UNIVERSITY STAFF ADVISORY COMMITTEE

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

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

Call to Order
Adoption of the Agenda
Approval of the Previous Meetings’ Minutes  May 25, 2022

Executive Committee Reports
Chair:
• Provost Gilliam added the USAC Chair as an attendee for OSU’s Senior Management
  Council meetings, a group that weighs in on policy decisions. More information on the
  council can be found at https://oaa.osu.edu/senior-management-council

Chair Elect:
• none

Communications:
• none

Secretary/Treasurer:
• none

Subcommittee Reports
Inclusive Excellence (IE):
• none

Governance:
• none

Outreach & Engagement (O&E):
• none

Staff Affairs (SA):
• none

Task Forces
Communications: none

OHR Liaison Report
none

Items for Informational Purposes
Staff Senator Elections – Governance Subcommittee (8:30-9:55)
USAC members watched pre-recorded candidate interviews and each USAC member
submitted their votes via Qualtrics

Bio Break (9:55-10:00)
**HR Updates and Listening Session** – Dr. Jeff Risinger (10:00-10:30)

Jeff reported that he’s moving forward with getting a formal proposal together to make Winter Recess permanent.

Jeff has a call with Dr. Bernadette Melnyk about wellness, and he’s moving forward with including mental health in the approved uses for leave time.

Jeff also reported that he’s making progress with a Workday training initiative.

The first Human Resources Advisory Council meeting took place, USAC was represented there.

**Career Roadmap**

- HR is responding to 2900 individual cases that were submitted for review. Goal is to minimize negative outcomes and look for different solutions.
- Jeff reported that he’d like to see a policy that makes vacation accrual consistent. Right now accrual can differ based on an employee’s title.
- Laurel asked whether Jeff will let staff know this policy is being considered, because even knowing it’s being considered can help staff morale. He said yes, and Laurel offered it could also be promoted in the USAC monthly newsletter.
- Tina asked whether supervisors and business unit leaders will be notified in addition to individual employees regarding any changes when Career Roadmap is finalized in November. Jeff said he would check.
- Laurel asked about the status of increasing the pay for employees who don’t meet the minimum, since there isn’t a central pot of money to accomplish this. Jeff responded that many departments/units are addressing this issue with their current budgets or their AMCP budgets. He went on to say that we’ll need budget enhancements, but for now we can get people up to minimum pay levels.

**Employee Survey**

- Laurel asked about any updates on creating and implementing an employee survey. Jeff reported that he’s looking at having one engagement survey (perhaps in December/January) for both the University and medical center. He mentioned that companies such as Google conduct small sample focus groups with employees each day, and he said we need something more than a survey sent out every 18 months.
- Jeff said he wants to see 10% improvement in ratings each year, and that President Johnson’s performance plan has this metric too.
- Jeff went on to say that there will be a subset of the survey questions about employees’ perceptions of the quality of leaders, and that we’ll report out on the percentage of leaders who meet a certain threshold of quality. The survey would also measure the effectiveness of succession plans to sustain high quality leadership.

**Additional Issues**

- Allison asked about any updates on giving employees cash or gift cards when they’re recognized by USAC each month. Jeff reported that it’s a done deal and USAC just needs a process.
- Tina asked what’s being done to develop support staff. Jeff reported that he wants to see proper staff ratios. HR hasn’t built the ratios yet, but they’re tracking what the support staff needs are when, for example, new faculty are hired. The Board of Trustees expects HR to track this and set the ratios. Workday will help them build ratios more easily.
- Annie stated that her department had an opening for an M2 role and received limited applications because qualified applicants viewed the salary as too low. She asked whether this was because of the current competitiveness of the labor market. Jeff replied that we’re losing people to remote work opportunities and competitive compensation, but that anyone getting a promotion to an M2 role should make more
money with that promotion, so he wondered if there might be something else happening, such as a budgeting issue, that led to the limited number of applicants.

- Justin asked Jeff what are the biggest challenges he is facing now. Jeff replied that one challenge is the competitive labor market, another is that we don’t have a comprehensive development plan for leaders when we know that employees leave bad leaders. Jeff said another challenge is HR’s customer service, but that there is an opportunity to improve customer service based on how some Workday processes are set up.

- Courtney reported that a colleague recently accepted a comparable role outside OSU for $30K more. She asked what the conversations are sounding like regarding getting on par with the market. Jeff responded that we probably won’t ever be a leader with compensation against the private sector, but we need to be better. He said we can also be more efficient and then direct some of the savings from efficiency measures toward addressing the pay gap.

- Laurel offered that USAC could continue the conversation about potential innovative benefits that could be offered. Jeff responded that he’s open to ideas and that he recently heard of the 4-day work week being piloted in the UK as an example of crazy ideas. For reference https://www.wane.com/news/thousands-try-4-day-workweek-32-hours-of-work-for-40-hour-pay/#:~:text=The%20pilot%20is%20being%20coordinated,workers%20from%2070%20different%20companies.

**Items for Group Discussion**

none

**Adjournment** 10:32 a.m.