ENGUNIVERSITY STAFF ADVISORY COMMITTEE

Business Meeting
Minutes
May 25, 2022
Microsoft Teams
8:30 - 10:30 a.m.

In Attendance:
Steven Loborec, Laurel Van Dromme, Debbie Pond, Emily Kelley, Randall McKenzie, Stacey Houser, Kynthia Droesch, Annie Bingman, Jennifer Elliott, Courtney Gandy, Tina Bogac, Patrick Weeks, Elizabeth Hosket, Drew Miller, Tracey Boggs, Shelby Dawkins, Casey Henceroth, Jason Homan, Allison Jones, Margaret Nevrekar, Sloane Trusso, Ana Casado.

Call to Order
Adoption of the Agenda
Approval of the Previous Meetings’ Minutes  May 11, 2022

Executive Committee Reports

Chair:
• Annual report out meeting with President Johnson yesterday was very successful. Dr. Jeff Risinger and J.R. Blackburn were also present and engaged. Steven, Laurel, and Debbie met with JR later in the day and learned that the President, Jeff, and JR had a huddle after the report out meeting to continue the discussion about how to make our recommendations happen.
• Laurel and Steven met with Jeff Risinger a couple of weeks ago. Jeff presented the permanent Winter Recess recommendation to President’s Cabinet.
• Please respond to Steven’s calendar invite for lunch with Dr Shivers on June 21st.

Chair Elect:
• Staff Leaders Retreat was well-attended and well-received.
• The June 22nd USAC meeting will be the New Member Orientation, so 2nd and 3rd year members are not required to come.
• The second meeting in July will be cancelled to allow time off to enjoy summer.
• Second Wednesday of August will be the annual retreat.

Communications:
• Next newsletter will come out next week.

Secretary/Treasurer:
• Emily will be reaching out to members that have not yet received their polos.
• Gifts for recognition breakfast are being delivered this week.

Subcommittee Reports

Inclusive Excellence (IE):
• IE is focusing on conversations about next year’s priorities, including recommendations presented by Dr. Moore. Courtney would be excited for USAC to address any of the recommendations presented by the task force. This work will be crucial for retaining staff.
Governance:
- Voting for Operations Manual edits. All edits and revisions were approved by the group.
- Staff Senator applications have been received. Interviews will be recorded and viewing and voting will occur at the June 8th virtual meeting.
- External committee application information will be coming out soon.

Outreach & Engagement (O&E):
- The committee has started thinking about next year’s events, including Staff Appreciation Week.

Staff Affairs (SA):
- Winter Recess proposal was presented at President’s Cabinet and was well-received
- Tina and Stacey have a meeting with Dr. Shivers scheduled on June 3rd to discuss Student Life’s approach to flexible work and staff recognition.

Task Forces
Communications:
- Website task force met with Marketing. The next step is to attend training on building the website.

OHR Liaison Report

Items for Informational Purposes

Conversation with Dr. Moore – Dr. James Moore III (8:30 - 9:00)
- Much of past university strategic plans focused on students and faculty. There would be no university without the staff.
- The Task Force report was unveiled. It gives us a path forward. The university administration wanted the task force to prioritize the recommendations, but the committee agreed that if we are committed to moving the institution forward, we need to do all the recommendations.
- Grand challenge #15 is about recruitment, retention, advancement and recognition of staff. Career Roadmap is creating anxiety and requires a human element. It is yet to be determined if it will solve the career equity and progression issues that it was designed to address. What can we do to give people more expansive careers at Ohio State? One idea is an Administrative Fellows Program.
- Staff members were very highly engaged in the conversations that informed the report. All walks of life have to play a role in the university to be what we want it to be.
- Staff ombudsman has also been recommended based on feedback from staff.
• Why is the burden on the employee to correct salary inequities? There should be established procedures. Having to make your own case impacts productivity and morale.

• Dr. Moore’s ask of USAC is to read the report and challenge senior leaders to implement the recommendations and to outline a path forward aligned with the recommendations.

• ODI’s plan is to be a driver of the plan and establish who they can work with to make it happen. Many of the recommendations are low-cost but take a lot of will to get them done. The document lives on only if people keeping it a living document. It can heighten the salient issues that individuals experience at the university.

• Tina Bogac commented that a lot of positions in EHS are very technical, even entry level positions. Tina wondered if there was a way to create a career exploration program to allow staff to experience what is available. Dr. Moore responded that he thinks there should be a career center for staff with application help, résumé building, job fairs, etc. Staff need to know there are other pathways and they aren’t stuck in a job. We should have cohorts of individuals that we can educate and promote our staff. This should be a priority as an educational institution.

• There are staff members who have been working on their college education for 10 years. The task force recommended that staff with 30 hours or less to finish, be given a sabbatical to finish their degrees. This would allow staff to take classes that are offered during work hours. There are often work barriers that prevent staff from taking advantage of educational benefits. The task force found that some supervisors are not supportive of their staff taking advantage of educational or wellness activities during work hours.

• Staff members are looking for better work experiences and if we don’t offer that, they will leave. Often, the staff experience will make up for some lack of money. Women are making less than men and carrying the burden of primary caregivers for children.

• Everyone should have an opportunity to be developed at every level of the continuum, even for preparation for retirement. Dr. Moore gives four ODI executive council members a year $6,000 to hire a career coach to focus on whatever they need for bettering their career.

• Debbie Pond commented that when she started at Ohio State, she had a supervisor who wouldn’t let her take time off to finish her bachelor’s degree. She had to pay to finish at Ohio University because they offered an online program. Dr. Moore commented that we need to adapt or we will lose talent to tech companies and better opportunities.

• Allison Jones asked if the staff ombudsman position would focus on all staff or just DE&I issues. Dr. Moore responded that DE&I impacts and affects everyone. The staff ombudsman would be inclusive of all staff. Environments can be toxic even when not diverse. We need to make the university more ideal for everyone by making continuous progress.

• Tracey Boggs asked if medical center employees were included on the task force. Who should she reach out to with more questions? Dr. Moore responded that Tracey can start with him with questions. There was medical center staff representation on the task force. The challenges are even greater at the medical center.

Bio Break (9:55-10:00)
University Safety and Response – Dr. Monica Moll (10:00-10:30)

- The OSU police department faced many challenges over the past two years.
- Many officers were getting COVID at the beginning of the pandemic. The department had to find ways to protect them.
- George Floyd murder and a summer of protests in 2020. Went thru a lot of engagement with the community. The department reflected inward on ways to continue to improve. Formed the Public Safety Advisory Committee on which USAC has a representative.
- Fall of 2020, Chase Meola was murdered in the east residential area. Post-COVID effects of crime were going up. The university formed the Task Force on Community Safety and Well-Being led by Dr. Melissa Shivers and Jay Kasey. The task force made 15 recommendations that addressed both crime control and culturally competent policing. It also recommended the addition of five OSU officers. The process takes about one and a half years for hiring and training. There is now a joint patrol with CPD and OSUPD starting to patrol the residential area east of High St.

- Summer of 2021, crime spike occurred in the off-campus residential district. Neighborhood Safety Notices were being sent frequently. They weren’t required by the Clery Act, but were sent as informational for student awareness.
- Many police officers were retiring earlier or leaving the profession. More crime was occurring and less officers were available.
- President Johnson met with CPD Chief Elaine Bryant to discuss how to partner to keep students safe. CPD agreed to temporarily pull officers from other districts to patrol the university district more heavily. The university added mobile light towers and mobile cameras and engaged private security firms for extra patrols. Maintained and expanded the Lyft partnership to give students free rides further distances. Restaffed student safety services. Paid CPD and OSUPD overtime to add patrols over the summer. 60-70% drop in major criminal incidents after all those initiatives.

- The department recently added cameras to parking garages. Suspects (often juveniles) were targeting campus parking garages to commit crimes. The university piloted a license plate reader program from Flock Safety to flag stolen vehicles coming into the district. During the 60-day pilot program, many cars were flagged. The university is engaging in a two-year contract with Flock to continue monitoring license plates.
- Culturally competent policing training. Worked with the Kirwan Institute for a train-the-trainer program, so officers can train other officers. The training includes the “hard” history of policing to give a broader context of the profession. Training of police officers is complete and all other DPS employees being trained this summer.
- Nine officers left the OSUPD force via retirement or resignation in the past couple years. Constant hiring to replace them and add the five new positions. Over twenty officers have been hired in the past five years. Currently the force is at 65 officers. For our size, we should have about 85 officers. The national average is 1.4 officers per 1,000 students. Dr. Moll would prefer to add about 3 new officers per year to hire and train well.

- Laurel Van Dromme commented that USAC would like to amplify Dr. Moll’s information about hiring and safety measures. Dr. Moll added that the department doesn’t widely communicate the license plate reader program so as not to alert criminals of their existence.
• Department created a community crime map that is pushed out weekly: https://communitycrimemap.com/?address=29%2CWoodruff%2CAve%20Columbus%20OH%2C43210&crimeTypes=%5b7,8,11%5d&zoom=15&radius=1#nwrButton
• Students must opt-in to receive crime alerts.
• Daily crime logs by campus: https://dps.osu.edu/daily-crime-log

Items for Group Discussion

Adjournment 10:32 a.m.