

University Staff Advisory Committee

Business meeting agenda: 03/22/2017, 8:30am – RPAC Meeting Room #1

Next meeting: 04/12/2017, 8:30am – RPAC Meeting Room #1

Guest Speakers: Dr. Tayo Clyburn—ODI

Attendees: Brian Keller, Tom Gessells, Andrew Jordan, Kelsey Nussbaum, Megan Sayres, Nicole Preke, Megan Hasting, Cesar Seguil, Thomas Hatch, Liz Gordon-Canlas, Tracy Pawlowski, Cindy Davis, Lila Andersen, Trina Beebe, Jerri Dillard, Kelli Kaiser, Lisa Mayhew

1. Chair:

- Discussed overview of the agenda;
- Update on EEF proposal
 - Thomas reviewing, making comments; will eventually go to senior leadership;
 - Mostly logistical changes;
- Call for executive position nomination and schedules
 - Resume, 250-word application statement;
 - Please notify chair, chair-elect if interested in nominating someone or yourself
 - Chair-elect position will be processed first, then other positions to allow multiple nominations per person (if they wish to be considered for chair-elect, or other position if not selected)

2. Guest Speaker: Tayo Clyburn

- Executive Director, Office of Diversity & Inclusion
- Description of ODI:
 - ODI was created in 1970, emerging out of student protest regarding lack of resources and underrepresented minorities on campus;
 - Primarily a student retention unit, part of OAA
 - Multicultural Center: reports through Student Life and focuses more on resource provision for affinity groups
 - 70-80 staff size (much larger than average)
 - Several major programs: Morrill Scholars program (diversity advocates in HS who want to continue that work at Ohio State in their first year; 350-400 students on 4-year scholarships); Young Scholars program (recruitment in 9 key cities in Ohio);
 - Provide resources and strategies to create a sense of community for underrepresented students; undergraduate and graduate services
 - Work with various colleges to help recruit students, demystifying application process to college
 - Vice Provost, Sharon Davies, is also Chief Diversity Officer (CDO) so there is also a CDO component to Tayo's position, focusing on diversity & inclusion processes (diversity profiles for faculty hires, etc.)
- Brief overview of USAC to better find potential collaborations between the two units
 - Collaboration on Diversity Officer development: In looking at diversity officers within units, it could be set up in a similar model to Wellness Innovators (required training, continual professional development, etc.); Making these roles more apparent in individual units; would allow for more than one Diversity Officer in a unit, especially for larger units on campus; getting consistency across diversity officers;
 - Integrating diversity officers into service units: biggest challenge with CDOs as most staff are located in service units; trying to make sure that someone can lead the charge in these units;

- Focusing on the “inclusion” in ODI: USAC has worked with HR on onboarding training; possibility of looking at exit interviews to get more data about staff health on campus;
- Cultural Competency Among HEI staff: How can ODI work with OSUHR to ensure that staff are getting the training that they need in regard to cultural competency, and how can we standardize that training across the university?
- Recruiting: How can staff increase the diversity of staff applicants? Direct recruiting, more outreach to communities that need represented at HEIs
- ERG Best Practices: the best practice is for the university to *utilize* that group for its expertise; if that relationship is not there, those groups won't last long;
- Transfer Students/Regional Campus inclusion: Discussion of how to provide resources to regional campuses, support transfer students, and get a baseline on what the existing challenges are, in order to create action steps moving forward; How can we ensure that underrepresented students are receiving the necessary resources to succeed at regional campuses? How can we encourage faculty at regional campuses to reflect diversity?

3. Chair Elect:

- New Member Task Force updates
 - Interviews this week;
 - What is the New Member Experience, and how can the Taskforce inform that experience?
 - What do the first meetings look like for new members on USAC

4. Communications:

- Timeline for spring newsletter – contact Megan for content suggestions; deadline: end of April to publish, so try to get content to Megan by mid-month;

5. Treasurer/Recorder (absent)

6. Subcommittees:

- **Governance:**
 - Interest in reviewing Affirmative Action Policy that is in review; Tom will work on getting that slated on the schedule;
- **Staff Compensation & Benefits (SCBS)**
 - Working on data analysis report and how to present the findings in a way that will encourage discussion; Kelsey welcomes any insight into categorizing and presenting findings to senior leadership in an easily digestible way;
 - Kris is working on getting the SAC contacts up-to-date; Jordan is working on new-hire information that may be useful during onboarding process;
- **Outreach & Engagement (O&E)**
 - Hidden Benefits Fair feedback:
 - Gummie Sweet tarts were a hit (from Trademark & Licensing)
 - Possibility of walk-in biometric screenings next year;
 - It would be helpful for the Hidden Benefits Fair and New Member Recruitment to align
 - Bags were useful, about 200 left;
 - Useful to see new vendors, those that may not be publicized widely
 - If anyone hears comments, please share with USAC
 - Next event: Breakfast, possible panel event in May

7. OHR Liaison, Tracey Pawlowski

- Tracy provided brief update to Enterprise project and implementation of Workday
- Kick-off/Launch of the project on Thursday
- USAC will be included in Stakeholder Engagement Plan once project team starts
- Senior VP HR Search – 2 final candidates interviewing this Spring;

8. Task Forces

- Health & Wellness
- Diversity & Inclusion: meeting next week to review the final report to submit to USAC Exec;

9. **Group Discussion:**

- Three spots open for executive team next year: Vice Chair Communications, Vice Chair Treasurer/Recorder, and Chair Elect
- Specific questions can be directed to existing members;
- Chair-elect position: must have a flexible work schedule,
 - Although it is a large time commitment, it is worth it due to the leadership rewards
 - Important to think about your vision for the committee, what would USAC look like under your leadership?
 - Ancillary perks with being chair (University representative for staff at Bowl Game);
 - Chair-elect → Chair is a two-year commitment; keep in mind!