

# UNIVERSITY STAFF ADVISORY COMMITTEE

## Business Meeting Minutes

June 10, 2020

Carmen Zoom

8:30 - 10:30 a.m.

**In Attendance:** Annie Bingman, Stacey Houser, Emily Kelley, Faith Kline, Randall McKenzie, Drew Miller, Laurel Van Dromme, Steven Blalock, Brittany Crall, Lauren Gannon-Evans, Shea Ryan, Brittany Savko, Morgan Buckner, Stacey Copley, Jill Hampshire, Paul Hogan, 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:

- Tracey Pawlowski will be stepping down as the ex-officio member and thanked her for her service guiding and supporting USAC since 2016

**Chair Elect: NA**

**Communications: NA**

**Secretary/Treasurer: NA**

### Subcommittee Reports

#### Inclusive Excellence (IE):

- USAC Statement on Social Injustice
  - Statement was submitted to the committee members through email for review
  - Suggestions to add actionable steps and provide more direct language
  - Collect feedback by the end of the day June 11 and special meeting on Friday

#### Governance:

- Kevin Petrilla on Athletic Council will have his term extended for one year

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

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

### Task Forces

- Business Continuity Plan
  - The plan was emailed out to USAC members prior to the meeting
  - The floor was opened for questions about the plan
  - Stacey Houser presented for the task force
    - The task force tried to keep the plan very simple based on advice

- provided from University Risk Management
  - Thought about what the USAC activities are and how to resume them if something came up that caused a disruption in business
- Andrew Jordan moved to vote on the Business Continuity Plan to be added to the operations manual and Sunny Zong seconded the motion
  - Quorum confirmed
  - Motion passed

## OHR Liaison Report

### Items for Informational Purposes

- Senator Updates (8:45-9:00) Tom Gessells, Lisa Mayhugh, Alex Thomas
  - Been a great experience and informative time to be a Senator with dealing with the COVID responses
  - This year as the first year for staff senators a big focus was on presence to make sure we were involved and had alternates who attended in our place if we could not make a meeting
  - Rules Committee is focusing next year on high level positions should be filled in colleges and who should be involved in the process for feedback in terms of faculty, staff, and students
  - Question: Does SUNY have any staff representation like OSU does on Senate with the start of the new President?
    - Not sure but we could do some research on this. Research was conducted last year to see if comparable universities have staff presence on the Senates and there were very few who had staff representation.
- Health Plan Oversight Committee (HPOC) Updates – Megan Hasting (9:00-9:15)
  - The committee is designed to to offer guidance on key benefit initiatives
  - Big projects to provide an update
    - The Network Initiative was rolled out this year to to offer integrated care and better benefit coverage. Trying to improve the quality and integration of health care
    - Originally was supposed to be put into effect the year before but due to other Workday and CRM initiatives it was delayed one year
    - Feedback and Discussion was mainly around impact to specialties, concierge services, and communication since it would be amid Workday and CRM
  - The committee typically meets twice a semester to discuss health plan and benefit initiatives/provide guidance on upcoming projects
  - Last met in April, and the plan was to review the 2020 medical plan
    - Some people are passionate about compensation tiers
    - Planning on doing focus groups but for now everything is on hold
  - The committee is made up of 17 people from key constituency groups (including staff, faculty, university leadership, medical employees) and several leadership members from the Health Plan and HR
  - Question: Do you think there will be discussion about health disparities?
    - It could come up in the committee because we are seeing this more due to the pandemic. This topic would be a great topic to consider in whoever applies to go on the committee next year.
  - Question: How did your committee respond to feedback or questions about the changes for the Network Initiative?
    - There was a lot of conversation about impact. Members of the group asked for data in order to understand the questions that arose. Impact to certain specialties is an example. The committee looked at how many people received care and how this would affect the system by changing to network focus. OBGYN and dermatology had a large influx of patients



- They will be starting again in the fall and meet about twice a semester with occasional additional meetings
  - The time commitment is during daytime hours
  - Moving forward they will be looking into how they will continue these meetings in the fall due to COVID
- Impactful work in the future specifically around fees and a lot of the health and wellness of the University community

### **Items for Group Discussion**

### **Adjournments**