

UNIVERSITY STAFF ADVISORY COMMITTEE

Business Meeting Minutes

August 28, 2019

Meeting Room 1 - RPAC

8:30 - 10:30 a.m.

In Attendance: Shea Ryan, Katie Watkins, Lauren Gannon-Evans, Emily Kelley, Faith Kline, Sherri Hall, Stacey Copley, Randall McKenzie, Brittany Crall, Tracey Pawlowski, Christine Benadum, Tim Lombardo, Aaron Moore, Drew Miller, Ferdinand Avila-Medina, Steven Blalock, Abby Whaley, Chrissy Sprouse, Andrew Jordan, Morgan Buckner, Sandy Otis, Steven Loborec, Sunny Zong, Kate Blevins, Courtney Sanders

Call to Order

Adoption of the Agenda

Approval of the Previous Meeting Minutes

Executive Committee Reports

Chair:

- Gender Equity – will be part of the Career Roadmap according to Susan. More to come with this and continue to work with PPCW, Senate Diversity
- Meeting with Bern Melnyk – Health Athlete to be offered again in the spring and USAC will be invited to participate again as they have in the past. Idea to have all of USAC members become Buckeye Wellness Innovators to help further advocate for staff and their wellness.

Chair Elect:

Agenda Planner

- September 11th Meeting – Secure the Human Training update, subcommittee time, prep time for Provost meeting (following business meeting)

Communications:

- Senators have been through orientation and their contact information will be shared in a more formal way so we can all be in touch with them as needed.

Secretary/Treasurer: No update.

Subcommittee Reports Updates

Inclusive Excellence (IE): No update.

Governance: Thank you for reviewing all 265 fall cycle Staff Development Grant applications. Update to how reimbursement happens has occurred so recipients will receive the money faster than in previous cycles. Three vacancies have been filled on university senate subcommittees.

Outreach & Engagement (O&E): Please fill out the inventory on Box for available spaces on campus that can be used for events. <https://osu.app.box.com/file/514239414708>

Staff Compensation & Benefits (SCBS): Mission statement has been created for the subcommittee to help guide work. Will continue to finalize the campaign for flexible work policies. Establish a baseline for how staff are feeling about all the changes coming and how can we best advocate for their concerns. Continue to look at paid leave policies and time off.

OHR Liaison Report

- Keep submitting feedback for all the policies that are going out for review.
- JoAnne McGoldrick, Total Rewards and Compensation in OHR, is leaving the university at the end of September.
- AVP of Shared Services search is underway. Interim Director has been named – Deb Miller.
- Open House for the HR community to learn more about the expression of interest process, learn about the roles, and ServiceNow, occurred this past Monday.
- Task force for Manager Self Service is looking at how best to implement, communicate, and train managers on this new process.

Items for Informational Purposes

DELIT (Distance Education, Libraries, and Information Technology) – Sarah Dawson

- Look at policies and program and how they are being deployed for libraries, distance education and IT.
- Three Main themes of the meetings are general faculty and student focused
 - Increasing Carmen adoption – inconsistency of use between faculty means it is stressful for the students to use.
 - Library affordability – looking at streaming, cost of book publications.
 - Digital Flagship – access to iPads to students starting in 2018. Collaboration with Apple, students, and faculty and how to improve the process and app building.
- OCIO presentation on the Digital Home – this will impact staff and a presentation/demonstration to USAC will be forthcoming. Will be a platform to help staff navigate all the resources across campus but in one place. Med Center will continue to use OneSource as well as Digital Home.
- Increasing bandwidth across campus, particularly in outdoor spaces
- Research computing vs. IT security and how do we integrate the two things to meet everyone's needs. OCIO has a wing of security for privacy and how do we protect information for everyone – a more public sharing of what is being shared and where and that staff will be able to opt in to this.
- Questions to share back with the committee: There are resources being developed for education on creating apps that will be available to campus staff/students. How will that be communicated, in a platform that staff use (for ex. Buckeye Learn)? ; is there conversation around how our health information is protected or shared? Yes, that is HIPPA protected and not shared; ODEE is offering workshops to help advisors use Digital Flagship and how can that program help other staff use iPads who are not advisors but have touch points with students, especially academic support staff and regional campuses – how can we get support to those areas faster than they are currently?

Diversity Committee – Derek West, Megan Sayres

- Study issues related to inclusivity across campus, including all policies and programs, and be sure that these are communicated back to senior leadership.
- Update on DACA in fall 2018 – we have individuals across campus, not just students, who are DACA recipients. Update on programs related to help these individuals.
- Recruitment and retention for graduate students. Exploration of the 'murky middle' and how can we help push those students upward so they get the same kind of attention that our lower and higher level achieving students receive.
- Gender Compensation and Equality for staff – joint meeting between several groups on campus (PPCW, FCBC, USAC, Senate Diversity Committee) to help move forward benchmarking for staff and where the holes are for staff in pay equity. Bring attention forward of the same types of data that have been collected for faculty.
- Working to not only focus on the recruitment of diverse faculty but also a diverse staff and how diversity as a whole will systemically affect our students and their experience

across campus.

Items for Group Discussion

Vote In Replacement USAC Member – Quorum is present. Motion put forth to vote in replacement member for vacancy. Motion seconded. Motion passed. New member will be announced once the appointment has been made official.

Action Items

- Changes to the Health Care plan – Please share any and all feedback you hear from colleagues to Executive Committee. These items will be communicated back to senior leadership to make sure the staff perspective is being considered.
- What metrics do we need this year to help support our work? What does success look like for USAC this year? Be sure to add this topic to your subcommittee work and meetings and report ideas back to Executive Committee.
- Mike Papadakis and USAC funding – he will look at this more closely and does it make sense for our funding to come from OHR or someplace there. How can we engage Pillar 5 and be more effective operationally as a committee but also how can our committee support that work. What feedback can we provide in how we do our day to day work?
- Jay Kasey and Amy Burgess – What opportunity do we have to influence the staff perspective as projects keep moving forward? Think about our daily lives and what improvements can we suggest back to them for master planning.
- Think about funding opportunities for USAC – how can we think of ways to be good stewards with our money and use partnerships. Please share ideas back with Executive Committee.
- Need members to be local and Regional SAC liaisons this year to help prepare staff for change this year. Will need to attend meetings this year. If interested, please contact Executive Committee.

Subcommittee Work Time

Adjournments