9:00 AM: USAC Business Meeting

Welcome Remarks: Dr. Jones, Dean of the Mansfield Campus

Call to Order

Adoption of the Agenda

Approval of the Previous Meeting Minutes

Introductions

New Business

USAC Share Out of Annual Report
- Recent calendar changes to how and when USAC completes its annual report and delivers it to the President
- The new Report-Out calendar is delivered earlier in Spring to allow time for project wrap-up and USAC leadership transition for the following year
- Brief overview of USAC structure
- Discussion regarding shared governance models on Columbus and Mansfield campuses, ways that members engage with faculty, other stakeholders on campus, and opportunities to serve on external committees
- Three parts of the USAC Annual Report:
  - Resolutions of Previous Recommendations
    - Rewards and Recognition
    - Staff Career Development Grant Funding
    - Employee Emergency Funding and Model
  - Next Steps/Strategic Planning
    - Continued Engagement with the Enterprise Project
    - Continue Building Relationships with Senior Leaders
    - Staff Engagement Strategies
    - Future of Diversity and Inclusion within USAC
  - USAC Direct Impact to Staff
    - USAC Initiatives
    - External Committee Appointments
    - USAC Service
- Regional Campus Engagement
Fall regional campus retreat
Visits & Engagement
- Marion
- Mansfield
- Wooster
- Newark
Outcomes
- Direct impact during staff appreciation week
- Building relationships for future engagement
- USAC recruitment
- Next steps, input from regional staff

MSAC Share Out of Annual Highlights
- Membership
  - 2 year term; 4 new members in January
  - 7 staff members representing over 60 staff
- All-Staff meetings each semester
  - AU17: United Way Richland County representative sharing about fall campaign; Budget update from Carol Freytag, Fiscal Officer; Dean’s Search Committee was announced; 2 staff members on the search committee
  - SP18: Campus Campaign – 75% of Mansfield faculty and staff donated; Campus roadway and Campus District projects (new entrance being developed; Campus District plans to increase walkability, campus atmosphere); Updates from Development and Advancement (structural changes); Regional campus visioning and discussion
- Shared Services with North Central State College: somewhat complex relationship with how services and fiscal operations are shared
  - 1,110 Mansfield students (approx. 200 living in on-campus university housing, an additional 250 students living in on-campus external housing); upwards of 3,000 student at North Central
- Challenges:
  - Enrollment concerns → budget concerns: Tuition at Mansfield campus is 30% cheaper than Columbus campus; 90% of total budget go into salaries & benefits for staff & faculty; enrollment down 6%
  - Replacing/rehiring staff (i.e. D&I staff leaving and will not be hired at FTE capacity; lack of diversity in staff)
  - Access to benefits (health & benefits fair, access to education benefits & tuition remission)
  - Lack of visibility in Columbus about concerns affecting Mansfield campus
- Ginny has been a huge asset to MSAC and USAC – Thank you Ginny!
  - Possibility of having a USAC representative going to regional advisor meetings
Announcements

- 1st Conversations event with Susan Basso (May 10)
- Two more USAC Business meetings of the fiscal year
- New Buckeye Welcome program for new hires
- End-of-Year Breakfast for USAC Members

Adjournment

11:00 AM: Tour of the Mansfield Campus

11:30 – 12:30 PM: Lunch & Learn

- What are three concerns impacting regional campus staff members?
  - Budget model issues with supporting regional campuses
  - Personnel hiring freezes: lack of transparency around replacing staff who leave, how work is distributed to employees; issues with compensation, pay equity, job classifications
    - Concerns about cutbacks given that people who retired/leave are replaced by temporary, part-time staff
    - Increased advising load with disciplines/majors that they weren’t responsible for advising previously
    - Advising academy students (HS student advising)
  - Issues with accessibility to benefits, as part of Total Rewards
    - Tuition waiver benefit: many courses are not feasibly accessible to regional campus staff, suggest some creative way, such as more online courses, or other replacement
  - Issues with flex work, sick leave, vacation time due to difficulty covering the office, limited personnel makes it hard to ensure job coverage
    - Flex working hours: used to be able to have flexible working hours, with a new HR on board, policy tend to moving away from this
  - No D&I leadership/representation
  - Different mandate are made by Columbus and regionals are left to implement it without funding (i.e. Branding);
    - Help with branding regional campuses (Mansfield Mavericks versus Buckeye identification)
    - There needs to be a greater Buckeye presence everywhere! Staff and students on the Mansfield campus should feel like they are part of the OSU community (happy to hear that a Brutus statue is being implemented)
  - Shared service challenge with community college

- What do you love about working at a regional campus?
  - Welcoming community: the ability to get to know and work closely with people; because staff wear so many hats, there is a strong sense of
community; There is a personal touch to the cozy campus, allowing you to get to know people professionally

- Free parking
- Student-driven atmosphere: the small size makes for easier connections, more individualized instruction, advising; staff love working with students (love the job, not the pay)
- Internship programs, research opportunities
- Size of campus leads to greater engagement and collaboration between staff and faculty to support student success

• If you had a chance to ask President Drake a question about regional campuses advancing the mission of Ohio State, what would that question be?
  - Open enrollment campus has different services necessary for student success, how does he feel about how to provide these services?
  - We are happy President Drake has taken a step in the right direction for student success, but what more can we do to help? How can we better support students by providing resource to mental health and supplies like books?
  - What can we do to get more on-campus housing? University-run campus housing seems a better fit for student
  - Would like to ask about how we can provide mental health services to our students
  - What can we do to provide food security for students?
  - What is the strategy to reassure staff that the University isn’t just going to let Mansfield fade away? Not replacing staff, reducing budget, offering fewer classes, etc. doesn’t feel hopeful and staff should be reassured that the future is bright

• How can USAC advocate for regional campus staff members?
  - Coordinate with Communications at regional campuses to disseminate messaging more effectively; insert MSAC communications reps into the process to advance the message more effectively (to avoid regional staff from glazing over the message itself)
  - Travel opportunities for OSU staff
  - MSAC has no budget – is there any way for USAC to financially assist regional campus staff groups?
  - Advocating for a more inclusive and transparent budget model for regional campuses would be helpful
  - Inclusion of regional campuses into Pell Grant-eligible tuition waivers for
students

- View collaboration with regional campuses as an asset, not a burden, and recognize that all regionals are not the same
- More recognition and rewards activities: Outstanding Staff awards, $1,000 award after 5 years, Staff Appreciation Day activities
- More workshops & events at regional campuses to reduce accessibility barriers when everything is hosted at the Columbus campus only;
- Be proactive with how decisions input regional campuses
- Benefits & changes to health plan: approved health provider list in Mansfield area is fractured (Core Source);
- Health and Wellness: standing desks

- What role do regional campus staff members play in inclusive excellence?
  - Trainings seem sufficient; possibility of utilizing Buckeye Learn in a greater capacity
  - Discussions involved One University concept, making events streamlined more often to allow regional campus staff’s participation; the current recruitment boundary restriction limited their ability to recruit more qualified students; suggested some sort of fund raising event specifically for regional campus
  - The regional campuses themselves are diverse, we say “one university” a lot, but we don’t always have access to the professional development opportunities
  - We would like things like livestreaming of events that would allow us to participate in more workshops, training, events
  - What are ways that we could continue to broaden the conversations to bring in diverse perspectives?
  - With the loss of the staff member overseeing diversity & inclusion efforts, there are concerns that these efforts will not continue as the position is not being rehired, which may lead to problems recruiting students in the future

- When it comes to compensation and benefits, what are some disparities that come in mind between regional staff and Columbus staff members?
  - Do similar jobs pay better in Columbus?
  - Senior leadership (President Drake) not visiting regional campuses
  - Vendor Processing: Issue with vendor processes, purchasing through certain vendors; Mansfield usually pays more money and waits longer to get items from Columbus; we could do better by supporting local communities
Flex time: the current trend with the new HR person is to pull away from the flex time policy, which hurts morale and productivity; feeling a little bit valued goes a long way
  - New HR person trying to move to a standard 8-5 schedule; staff are upset, as university policy says that can do this but now that is being taken away by HR, not by their supervisor. There should be unified policy that explicitly recognizes that this also applies to regionals

- Job postings on Columbus campus often has a much higher salary

- Benefits – accessibility is limited for regional staff (i.e. football ticket giveaways – can we offer a similar benefit for local events, not just ones in Columbus?)

- Good recognition program at regional campuses: Letter opener for 5 years of service, business card holder for 10 years of service, portfolio for 15 years, lamp for 26 years, rocking chair for retirees

- University Libraries Outstanding Staff Award is only open to Columbus campus staff

• What are three examples of how USAC and Mansfield campus can work more collaboratively?

  - Regular communication, such as report exchange, touch-base with regional campuses
    - When communications come from names they recognize at their own campus, staff will be more likely to open/read it; can we work with MSAC to streamline USAC communications more effectively?

  - Bridge USAC and local SACs, such as more two-way involvement (use USAC as mentor), workshops (host benefit fair at regional campus), brownbag lunches (call for concerns, regular check-ins)

  - Continue having USAC/MSAC meetings

  - Could there be a collaborative effort between all of the regional campuses?

  - Would like to be part of football ticket giveaways

  - Could Mansfield give a report to USAC once a year? More regular contact from MSAC to USAC

  - Professional development opportunities, workshops, information, presentations about benefits

  - Call from USAC for issues or concerns, general check-in