UNIVERSITY STAFF ADVISORY COMMITTEE

Business Meeting Minutes
August 12, 2020
Carmen Zoom
8:30 - 10:30 a.m.

In Attendance:
Chrissy Sprouse, Steven Loborec, Shea Ryan, Laurel Van Dromme, Tina Bogac, Debbie Pond, Ferdinand Avila-Medina, Jennifer Elliott, Annie Bingman, Steven Blalock, Randall McKenzie, Elizabeth Hosket, Emily Kelley, Katie Watkins, Danielle Jennings, Faith Kline, Sherri Hall, Holly Davis, Patrick Weeks, Courtney Gandy, Brittany Savko, Jacob Hollar, Kynthia Droesch, Sandy Otis, Lauren Gannon-Evans, Brittany Crall, Kate Blevins, Drew Miller.

Call to Order
Adoption of the Agenda
Approval of the Previous Meeting Minutes for July 22, 2020

Executive Committee Reports

Chair: See USAC Weekly email from August 10, 2020

Chair Elect:

Communications:

Secretary/Treasurer:
- USAC additional funds for FY21 = $10,000 to be disbursed in September.
- Account funds as 7.31.2020 = $16,247.14. We’re working through refunds from Cvent to USAC and from USAC to OCWO for H&W Expo, etc.

Subcommittee Reports
Inclusive Excellence (IE):
- Dr. Jacquelyn Meshelemiah, Associate Vice Provost for Diversity and Inclusion is confirmed to visit USAC at our December 9 business meeting. She will lead us in a discussion of the book From Equity Talk to Equity Walk: Expanding Practitioner Knowledge for Racial Justice in Higher Education, which we'll be given access to via a free PDF from University Libraries.

Governance:
- Meeting with OHR tomorrow to prep for the upcoming Staff Career Development Grant cycle for the fall.

Outreach & Engagement (O&E):
- Reminder for NBC4’s Stuff the Backpack school supply drive for the month of August.
- Working on professional development series and confirming dates for University Leaders conversation series.
Staff Affairs (SA):

Task Forces
OHR Liaison Report
Items for Informational Purposes

Guest Speakers
Holly Drake, Chief Privacy Officer (8:30 – 9:30 a.m.)

- Privacy is different from security. The university tracks a digital footprint for each of us via log-ins from any of our devices. She works closely with and for Chief Information Security Officer Helen Patton, and also with Chief Compliance Officer Gates Garrity-Rokous. Privacy is in place via regulatory compliance laws and programs (e.g., FERPA, HIPAA, etc.), contract provisions, IRB, etc. Privacy coverage includes everyone who visits, works, and studies, including alumni, at Ohio State.

- Recent and Current areas of focus for how to protect privacy this coming year include incorporation into capstone classes, ethical use of data, privacy governance, and more. For more details, please check https://policies.osu.edu/ and https://it.osu.edu/privacy, which explains privacy principles and how personal information is collected and used. And there is a new web privacy statement at https://it.osu.edu/.

- She co-leads with Ann McDaniels, PhD. the recent creation of the Privacy Governance Council (PGC), which reports to University Risk Management Committee and University Integrity and Compliance Council. PGC thinks through challenges and has 4 working groups: Privacy Program & Framework, Student Analytics, Privacy & Minors, and Faculty & Staff. The Faculty & Staff working group of PGC was formed in June and has provided input on contact tracing and health symptom tracking for the State of Ohio and the university, including how privacy is protected and data will have a short retention timeline. This coming year, this work group will look at privacy of information collected for work on personal devices and consolidating notices on staff and faculty information into a university policy, etc.

- The university seeks to have each unit identify a privacy coordinator. Units are also able to request a Privacy Impact Assessments (PIAs) to learn how information is being used in their unit. PIAs assess issues and make recommendations on how to handle privacy/institute privacy controls, and PIAs seek to find a balance to protect and use data as needed. For example, a PIA was performed in determining health symptom tracking, which is at https://compass.osu.edu/. Access to the healthy data is highly restricted. A manager can see if a team member (that is, a direct report) is evaluated as safe to come to campus or not. Data is centralized and therefore held in one place, until the university deems that work on the pandemic is complete. Additional data includes office location for faculty and staff, door swipes, and student residence hall room # in order to assist with contact tracing. Holly will work with USAC Governance Subcommittee for input and/or review of draft policy in the future.

Seamus Reilly, Lecturer EHE (9:30 – 10:15 a.m.) – Authentic Leadership

- Basic tenets of authentic leaders:
  1. How much do you want to be liked? Develop a real sense of humility. Be sincere. Talk to someone like you would invite them to your house.
  2. Two kinds of leaders:
     a) Those who are inspiring and have a value system people like, lead by default.
b) Those who lead, because they think that no one can do it better, struggle when crisis comes.

3. If you don’t take risks, you’ll never learn how good you are. Choose to dictate the mood in a room by being positive. With a negative mood, people will become passive/aggressive and destructive.

4. Are you motivated or are you driven? Motivation comes and goes, and this is dependent on feelings. If you want to lead people, you want to be driven. If you move forward, you’ll make progress. If you stand still, then you’ll be pushed back.


• General Qs from USAC members:
  1. How do the best leaders adapt to a virtual world? Be creative and use humor to draw people in. Reach out in a personal way to your team.
  2. How do the best leaders address racial and social injustices today? Be critical of what we read, see, experience. Be thoughtful.
  3. How to address others, who hold stereotypical ideas about you? Be confident. And vulnerability is authentic, and leads to deeper interactions and relationships.
  4. How best to deal with social and racial justice issues in the US? Take time to listen. Everyone has intrinsic value. Actions speak louder than words right now. Things have become polarized, and words have more than one meaning. We need to be critical of what we hear, read, experience. And we need to be thoughtful.
  5. How best to interact with others when gender and particular stereotypes effect interactions. He sees that men’s views of women changing. The negative example of a type is often one that we focus on. Be confident in oneself, and vulnerability is really authentic and makes for deeper interactions and relationships.
  6. How best to teach kids to be open and critical thinkers? He suggests exposing them to different cultures: food, music, etc. Support kids’ development of self-expression, and asking kids what they think? Discuss what different people think about various subjects.
  7. How do you manage personal struggle regarding conflict? SR believes that your spirituality will define this for you. When was the last time you did something for someone else, and w/o expecting anything in return? Living in our action is where real leaders live, although most of us live in our feelings. You can lead from where we sit, not just leave that to formal leaders. And leaders can serve the team, rather than making new players or workers serve the more experienced team members. He wants people to talk with him in person, not just interact via email.

Reilly.173@osu.edu – he’s happy to be a resource to staff, as well as students.

Items for Group Discussion

Adjournment 10:32pm