

UNIVERSITY STAFF ADVISORY COMMITTEE

Business Meeting Agenda

September 13, 2017

RPAC Dave Griner Room

8:30 – 10:30 a.m.

In Attendance: Kris Myers, Christine Benadum, Twhila Holley, Andrew Jordan, Morgan Buckner, Melanie DiFeo, Abby Whaley, Ginny Corso, Stacey Copley, Chrissy Sprouse, Aaron Moore, Marilyn Frueh, Lisa Mayhew, Courtney Sanders, Sunny Zong, Tim Lombardo, Megan Hasting, Niki Prete, Liz Gordon-Canlas, Tracy Pawlowski, Cesar Seguil, Kelli Kaiser

Chair:

- University Senate Updates
 - Senate (comprised of faculty, students, and administrators) votes on the agendas (new majors, name changes) prior to going to President Cabinet, Board of Trustees
 - Additional information on their website: <http://senate.osu.edu/>
 - Many USAC external committees also operate through Univ. Senate (ex: Athletics)
 - Liz discussion with Ben Givens regarding the fact that no staff representation is currently on University Senate (outside of administrative leadership)
- Preparation for USAC Provost McPheron visit
 - What is his vision for staff? What resource can USAC be to his office?
 - Possibility of discussing campus culture; how he sees culture shift on campus and what USAC can do to support a culture shift on campus
 - McPheron is one of the senior leaders that meets with USAC frequently, who is aware of what we do and why we do it
 - When you're in an academic unit, it is important to know that your academic leader is supporting the staff experience
- Sesquicentennial Meeting (150 Years of OSU)
 - Website is now live: <https://150.osu.edu/>
 - Committee is comprised of full time staff member from the Office of the President (Nikia Reveal, Project Manager); liaisons from colleges and units;
 - Signatures events being planned, as well as marquee events (20+)
 - Liz is making sure that staff experience is represented in the marquee events during the celebration period
- Lunch with President Drake, October 5
 - Very exciting for USAC to have this time with him this early in the year;
 - Please RSVP as soon as possible
 - How can we make this time purposeful for USAC?
 - He will definitely want to discuss the strategic plan, so please be sure to review those documents prior to the lunch
 - Have questions prepared if possible
- USAC 1:1's Updates
 - Liz is continuing to schedule 1:1's with anyone who is interested to get a chance to talk about the USAC transition, get to know new members
 - Email Liz if you're interested in meeting with her

Communications:

- Niki working with subcommittees to determine "What's Your Story" communications strategy to provide insight into what the subcommittee does
- Working on the Save the Date for the local SAC retreat (Niki is looking for a picture of the Marion campus): November 3rd, 10-2, Marion Campus
- D&I Pages were updated (resources page added)



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Treasurer/Recorder:

- No changes to last business meeting's minutes
- Motion to approve: Melanie; Second: Kris; Minutes approved
- Still working on Constant Contact newsletter vendor setup issues
 - Other possibilities of using "Sign Up for Newsletters" button access, TAS access to pull names with tags;
 - Possibility of adding USAC member supervisors to list;
- Travel reimbursement approval for Ginny to attend from regional campus

Subcommittees:

- Governance
- Staff Compensation & Benefits (SCBS):
 - Working on a monthly report of what they've worked on
 - Met about the Hidden Benefits Fair in terms of new opportunities, wellness topics
 - Tim and Aaron will be reaching out to local SACs to better understand where to focus energy
 - Waiting to hear more about the Enterprise Project; working with Tracy to identify opportunities to engage with the Enterprise Project
 - Directing attention toward the topic of living wages at the university
- Outreach & Engagement (O&E):
 - Campus SAC Retreat update- 11/3 (10 am – 2 pm) at the Marion Campus
 - O&E Volunteer Opportunities
 - Town Hall/New name ("Conversations with the President") Dec. 11, 12-1 p.m.
 - Hidden Benefits Fair meeting with Wellness team;
 - Volunteer Opportunities:
 - Star House: October 27, 3-5 p.m.
 - Buckeye Food Alliance: Tuesday, Sept. 26, 3-4; Weds. Sept. 27 4:30-5:30; Kelli will send out more details soon
- Diversity & Inclusion Taskforce
 - Identified timeframe to host focus groups (Oct 9 – 20); three total
 - Two locations: EHE Commons in Ramseyer Hall; MLK Lounge in Hale Hall; third location at the Wexner Medical Center (can anyone suggest space here?)
 - Molly Driscoll, OHR Development introduced her new L&D consultant who will be spearheading D&I efforts for OHR, Nina Brooks
 - Will scheduled a Meet and Greet with Nina and OHR team
 - Formed a D&I group, focused on developing a survey to examine campus climate and culture for OHR employees only; those questions are being reviewed by OHR leadership; once they get approval, USAC D&I may be able to access these
 - ERGs: Terra Metzger will be leading the charge of bringing these opportunities to the campus side of the university (currently only exist at the Wexner Medical Center)

OHR Liaison, Tracey Pawlowski:

- Susan Basso, SVP of HR, started last week; already engaged tremendously; may be interesting to ask Provost McPherson how he plans to work with Susan on staff issues moving forward



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- Enterprise Project:
 - Community Forum, Thursday, September 21st to discuss architect phase of the project; more information forthcoming
 - Important decision phase regarding implementation
 - Many questions anticipated from campus community
 - Current website: <https://it.osu.edu/enterprise-project>; New website will be more people-focused; should go live at the end of the month;
 - The focus of the Enterprise Project is business process transformation; one key issue from OHR is the “recruit-to-hire” process and how that can be improved; Tracy is currently working on process-mapping for this;
 - “Persons of Interest/Non-Employee Management” is another process that they hope to streamline and make more consistent across the board

Guests:

Open Enrollment Updates: Bethany Rupert, Benefits Program Manager, OHR; (Pam Doseck, Senior Director of Health Benefits & Wellness, was not able to attend)

Open Enrollment is November 1 – 14

- Good news for Open Enrollment topics
 - Premiums seem to be going down
 - Improved utilization management, wellness program engagement is improved, more effective provider and vendor contracting strategies
 - 2018 medical costs are expected to *decrease* by 4.4% over 2017 budget rates
 - Nearly all employee contributions for Prime Care Advantage will decrease from 2017 to 2018
 - Overall University cost share has remained at approximately 70% for the past several years and will remain at this target level in 2018
- 2018 Benefit Changes
 - Primarily to Prime Care Connect
 - Increasing the amount that you can earn in HRA funding
 - Pharmacy: this is one of the only changes; two remaining Walgreens in the OSU hospitals will no longer be part of the ESI network which means no Walgreens will be participating in the pharmacy plan; Wexner Medical Center has a new outpatient pharmacy located in the James
 - ExpressScripts now allowing 90 day supplies at certain preferred retail pharmacies
 - Same-sex domestic partner coverage will be changing; now getting rid of benefit as everyone now has capability to access plan through marriage;
 - Most common plan: PrimeCare Advantage (~21,000)
 - Please see the PPT presentation for a full list of benefit changes
- You need to take the PHA to get the \$20/month credit and \$10/month partner credit (comes off of your premium), but you are still able to access all plan types
- YP4H Vendor is changing
 - Moving from Limeade to Virgin Pulse;
 - Shift from compliance to commitment (sustained engagement, behavior change)
 - 1/1/2018 move will be completed



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- New structure (will need to be communicated efficiently; plans to communicate in December):
- Now four levels of benefits for participating in YP4H (only listing options for benefits enrolled)
 - Complete PHA \$20/mo premium credit, \$10/mo credit for partners/spouses
 - Level 1: \$50 HRA
 - Level 2: \$75 HRA credit, \$10 PulseCash
 - Level 3: \$125 HRA credit, \$30 PulseCash
 - Level 4: \$60 PulseCash
- What is PulseCash? Free money – several options to redeem your PulseCash online
 - You can donate it to available charity; receive gift cards to Amazon, Target, Visa gift card, or Virgin Pulse Store
 - PulseCash can be rolled over
- What devices can be used on Virgin Pulse?
- Communications Plan: Educate employees about plan changes; encourage employees to review their benefits, and direct them to where action is needed
 - Key Messages:
 - Favorable plan experience has resulted in few plan design changes and decreased contribution rates for many
 - Informed enrollment resources available to help model costs and compare plans (October 13)
 - Greater HRA wellness incentive opportunities can help reduce future health care costs
 - New YP4H partner will offer enhanced wellness resources
 - Redesigned YP4H Incentive Program will be more personalized and flexible
 - Main area of communication: Emails to employees
 - FSA: maximum reduced to \$2,500 several years ago; now being increased to \$2,600
 - Can communications be improved to better explain what to do in case of emergencies while traveling? Always helpful to remember that, in emergencies, you can get medical care anywhere;
 - With the Cannon Drive closure and Game Day traffic, are there resources available for women in regard to labor & delivery?
 - Will there be signage to print out for HRPs who may be communicating these updates to employees?
 - What about global travel?
 - Bethany will pass along questions to subject matter experts and follow up with Liz.

Items for Group Discussion:

- Upcoming: USAC Lunch with President Drake, October 5 at 12:00 p.m.
- New Name for the Hidden Benefits Fair/Wellness Expo:
 - How to focus on change management and improvement of communicating the event in a new way
 - What kind of breakout sessions do we want? Suggestions: financial wellness, health wellness, mental wellness
 - Multiple smaller sessions repeated multiple times throughout the event
 - We will have additional time to brainstorm this event in March

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- Parking Update
 - Although there wasn't additional time to discuss this issue in the meeting, please send any parking feedback, concerns, or questions to Liz so that she can take that information with her to discuss with Mark Evans (with A&P, steers the Parking Advisory Committee meeting)
- USAC is working to confirm a date for USAC to meet with Geoff Chatas in upcoming months

Look Ahead:

SEPTEMBER 2017						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

- 6 USAC Exec Mtg. 8:30 AM
- 13 USAC Business Mtg. 8:30 AM
- 23 Staff Tailgate & FG Game
- 27 Business Mtg. 8:30 AM