

UNIVERSITY STAFF ADVISORY COMMITTEE

Business Meeting Agenda

February 26, 2020

RPAC, Meeting Room #3

8:30 - 10:30 a.m.

In Attendance: Annie Bingman, Sherri Hall, Stacey Houser, Emily Kelley, Randall McKenzie, Drew Miller, Laurel Van Dromme, Ferdinand Avila-Medina, Steven Blalock, Brittany Crall, Lauren Gannon-Evans, Steven Loborec, Sandy Otis, Shea Ryan, Brittany Savko, Morgan Buckner, Stacey Copley, Paul Hogan, 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:

- Next meeting will include Susan Basso so time will be included at the end of this meeting for brainstorming questions and prepare her for our one hour conversation
- Presidential search
 - Listening sessions have been completed. Last meeting saw a Presidential portfolio. Now an online presence and a draft website have been created.
 - If you know of anyone who would be willing to talk about the staff perspective or provide staff stories or experiences, please send them Andrew Jordan's information
 - Need to think about onboarding the new individual. Think about the annual report and what the key initiatives we would like to share.
- Elections presentation
 - Courtney Sanders sent out information about elected positions with nominations due Friday, March 6th to her and Aaron Moore

Chair Elect:

- Annual Report Update
- Parking Advisory Committee held a meeting to discuss CampusParc's annual recommendations:
 - Want to reduce the overcrowding in the Carmack lots and increase the price in the lots and limit it to Health Sciences staff
 - Neil garage is a higher rate than the Med Center rate so looking to make this the same
 - How do we utilize our partnership with COTA?
- Sandy Otis and Chrissy Sprouse met with OSAS leadership regarding rewards and recognition and flex work
- James Moore, Vice Provost for Diversity and Inclusion and Chief Diversity Officer, will have a diversity conversation event with I&E
- Two applications have been received to join USAC so far and all six informational sessions are now complete. The applications are due on March 1.
- Shared values reports will be released the last two weeks of March for both the Med Center

Communications:

- Currently working with O&E to communicate out information for the Staff Health and Wellness Expo. Currently, have 1600 reviews of the event website.

Secretary/Treasurer: NA

Subcommittee Reports

Inclusive Excellence (IE): NA

Governance:

- Thank you to everyone who read the professional development grant applications. All scores are in and will move through the next steps in the process. Governance members have reached out if there are discrepancies with scores between team members. If you have not heard from a team member by now, then there were not any questions.

Outreach & Engagement (O&E):

- Staff Health & Wellness Expo update (10 minutes)
 - The event is March 10, 2020
 - Currently, 53 vendors are registered
 - Internal order payments can be made and can be recorded in the event system
 - Volunteer schedule was posted and communicated
 - As of today, 10 people signed up for yoga, nine for financial wellness, 10 change management, and 16 for the cooking demo breakout sessions
 - An event walk through of the RPAC will be held after this meeting
 - Question: Have you thought about how we track how many people attend?
 - Will review options
- Susan Basso event will be in April. Please start thinking of topics and format.

Staff Compensation & Benefits (SCBS): NA

Task Forces

OHR Liaison Report

Items for Informational Purposes

- Question: Should we be doing any kind of planning or advocating with the new announcements of the CDC for the coronavirus?
- Aaron Moore sent out another email invite to go to Sloopy's on March 17 because the original invite did not include a required response which he needs for a head count
- Question: The College of Engineering has changed to not using paper products in restrooms and has received complaints from staff. Is anyone else in an area that has experienced this change or feedback concerning restroom paper products? Complaints include having to touch the door handle to open the entrance/exit door because there is no paper to use as a barrier, the dryers spread germs, no paper towels to clean up messes, and pools of water collect under the dryers.
 - Feedback was shared with similar experiences
- USAC Officer Position Overview – Courtney Sanders leading the Task Force
 - Current individuals serving in positions provided overviews of their positions, workload and time commitment
 - Presentation can be found on box
 - Request was made for a list of additional leadership opportunities for the external committees
 - Information is posted on box in Governance folder but can be sent out
 - Nominations are open starting 2/24 and are due 3/6
 - Can be self-nominated or nominate someone else
 - Reminder Chair positions are chosen by the exec committee

Items for Group Discussion

- Emily Gemar and Suzie Szczepanik SARNCO Overview (8:30-9:00)
 - Sexual Assault Response Network of Central Ohio
 - Mission is to empower all survivors and end sexual violence
 - Vision is to live in a world without oppression, where all people are safe to live authentic, freely chosen lives and to pursue their full potential
 - SARNCO operates two hotlines
 - Franklin county local helpline and Statewide Ohio Sexual Violence Helpline
 - Provide 24 hour hospital advocacy which provides trained volunteer and staff advocates who provide emotional support, crisis intervention and community resource information to survivors of sexual violence in local hospital Emergency Departments.
 - Aftercare advocacy is longer term advocacy. Aftercare is more for follow up services because those responding to the initial request are volunteers or are part-time. Aftercare advocacy empowers survivors and co-survivors to access community resources to aid in their journey to recovery.
 - SARNCO provides training outreaches for school, campus and business communities. This includes 80 volunteers and 11 coordinators
- Question: You had mentioned that not everyone knows you have access to an advocate so how is this process initiated in the emergency department?
 - The nurse starts the process and calls the advocate who comes and describes services. The individual can then make the decision if they would like to take the opportunity to use the services or not.
 - There is signage for the nurses to remind them of the steps to take to initiate the advocacy process
- Campus Advocacy for the Ohio State University
 - Employees of Ohio Health with the University have built the program in about one year to come to campus to offer services as well as have an office location on campus
 - Provide services to students, faculty, staff and OSU visitors including those affiliated with the Med Center
 - No one has been turned away for services
 - Serve all survivors and co-survivors who is anyone connected with a survivor or touched by sexual violence which includes all but not limited to rape, sexual assault, sexual harassment and childhood sexual abuse
 - The violence does not have to occur on campus or within a specific time period
 - SARNCO staff do not have to report to Title IX office so they can keep confidentiality. However, they do have to report any issues of child abuse which is mandatory to all health professionals.
 - This confidentiality allows SARNCO staff to be more focused on the survivor
 - Question: Faculty and staff are required to report to the Title IX office which does not allow for confidentiality. It can be difficult when this is against survivor wishes because it is a requirement on campus. Do you have any suggestions for this situation?
 - Students often go to faculty and staff because they do not know where else to go or they may feel more comfortable. SARNCO is not replacing anything, but hoping that once they are here longer that people will come to them directly rather than to faculty and staff who have to report.
 - For faculty and staff an option can be compassionate interruption. As soon as you realize that a student may be starting to tell you something that would require reporting, you can politely and compassionately interrupt to let them know that they can continue to

- talk with you but you are required to report.
 - Q: What is the requirement to be considered a “visitor” that would be included to use your services?
 - Just looking for an affiliation to campus. An example could be someone who is on campus for an event but is not faculty, staff or student.
 - Campus office hours are Monday through Friday, 9:00am to 5:30pm but can accommodate appointments outside of those hours when someone reaches out
 - Survivors may walk-in, schedule an appointment, call or email
- If someone is interested in SARNCO services, SARNCO needs to hear from the survivor directly that they want services for empowerment and for safety purposes that the number or email is a safe email in case these points of contact are monitored by an abuser
 - Individuals can call together with a trusted person or email with a carbon copy if that is more comfortable
- Cannot meet in individual people’s homes including dorm rooms for safety of the SARNCO staff but can meet in dorm conference rooms or meeting rooms that are open public rooms
- Question: You are Ohio Health employees; do you offer other services such as advocacy and time off for students?
 - Work closely with Title IX and the Wellness Center, Health Center, student organizations and groups, CCS, OSU Star, PD, and CPD
- How is SARNCO funded?
 - OSU has its own victim of crimes act (VOCA) grant, which funds SARNCO’s Campus Advocacy Services. SARNCO as a whole also has its own independent funding from OSU through various grants.
- Do you work with Equitas health?
 - Yes, SARNCO has a partnership
- Do you offer services to students on other campuses?
 - Each campus has their own arrangement with a community agency
- Are there relationships with other community colleges and campuses throughout Ohio?
 - There are advocacy services but not partnerships

Ideas for topics for Susan Basso to discuss at the next meeting

- HR Service Delivery
- Talent initiative
- HR perspective of time off for people who have different religious holidays than ones that are currently provided
- Vacation freeze for those on the Workday project and for those who will lose time because they cannot use it in time by their anniversary date
- Career road mapping
 - Have not heard about salary ranges yet
 - How we are planning to fix those who are not in the mapping
 - Title advisory group update have not heard about it yet
 - Timeline for executing career road mapping
- Follow-up about the individual that asked the health care question at the President Drake event

Adjournments