

UNIVERSITY STAFF ADVISORY COMMITTEE



Annual Report
2017-2018

THE OHIO STATE UNIVERSITY

Table of Contents

Executive Summary	3
Resolutions of Previous Recommendations	4
Rewards and Recognition	
Staff Career Development Grant Funding	
Employee Emergency Funding and Model	
Next Steps	6
Continued Engagement with the Enterprise Project	
Continue Building Relationships with Senior Leaders	
Staff Engagement Strategies	
Future of Diversity and Inclusion within USAC	
USAC's Direct Impact to Staff	12
USAC Initiatives	
External Committee Appointments	
USAC Service	
Membership Roster	17
Appendices	18
Appendix A - Rewards and Recognition Task force Final Report	
Appendix B - Unit Level Rewards and Recognition Resolution	
Appendix C - Full Staff Career Development Grant Funding Proposal	
Appendix D - Full 2018 Employee Emergency Fund Report	
Appendix E - Senior Leader Packet	
Appendix F - Tuition Benefit Benchmarking	
Appendix G - SCBS Academic Staff Survey	
Appendix H - Diversity and Inclusion Task force Listening Session Common Themes	
Appendix I - Recommendations for the creation of a new Inclusive Excellence (IE) Sub-Committee	



Executive Summary

Subject: University Staff Advisory Committee (USAC) 2017-2018 Annual Report
Date: 3/27/2018

From: The University Staff Advisory Committee
Liz Gordon-Canlas, Chair
Tom Gessells, Chair-Elect
Megan Hasting, Vice-Chair Treasurer/Recorder
Nikole Prete, Vice-Chair Communications

To: Michael V. Drake, President

The 2017-2018 year for the University Staff Advisory Committee (USAC) has been robust and full. Our committee has partnered with many key strategic leaders, campus projects, and staff in order to advance the mission of the University and to advocate for staff. As the President's staff advisory committee, USAC is proud and grateful for the multiple opportunities to engage positively with President Drake and other leaders across campus.

The 2017-2018 USAC Annual Report offers updates and closures on recommendations made previously, including those around Rewards & Recognition, changes to the Employee Emergency Fund, and an increase to the funding in the Staff Career Development Grant (SCDG). The report then contains next steps USAC will take to advocate for the staff experience, such as building more meaningful relationships with senior leaders and developing a long-term vision for the role of diversity and inclusion on USAC. Finally, the report reviews the ways in which USAC fostered meaningful staff engagement through our advocacy work, events and outreach.

USAC has developed a multi-year plan to foster consistency in our vision and focus over the next two years. Sharing this vision and high-level road map will foster alignment within USAC, amongst staff, senior leaders and across the university. Our mission will remain consistent, advocating on behalf of staff.



Resolutions of Previous Recommendations

Over the past several years, USAC has made recommendations to senior leaders regarding key projects. These recommendations can take several months to resolve and we would like to share the current place of some previous recommendations.

Rewards and Recognition

In December 2015, the Office of Human Resources convened a task force of stakeholders, representing both faculty and staff interests, to examine the current programmatic Reward and Recognition activities and events. The group met on several occasions through April 2016, to discuss and analyze the current state in order to provide recommendations around these OHR sponsored activities

Summary

Overall, the Task Force in May 2016 agreed that recognition at a central University-wide level adds value to the experience of faculty and staff working at Ohio State. The committee agreed that the events produced by the Office of Human Resources are important and worth continuing, with a few exceptions. The most significant findings include:

- Distinguished Staff and Distinguished Diversity Enhancement Awards were unanimously recognized by the task force as important for the University to continue. Since 2016, each of these distinctions also includes recognition on the agenda of the Board of Trustees, Talent & Compensation committee.
- While there was a task force recommendation to eliminate both of the retirement and service recognition events, to replace both events with an alternative that would honor a broader audience and provide earlier recognition of a faculty or staff member's career would require significant funding investment far greater than redeployment of current resources (budget/staff).
- University-wide events are an equalizer for those colleges/units who do not recognize retirement or years of service milestones.
- To achieve equity in recognition practices of campus and medical center, significant increase (>5x) in funding resources would be required, along with incremental staffing.
- Tradition at Ohio State is a strong factor in maintaining the event format discontinued by some employers. The retirement dinner has been celebrated annually for nearly 75 years.
- Because there are fewer recognition events for staff when compared to faculty, any discontinuation further reduces opportunities to appreciate staff contributions.

Resolution

In December 2017, Susan Basso made the decision to maintain status quo with core University-wide events managed by OHR Special Events; the outstanding item of whether to transition the Staff Art Show remains open to discuss with USAC leadership.



Staff Career Development Grant Funding

Summary

As part of the FY 2016 annual report, USAC proposed an increase in funding of \$150,000 for the staff career development grants. An additional \$50,000 was asked for as part of the FY 2017 annual report. At this point, there has been no increase in funding. The past year has been another successful year for the SCDG process. In 2017-2018 a total of 522 applications were received and a total of \$118,480 dollars were awarded.

Resolution

As a result of the ongoing success of the SCDG process, the Governance Subcommittee, in partnership with the Office of Human Resources, worked on a new proposal for increased SCDG funding to be submitted to University leadership. The proposal requests an additional \$50,000 in annual funds for the SCDG process. The increase in funding would allow for an increase in disbursement for an individual application (from \$1,000 to \$1,500) and would incentivize group applications using a tiered funding model. Additionally, the request would provide additional manager development opportunities by allowing managers to use the manager grant funds to attend conferences, events, workshops, etc. that are offered outside of the University.

Appendix C - Full Staff Career Development Grant Funding proposal

Employee Emergency Funding and Model

Summary

As part of the FY 2017 annual report, USAC proposed: 1) Adjusting the award maximum from its current \$500 level to \$1,000 per application, 2) Changing the award from once in a lifetime to a 5 year renewable grant, 3) Financial management training available to those requesting a second grant after 5 years and 4) Decreasing the eligibility wait period from one year to six months of continuous service.

Resolution

In order to institute the 2017 recommendations, as well as to keep the fund sustainable, financial resources need to be obtained to meet the needs of our employees during times of hardship. USAC's 2018 recommendation includes moving forward with the original 2017 recommendations as well as partnering with OHR to obtain one-time funding of \$50,000 from the Office of the CFO and partnering with the Office of Advancement to establish an endowment to fund these grants for years to come.

Appendix D - Full 2018 Employee Emergency Fund Report



USAC members have spent the year identifying future projects that will impact the staff community at the University. This has resulted in a series of next steps that will continue into the 2018-2019 year. USAC will continue to prioritize these efforts in order to best advocate for staff.

Next Step: Continued Engagement with the Enterprise Project

The Enterprise Project will transform the workplace into one that will enable us to better support the University's strategic plan as well as the teaching, research, service and patient care missions of the University. USAC is viewed as a key partner in this project and looks forward to providing support and feedback in the areas of communication and change management. In addition to meeting with key Enterprise Project leaders, SCBS, in particular, has established a connection with the change management team. We look forward to continuing to support and champion this important University transformation.

Next Step: Continue Building Relationships with Senior Leaders

President Michael V. Drake

USAC will continue to strengthen our relationship with the president. Prior to a lunch discussion between USAC and the president on the topic of the University's strategic plan, USAC leadership met with President Drake to review strategies and imperatives for the year. The president continues to meet with USAC leadership on a quarterly basis.

The calendar year ended with a "conversations" event on December 11, 2017. Utilizing questions collected from staff prior to the event, USAC's chair-elect facilitated "Conversations with President Drake" around multiple themes such as the University's Strategic Plan, staff diversity and inclusion efforts, and other timely topics. This live audience event was also broadcast via live stream so remote staff could view and replay after the event. USAC received multiple points of feedback from a follow up survey after the event. Themes emerging from this feedback spoke to a desire to hear more from senior leaders around topics like compensation, diversity, and campus safety among others. Staff enjoyed hearing directly from President Drake and are eager to hear from other University senior leaders. This feedback has informed other next steps with senior leaders listed below.

USAC would like to continue to host this Conversations event with President Drake, with the possibility of considering alternate locations in the future.

Executive Vice President and Provost Bruce McPheron

USAC began engaging with Provost McPheron in 2015. Dr. McPheron has been a collaborative partner with USAC, often providing institutional-wide insight and strategy that impacts staff. An engagement survey was sent to local University staff advisory committees (SAC) during the first week of March 2018 to collect feedback to present to the Provost and other senior academic leaders. The survey is focused on the staff experience within the academic units and insight to the structure of SAC groups.



Using information from the local Staff Advisory Committee survey, USAC will provide insight into the experiences of academic unit staff engagement to Provost McPheron and other academic leaders.

Susan Basso, Senior Vice President for Talent, Culture and Human Resources

Engaging with Susan Basso is critical for USAC. In so many areas that directly impact staff, Susan's leadership will be invaluable. USAC is eager to work with the Office of Human Resources and monthly meetings are scheduled with Susan Basso and USAC chair and chair-elect. In addition, we will facilitate dissemination of the OHR Strategic Plan.

USAC is hosting "Conversations with Susan Basso" on May 10 at the Ohio Union to allow Susan to directly engage with staff about the OHR strategic plan. Like the December conversations event, questions will be collected from staff in advance. OHR has been a powerful partner in advocating for the staff experience. USAC knows that a strong relationship with Susan and her team will allow us to be involved in the execution of the OHR Strategic Plan and any further work groups or task forces that develop out of this plan.

While USAC's work with President Michael Drake, Provost Bruce McPheron, and Susan Basso are central to our advocacy work, we've had the great pleasure of connecting with multiple campus leaders during the 2017-2018 year. Those leaders are indicated in the graphic on page 8. See Appendix D for the Senior Leader Packet that was distributed to many different leaders throughout the year.

**Appendix E - Senior Leader Packet
Appendix F - Tuition Benefit Benchmarking
Appendix G - SCBS Academic Staff Survey**

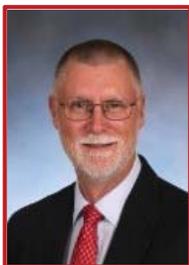


Senior Leader Engagement



President
Michael V. Drake

Engagement:
Quarterly
Top Discussion Points:
Ohio State Strategic Plan,
Diversity and Inclusion Efforts,
University Transformation



Provost
Bruce McPheron

Engagement:
Quarterly
Top Discussion Points:
Ohio State Strategic Plan,
Staff Experience in
Academic Units



**Senior VP Talent, Culture
& Human Resources**
Susan Basso

Engagement:
Monthly
Top Discussion Points:
Young Professional
Engagement,
OHR Strategic Plan,
Class and Comp. Re-design



Former Senior VP & CFO
Geoff Chatas

Engagement:
Yearly
Top Discussion Points:
Digital Flagship Initiatives,
CEMP Funding Allotment



**Interim Senior VP &
CFO**
Mike Papadakis

Engagement:
Yearly
Top Discussion Points:
Digital Flagship Initiatives,
CEMP Funding Allotment



**Associate Vice President,
Total Rewards**
Joanne McGoldrick

Engagement:
Quarterly
Top Discussion Points:
Total Rewards Changing
Landscape, Health Plan
Oversight Committee



Chief Wellness Officer
Dr. Bernadette Melnyk

Engagement:
Quarterly
Top Discussion Points:
OUH&WC, Health Athlete
Program, Healthy Working
Community



**Director, Employee
Assistance Program**
Sharon Saia

Engagement:
Quarterly
Top Discussion Points:
Expansion to the Employee
Emergency Fund



Interim Dean, Mansfield
Dr. Norman Jones

Engagement:
Yearly
Top Discussion Points:
Regional Campus Leader
Engagement: Meeting
Scheduled for May 10, 2018



**Chair, President and
Provost's Council on
Women**
Jacquelyn Meshelemiah

Engagement:
Yearly
Top Discussion Points:
Collaborative Relationship
Development



**Chair-Elect, President
and Provost's Council
on Women**
Amy Lahmers

Engagement:
Yearly
Top Discussion Points:
Collaborative Relationship
Development



**Senior Associate Vice
President Human
Resources, Wexner
Medical Center**
Alison Mincey

Engagement:
Quarterly
Top Discussion Points:
Collaborative Relationship
Development

Additional Engagements:

Attendance at Board of Trustee's Meetings
Wexner Medical Center Leadership
Student Life Vice President: Dr. Javaune Adams-Gaston
Interim Vice Provost for Diversity and Inclusion and Chief Diversity Officer; James L. Moore, III



Next Step: Staff Engagement Strategies

USAC develops an engagement strategy with Medical Center Leaders

USAC engaged multiple times with Alison Mincey, who is the current Senior Associate Vice President, Human Resources, for the Wexner Medical Center. Alison has been a long-standing champion for USAC. She has encouraged our continued involvement with medical center leaders. USAC is interested in more medical center staff engagement, which mirrors the work we are doing with the ONEvoice Engagement Survey.

Alison is also interested in partnering with USAC in order to continue our work around the Staff Career Development Grants and helping more medical center staff access these resources. USAC leadership also met with Medical Center HR staff members on the outcomes of their recent employee ONEvoice Engagement Survey. During the meeting, USAC was able to identify some trends in the survey based off of previous reports. Over the next 6-8 weeks, Medical Center HR will talk more about feedback and how to move forward with the results. As Medical Center HR work through the feedback sessions, they will identify themes and suggest areas where USAC can partner with the medical center.

USAC hopes to advocate for the improvement of career development, training, tools and funding. USAC envisions efficient communication around the timeline for the SCDG process so that more medical center employees are encouraged to apply.

Engagement with Ohio State Young Professionals

In February 2018, USAC chair Liz Gordon-Canlas met with the Ohio State Young Professional ERG leaders. This meeting took place after Senior Vice President Susan Basso expressed an interest in connecting more with millennial identified staff members and other young professionals at Ohio State.

This connection is in its early stages, but USAC is eager to continue to build a relationship with the young professionals at Ohio State by scheduling a collaboration meeting during the summer or early fall of 2018.

Engagement with Newly Hired Staff Members

Newly hired Ohio State staff members hold a unique view of the staff experience at the University and Medical Center. USAC has focused engagement efforts. The New Hire Survey is the result of an earlier USAC recommendation to better understand the experiences of newly hired staff members. This survey was sent to 2956 individuals in 2017 and we received 1314 completed responses for a 44% response rate. Results are currently being summarized and are continually considered to help ensure the on-boarding process is working to maximize the success and positive impact of our new hires.

Other efforts to engage with newer staff members will be considered as USAC looks to remain connected with the Office of Human Resources on key projects. USAC will also engage with newly hired staff at an event to take place in summer of 2018.



Regional Campus Engagement

While the number of staff employed at the University's regional campus may seem small in the shadow of the 25,000+ employed at the Columbus campus, regional campus staff members play a critical role in advancing the mission of the University. The Mansfield campus is home to one of our own members, Ginny Corso.

During Staff Appreciation Week in July 2017, several USAC members attended the Marion campus Staff Fun Day. In November 2017, USAC hosted a Regional Staff Retreat with 22 attendees from various campuses: Lima (3 staff members), Mansfield (2), Marion (7), Newark (1), ATI/OARDC (5), and four USAC members from the Columbus campus. This day-long retreat featured information about USAC and each regional Staff Advisory Committee. USAC members gathered shared themes, mostly that the regional campus SAC leaders and members expressed a desire to stay engaged with each other.

When asked in a post-retreat survey if participants were interested in having future retreat, 100% answered “yes”. Some of the other feedback on the retreat that USAC received is below:

- “I loved hearing about how SAC's work on other regional campuses. It was great to hear what works on other campuses.”
- “The opportunity to openly discuss concerns and positive experiences. It was wonderful to not feel as alone in the large campus.”

USAC plans to hold a spring business meeting at the Mansfield campus. We will continue to foster our relationship with the regional campuses with regular communication efforts. We will propose different forms of engagement for Staff Appreciation Week to be held at the regional campuses. Finally, USAC plans to host a second regional staff retreat in the fall of 2018.

Communication Outreach and Social Platforms

Historically, USAC has utilized bi-annual all-staff newsletters, Facebook, Twitter, OnCampus Today and printed materials to communicate with the staff community. In an effort to connect with staff and USAC partners on a monthly basis, the committee purchased a Constant Contact subscription for e-mail newsletters. Currently the reach includes local staff advisory committee's, current USAC membership, member supervisors, USAC alumni and any staff member who signs-up. The first edition was sent in October 2017, there are currently 517 people subscribed, with an average open rate of 44%.

In addition to Constant Contact, USAC launched a LinkedIn page in June 2017 to connect and share updates with staff on a more business-oriented social platform. LinkedIn allows USAC to easily identify Ohio State staff members and have found a larger staff audience on this platform. Currently the page has over 500 “connections” with the Ohio State community.

USAC plans to renew the Constant Contact membership for another year to continue monthly engagement.



Next Step: Future of Diversity and Inclusion within USAC

During the FY 2016 annual report, it was recommended that the USAC chair appoint a Diversity and Inclusion (D&I) Task force. This task force convened during the 2016-2017 year, focusing on Employee Resource Groups (ERGs) and other critical Diversity and Inclusion projects that directly impact staff. After a productive first year, the task force was reappointed by the 2017-2018 USAC chair, Liz Gordon-Canlas. Over the past year, the D&I task force has been asked to review how the work of D&I lives on USAC and its future with the committee. The current D&I Task force made a recommendation to create an Inclusive Excellence (IE) Subcommittee within USAC to:

- Integrate deliberate efforts and practices that support a more inclusive culture as well as to continue collaboration with stakeholders across campus.
- Continue collaboration with established partnerships across campus to promote inclusive initiatives that are significant to staff.

This recommendation was proposed in a USAC business meeting and USAC members voted to create a 4th USAC sub-committee of Inclusive Excellence.

USAC will implement plans to create a fourth subcommittee focused on Inclusive Excellence by drafting bylaw language, additional points of clarification for the USAC Procedural Manual, and the USAC Chair-elect (Tom Gessells) appointing a subcommittee leader.

**Appendix H - Diversity and Inclusion Task force Listening Session Common Themes
Appendix I - Recommendations for the creation of a new Inclusive Excellence (IE) Sub-Committee**



USAC's Direct Impact to Staff



USAC Members: **27**

Total years of university USAC member experience:

232

Senior Leaders engaged in 2016-17: **12**

900 scoops of ice cream distributed during Staff Appreciation Week



Regional Staff Retreat attendees:

22



Staff engaged during autumn 2017 Diversity and Inclusion listening sessions:

45



157

Conversations with President Drake event attendees



USAC's Direct Impact to Staff

USAC is committed to regular engagement with staff and being a consistent voice on behalf of staff. The chart below summarizes the key initiatives and activities for FY 2018 and 2019. These align with the pillars of USAC's multi-year plan as well as the University's Strategic Plan, Enterprise Project and USAC's Mission. We intend to update this plan periodically.

- Continue prioritizing our efforts in the three existing subcommittees: Governance, Outreach and Engagement (O&E) and Staff Compensation and Benefits (SCBS).
- Focus on diversity & inclusion to create a culture of inclusive excellence for staff across the University.
- Cultivate relationships with key leaders to represent the needs of staff.
- Remain involved with the Enterprise Project to ensure staff perspective is accurately represented.
- Align USAC initiatives in areas relating to or impacting staff with the University's Strategic Plan.

This chart shows major USAC initiatives and activities that are a priority to USAC. The remainder of the report covers some of these accomplishments and the impact USAC has had so far during the 2017-2018 year.

Major USAC Initiative/Activity	Pillars for USAC EOY Report			Strategic Alignment			Fiscal Year 2018				Fiscal Year 2019			
	Sr Leaders	University Transformation	Direct Staff Impact	OSU Strategic Plan	Enterprise Proj	USAC Mission	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Ohio State Strategic Plan	✓	✓	✓	✓		✓	●	●	●	●	●	●	●	●
Cultivate relationships with senior leaders	✓					✓	●	●	●	●	●	●	●	●
Governance focus areas														
Staff Career Development Grants			✓			✓	●		●		●		●	
Reinvisioning Manager Professional Development Opportunities			✓			✓			●					
Appointment and participation in external committees		✓				✓	●	●	●	●	●	●	●	●
University Policy Review/Updates		✓	✓			✓		●	●		●	●		
USAC Bylaw Review/Updates			✓			✓		●			●			
Outreach & Engagement focus areas														
Staff Appreciation Events			✓			✓	●				●			
Community Outreach Engagement			✓			✓	●	●	●	●	●	●	●	●
Conversations with the President Event	✓		✓	✓		✓		●			●			
Conversations with Susan Basso Event	✓		✓			✓			●					●
Regional Campus Retreat			✓			✓		●			●			
Engagement with college and unit based staff advisory committees			✓			✓	●	●	●	●	●	●	●	●
Staff Benefits and Wellness Expo			✓			✓			●				●	
New USAC Member Engagement			✓			✓			●	●			●	●
Staff Compensation and Benefits focus areas														
Health & Wellness			✓			✓	●	●	●	●	●	●	●	●
Rewards and Recognition			✓			✓	●	●	●	●	●	●	●	●
Enterprise Project		✓	✓	✓	✓	✓	●	●	●	●	●	●	●	●
Inclusive Excellence focus areas			✓		✓	✓								
Collaboration across various campus D&I groups		✓	✓			✓	●	●	●	●	●	●	●	●
Listening Sessions			✓			✓		●			●			
Improve partnership with w/PPCW, Senate Diversity and ODI			✓			✓	●	●	●	●	●	●	●	●

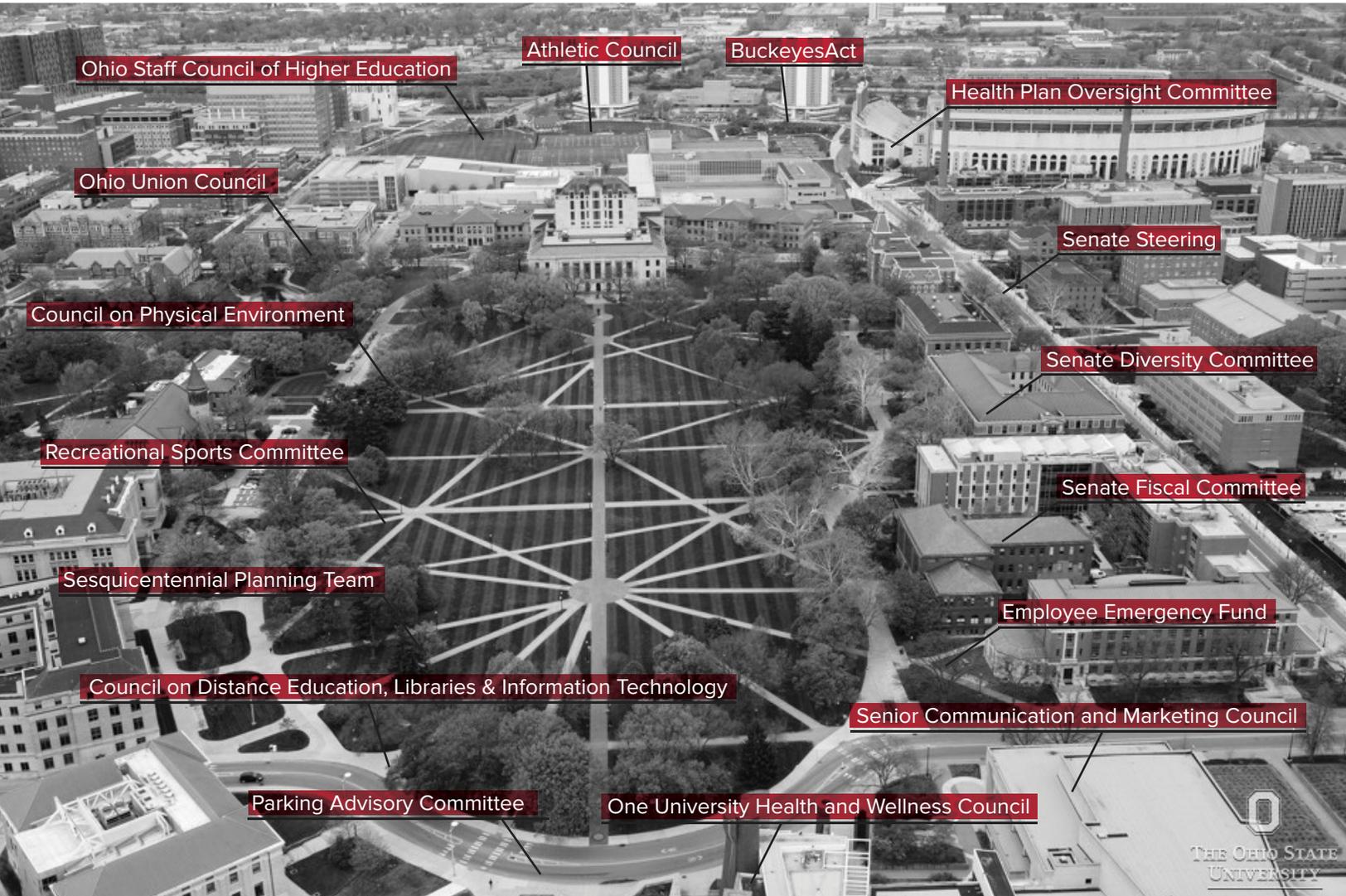


USAC's Direct Impact to Staff

External Committee Reach

The work of advocating for staff cannot be limited to just USAC. In an effort to engage many staff voices around many tables, USAC has the opportunity to appoint staff members to external committees that are a part of University Senate and other University project teams.

Current USAC appointees and 2017-2018 external committee highlights are reflected in the chart on page 15.



USAC's Direct Impact to Staff

External Committee Appointees and Highlights	
External Committee Appointee(s)	2017-2018 Highlights
Ohio Staff Council of Higher Education	
Jodie Joerg Andreoli Lila Andersen	<ul style="list-style-type: none"> Strengthened relationship with Chancellor's office Created recruitment subcommittee to enrich OSCHE membership experience
Council on Distance Education, Libraries, and Information Technology	
Sarah Dawson	<ul style="list-style-type: none"> No updates at the time of report publishing
Ohio Union Council	
Andrew Jordan	<ul style="list-style-type: none"> Approved University Catering alcohol policy revisions Presentations from OUAB, BuckeyeThon, and D-tix
Health Plan Oversight	
Megan Hasting	<ul style="list-style-type: none"> Focus on Your Plan for Health's move to Virgin Pulse and proposed Health Plan Narrow Network initiative and potential impacts to employees including accessibility, patient impact, and transition period
Council on the Physical Environment	
Lisa Mayhugh John Blust	<ul style="list-style-type: none"> Discussion about transportation issues due to campus growth and long-term transportation plan Discussion about availability of campus food services for faculty and staff and presentation from campus dining Further review of Comprehensive Energy Management Plan and impacts
Recreational Sports	
Brian Keller	<ul style="list-style-type: none"> Discussion of proposed fee change for rec sports/RPAC Announcement and discussion surrounding departure of Director of Rec Sports
Employee Emergency Fund	
Tom Gessells	<ul style="list-style-type: none"> Continued the pursuit of the recommendation to increase EEF gifts from \$500 to a maximum of \$1,000 Advocated to change the EEF gift from once in a lifetime to a 5 year renewable grant Decision to decrease the eligibility wait period from one year to six months of continuous service Seeking interim funding from CFO and beginning work to establish an endowment to fund going forward
Senate Fiscal	
Gerhard (Gerry) Raimann	<ul style="list-style-type: none"> Review and approval of differential fee requests, composite benefit rates, overhead rates for earnings units, and support office budget requests Review of financial impact of parking contract Funding of patent expenses for the Technology Commercialization Office Review of summer tuition discount and financial impact, tuition guarantee, and all-funds budget
Athletic Council	
Kevin Petrilla	<ul style="list-style-type: none"> Review of athlete missed class time and revision to coaches reporting template to better address how coaches handle missed class Discussion of student athletes' role in social justice, decision that OSU will support student athletes in their social justice decisions Discussion and presentation of new athletics facilities Discussion and recommendations around football ticket tiered pricing, changes to men's basketball ticket pricing, and golf course dues
Diversity	
Derek West Megan Sayres	<ul style="list-style-type: none"> Presentations and discussions about BART reporting system and Title IX updates and changes Discussion about OHR Affirmative Action Policy and division of policy into two separate policies
Parking Advisory Committee	
Andrew Jordan	<ul style="list-style-type: none"> Introduction and review of new technology, NuPark New garage access equipment and parking tracking improvements Introduction of space tracking for surface lots Review of parking utilization and changes to concessions agreement
Senate Steering	
Elizabeth Gordon-Canlas	<ul style="list-style-type: none"> Sponsored resolution requiring sexual misconduct training for all faculty, staff, students and administrators Reviewed benchmarking of staff presence on Big Ten university governance groups Championed staff experience on university wide agenda items Approval of all University Senate agenda items



USAC Service

The member experience on USAC is impactful for many reasons, one of which is the opportunity to serve the Ohio State and greater Columbus communities. USAC members frequently engage in acts of service as a way to emulate the ways staff can also be meaningful contributors to the larger community.

USAC members volunteered with Special Olympics, sorted donations at the Star House and the Buckeye Food Alliance, and planned the “Hungry Hearts” food drive that benefited the Buckeye Food Alliance.

Staff Appreciation Week and Related Events 2017

Staff Appreciation Week is one of the ways USAC, in partnership with OHR, celebrates and recognizes staff members for all of their efforts. Staff Appreciation Week kicks off a number of summer and early fall events geared towards the staff community, including an ice cream social, a football ticket giveaway, a school supply drive, and a staff tailgate party.

The ice cream social featured 900 ice cream treats as well as games and a photo booth. Provost McPheron was present to greet and interact with staff. USAC has historically had the opportunity to giveaway 50 pairs of football tickets. A school supply drive was held in conjunction with the giveaway to support schools in the University Area—Cranbrook Elementary, Weinland Park Elementary, and Hubbard Elementary.

The staff tailgate party was well served by USAC volunteers working in partnership with OHR. We also distributed USAC marketing materials including hot cards, branded cell phone pockets, zipper totes, and fortune cookies with staff specific messages inside. Other staff appreciation events were a visit to the Marion campus Staff Fun Celebration as well as the Columbus campus, Student Life Staff Celebration.

Staff Benefits and Wellness Expo – Formerly Hidden Benefits Fair: March 13, 2018

The Staff Benefits and Wellness Expo (SBWE) event was organized by USAC in partnership with the Office of the Chief Wellness Officer, Buckeye Wellness, OSU Health Plan and Your Plan for Health.

This event features a number of diverse vendors from across the campus and local Columbus businesses. This year we added 8 breakout sessions focused on 4 different wellness topics with 183 staff members signed up in advance. USAC also offered free professional head shots, with 93 staff members receiving head shots. We estimate close to 900 people in attendance, an increase by almost 200 from the 2017 event!



Membership Roster

Name	Title	Unit
Executive Committee		
Liz Gordon-Canlas, Chair	Asst Director, Residence Life	Office of Student Life
Tom Gessells, Chair Elect	Dir, Information Technology	OSU Health Plan
Megan Hasting, Vice Chair Treasurer/Recorder	Asst Director, Center for Latin American Studies	Office of International Affairs
Nikole Prete, Vice Chair Communications	Facilities & Marketing Coordinator	Office of Student Life
Governance Subcommittee		
Megan Sayres, Chair	Director, Student Activities	College of Medicine
Lisa Mayhugh, Co-Chair	Assoc Director, Clinical Skills	College of Medicine
Marilyn Frueh	Sr Org Develop Consultant	Office of Human Resources
Jodie Joerg-Andreoli	Human Resources Manager	Comprehensive Cancer Center
Abby Whaley	Asst Director, RPAC Facility Ops	Office of Student Life
Sunny Zong	Sr Grants & Contracts Acct	College of Medicine
Outreach & Engagement Subcommittee		
Kelli Kaiser, Chair	Administrative Coordinator	College of Medicine
Kris Villilo, Co-Chair	Director, Member Relations	Office of Student Life
Morgan Buckner	Assistant to the Director	Nisonger Center
Ginny Corso	Academic Program Coordinator	Mansfield Campus
Melanie DiFeo	Sr Dir, Marketing & Comm	Fisher College of Business
Traci Laub	Workers Comp/Disability Claim Mgr	Office of Human Resources
Staff Compensation & Benefits Subcommittee		
Andrew Jordan, Chair	ARC Coordinator	Student Life – Rec Sports
Cindy Davis, Co-Chair	Program Manager SEI	University Registrar
Christine Benadum	Assoc Director, Special Events	Fisher College of Business
Stacey Copley	Training Coordinator	Wexner Medical Center
Tim Lombardo	Instructional Designer	Office of Distance Education & eLearning
Aaron Moore	Residence Hall Director	Office of Student Life
Chrissy Sprouse	Lead Human Resource Specialist	Office of Academic Affairs
Diversity & Inclusion Taskforce		
Cesar Seguil, Chair	Program Admin, Academic Affairs	College of Pharmacy
Twhila Holley	Coordinator, Student Services	Fisher College of Business
Courtney Sanders	Grad Program & Chair Coord	Political Science
Staff Compensation & Benefits Subcommittee		
Tracey Pawlowski, Ex-Officio	Project Mgr, ERSRM, T&L&D	Office of Human Resources



Appendices

- Appendix A - Rewards and Recognition Task force Final Report
- Appendix B - Unit Level Rewards and Recognition Resolution
- Appendix C - Full Staff Career Development Grant Funding Proposal
- Appendix D - Full 2018 Employee Emergency Fund Report
- Appendix E - Senior Leader Packet
- Appendix F - Tuition Benefit Benchmarking
- Appendix G - SCBS Academic Staff Survey
- Appendix H - Diversity and Inclusion Task force Listening Session Common Themes
- Appendix I - Recommendations for the creation of a new Inclusive Excellence (IE) Sub-Committee

