

UNIVERSITY STAFF ADVISORY COMMITTEE

Business Meeting Minutes

October 23, 2019

Women's Field House

8:30 - 10:30 a.m.

In Attendance: Annie Bingman, Stacey Houser, Emily Kelley, Faith Kline, 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, Twhila Holley, Aaron Moore, Courtney Sanders, Chrissy Sprouse, Sunny Zong, Andrew Jordan

Call to Order

Adoption of the Agenda

Approval of the Previous Meeting Minutes

Executive Committee Reports

Chair:

- Will send out updates via email due to time constraints
 - Follow up from PPCW meeting
 - Starting to think about annual report
 - Follow up OSU YPN

Chair Elect:

- Agenda Planner
 - If you have not responded to the calendar invite for the Regional SAC Retreat, please do so by the end of the day to get information to Ferdinand

Communications: No Update

Secretary/Treasurer: No Update

Subcommittee Reports

Inclusive Excellence (IE):

- Met with Sara Childers concerning the creation of a resource guide. However, they were already planning this project, so now we can collaborate rather than create something on our own. It will be called the Buckeye Portal for Inclusive Excellence and share what it is and what is available for staff use.

Governance: No update

Outreach & Engagement (O&E):

- Health and Wellness Expo will be held on Tuesday March 10th in the RPAC
 - Calendar invite has gone out and more information will come on how to collaborate and make a successful event
- The Conversation event with Dr. Drake is still TBD but we are looking at the Ross Auditorium. Just waiting on final word if that is the spot!
- We will be partnering with the OSUYPN (Young Professionals Network), EAP and OHR to host lunch & learn sessions on change management this spring and incorporate into the Health and Wellness expo. Ideas include:
 - Supporting staff through change and hearing what their concerns are
 - OSUPYN – hosted Rob Prsbrey and reviewed what questions people had

Staff Compensation & Benefits (SCBS):

- Viewed flexible work video that will be posted on the USAC website and rolling out to campus community with the toolkit at the end of the month
 - Met with Tracey to see where collection of data can occur to see how this is working in units
- Sub-committee name change
 - After review of all sub-committee mission statements, the sub-committee would like to propose to move forward with the name Student Affairs sub-committee.
 - Motion made to change the subcommittee name to Student Affairs sub-committee. Motion seconded. Motion passed.

Task Forces

OHR Liaison Report

Items for Informational Purposes

- Beth Hume - Workday Student Implementation (8:30-9:00)
 - Introductions
 - Overview
 - At the start of this new OSAS office, we wanted to take the time to understand what we wanted to be and then what we wanted to accomplish
 - Provided results of this strategic planning with the roles of each office and the leadership
 - Several new units in OSAS
 - One new office is Research and Program Assessment which is researching challenges to student academic success
 - Another new office is Transition and Academic Growth focusing on enhancing student experience as they transition to Columbus campus
 - An overall focus will be on the holistic approach to student academic success on both recruiting, enrolling, and succeeding to graduation
 - Excited about growing partnership with Student Life and other areas on campus to focus on this holistic approach to student success
 - Question: Who are the other organizations you interact with?
 - Work with all organizations including Student Life, advising in all colleges, Counseling, Student Advocacy, Committee on Academic Misconduct, Athletics, regional campuses and interaction with them has increased, Office of Diversity and Inclusion, and the Graduate School
 - Strategic Planning
 - OSAS strategic planning priorities do not include everything that we do as an office but are areas that we feel we need to focus on because they might not have had the resources originally required to be successful
 - Currently, we are at the point in the process where leaders are taking the goals to their staff and figuring out how to enact and reach them
 - The focus areas are:
 - Affordability and Student Debt
 - Diverse Representation
 - Are our students representative of the population of Ohio
 - Retention and Graduation
 - Will be working on the 15 to finish campaign. Informing students that taking 15 credit hours a semester or 30 a year will help them get to graduation in 4 years
 - First generation and low income students on Columbus campus is more of a focus because the regionals are

- doing well in this area
 - Do a great job in first year experience but after the first year, support hasn't been as strong, so what can we do?
- Student Experience
 - Collaborate with units university-wide to nurture a culture of trust and transparency and a sense of belonging for students
 - Collaborate with university partners to develop available paths to student success
- Talent and Culture
 - Continuously improve the employee lifecycle by implementing strong talent practices that support, develop and recognize employees
- New initiatives – received funding
 - Graduation rates: overall we are doing well
 - 4 year graduation rate is 67%;
 - Less than 300 schools nationwide have a 6 year rate over 70%; we are at 85/8%
 - Question: PPCW is looking at graduation rates of employees who are close to their degree. What can be provided to assist with this? Hopefully there will be more online options that will provide flexibility to achieving a degree.
 - Question: Is this goal to encourage students to come back to main campus? If a student transfers to another institution, it is still considered a success. They can go to a regional campus to complete if the program is offered as well.
 - Question: Do these initiatives have funding distributed yet? We do not know yet because this is fairly new and we are still in the planning phase.
 - Question: What are your goals to make OSU an employer of choice and what development and opportunities are there for staff? We have to have the very best staff and students to champion students. We are providing more training. Currently, we are collecting information on all of the committees, workgroups and councils within our offices and understanding what they are doing and how they want to contribute. An example is the Manage Up program.
 - Question: Rewards and recognition and flexible work are best practices that make a difference in working with staff. USAC has created tool kits and would be happy to speak with someone in your office concerning these topics? Raegan Schneider would be a good person to meet with about this topic.
- Workday – Did not get to this topic
- Lauren Kulik – Suicide and Mental Health Task Force Implementation Team (10:00-10:30)
 - Starting spring 2018, the task force was created and composed of experts throughout campus, central Ohio, and the nation to examine what we are doing well, where there are gaps and where we can improve
 - A report was issued in September 2018
 - Recommendation Categories and Task Force Accomplishments:
 - Peer Access Line (PAL) – a warm line that is not a crisis line. It is where students can call if they need help immediately 8am-midnight. The line is staffed by students who have gone through 40 hours of training that can make recommendations to other resources not just CCS. Launched

September 9th

- Additional resources are a professional staff member and graduate student
- Increase collaboration between Wexner Medical Center and student support areas
 - Stress Trauma and Resilience program
- Expansion of REACH Training and Online Suicide Screening
 - 42% increase in number of trainings compared from Sept 18 to 19
 - 60% increase in number of staff trained
 - Encourage all to attend REACH training
- OSU became an inaugural JED campus in 2013 and were recertified in the fall. Working for drug education.
- Digital flagship
 - Meeting goal to have a story at least once a week
 - Will be the first university in nation to have a suicide prevention mental health app expected in the spring
- Embedded counselors in multiple colleges and have increased staff by 50%
- Support of Academic Pursuits
 - Launched faculty network with one expert in each college and many departments. Currently, there are 45 participants.
 - Working on enrollment and reenrollment for mental health and holistic health issues in general. Currently, allowances are due to financial aid, so the task force is trying to come up with a leave of absence policy supporting mental health.
 - College of Nursing is offering MINDSTRONG course offered to students, faculty and staff
- Question: If you know a faculty area that is interested in the faculty network and if you work in an area how you do know who your faculty person is? Can follow up with Lauren directly.
- What you can do to get involved
 - Take REACH training
 - Take Kognito training
 - Encourage others to take training
 - Consider mental health issues as you would other medical issues
 - Add mental health statement to course syllabus
 - Familiarize yourself with resources
 - Discuss suicide, mental health and resources in classroom settings
 - Actively look for ways to advance a culture of care
- Question: What is being done for the colleges that do not have embedded counselors? Currently not aware of any more being provided because it is funded by the departments
- Question: Will there be more resources or support coming out for staff? Working on the students now while still trying to consider what is beneficial for staff and faculty. Hopefully will continue to expand
- If you see things that are not included on the website please contact with ideas because they want it to be as comprehensive as possible

Items for Group Discussion

Adjournments