

UNIVERSITY STAFF ADVISORY COMMITTEE

Business Meeting Agenda

December 11, 2019 RPAC,

Meeting Room #3

8:30 - 10:30 a.m.

In Attendance: Sherri Hall, Stacey Houser, Emily Kelley, Faith Kline, Randall McKenzie, Drew Miller, Laurel Van Dromme, 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, 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:

- Election Task Force
 - By the first meeting in January must have task force established
 - Will consist of three third year members leading election task force

Chair Elect:

- USAC New Member Task Force
 - Chrissy will send out email communication requesting volunteers

Communications: NA

Secretary/Treasurer: NA

Subcommittee Reports

Inclusive Excellence (IE): NA

Governance: NA

Outreach & Engagement (O&E):

- Expo Discussion
 - Desire of the expo is to focus on the nine dimensions of wellness
 - Registration fee will remain as previous years
 - Vendor list is in Box
 - Please take a look at the list to see if anything is missing
 - Potential breakout sessions include yoga and financial wellness
 - Will be reaching out to all USAC members to help with planning the event

Staff Compensation & Benefits (SCBS):

- Career Roadmap - Title Advisory Group Feedback by Courtney Sanders
 - Formed out of feedback that the CRM team has been receiving.
 - Advisory group is led by Gail Marsh

- Includes Med Center feedback
- Plan to be formed for next month and a half with a focus on ways to improve the titling process
- Rob Prisbrey has gone through this process in many organizations in the past and has not had titling concerns come up before through feedback, so it is recognized that this is important for OSU
- The CRM project is the result of the issue that there are not clear career paths and job responsibilities in the current system, so the group wants to ensure titling is relevant for the community
- Managers throughout the University have gone through the titling process and the main pieces of feedback are:
 - CRM title looks like a demotion compared to current title. Will reflect like this on resume and to the external community.
 - Title does not reflect industry norms or work performed
 - Negative feedback seems to come more from academic units
 - Worried you cannot advance if you are not in the M (manager) band.
- Need to think of creative solutions
 - Do we hold the course on internal titles and just use the titles on the back end in CRM?
 - Concern: This will help people feel comfortable but not help with some of the goals of CRM
 - Use generic titles in CRM but provide descriptions
- Slides can be available on Box for reference
- Send questions by email to Courtney by this Friday at 5:00pm or contact her directly
- Can ask your staff or provide feedback based on your CRM experience
 - How many people in your unit do you think that this will effect?
 - What type of impact do you expect this to have?

Task Forces

OHR Liaison Report

Items for Informational Purposes

Items for Group Discussion

- Staff Senators Updates (9:00-9:30)
 - The impact of having a staff voice is more easily seen with work within the committees. For example the past rules meeting discussed the suggestion to edit faculty and higher level administrators seeking additional degrees and looking to implement the same rule for the staff.
 - They are trying to take information to colleagues and provide feedback and create discussion.
 - One Senator felt as if this change of having Staff Senators has resulted in staff paying more attention to the senate since we are represented.
 - Senate meetings are informative and beneficial to have staff be on the Senate to disseminate the information to other staff.
 - Andrew gave topics examples from the last Senate meeting and encouraged anyone who has ideas for topics to contact him
 - Question: What has surprised you?
 - Pleasantly surprised that during meetings it seems that staff are included and so discussions include faculty, staff, and students
 - Question: Do you know of any big topics that will be coming up in the future?
 - They don't think that there is anything that they know of. The agendas do not come out more than two weeks in advance
 - Question: How can USAC help from your perspective in terms of communication and support?
 - Would share the USAC meeting agendas ahead of time it would be

- helpful to see if they could attend USAC meetings
- Inviting the Staff Senators to the LSAC/USAC meeting because they are usually the more engaged staff
- Sharing information like we are now at a USAC meeting is a great opportunity as well
- Question: Given the changes that have been coming with Workday, Flexible Work, and Career Road Mapping and that there are many faculty who supervise staff, are faculty getting the HR training that staff get? Is this a topic that could be brought to the faculty?
 - This has come up as a topic outside of Senate and this has been feedback given to Senators from staff. It could be a topic that could be looked into.
- Q- What is the role of Senate in the hiring process for the new President?
 - Historically, USAC chair has been on the selection committee and hopefully that will continue. Not sure about the Senates role.
- Updates from CFO - Mike Papadakis (9:45-10:30)

Adjournments