

# UNIVERSITY STAFF ADVISORY COMMITTEE

## Business Meeting Minutes

January 08, 2020

RPAC, Meeting Room #3

8:30 - 10:30 a.m.

**In Attendance:** Stacey Houser, Emily Kelley, Faith Kline, Randall McKenzie, Drew Miller, Laurel Van Dromme, Ferdinand Avila-Medina, Steven Blalock, Kate Blevins, Brittany Crall, Lauren Gannon-Evans, Steven Loborec, Sandy Otis, Shea Ryan, Brittany Savko, Katie Watkins, Morgan Buckner, Stacey Copley, Jill Hampshire, Paul Hogan, Jennifer Marinello, Twhila Holley, Tim Lombardo, Aaron Moore, Courtney Sanders, Chrissy Sprouse, Sunny Zong, Andrew Jordan, Tracey Pawlowski

### Call to Order

### Adoption of the Agenda

### Approval of the Previous Meeting Minutes

### Executive Committee Reports

#### Chair:

- USAC Election Task Force
  - Courtney Sanders and Aaron Moore will be leading the task force
  - Email anyone who is in a current role if you have questions
- Annual Report
  - End of March to present annual report
  - Everyone should have received a calendar request
  - Each sub-committee needs to designate a lead to collect information to be submitted for your section
  - Think as well about how to highlight the contributions of President Drake to the staff experience
  - If you are interested in serving on working sessions to format and make the report presentable please reach out

#### Chair Elect:

- USAC New Member Task Force
  - Will meet briefly after the meeting to discuss timeline
- REACH Training
  - Please accept or deny the REACH Training
- Health Athlete
  - The deadline to register is this Friday
- Working on a way to recognize President Drake. More to come in the future.

#### Communications:

- NA

#### Secretary/Treasurer:

- Budget Review

### Subcommittee Reports

#### Inclusive Excellence (IE):

- CEO Action Day of Understanding
  - President Drake committed to OSU participating
  - A national event in which OSU chose February 25 to host workshops
    - Marketing will be coming out in the future and USAC has been asked

- to help host and market
  - Will be securing rooms across campus but still need to find space in Med Center
  - Sessions will consist of 40-50 people
  - Currently working on content
  - Tentative date to be held at regional campuses is February 26
- Contact Twhila if you facilitate diversity, equity and inclusion in your areas to get you connected with the meeting

#### **Governance:**

- Upcoming grant cycle review will be in February
- Sunny will be sending out an email communication outlining the timeline

#### **Outreach & Engagement (O&E):**

- Health and Wellness Expo Update
  - Currently have \$2,100 in vendor income
  - Will be sending out an email communication to everyone
  - Working on RPAC tours, therapy dogs, and breakout sessions
  - Vendor list is on box

#### **Staff Compensation & Benefits (SCBS): NA**

#### **Task Forces**

##### **OHR Liaison Report**

- HR staff went through expression of interest meetings and service delivery selected into new organizations
  - Feedback received is that it was a worthwhile process
- There will be an HR and Financial system downtime in June in which the transition to Workday will occur. Details will be communicated by the end of January
- You will need to make sure you are up-to-date with your IDP and HIPAA training in order to gain access to Workday

##### **Items for Informational Purposes**

- Bernadette Melnyk (8:30-9:30), University Chief Wellness Officer
  - The optimal state of well-being encompasses nine dimensions and we need to implement programs based on these dimensions
  - Cardiac disease is still the #1 cause of death in America
    - With just a few healthy lifestyle behaviors, many heart attacks can be prevented. The changes are simple but because it is a behavior change, the actual change is hard.
    - One thing that will help change behaviors is helping change culture
    - Wellness innovators are a great example of how to change culture in the grass roots
  - Decades of progress in preventing stroke deaths has slowed
    - The age group that is backsliding is 35-64 which in large part is totally preventable
    - Research shows more powerful than genes or behaviors
    - At OSU we want to change our healthcare paradigm which is treating sick care and changing that to well care which will lead to less chronic disease
  - If you sit 3 hours a day even if you exercise daily, you will increase your chance of heart attack and stroke by 30%
    - The more we sit the more drained we feel
    - Encourage 10-15 minute recovery break

- Ohio State's Wellness Vision and Mission
  - Vision: To be the healthiest university and community on the globe
  - Mission: We exist to facilitate the highest levels of wellness for faculty, staff, and students across the university and community
- Why is OSU investing in wellness for faculty, staff and students
  - We want everyone to be happy healthy and fully engaged in what they are doing
  - Return on investments is also an important outcome
  - For every dollar invested the university gets \$3.65 back which is in line with the national average of organizations
  - 2019-2024 Health and Wellness Strategic Plan Goals
    - Improve participation in evidence-based programming
    - [https://wellness.osu.edu/sites/default/files/documents/2019/09/2019-2024%20Wellness%20Strategic%20Plan%20Sept%202019\\_DG%20REM.pdf](https://wellness.osu.edu/sites/default/files/documents/2019/09/2019-2024%20Wellness%20Strategic%20Plan%20Sept%202019_DG%20REM.pdf)
- The OSU Wellness Team
  - Once a month, the One University Health and Wellness Council reviews strategy and monitors progress
- The Social-Ecological framework and life-course perspective Guide provides evidence based interventions to achieve positive outcomes
- National Academy of Medicine created an Action Collaborative on Clinician Well-Being and Resilience to help change culture
  - Preventable medical errors are the third cause of death in America
  - Clinical burnout is widespread among U.S. clinicians
- OSU faculty and staff lifestyle behaviors
  - There is an increase in employees who engage in 150 minutes of moderate physical activity in a week from 26.9% in 2017 to 33.2% in 2018
  - 47% moderate to severe stress over finances
    - This year will be a focus to assist people with stress
    - Check out website for [go.osu.edu/justbreathe](http://go.osu.edu/justbreathe)
- Another focus at OSU is on happiness and mental health
  - 3 keys to happiness
    - Passion
    - Purpose
    - Pride
  - A majority of people do not feel engaged with their work
    - People who engage with the OSU health initiatives see an increased feeling of engagement
- Other key culture changes
  - There are 700 faculty and staff working as Buckeye Wellness Innovators and the goal is to grow it to 1,000
  - Last year launched Million Hearts program which is for people who are at risk for heart disease to receive coaching and evidence-based interventions
  - Checklist for preserving brain health
    - <https://wellness.osu.edu/heart-health-resources>
- What can USAC do to help
  - A representative of USAC is on the One University Health and Wellness Council
  - Free Health Athlete attendance for members to share what they learn
  - Health and Wellness Expo
  - USAC Buckeye Wellness Innovators
- Finished meeting with a chair workout

## Items for Group Discussion

- Introduction of guest Rick Evans
- Out of the Darkness – Campus Walk (Courtney, Steven, Brittany)
  - Walker and Team recruitment for April 4, 9-11am
  - Request of who is planning to walk
  - Marketing push will start soon
  - Question about regional campuses involvement: Not sure but will see if we can find out
- Lauren Gannon Evans – Ohio Staff Council of Higher Education update
  - This item was not discussed in the meeting due to time restraints, but Lauren shared communication after the meeting. Please see the below

“The Ohio Staff Council of Ohio Education (OSCHE) is a group comprised of other staff committee members from public universities and colleges across the state of Ohio. The Council provides a place to share best practices, bench marking and updates regarding the higher education institutions we work for and the staff we support. I have found the experience very valuable in both the people who make up the Council and the ideas that are shared. Current attendees include Columbus State CC, Sinclair CC, BGSU, Wright State, The University of Akron, Kent State and Lorain CC.

We meet 3 times a year (once in the winter, once in the summer and a two-day fall conference), with our next meeting scheduled for Friday, January 31, 2020, at the Ohio Department of Education, from 10:00 a.m. – 3:00 p.m. USAC pays an annual membership fee, but this is per University, not per council member. Because of this it is encouraged to have more than one representative per University. I am the only current USAC member on the Council, with Lila Andersen still participating and Jodie Joerg Andreoli and Katrina Muska Duff having just rolled off. (all former USAC members)

Please let me know if you would like to join me this month! We would be happy to have you”

Let Lauren know if you have any additional questions or concerns.

## Adjournments