum increase to $2650
    ▪ Increase in HRA credits up to $300 for both faculty and staff and enrolled dependents
    ▪ Short-Term Disability special Open Enrollment
      ▪ No evidence of insurability required
      ▪ Only time to cancel existing coverage
• myBenefitsMentor
  ▪ Informed Enrollment resources available again for 2019 Open Enrollment
  ▪ New Hires or anyone enrolled on or after Aug 1, 2018 will use average costs for 2019 estimates
• Benefits of Flexible Spending Account – setting aside pre-tax dollars from pay which brings down taxable income. Be sure to use balance; otherwise, funds in FSA will be lost
• 2019 YP4H Program moves to Quarterly Incentives
  ▪ HRA credits and Pulse Cash roll over year to year
  ▪ Increasing to $300 HRA credits annually
  ▪ Up to $100 in Pulse Cash
• Benefits will no longer be offered to same-sex domestic partners and their children effective 2019

**Items for Group Discussion**
  ○ Bern Melnyk, Chief Wellness Officer – Lessons Learned from Centenarians: Healthy Lifestyle Behaviors and Factors that Lead to Longevity (9:00-10:00)
    • University needs leaders to support well-being. Meeting with leaders to strategize on how they can support wellness
    • Goal is to be the healthiest University not only in the country but in the world
    • #mindstrong is an evidence-based cognitive behavioral skills building program that is being used to prevent and intervene early for mild to moderate depressive/anxiety symptoms in our University’s students. It is being adapted now for faculty and staff. It will be rolled out in February and it would be great if USAC could be part of the initial roll-out.
    • Wellness – the optimal state of living well, regardless of an individual’s spectrum of health
      ▪ Encompasses 9 dimensions: physical, intellectual, mental, emotional, social, occupational, financial, environmental and spiritual well-being
    • Health Athlete – an energy management workshop that re-engages individuals with their purpose and passion. Would like to do workshop for USAC.
      ▪ Expands capacity to make personal change
      ▪ Provides evidence-based strategies for creating a culture of well-being
      ▪ Expands capacity for peak performance under stress without compromising health and happiness
    • Nation’s #1 cause of death – cardiovascular disease
      ▪ 600,000 people in the US die of heart disease each year
      ▪ Someone has a heart attack every 34 seconds
      ▪ 1 in 31 women die from breast cancer while 1 in 3 die from heart disease.
    • Cardiovascular Disease Risk Factors
      ▪ Risk Factors that can be changed
        ▪ High blood pressure, high cholesterol, tobacco smoke, overweight, diabetes, physical inactivity, unhealthy eating, depression, stress
      ▪ Risk factors that cannot be changed
        ▪ Race/ethnicity
        ▪ Mature age (65 or older)
        ▪ Genes
      ▪ Beware of the Chair – prolonged sitting increases the risk of cardiovascular disease
        ▪ 3 hours/day – 30% increase
- 5 hours/day - comparable to smoking 1.25 packs of cigarettes
- Stand more – sit less. Recovery break of 15 minutes during business meeting. Encourage people to stand
- Sitting is the biggest zapper of energy

- Considering all causes of morbidity and mortality, behaviors are the #1 killer of Americans
  - Take the Sitting Fact Challenge
    - Average US adult spends 34 hours/week watching TV
    - Most of us spend more time sitting than sleeping
    - Smokers lose 11 minutes of life per cigarette they smoke
    - For every hour of sitting, we shorten our lives by 22 minutes
    - Epidemiological data from almost 1 million people links excess sitting leads to 34 chronic diseases and conditions
    - Excess sitting increases the risk of colon, endometrial and lung cancer

- Current State of Health in the US
  - Overweight and obesity will soon surpass tobacco as the #1 cause of preventable death and disease in the US, 42% of Americans will be obese by 2030
  - 1 out of 3 Americans will have diabetes by 2050
  - 1 out of 2 Americans have a chronic disease
  - 80% of chronic disease can be prevented with healthy lifestyle behaviors
  - 1 out of 4 Americans have multiple chronic conditions
  - Our children are now predicted to have a shorter life span than their parents

- What Does the Evidence Tell Us?
  - 1 out of 4 children, teens, and adults have a mental health problem; yet, less than 25% get any help
  - Depression and stress are predictors of heart disease and poor health outcomes

- Effect of Stress on The Cardiovascular System
  - Under acute and chronic stress – cortisol increases.
  - PHA/Blometric Health Screenings due Nov 30th

- Clinician Burnout
  - Clinician well-being in order to raise visibility. Help to avoid clinician errors and preventable medical errors
  - Electronic Medical records consume 75% of a provider's time

- Every day, we make behavioral choices that influence our health and wellness outcomes
  - Contributors to Premature Death
    - Behavioral Patterns – 40%
    - Genetic Predisposition – 30%

- Based on Evidence, What do we Know?
  - Physical Activity – 30 minutes 5 days/week
  - Healthy eating – 5 fruits/vegetables per day
  - No smoking
  - Alcohol in moderation – 1 drink per day for women, 2 drinks per day for men

- Healthy lifestyle behaviors can prevent heart disease but only 6.3% of adults engage in the 5 leading health behaviors that can reduce the risk of chronic disease.
• The Blue Zones – longest lifespans: Costa Rica, Italy, Greece, Japan
• More than 14,000 academic papers have been published on happiness since 2010. The most attended course at Yale is on happiness
  ▪ Three Keys for Happiness – Purpose, Passion and Pride
• Learn Cognitive-Behavioral Skills
  ▪ Change your thinking
  ▪ Read 5 minutes in a positive thinking book every morning
  ▪ How you think relates to how you feel and behave
• Unplug - Disconnect to Connect. Stay in the present moment. Multi-tasking is the enemy to full engagement
• Go.osu.edu/justbreathe
• A sustainable culture of wellness is a must for health and wellness
  ▪ Motivate employees to engage in University resources/programs
• Innovators – number of faculty/staff BWIs is now over 500
• For every dollar invested in wellness, there is a return of more than $4 in reduced healthcare costs, higher engagement, improved productivity and lower absenteeism
  ▪ Latest ROI calculation for OSU is $3.65
• Ohio State is Founder and Administrative Home for the National Consortium for Building Healthy Academic Communities – 4th National Summit at Ohio State May 1-2, 2019.
• Twitter (@BernMelnyk) – follow for inspiration and motivation

Adjournments