# Table of Contents

Executive Summary .................................................................................................................................................. 3

USAC Recommendations ...................................................................................................................................... 4
  Updates from 2018-2019 Recommendations
  2019-2020 Recommendation

Direct Impact to Staff ........................................................................................................................................... 7

USAC Multi-Year Plan
  Executive Committee
  Staff Compensation and Benefits
  Governance
  Inclusive Excellence
  Outreach and Engagement

USAC University Partners .................................................................................................................................... 25

USAC Roster .......................................................................................................................................................... 28

Appendices ............................................................................................................................................................ 29
  Appendix A: Staff Senator Update for USAC’s Annual Report
  Appendix B: Flex Work Toolkit Overview
  Appendix C: Floating Holiday Benchmarking
  Appendix D: Winter Recess Proposal
  Appendix E: Staff Development Grant Proposal
  Appendix F: OHR Staff Career Development Grant Analysis, 2019 Report
  Appendix G: Employee Emergency Fund 2020
The 2019 – 2020 year for the University Staff Advisory Committee (USAC) has been intentional, productive and most recently adaptable. Our committee has partnered with a variety of key leaders, University initiatives and staff in order to advance the mission of the University. USAC appreciates the opportunity to work with so many talented people across the University every year.

As the President’s staff advisory committee, USAC is dedicated to positively advocating on behalf of staff. USAC continues to deliver on our multi-year plan that began in 2017. This consistency in our vision and focus over the past three years strengthens our efforts and progress. Many of our successes have been due to the strength of our four subcommittees and their ability to work on a wide range of initiatives. Their dedication to the work we do is paramount to our advocacy.

This year marks the 150th Anniversary for the University and a historic year the role staff play across the enterprise. The enclosed annual report contains updates from USAC’s 2018-2019 recommendations, including the first-ever report from voting staff senators, 2019-2020 recommendation in addition to updates on USAC’s key initiatives as well as next steps.

As we adapt to the University’s response to the COVID-19 pandemic and adjust to our new environments, USAC has and will continue to advocate on behalf of staff. We will continue to engage with leaders and help the staff community adjust to our new normal once we get through this pandemic. We are in this together and USAC will continue to work to fulfill our mission.

Since your arrival in June 2014, you have been dedicated to enhancing the staff experience at The Ohio State University. As your advisory committee, we appreciate your continued commitment and confidence in USAC and the work we do to advocate on behalf of staff. We thank you for your support throughout your tenure and wish you the best as your next chapter begins.
Over the years, USAC has made recommendations to senior leaders regarding key initiatives. The work required to fully implement USAC recommendations can take several months. Below is a status update to the recommendations made from the 2018-2019 USAC Annual Report.

**Shared Governance**

In 2019, **USAC's recommendation** was to add five (5) voting staff senators to University Senate as well as add a staff member to six (6) of the nineteen (19) Senate Committees. In doing so, Ohio State’s shared governance model will be more robust with diverse perspectives from faculty, students, administrators and staff. Additionally, Ohio State will be a leader amongst peer institutions with regard to University governance.

**Status Update**

**On May 31, 2019,** the Board of Trustees approved the addition of five (5) voting staff senators to University Senate. This marked a historic moment in The Ohio State University’s 150 year history. Ohio State is now a leader amongst peer institutions with faculty, students, administrators and staff all having a voice in University governance. This year USAC and the staff senators have been collaborating to ensure a successful and meaningful integration into University Senate.

**Appendix A: Staff Senator Update for USAC's Annual Report**

**Flex Work**

**USAC's recommendation** echoes the President and Provost’s Council on Women’s (PPCW) recommendation to update the Flexible Work Arrangement proposal form to include a justification on the form, requiring managers to provide a business reason for denying a flexible work request. This simple, but effective addition to the form, will provide enhanced clarity around flexible work decisions, reduce inconsistencies in the approval of flex work requests within units, and ensure proper communication between employees and their supervisors.

**Status Update**

The Staff Compensation and Benefits Subcommittee (SCBS) developed a Flexible Work Toolkit in partnership with the Office of Human Resources (OHR) and PPCW. Found on USAC’s website, the toolkit was finalized in Fall 2019 and includes the following resources:

- Flexible Work Overview Powerpoint, to provide an overview of the policy
- Flexible Work Arrangement Proposal, for easy access to University documentation
- Flex Work Scenarios, to help employees better understand the possible application of the policy to their specific situations
- Flexible Work Information Sheet, a one-page summary on the policy
- “How to Discuss Flex Work with Your Manager” guide, to discuss communication strategies, performance tools, and negotiation tips to help set up a flexible work arrangement
- Flex Work Spotlight video, to highlight the successes of individuals and units who have successfully implemented flexible work arrangements
- Examples of Flexible Work Arrangement documentation found in units throughout the University
- External resources about flexible work
In November 2019, USAC launched a University-wide communication campaign. During the initial promotion, there were 537 unique visitors to the USAC webpage within two (2) days. Since then, USAC has received 1,496 page views and numbers continue to grow.

**Appendix B: Flex Work Toolkit Overview**

**Parking System**

*USAC’s recommendation* is to continue partnership with CampusParc and the Office of Administration & Planning to perform a detailed analysis over the next 10-12 months in order to finalize a suitable recommendation to submit to the Parking Advisory Committee (PAC) to be implemented in July 2020.

**Status Update**

As of April 2020, USAC has partnered with leaders from Administration & Planning, Traffic & Transportation Management, CampusParc and various groups around the University to participate in a comprehensive study of the transportation and parking systems on the Columbus campus. To date, the study has concluded and recommendations are in draft form. USAC will continue to work with partners on this initiative over the next 10-12 months.

**Three Floating Holidays**

*USAC’s recommendation* was for the University to adopt three (3) paid floating holidays, in addition to their current allocation of vacation days. USAC also recommended further partnership with the Office of Human Resources and the Enterprise Project to perform a detailed analysis over the next 10-12 months in order to finalize suitable rules or policy changes to support a July 2020 implementation. In order for the University to offset the cost of this recommendation, one option may be to reallocate three (3) sick days to be used for the “floating” holidays. Based on USAC’s research in partnership with the Office of Human Resources’ Data Analytics team (see Appendix C for a full analysis), the median number of sick days for staff members of 75-100% FTE with at least one (1) year of state service across the University and Medical Center was 36 days with the average being 61 days.

**Status Update**

*USAC’s recommendation* for three floating holidays with an implementation date of July 2020 transformed into an updated recommendation. USAC worked this year to determine how additional time off would impact University and Medical Center operations to include employees.

As a result of the work completed, USAC recommends the University implement a “Winter Recess” beginning in calendar year 2021.
Winter Recess

In 2019, USAC proposed the addition of three floating holidays as a low cost, high impact benefit to staff. USAC spent the year collecting time off benefits data from 26 peer institutions, institutions across the Big 10, and large local corporations that Ohio State must compete with for talent. A summary of the findings are available in Appendix D.

USAC's recommendation is for a closure of the academic core at The Ohio State University beginning on December 24th and running through January 2nd allowing employees to have an extended period of time off. The proposed name for the closure is “Winter Recess.”

If adopted, Winter Recess would become part of Ohio State's ongoing efforts to fulfill the strategic plan with a specific emphasis on “Operational Excellence and Resource Stewardship.” Pillar V states that “Ohio State will be an exemplar of best practices in resource stewardship, operational effectiveness, and efficiency and innovation.” By closing non-essential functions during this time period, Ohio State will improve resource stewardship, operational effectiveness and efficiency by:

- Demonstrating an increase in energy cost savings
- Increasing efficiency and productivity
- Improving staff morale
- Improving recruiting and retention efforts
- Linking with the Ohio State's Wellness Initiative

Work Remaining: USAC will work with the Chief Wellness Office to obtain data on how a Winter Recess would benefit employee well-being. In addition, USAC will continue to partner with OHR on policy implications, cost analysis, leave options and productivity measures for both the University and Medical Center employees. USAC will continue to work with the President’s Cabinet to resolve questions and work toward solutions for implementation in 2021.

Next Steps: USAC is requesting time on an upcoming President’s Cabinet meeting agenda. The goal is to obtain Cabinet approval and support to continue to work to develop implementation plans for 2021. USAC will continue to partner with critical groups to ensure all aspects of the proposal have been considered.
USAC is committed to regular engagement with staff and maintaining a consistent voice advocating on behalf of staff. The chart below summarizes key initiatives and focus areas for 2019-20. These areas align with the pillars of USAC’s multi-year plan to help support our mission. The plan is reviewed semi-annually to ensure USAC’s work is aligned with the University and HR strategic plans and key initiatives.

- Continue to prioritize our efforts in the four existing subcommittees: Governance, Inclusive Excellence (IE), Outreach and Engagement (O&E), and Staff Compensation and Benefits (SCBS)
- Focus on diversity and inclusion to create a culture of equity for staff across the University
- Cultivate relationships with key leaders to represent the needs of staff
- Enhance our involvement with the Enterprise Project, Career Roadmap, and other University-wide initiatives
- Increase staff presence in University governance
- Increase collaboration with staff advocacy groups across the Big Ten Academic Alliance

This chart emphasizes USAC key initiatives and activities that are a priority to USAC.
Direct Impact to Staff - Executive Committee

Preparing Staff for Change

As the University continues progress on the Enterprise Project and HR Transformation, it has been imperative for USAC to support these initiatives and prepare staff for change. Within times of organizational change, emotions of fear and uncertainty are heightened. In order to lead staff through this change, USAC ramped up communication efforts on information pertaining to these University initiatives. In addition, USAC continued to foster relationships with local and regional Staff Advisory Committees (SACs) by attending in-person and virtual committee meetings. These committees are the heart of colleges and units and because of this, have a pulse on staff thoughts and morale. Information shared within these meetings was communicated to University leadership in order to aid in communication efforts toward University initiatives.

Aside from attending local SAC meetings and increased USAC communication to staff, USAC also hosted a Regional SAC Retreat on Friday, November 15, 2019 at the Newark Campus. At this retreat, eighteen (18) staff members of regional SACs discussed topics on staff morale and engagement, flexible work schedules, rewards and recognition and the Career Roadmap Project. Rob Prisbrey, Compensation Project Senior Director, was able to join via conference call in order to address concerns from staff on the extended campuses.

These are a few examples of the work USAC has done to prepare staff for change. Throughout this year, our mission has maintained consistent, advocating on behalf of staff.

USAC has seen fantastic growth in its communication reach across a variety of platforms. From FY19 to FY20, our website had traffic internationally with an overall 37% page views increase. In addition, USAC continued to increase communication efforts through monthly newsletter and three (3) social media channels (Twitter, LinkedIn and Facebook), which all saw positive growth throughout the year.
The **Staff Compensation and Benefits Subcommittee (SCBS)** is responsible for engaging with policies and University initiatives that impact staff and promote an equitable staff experience. The subcommittee accomplishes this through data collection, education, and partnerships with organizations across the University. The topics SCBS addresses include total rewards, career progression, and health and wellness.

<table>
<thead>
<tr>
<th>USAC Member Name</th>
<th>Staff Role</th>
<th>College/Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Courtney Sanders, Chair</td>
<td>Relationship Manager</td>
<td>Office of the CIO</td>
</tr>
<tr>
<td>Sandy Otis, Vice-Chair</td>
<td>Asset Business Analyst</td>
<td>Business &amp; Finance</td>
</tr>
<tr>
<td>Morgan Buckner</td>
<td>Executive Assistant</td>
<td>Office of Human Resources</td>
</tr>
<tr>
<td>Jill Hampshire</td>
<td>Assoc Dir, Aca Rel &amp; Comp Admin</td>
<td>Student Academic Success</td>
</tr>
<tr>
<td>Stacey Houser</td>
<td>Sr Assoc Dr, Risk Mgmt &amp; Ins</td>
<td>Business &amp; Finance</td>
</tr>
<tr>
<td>Faith Kline</td>
<td>Administrative Director</td>
<td>Ctr for Clinical/Translat Science</td>
</tr>
<tr>
<td>Steven Loborec</td>
<td>Assistant Director, Pharmacy</td>
<td>Wexner Medical Center</td>
</tr>
<tr>
<td>Jennifer Marinello</td>
<td>Assoc Dir, Enrollment Services</td>
<td>Student Academic Success</td>
</tr>
</tbody>
</table>

During Summer 2019, the Staff Compensation and Benefits Subcommittee (SCBS) identified the following goals that would drive much of the subcommittee work throughout 2019-20:

- Mission and Purpose for SCBS
- Flexible Work Toolkit
- Time Off/Leave Proposal
- Partnerships Across the University
- Pay Equity

**MISSION AND PURPOSE FOR SCBS**

**Key Accomplishments**

In 2019, President Drake challenged USAC to conduct a self-evaluation and identify opportunities for improvement. As a response, beginning in July 2019, SCBS focused on creating a mission statement and evaluated the naming convention for the subcommittee. The goal was to ensure the work of SCBS was aligned with the objective of the subcommittee. Creating a meaningful and accurate mission statement led to a deeper understanding of the purpose of the subcommittee work and created the vision for the year.

Through this exercise, it was determined the current name of SCBS did not accurately represent the work being completed. SCBS proposed a name change during the September 11, 2019 USAC Business Meeting and the proposal passed unanimously. Beginning in summer 2020, SCBS will be known as the **Staff Affairs Subcommittee** with the rationale that the new name better encompasses the scope of work the subcommittee engages in.

**Mission Statement:** The Staff Affairs Subcommittee is responsible for engaging with University policies, initiatives and promoting equity for staff. This is accomplished through data collection, education, and partnerships with organizations across the University. The topics addressed include, but are not limited to, total rewards, career progression, and health and wellness.

**Work Remaining**

In preparation for the approved name change, the newly designated Staff Affairs Subcommittee will need to identify places within USAC communications that the name needs to be updated. Additionally, the committee will need to socialize the name change with partners across campus.
FLEXIBLE WORK TOOLKIT

Key Accomplishments
The current Flexible Work Policy (6.12) has been in place at Ohio State since 2011. As stated in the policy:

“Workplace flexibility provides a way to successfully manage people, time, space, and workload. The University supports flexible work arrangements to achieve a highly productive work environment that enables staff to balance work and personal needs while providing workforce predictability and stability. Workplace flexibility is a strategy for using resources most efficiently and providing the best environment for talent.”

While the policy is clear about the possibility of and benefits to a flexible working arrangement, the execution of this policy is applied unevenly throughout various units and colleges across the University. USAC and PPCW began a collaboration in Autumn 2018 to create a Flexible Work Toolkit, to provide valuable resources that managers and employees can utilize when exploring flexible work arrangements.

The toolkit was completed in Fall 2019 and can be found on the USAC website. The toolkit was framed as a resource to empower both staff and managers to engage with the policy in a way that created an equitable experience for all staff and provided a benefit to both staff members and the unit. The conversations guide is targeted specifically towards staff and SCBS partnered with Molly Driscoll, Senior Director Talent Acquisition, to create a conversation guide for managers. The goal is to use these resources in the new Conversations Series for managers to provide them with tools to have open and productive conversations with their staff members around flexible work arrangements.

In November 2019, USAC launched a University-wide communication campaign highlighting the toolkit as a resource. During the initial promotion, there were 537 unique visitors to the USAC webpage within two (2) days. Since then, USAC has received 1,496 page views and numbers continue to grow.

SCBS has partnered with the OHR policy owners to add the toolkit to the list of resources that can be found within the policy. In addition to creating the toolkit as a resource, the goal was to bring this information University-wide and collaborate with units to encourage conversations around this topic. USAC members have presented at staff meetings at multiple units across the university and received positive responses.

Work Remaining
Continue to socialize the Flexible Work Toolkit as a resource and identify other units that USAC could present this toolkit to as part of a roadshow.

Next Steps
The Flexible Work Toolkit was created as a resource for managers and staff to have easy access and clear information about the policy and how to implement arrangements in their units. There is still no systematic way for the University to collect data around the policy, its effectiveness, and usage. Data is essential for the University to understand how this policy is being implemented and whether staff are being treated equitably with these arrangements. SCBS will continue to partner with OHR to identify how flexible work data collection can be possible within Workday.
PARTNERSHIPS ACROSS THE UNIVERSITY

Key Accomplishments
A strategic goal of SCBS is to engage with leadership across the University whose work aligns with USAC’s mission. Engagement allows for USAC to stay well informed of the continued work that impacts the staff experience. It also provides the opportunity to be advocates on behalf of staff and represent staff perspectives during decision making processes.

<table>
<thead>
<tr>
<th>Special Interest Group Involvement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group Name</td>
</tr>
<tr>
<td>AVP of Shared Service Search Committee</td>
</tr>
<tr>
<td>Benefits Appeal Committee</td>
</tr>
<tr>
<td>Career Road Map Steering Committee</td>
</tr>
<tr>
<td>Career Road Map Task Force</td>
</tr>
<tr>
<td>Distinguished Staff Award Selection Committee</td>
</tr>
<tr>
<td>Diversity Officers Committee</td>
</tr>
<tr>
<td>Diversity, Inclusion and Equity Facilitators Committee</td>
</tr>
<tr>
<td>Manager Self-Service Taskforce</td>
</tr>
<tr>
<td>Mitigating Rate Ad Hoc Committee</td>
</tr>
<tr>
<td>One University Health &amp; Wellness Council</td>
</tr>
<tr>
<td>Orientation Revamp Committee for Medical Center and Campus</td>
</tr>
<tr>
<td>Presidential Search - University Advisory Subcommittee</td>
</tr>
<tr>
<td>Shared Values Initiative Steering Committee</td>
</tr>
<tr>
<td>Talent &amp; Culture Steering Committee</td>
</tr>
<tr>
<td>VP of Student Life Search Committee</td>
</tr>
<tr>
<td>Workday Organizational Change Management Advisory Group</td>
</tr>
<tr>
<td>Working Title Advisory Group</td>
</tr>
</tbody>
</table>

This year, SCBS partnered with the University Senate Faculty Compensation and Benefits Committee (FCBC) to explore impacts of the changes to the health plan and pay equity. SCBS partnered with OHR to discuss policy, flexible work, and opportunities to better support managers. USAC members are represented on committees for the Enterprise Project, Career Roadmap, Degree Completion and the Health Plan Oversight Committee and have also continued to partner with PPCW on a wide range of topics, always remaining true to our mission.

Next Steps
An important strategic goal of SCBS is to identify and participate in conversations around health and wellness. SCBS recommends identifying key partners and committees that SCBS could work with to continue to advance these goals and relationships around health and wellness for staff.
PAY EQUITY

Key Accomplishments

Dr. Joyce Chen researched pay equity extensively looking at the faculty experience in 2017-18 and found that there was an 11% gap in the way that female faculty were paid in comparison to their male counterparts. This research, along with a set of recommendations, was presented by the University Senate FCBC in their annual report. In partnership with FCBC, Senate Diversity, PPCW, and OHR, USAC began work to explore what pay equity means for staff at the University. The goal was to evaluate the landscape around pay equity for staff and to identify if similar gaps exist.

- Define pay equity at Ohio State
- Establish and communicate differences between equal pay and pay equity
- How pay equity is represented in policy & procedure
- Development of data collection plan

Susan Basso, Senior Vice President for Talent, Culture and Human Resources signed on to The Columbus Commitment: Achieving Pay Equity, a pledge by the Mayor and First Lady of Columbus to tackle the topic of pay equity. Their definition of pay equity is as follows, “Pay Equity means paying different jobs of similar value, skill, responsibility and working conditions equitably. From a gender perspective, that means ensuring female dominated jobs are paid equitably to male dominated jobs of similar value and worth to the organization”.

SCBS evaluated the compensation, diversity and inclusion policies and found there is no clear policy that supported pay equity for staff. Pay equity language is present in the Faculty Compensation Rule. SCBS believes staff need to feel supported to advocate for their pay when their current compensation levels might not be equitable. Benchmarking research was conducted with peer institutions to see how the topic of pay equity was addressed within policy and found universities include language around pay equity in their policies. The University of Washington was identified as a best practice which included language that SCBS is advocating to be implemented within Ohio State policy.

Work Remaining

Develop plans to address the next steps outlined above. Continue to partner and engage with key constituency groups that are also working on the topic of pay equity.

Next Steps

A crucial part of the pay equity conversation is the ability to collect and analyze salary data. Once Career Roadmap is implemented, SCBS hopes data is more readily available in order to analyze possible salary discrepancies among similar positions. It is recommended USAC focus on gathering and analyzing data over the next 1-2 years.
The mission of the Governance Subcommittee is to support the USAC leadership team in the facilitation and oversight of USAC policies and procedures to execute the goals of USAC. The following are the 2019-20 Governance priorities and focus areas:

- **Staff Senator Selection**: design and implement the process for selecting the inaugural group of staff senators in addition to review and revise the process for the 2020 selection and incorporate the process into the USAC Operations & Procedures Manual.
- **Staff Career Development Grant**: collaborate with OHR for on-going process and rubric refining to align with the new online application system implemented in July 2019.
- **External Committee Appointment**: review the necessity for each external committee appointment, modify and document the appointment process, as well as engaging appointees.
- **Establish system to archive the process for USAC operations**.

### STAFF SENATOR SELECTION AND APPOINTMENT

#### Key Accomplishments

In 2019, the Board of Trustees officially approved five (5) voting staff members be added to University Senate to advocate for the needs and concerns of staff across the University. The University Senate is Ohio State’s shared governance decision-making body to develop and implement policies that impact all students, faculty, and staff at the University and is comprised of nineteen (19) Senate Committees. After approval, USAC was tasked to select the staff senators and formulate the call for applications, determine the criteria for a successful candidate, and manage the interview and selection process of candidates to the staff senator position.

The Governance Subcommittee was responsible for developing the application, rubric and interview process for selecting the candidates. For the inaugural year, to endure continuity of business, a staff senator’s appointment to the University Senate was set for either a one- or two-year term, with the option of one two-year term renewal. In addition to the five (5) staff senators, the Governance Subcommittee was also tasked with selecting staff senator alternates to fill the role of a staff senator in case of their absence.

Key considerations during the application, rubric, and interview process for selection of the staff senator candidates was ensuring that there was a diversity of units and job positions represented for those selected, as well as being inclusive and equitable in the selection process as possible. USAC leadership and members of both the Governance and Inclusive Excellence Subcommittees consulted with PPCW on strategies to increase representation of female candidates to the staff senator position. USAC leadership and the Governance Subcommittee will continue to work with USAC’s constituency groups to increase awareness of the staff senator position across campus and build upon efforts to increase the diversity of applicants in future application cycles.

<table>
<thead>
<tr>
<th>USAC Member Name</th>
<th>Staff Role</th>
<th>College/Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sunny Zong, Chair</td>
<td>Contract and Agreement Manager</td>
<td>College of Engineering</td>
</tr>
<tr>
<td>Steven Blalock, Vice-Chair</td>
<td>IA Scholars Program Manager</td>
<td>College of Arts &amp; Sciences</td>
</tr>
<tr>
<td>Kate Blevins</td>
<td>IT HR/Business Operations Mgr</td>
<td>Wexner Medical Center</td>
</tr>
<tr>
<td>Stacey Copley</td>
<td>Nuclear Medicine Technology Education Program Director</td>
<td>Wexner Medical Center</td>
</tr>
<tr>
<td>Sherri Hall</td>
<td>Position Control Manager</td>
<td>Wexner Medical Center</td>
</tr>
</tbody>
</table>
During this process, the Governance Subcommittee benchmarked other university governance bodies when developing the application and interview process. In addition to existing Faculty Council Bylaws, Governance Subcommittee members researched the bylaws/rules of the Undergraduate Student Government (USG), Council of Graduate Students (CGS), and the Inter-Professional Council (IPC). Benchmarking other participating Senate constituencies allowed the Governance Subcommittee to understand and follow the expectations and existing procedures that others have established and implemented.

Staff representation on the University Senate is a historic and significant milestone for staff advocacy at the University. Staff senators are a critical voice for the staff community, and the role comes with several responsibilities and expectations, including but not limited to, the following: (1) developing working relationships with other senators in the University Senate, as well as developing working relationships with the staff senator’s constituencies; (2) attending all Senate meetings, and, when applicable, Senate Committee meetings; (3) remaining informed and updated on key University initiatives and projects, especially as they relate to staff; (4) and developing knowledge of Senate procedures and protocols.

For the 2019-2020 academic year, the following staff senators are serving in the role:

<table>
<thead>
<tr>
<th>Name</th>
<th>Title/College or Unit</th>
<th>Term Length</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lisa Mayhugh</td>
<td>Associate Director, Electroscience Lab, College of Engineering</td>
<td>2 Years</td>
</tr>
<tr>
<td>Thomas Gessells</td>
<td>Director, Information Technology, OSU Health Plan</td>
<td>2 Years</td>
</tr>
<tr>
<td>Alexander Thomas</td>
<td>Senior Academic Advisor, Department of Electrical and Computer Engineering, College of Engineering</td>
<td>1 Year</td>
</tr>
<tr>
<td>Steve David</td>
<td>Advocacy Director, College of Social Work</td>
<td>1 Year</td>
</tr>
<tr>
<td>Katherine Betts</td>
<td>Intercultural Specialist, African/African American Student Initiatives, Multicultural Center, Office of Student Life</td>
<td>1 Year</td>
</tr>
</tbody>
</table>

The following staff members are serving in the staff senator alternate role for the 2019-2020 academic year:

<table>
<thead>
<tr>
<th>Name</th>
<th>Title/College or Unit</th>
<th>Term Length</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hillary Stanley</td>
<td>Senior Academic Advisor, College of Nursing</td>
<td>1 Year</td>
</tr>
<tr>
<td>Margie Bogenschutz</td>
<td>Senior Director of Career Services, Fisher College of Business</td>
<td>1 Year</td>
</tr>
<tr>
<td>Derek West</td>
<td>Division Administrator, Division of Hematology, Department of Internal Medicine, The James Cancer Comprehensive Center at the Wexner Medical Center</td>
<td>1 Year</td>
</tr>
</tbody>
</table>
STAFF CAREER DEVELOPMENT GRANTS (SCDG)

Key Accomplishments
Positive impacts have been continuously observed since the collaborative proposal from the USAC Governance Subcommittee in partnership with the Office of Human Resources (OHR) was approved and implemented in July 2018 (FY 2019), in which annual funding was increased by $50,000 and a tiered system to group awards was adopted with each winner – individual and group – being eligible for a higher level of funding (see comparison below and details in the Staff Development Grant Proposal in the 2017-18 USAC Annual Report, Appendix C).

<table>
<thead>
<tr>
<th>SCDG</th>
<th>Before July 2018</th>
<th>Starting July 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>Up to $1,000</td>
<td>Up to $1,250</td>
</tr>
<tr>
<td>Group</td>
<td>Up to $1,500</td>
<td>Group of 2-10: up to $1,750,-</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Group of 11+: up to $2,000,-</td>
</tr>
</tbody>
</table>

In FY20, changes that impacted the grant application and review process is the new online grant application system that OHR implemented. This eliminated human error and increased the efficiency for both application intake and grant review stages. Also, it allowed the system to automatically check the eligibility of an applicant completing the online application form and to remind the applicant of any missing documents during the submission stage.

Through continuous commitment of promoting the SCDG from both OHR and USAC, the joint grant review team have observed many positive outcomes as a result of the above mentioned changes:

- In the JAN20 grant cycle, the review team received the largest number of applications (286), extended the greatest number of awards than ever (80) with the highest total award funding issued ($96,460.39) at a highest cut-off score.
- The number of staff members that have received financial support from the grant program has increased dramatically in the past two (2) years. Since APR14 (13 grant cycles), the University has offered a total of $881,734.64 in grant funding in support of staff professional development activities to 840 applicants, including group awards.
- Over 43% of the funding ($382,123.69) was awarded since JUL19 that supported over 38% of the activities (216 applicants). The success rate for an application is 28% for JAN20 cycle.
- The tiered funding offering has attracted more group applications since JUL19 which verified the leverage of lower cost that can have bigger impact.

<table>
<thead>
<tr>
<th>Grant Cycle (FY)</th>
<th>JAN16</th>
<th>JUL17</th>
<th>JAN17</th>
<th>JUL18</th>
<th>JAN18</th>
<th>JUL19</th>
<th>JAN19</th>
<th>JUL20</th>
<th>JAN20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Group</td>
<td>7</td>
<td>14</td>
<td>10</td>
<td>11</td>
<td>8</td>
<td>14</td>
<td>15</td>
<td>14</td>
<td>15</td>
</tr>
<tr>
<td>Group 2-10</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>10</td>
<td>10</td>
<td>8</td>
<td>10</td>
</tr>
<tr>
<td>Group 11+</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>5</td>
</tr>
</tbody>
</table>

- The number of multiple recipients has increased exponentially in the past two (2) years. USAC sees this as a collective result of the increased awareness of this funding opportunity as well as the positive impact previous recipients have experienced. The table below illustrates the comparison data for grant cycles JAN18 vs. JUL20.
Below is data showing the total number of grant applications received, the total number of grants awarded and the total dollar amount awarded since 2014.

<table>
<thead>
<tr>
<th># of Awards Received</th>
<th># of Recipients</th>
</tr>
</thead>
<tbody>
<tr>
<td>JAN18</td>
<td>JUL20</td>
</tr>
<tr>
<td>2</td>
<td>22</td>
</tr>
<tr>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>5</td>
<td>-</td>
</tr>
</tbody>
</table>

Key Partners
Office of Human Resources

Next Steps
USAC and OHR will continue to partner and offer Staff Career Development Grants to the staff community. Due to COVID-19 and the transition to Workday, there will be a delay in grant cycles. USAC will resume supporting these grants after Workday go-live and will continue to monitor, evaluate and share the impact of the grants.

USAC will continue working with OHR to increase the awareness to application submission conversion rate in units/colleges/extended campuses where Staff Career Development Grant (SCDG) application rates are traditionally low.

Appendix E: Staff Development Grant Proposal, 2017-18 USAC Annual Report
Appendix F: OHR Staff Career Development Grant Analysis, 2019 Report
USAC EXTERNAL COMMITTEE APPOINTMENTS

For FY2019-20, five (5) current USAC members, seven (7) alumni and three (3) staff senators are appointed to eight (8) Senate and seven (7) University external subcommittees. Representatives actively engage in and contribute to discussions affecting staff, students, and faculty members in general.

The Governance Subcommittee reviewed and revised the external committee appointment process and documented guidelines to be incorporated in the USAC Operations and Procedures Manual. Key changes include:

- Current staff senators and alternates have the priority in Senate Committee representative application and appointment, followed by alumni of staff senators and alternates, current USAC members, USAC alumni and general staff population. This change is implemented to provide staff senators the maximum impactful involvement in the university central governing body.
- The university special purpose committees’ representative application and appointment remain the same with the following priority order: current USAC members, USAC alumni and general staff population.
- The term limit and responsibilities are clarified to provide transparency and to enhance future enforcement.

During FY2019-20, staff concerns were voiced for various discussions that included, but are not limited to:

- Diversity and inclusion in relation to: new general education requirements, Workday initiative, testing policy for Ramadan, and the vision and direction of the newly formed Office of Institutional Equity
- Review of ticket pricing for university sports
- Programs and initiatives that increase the success rate of students graduating
- Coordinated efforts with CampusParc to improve customer service aspects of parking, that included the review of signage and the review of alternative solutions to transport physicians from off campus locations to the hospitals
- Review of renovation projects and construction updates that impact services and opportunities for programming across the university

<table>
<thead>
<tr>
<th>External Committee</th>
<th>External Committee Appointee</th>
<th>Senate / University</th>
<th>External Committee Chairperson</th>
</tr>
</thead>
<tbody>
<tr>
<td>Athletic Council</td>
<td>Kevin Petrilla</td>
<td>Senate</td>
<td>Hasan Jeffries</td>
</tr>
<tr>
<td>Council on Distance Education, Libraries, and Information Technology (DELIT)</td>
<td>Sarah Dawson</td>
<td>Senate</td>
<td>Nicole Kraft</td>
</tr>
<tr>
<td>Council on the Physical Environment (COPE)</td>
<td>Steve David (staff senator) Scott Dickson</td>
<td>Senate</td>
<td>Jason Kentner</td>
</tr>
<tr>
<td>Diversity Committee</td>
<td>Katherine Betts (staff senator) Megan Sayres</td>
<td>Senate</td>
<td>Rachel Bowen</td>
</tr>
<tr>
<td>Council on Enrollment and Student Progress (CESP)</td>
<td>Sarah Williams</td>
<td>Senate</td>
<td>Russell Marzette</td>
</tr>
<tr>
<td>Fiscal Committee</td>
<td>Gerhard (Gerry) Raimann</td>
<td>Senate</td>
<td>Brian Turner</td>
</tr>
<tr>
<td>Rules Committee</td>
<td>Lisa Mayhugh (staff senator)</td>
<td>Senate</td>
<td>Ken Lee</td>
</tr>
</tbody>
</table>
Next Steps

For staff senators and external committee appointments, USAC will work closely with partners in the University Senate to ensure staff senators get involved in the Senate Committee’s work and to increase general staff presence in the nineteen (19) Senate Committees. For University-wide committees, USAC is to set a mechanism to increase the engagement of USAC appointees.

Rules Committee

The Rules Committee is the guardian of the faculty rules. The rules are a part of the Ohio Administrative Code, and proposals to change the rules must be vetted by the Rules Committee, in collaboration with other committees, including the Faculty Council. The specific rule language must be finalized by the committee before any rule change is proposed to the University Senate for approval.

During the course of the year, a recommendation came forth to add staff to the pursuit of additional degrees rule. The Rules Committee wanted to add all university staff to the rule. A staff senator noted that the change could have negative consequences for staff given the diverse nature of the staff community. Hence, the staff senator, solicited feedback from both USAC and other staff senators. The feedback was gathered and then presented to the Rules Committee for consideration. As a direct result of the insightful feedback from staff, the Rules Committee voted to strike the addition of staff from the rule.
**Employee Emergency Fund (EEF)**

**Key Accomplishments**

As part of the 2017-18 USAC Annual Report, USAC recommended obtaining one-time funding of $50,000 in order to aid in the fund sustainability to meet the needs of our employees during the times of hardship. The grant maximum increased from $500 to $1,000 per granted application effective January 1, 2019 which was a part of the 2016-17 USAC Annual Report recommendation. Sharon Saia, Director of the Employee Assistance Program (EAP), worked with legal services in order to add housing instability or need for shelter as criteria to the EEF application. During 2019, twenty-three (23) EEF applications were granted which totaled $21,627 paid to applicants. The primary reasons granted were as follows:

<table>
<thead>
<tr>
<th>Primary Reason</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Death</td>
<td>4</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>2</td>
</tr>
<tr>
<td>Fire/Disaster</td>
<td>0</td>
</tr>
<tr>
<td>Housing Instability</td>
<td>3</td>
</tr>
<tr>
<td>Medical/Health Problem</td>
<td>11</td>
</tr>
<tr>
<td>Other</td>
<td>3</td>
</tr>
</tbody>
</table>

**Next Steps**

Continue promoting the Employee Assistance Program and the Employee Emergency Fund to ensure staff are aware of and utilizing these programs as needed. Due to the increase of grant amount and the addition of housing instability as criteria to the grant applicant, USAC would like to monitor this change in order to be good stewards of the fund with the possibility of 1) decreasing the eligibility wait period from one (1) year to six (6) months of continuous service and 2) partnering with Business & Finance and the Office of Advancement to establish an endowment to support the sustainability of this program to fund these grants in the future.

Appendix G: Employee Emergency Fund 2020
The mission of the **Inclusive Excellence (IE) Subcommittee** will support the University to be a model of inclusive excellence, in collaboration with key stakeholders, by looking broadly at diversity, promoting and implementing informed inclusive practices, and enhancing the staff experience.

<table>
<thead>
<tr>
<th>USAC Member Name</th>
<th>Staff Role</th>
<th>College/Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Twhila Holley, Chair</td>
<td>Student Services Coordinator</td>
<td>Fisher College of Business</td>
</tr>
<tr>
<td>Brittany Savko, Vice-Chair</td>
<td>Senior Program Coordinator</td>
<td>Student Academic Success</td>
</tr>
<tr>
<td>Ferdinand Avila-Medina</td>
<td>Learning Specialist</td>
<td>Newark Campus</td>
</tr>
<tr>
<td>Annie Bingman</td>
<td>Interim Assistant Director</td>
<td>Student Life – Residence Life</td>
</tr>
<tr>
<td>Tim Lombardo</td>
<td>Instructional Designer</td>
<td>Distance Education &amp; eLearning</td>
</tr>
<tr>
<td>Aaron Moore</td>
<td>Program Coordinator</td>
<td>Administration &amp; Planning</td>
</tr>
</tbody>
</table>

The Inclusive Excellence (IE) Subcommittee established the following goals for the 2019-2020 year:

- Continuing USAC integrated inclusive practices by ensuring all application and interview processes are free from bias and diversity is represented within USAC in addition to external committees in which USAC participates
- Using inclusive language and ensuring accessibility among all USAC communication
- Connecting with campus partners and key stakeholders to discuss how USAC can collaborate, support and/or promote University initiatives
- Raising awareness of diversity and inclusion-related learning opportunities for staff
- Continuing relationship-building efforts with Employee Resource Groups (ERGs) and local/regional Staff Advisory Committees (SACs)

**Key Accomplishments**

The IE subcommittee continued to encourage and support inclusive practices within USAC. This year, USAC added regular additions to the monthly USAC Newsletter containing content around diversity and inclusive efforts such as planning an accessible event, digital accessibility, and SafeZone training. IE collaborated with speakers to present and train USAC membership on diversity, equity and inclusion best practices. IE strived to ensure inclusive language, diverse perspectives and processes are free from bias as members advocate on behalf of staff. This year the IE subcommittee invited the following speakers:

- Amy Major and Kathy Braidic, OCIO Enterprise Applications held a training on Digital Accessibility Services during the USAC Business Meeting held on January 22, 2020
- Nina Brooks, HR Learning and Development held an Implicit Bias training on March 18, 2020 for USAC members conducting New Member Recruitment Interviews
In addition, the IE subcommittee has been successful in connecting with several partners and stakeholders across the University:

- Richard Evans, Chairman of the Diversity Council Employee Resource Group (ERG) at the Wexner Medical Center. The IE subcommittee supported ERG participation in the USAC Health and Wellness Expo, which was cancelled due to the COVID-19 pandemic
- Attended the Gender Equity and Compensation Committee meeting(s)
- IE subcommittee was represented on the Diversity Advocates Committee
- Participated in planning sessions for and advertised the ‘Day of Understanding’ learning and development sessions offered by the Diversity, Equity, and Inclusion Facilitators group in support of the CEO Action for Diversity and Inclusion
  - Ten (10) sessions were offered across the University on February 25 and 26, 2020, including six (6) on the Columbus campus and four (4) at the extended campuses (Lima, Mansfield, Newark, and Wooster). The sessions provided an opportunity for 30-40 staff and faculty to have meaningful conversations around diversity, inclusion, and equity.

The IE subcommittee partnered with Nina Brooks, HR Learning and Development, on an initiative to better understand Employee Resource Groups (ERGs) at the University. A survey, which was published on the USAC website and included in OnCampus, was created to request information from existing ERGs and maintained by members of the subcommittee. From this survey, twenty-one (21) unique responses were received which highlighted a total of twelve (12) ERGs. USAC will continue partnership with OHR on this initiative over the next 10-12 months.

**Work Remaining**

IE subcommittee is in the process of scheduling additional speakers to present at a future USAC Business Meeting:

- Sara Childers, Office of Diversity and Inclusion will be presenting on the new Buckeye Portal
- Katherine Betts and Megan Sayres, members of the Diversity Committee within University Senate will provide committee updates

**Next Steps**

The work of inclusive practices within USAC is an ongoing process and will be continually evaluated to ensure inclusion is represented in all initiatives, application processes, activities and events. IE will continue facilitating conversations and trainings surrounding diversity, inclusion, equity and social justice issues. In addition, partnership with the Diversity, Equity and Inclusion initiatives will continue to help support activities and events across the University. The IE subcommittee will continue to be diligent in order to bring awareness of diversity, equity and inclusion across the University as well as continuing to build and foster relationships with key stakeholders and partners across the University and extended campuses.
The mission of the Outreach and Engagement Subcommittee (O&E) is to coordinate USAC engagement with staff and senior leadership in order to fulfill USAC’s mission to maintain an active and participatory line of communication and to build a sense of community among staff.

<table>
<thead>
<tr>
<th>USAC Member Name</th>
<th>Staff Role</th>
<th>College/Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Katie Watkins, Chair</td>
<td>Program Director, UGrad Studies</td>
<td>College of Pharmacy</td>
</tr>
<tr>
<td>Lauren Gannon-Evans,</td>
<td>Relationship Manager</td>
<td>Office of the CIO</td>
</tr>
<tr>
<td>Vice-Chair</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paul Hogan</td>
<td>Sr. Strategic Planning Manager</td>
<td>Wexner Medical Center</td>
</tr>
<tr>
<td>Emily Kelley</td>
<td>Assoc Dir, Prospect Develop</td>
<td>Office of Advancement</td>
</tr>
<tr>
<td>Randall McKenzie</td>
<td>HR Consultant</td>
<td>University Libraries</td>
</tr>
<tr>
<td>Drew Miller</td>
<td>Sr Business Operations Analyst</td>
<td>Clinical Engineering</td>
</tr>
<tr>
<td>Laurel Van Dromme</td>
<td>Chief of Partnership/Projects</td>
<td>College of Nursing</td>
</tr>
</tbody>
</table>

**EVENTS**

A large part of USAC members’ time is spent on outreach and engagement opportunities to serve both the University and greater Columbus community. Thirty (30) members on USAC hold 294 years of collective University service demonstrating dedicated and accumulated knowledge in order to provide the best experience for staff, faculty, students and others constituents on a daily basis.

On July 22, 2019, in partnership with the Office of Human Resources (OHR), USAC members helped distribute over 650 ice cream cups to the staff community during the Annual Ice Cream Social, held during Staff Appreciation Week. During this event, 187 staff completed a USAC staff survey on preferred engagement strategies. From the survey feedback, USAC learned that 78% of respondents desired professional development opportunities, organized and supported by USAC, along with staff social activities to include professional networking.

In early-August, USAC hosted the annual Stuff the Backpack school supply drive in conjunction with NBC4i city-wide drive. From sixteen (16) units across the university and medical center, USAC members stuffed more than 124 backpacks, as well as donated an additional eleven (11) large boxes of assorted school supplies which were provided to local Columbus City Schools: Cranbrook Elementary and Hubbard Elementary. This marked the most successful Stuff the Backpack event for USAC to-date.
In addition to the Annual Ice Cream Social, another major outreach event for USAC, in partnership with OHR, is the annual **Staff Appreciation Tailgate**. In preparation for the August 31st **Ohio State vs. Florida Atlantic University** game, OHR provided USAC fifty (50) additional pairs of tickets to the game. With the additional opportunity to win tickets, USAC received more than 100 entries from Ice Cream Social attendees and more than 1,000 additional entries were collected through the **USAC Newsletter** and **OnCampus Today**. Winners were drawn randomly from these entries. Prior to the game, USAC and OHR celebrated with over 2,420 staff and their guests at the Staff Appreciation Tailgate where USAC members provided event support while providing information on USAC and passed out ‘You’re the Balm!’ lip balm to attendees.

The annual **Conversation with President Drake** was hosted at the Ross Heart Hospital Conference Center in collaboration with the Wexner Medical Center on December 10, 2019. Over the course of the hour, discussion topics centered around university change, health and wellness in addition to flexible work and diversity and inclusion. President Drake also spent time reflecting on his upcoming transition from University President to faculty member as he prepares to retire at the end of the academic year.

- In person attendees – Approximately 60
- Live Stream Viewers - 318 USA viewers, 3 Canada, 2 Germany, 2 UK, 1 Belarus
UPCOMING ENGAGEMENT

Health and Wellness Expo – March 10, 2020

Due to the COVID-19 pandemic, the 2020 Health & Wellness Expo was cancelled until further notice for the safety of all involved. USAC would like to thank all of our sponsors, vendors, volunteers, partners and those planning to attend for their understanding. A total of sixty-eight (68) vendors were registered in addition to biometric screenings, change management lectures, and drop-in wellness opportunity sessions. The Health & Wellness Expo was focused on opportunities around health and wellness as they align to the nine (9) dimensions of wellness. O&E collaborated with the One University Health and Wellness Council, as well as Recreational Sports, to provide valuable university resources to staff which support the university’s focus on overall well-being. Financial support was provided by Bern Melnyk, University Chief Wellness Officer.

Change Management Series – Winter/Spring 2020

USAC hosted both in-person and virtual sessions on “Change Management: Navigating Change” led by Helka Casey with OSU Employee Assistance Program (EAP). These sessions were great opportunities for staff to learn in a relaxed environment how institutional changes such as Workday and HR Transformation can affect not only them personally but also their team in addition to developing coping strategies and techniques to handle workplace stress. During the Feb 19, 2020 session held at Thompson Library, eighteen (18) staff were in attendance; and at the time of submitting this report, the April 14th virtual session had forty-nine (49) registrants.

Conversation with HR Leadership – April 2020 (Cancelled)

Due to COVID-19, USAC has made the decision to reformat this event. O&E is working with HR Leadership to schedule a virtual meeting or pre-recorded message addressing the impacts of the pandemic on staff at Ohio State, as well as understanding the impacts to timelines/priorities with the delay of the implementation of Career Roadmap, HR Service Delivery, and Workday. This event date is TBD.
Partnerships with University Leaders

President's Cabinet

President
Michael V. Drake
Engagement
Quarterly
Top Discussion Points
OSU Strategic Plan, Shared Governance, Health Plan Initiative, Gender Pay Equity, Presidential Transition, University Transformation

Executive Vice President and Provost
Bruce McPherson
Engagement
Quarterly
Top Discussion Points
OSU Strategic Plan, Shared Governance, University Transformation, Dean's Review Process

Senior VP Talent, Culture & Human Resources
Susan Basso
Engagement
Monthly
Top Discussion Points
HR Strategic Plan, HR Transformation, Career Roadmap, Gender Pay Equity, Presidential Transition

Senior VP & CFO
Mike Papadakis
Engagement
Semi-Annual
Top Discussion Points
Enterprise Project, Career Roadmap, Corporate Engagement

Senior VP & Chief Strategy Officer
Gail Marsh
Engagement
Annual
Top Discussion Points
Shared Governance, Presidential Transition, OSU Strategic Plan

Senior Vice President, Administration & Planning
Jay Kasey
Engagement
Quarterly
Top Discussion Points
CTPP3, Cannon Drive Project, Parking

VP of Student Life
Melissa Shivers
Engagement
Semi-Annual
Top Discussion Points
Student Life Focus Areas

Senior VP & Chief Strategy Officer
Gail Marsh
Engagement
Annual
Top Discussion Points
Shared Governance, Presidential Transition, OSU Strategic Plan

Executive Vice President and Chancellor for Health Affairs, Chief Executive Officer, Wexner Medical Center
Harold L. Paz
Engagement
Annual
Top Discussion Points
Medical Center Priorities, Parking

VP for Government Affairs
Stacy Raustaskus Bretherton
Engagement
Semi-Annual
Top Discussion Points
Government Affairs impact to staff, Shared Governance

Executive Vice President and Chancellor for Health Affairs, Chief Executive Officer, Wexner Medical Center
Harold L. Paz
Engagement
Annual
Top Discussion Points
Medical Center Priorities, Parking

Chief of Staff, Office of the President
Katie Hall
Engagement
Continuous

Senior VP & CFO
Mike Papadakis
Engagement
Semi-Annual
Top Discussion Points
Enterprise Project, Career Roadmap, Corporate Engagement

Senior VP & Chief Strategy Officer
Gail Marsh
Engagement
Annual
Top Discussion Points
Shared Governance, Presidential Transition, OSU Strategic Plan

Senior Vice President, Administration & Planning
Jay Kasey
Engagement
Quarterly
Top Discussion Points
CTPP3, Cannon Drive Project, Parking

VP for Government Affairs
Stacy Raustaskus Bretherton
Engagement
Semi-Annual
Top Discussion Points
Government Affairs impact to staff, Shared Governance

Executive Vice President and Chancellor for Health Affairs, Chief Executive Officer, Wexner Medical Center
Harold L. Paz
Engagement
Annual
Top Discussion Points
Medical Center Priorities, Parking

Chief of Staff, Office of the President
Katie Hall
Engagement
Continuous

Senior Vice President and Wolfe Foundation Endowed Athletics Director
Gene Smith
Engagement
Annual
Top Discussion Points
Athletics Staff Engagement, Athletic Council

Senior Vice President
Katie Hall
Engagement
Continuous
University Leadership

Chief Wellness Officer
Bernadette Melnyk
Engagement Semi-Annual
Top Discussion Points Health & Wellness, Health Athlete Program

Vice Provost and Chief Diversity Officer
James Moore
Engagement Quarterly
Top Discussion Points Diversity and Inclusion Focus Areas, Gender Pay Equity

Senior Associate VP Human Resources, Wexner Medical Center
Alison Mincey
Engagement Quarterly
Top Discussion Points HR Transformation, Career Roadmap, Gender Pay Equity, Engagement Opportunities

Associate Vice President Talent, Diversity and Leadership
Lin Hillis
Engagement Quarterly
Top Discussion Points Talent, Diversity, and Leadership Initiatives, Gender Pay Equity, HR Transformation

Dean and Director of Ohio State Marion and Executive Dean of the Regional Campus Cluster
Greg Rose
Engagement Annual
Top Discussion Points Extended Campus Engagement

Senior Vice Provost
Kay Wolf
Engagement Annual
Top Discussion Points Shared Governance

Associate VP for the Office of Institutional Equity
Kathy Lasher
Engagement Bi-Monthly
Top Discussion Points Affirmative Action, Gender Pay Equity

Senior Associate VP of Student Life
Molly Ranz Calhoun
Engagement Semi-Annual
Top Discussion Points Student Life Focus Areas

Faculty Leadership

Ben Givens
Senate Secretary

Sharon Schweikhart
Faculty Council Chair

Amy Darragh
Steering Committee Chair

Susan Cole
Faculty Council Chair-Elect

Engagement Continuous
Top Discussion Points University Senate and Shared Governance
Partnerships with University Initiatives

President and Provost's Council on Women (PPCW)

- Kristen Cole
  Chair

- Bella Mehta
  Former Chair

HR Transformation

- Rob Prisbrey
  Compensation Projects
  Senior Director

- William Ashley
  Communications/Engagement Director

The Enterprise Project

- Karen Durano
  Change Manager

- Gates Garrity-Rokous
  VP & Chief Compliance Officer, Compliance and Integrity

- Kim Potter
  Director of Policy and Engagement

- Molly Driscoll
  Manager, Learning and Development

- Nina Brooks
  Learning & Development

- Engagement
  Continuous

Top Discussion Points
- Staff Career Development Grants
- Staff Experience, Gender Pay Equity

Shared Values

- Engagement
  Annual

Top Discussion Points
- Shared Values Initiative

OHR Learning and Development

- Engagement
  Continuous

Top Discussion Points
- Staff Career Development Grants,
  Staff Experience, Implicit Bias
<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Executive Committee</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Andrew Jordan, Chair</td>
<td>Mgr, Strategy &amp; Org Effectiveness</td>
<td>Student Life – Rec Sports</td>
</tr>
<tr>
<td>Chrissy Sprouse Chair Elect</td>
<td>HR Service Center Manager</td>
<td>Office of Academic Affairs</td>
</tr>
<tr>
<td>Brittany Crall, Vice-Chair</td>
<td>Business Manager</td>
<td>Student Life</td>
</tr>
<tr>
<td>Shea Ryan, Vice-Chair</td>
<td>Coord – Recreational Sports</td>
<td>Student Life – Rec Sports</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Governance Subcommittee</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sunny Zong, Chair</td>
<td>Contract &amp; Agreement Manager</td>
<td>College of Engineering</td>
</tr>
<tr>
<td>Steven Blalock, Vice-Chair</td>
<td>IA Scholars Planning Specialist</td>
<td>College of Arts &amp; Sciences</td>
</tr>
<tr>
<td>Kate Blevins</td>
<td>IT Business Operations Manager</td>
<td>Med Ctr/IT Administration</td>
</tr>
<tr>
<td>Stacey Copley</td>
<td>Training Coordinator</td>
<td>Wexner Medical Center</td>
</tr>
<tr>
<td>Sherri Hall</td>
<td>Positions Control Manager</td>
<td>HR Administration</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Inclusive Excellence Subcommittee</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Twhila Holley, Chair</td>
<td>Student Services Coordinator</td>
<td>Fisher College of Business</td>
</tr>
<tr>
<td>Brittany Savko, Vice-Chair</td>
<td>Senior Program Coordinator</td>
<td>Student Academic Success</td>
</tr>
<tr>
<td>Ferdinand Avila-Medina</td>
<td>Learning Specialist</td>
<td>Newark Campus</td>
</tr>
<tr>
<td>Annie Bingman</td>
<td>Interim Assistant Director</td>
<td>Student Life – Residence Life</td>
</tr>
<tr>
<td>Tim Lombardo</td>
<td>Instructional Designer</td>
<td>Distance Edu &amp; eLearning</td>
</tr>
<tr>
<td>Aaron Moore</td>
<td>Program Coordinator</td>
<td>Administration &amp; Planning</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Outreach &amp; Engagement Subcommittee</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Katie Watkins, Chair</td>
<td>Program Director, UGrad Studies</td>
<td>College of Pharmacy</td>
</tr>
<tr>
<td>Lauren Gannon Evans, Vice-Chair</td>
<td>Relationship Manager</td>
<td>Office of the CIO</td>
</tr>
<tr>
<td>Paul Hogan</td>
<td>Sr. Strategic Planning Manager</td>
<td>Wexner Medical Center</td>
</tr>
<tr>
<td>Emily Kelley</td>
<td>Assoc Director, Prospect Develop.</td>
<td>Office of Advancement</td>
</tr>
<tr>
<td>Randall McKenzie</td>
<td>HR Consultant</td>
<td>University Libraries</td>
</tr>
<tr>
<td>Drew Miller</td>
<td>Sr Business Operations Analyst</td>
<td>Clinical Engineering</td>
</tr>
<tr>
<td>Laurel Van Dromme</td>
<td>Chief of Partnerships/Projects</td>
<td>College of Nursing</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Staff Compensation &amp; Benefits Subcommittee</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Courtney Sanders, Chair</td>
<td>Relationship Manager</td>
<td>Office of the CIO</td>
</tr>
<tr>
<td>Sandy Otis, Vice-Chair</td>
<td>Asset Business Analyst</td>
<td>Business &amp; Finance</td>
</tr>
<tr>
<td>Morgan Buckner</td>
<td>Executive Assistant</td>
<td>Office of Human Resources</td>
</tr>
<tr>
<td>Jill Hampshire</td>
<td>Assoc Dir, Aca Rel &amp; Comp Admin</td>
<td>Student Academic Success</td>
</tr>
<tr>
<td>Stacey Houser</td>
<td>Sr Assoc Dir, Risk Mgmt &amp; Ins</td>
<td>Business &amp; Finance</td>
</tr>
<tr>
<td>Faith Kline</td>
<td>Administrative Director</td>
<td>Ctr for Clinical/Translat Science</td>
</tr>
<tr>
<td>Steven Loborec</td>
<td>Assistant Director, Pharmacy</td>
<td>Wexner Medical Center</td>
</tr>
<tr>
<td>Jennifer Marinello</td>
<td>Assoc Dir, Enrollment Services</td>
<td>Student Academic Success</td>
</tr>
<tr>
<td>Tracey Pawlowski, Ex-Officio</td>
<td>Project Manager</td>
<td>Office of Human Resources</td>
</tr>
</tbody>
</table>