UNIVERSITY STAFF ADVISORY COMMITTEE

Business Meeting Minutes
April 28, 2021
Carmen Zoom
8:30 - 10:30 a.m.

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

Call to Order
Adoption of the Agenda
Approval of the Previous Meeting's Minutes April 14, 2021

Executive Committee Reports
Chair:
- Chrissy reported that she is working to reschedule the Annual Report meeting with President Johnson for late May. The Diversity & Inclusion Conversation event planned for June 8 is set. The university’s new LinkedIn licensing arrangement is being finalized and will be announced in mid-May for employees to start utilizing it for online professional skills-building.

Chair Elect:
- Steven noted that all the New Members for 2021-22 have been notified and accepted the invitation to join USAC. Any current USAC members interested in serving as Chair or Vice-Chair of Subcommittees should let him know, please. He'll also be reaching to some individuals directly, too.
- Steven also informed us that a pop-up vaccination site will be held at Ohio Union next week and both Pfizer and Johnson & Johnson vaccines will be offered. The university is trying to increase access by offering more vaccination locations. A decision has not yet been made by the university as to whether the vaccine will be required of employees and students to return to campuses in the fall. Ferdinand asked if Steven knows the vaccination rate for university stakeholders. Steven said there is some reluctance to be vaccinated by some members of the university community, although he doesn’t have statistics in front of him. He added that colleagues are working to translate information about the vaccines to share accurate information better with non-English speakers. Sandy asked if Ohio State learns if employees have been vaccinated. Steven said that consent to inform the university so is part of the vaccination process and HIPAA policies, but an employee does not have to agree to the release of that information.

Communications:

Secretary/Treasurer:
Subcommittee Reports
Inclusive Excellence (IE):
• Ferdinand stated that they have a meeting with Nina Brooks to confirm details for the summer retreat with ERGs.

Governance:
• Steven shared thanks for everyone helping with SCDG evaluations. He should have a final update on this most recent cycle of grants awarded at our next USAC business meeting. The Staff Senator application period will be open in mid-late May. A live information session will be scheduled soon for interested staff. Steven will share the final information for USAC Bylaws Vote #2 by next Wednesday for consideration of that vote, which will occur at the May 12 USAC Business Meeting.

Outreach & Engagement (O&E):
• Lauren noted that they are working with Shea to promote the Diversity & Inclusion Conversation event planned for June 8.

Staff Affairs (SA):
• Sandy remarked that they’ve received more nominations for the Staff in the Spotlight series. She asked everyone to continue to promote it.

Task Forces
Wellness:
• Randall hopes to receive the online version of the Wellness Task Force Toolkits from OCWO marketing team by end of May.

OHR Liaison Report

Items for Informational Purposes
Ohio Staff Council of Higher Education (OSCHE) update by USAC representative Annie Bingman
• Annie noted that Lauren Gannon Evans and Lila Andersen (USAC alumna) also attended some meetings this year. OSCHE’s mission is “to serve as a collaborative body that fosters positive staff relations between institutions of higher education and state and local administrations.” A large focus this year has been how the universities are dealing with COVID-19 including furloughs, layoffs, stipends, and bonuses. A recent positive turn of events across Ohio is that most of the universities, which had instituted furloughs or layoffs, have been able to bring staff back to work. There’s also been a focus on wellness this year and recognizing bias. She is proud of what USAC and our partners have been able to share with our own fellow staff. Annie plans to ask an Ohio State colleague to visit an upcoming meeting and make suggestions and share best practices with the rest of OSCHE. The annual conference and all meetings were held virtually this past year. The virtual elements may continue after the pandemic in order to minimize the challenge of travel for everyone. Chrissy asked if the mitigating rate for ARP members have been discussed. Annie responded no.

University Recreational Sports Committee update by USAC representative Emily Kelley
Emily reported that she holds a two-year term: 2020-2022. The mission of the committee is to maintain a cooperative relationship among entities sharing Recreational Sports facility space, to promote user satisfaction, and to ensure that university is fiscally addressing the needs of students, faculty and staff for high quality facilities and programs. The committee’s work was heavily affected by COVID-19 and university shut down. The committee is comprised of students, faculty, and staff from across university organizations, and it met 6 times this past year, rather than the usual 4 meetings, in order to address fluctuating guidelines from the university. Impacts were felt by staff and budget, including: changing equipment layout to spread out the equipment; some professional staff were re-deployed to other Office of Student Life activities and a 50-60% decrease in RPAC usage, in particular due to no youth camps last summer and this coming summer. Several aquatic coaches were let go, because of these kinds of cancellations. Flexibility and the staff’s dedication to physical activity for students (and employees) have been the key in the department response. Worth noting is that there are free group activity classes were made available online to the university community: https://recsports.osu.edu/programs/fitness-and-wellness/group-fitness.

Steven asked if the committee has discussed the fees charged to staff to use the RPAC, without affecting the bottom line of the RPAC. Emily responded that this has been discussed, and she wants to pursue it further. Utilization was down tremendously this past year, and mentioned that the same issue was also brought up during the Local and Regional SAC retreat with CWO Bern Melnyk. Kate Blevins suggested benchmarking any fees charged by other Big Ten institutions for similar facilities. Kynthia Droesch mentioned there is an annual fee for locker ($65/yr) plus additional fee for faculty/staff programming. Randall asked if it is possible to consider a tiered pricing model as we do for health insurance plans at Ohio State. Another option might be earning points for discounts with YP4H activities, etc. Brittany Crall noted that a) students pay a fee for the facilities, so there needs to be consideration for like fees across stakeholders, and b) the PAES is run by a different academic unit, that is COEHE, and not Office of Student Life, which explains why the faculty/staff programs have a separate charge.

Items for Group Discussion
USAC Bylaws Vote #1

Steven moved to vote on changes related to grammar and minor wording changes as shared in previous email to USAC members from April 21. Kate Blevins seconded the motion. The vote occurred in Qualtrics with 24 in favor and 1 abstention. One voice vote was recorded in favor, bringing a total to 25 in favor and 1 abstention. Steven will upload all the approved changes to BuckeyeBox and make the final changes to the actual Bylaws there, too. We will repeat this process at the May 12 USAC Business Meeting for the remaining major proposed changes. He welcomes any feedback on this process overall.

Adjournment 9:18 a.m.