**Staff Advisory Council Agenda**

Staff Advisory Council will meet on

**October 11, 2023 @ 1:15pm**

**412 Student Union Council Room**

All meetings are open to the public.

1. Call to Order: Michelle Stewart at 1:15pm
2. Roll Call: Sherri Buntin
3. Approval of the Minutes: Michelle Stewart
   1. 1st: Justin Worley
   2. 2nd: Sam Morse
   3. All in Favor
4. Approval of the Agenda: Michelle Stewart
   1. Correction to names: Janell Hamilton and Kala Davis
   2. 1st: Justin Worley
   3. 2nd: Michelle Munson
   4. All in Favor
5. Special Guest Speakers: Chad Weiberg, Athletic Director
   1. It’s a pleasure to speak – especially after a win! The entire football season is a sellout – it is a good sign for football!
   2. Several things have led to the sellouts:
      1. Sales staff has done a great job building excitement and using technology to spread the word and they continue to follow up on leads.
      2. The feeling that Covid is more manageable.
      3. The intrigue is high with changes in athletics. It is a very dynamic time.
   3. There’s a large amount of changes happening at the same time. The conference realignment was good to OSU. Many athletics no longer have a home.
   4. There are changes continuing in the club. The goal is to put OSU in the best position to stay in the club. Geography has been tough for some clubs.
   5. Our focus is marketing and brand. Providing quality of education is a factor in the brand. Keeping stands full and exciting so we can be seen as key.
   6. Consultants were hired and study proved that OSU’s brand was in a good position. OSU has done a ton of winning over time.
   7. Pac-12 dissolved within 3-4 days. The change was announced July 21st. Four new clubs were added by the end of September. OSU has good people making good decisions - being diligent on decisions.
6. Officer Reports:
   1. Treasurer’s Report: Sherri Buntin
      1. September 2023 Report was emailed. If any questions, please reach out.
      2. If you have any planned expenditures, please let Sherri know prior to purchase.
   2. Secretary: LeAnne Hutchins – not present
   3. Vice-Chair: Sam Morse
      1. In the proposed changes to the Standing Rules, the STARS Award is being added to the role of the Vice-Chair. This has been the role of the Vice-Chair, but it never made it to the Bylaws. This is a suggested addition.
   4. Chair: Michelle Stewart
      1. Don’t forget the Benefits Fair on Thursday, October 12th from 9:30am – 1:00pm on the Engineering South Lawn.
      2. Michelle was recently contacted by a supervisor that was concerned with the amount of time a SAC Member was committing to SAC. Please be mindful that the SAC position should not interfere with your day job duties. Be aware of your time and commitments. Communicate if you need help with a SAC task or if this is a problem for you or your supervisor.
7. Reports of Standing Committees:
   1. Rules, Policy, and Procedures: Kimberly Meints
      1. Restroom Survey
         1. Distributed to DEI Committee.
      2. Sick Leave Policy Review
         1. Provided feedback from the committee to HR.
      3. Caregivers Resources
         1. Met with Greg Brungardt about Strong Dads project.
         2. Mike Seaman and Kimberly Meints will sit on a panel to discuss caregiving hosted by the OSU Faculty Council for Gender Equity.
      4. Elections
         1. The committee has started reviewing the election calendar and procedures.
         2. Please talk to the committee members if you have ideas, concerns or suggestions regarding the election process.
         3. The committee goals are to ensure fair, equitable process that promotes broad representation across campus
      5. Vacancy Appointment Request Forms
         1. The form is available on the SAC website.
   2. Communications Committee: Kaitlin Little
      1. For submission ideas for the SAC Newsletter, please submit it on the Microsoft Forms link: [https://forms.office.com/r/ZNAjL4Y9qQ](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fforms.office.com%2Fr%2FZNAjL4Y9qQ&data=05%7C01%7Csherri.buntin%40okstate.edu%7Cef1e8b7af5b44edbb93708dbcf32e00c%7C2a69c91de8494e34a230cdf8b27e1964%7C0%7C0%7C638331589629946490%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=3qhWnfwVyfaVUcvoqbkZeUltQAI2nyHan%2FhS5ejyPok%3D&reserved=0)
      2. Michelle Stewart will email the link to the SAC members
   3. Awards and Recognition Committee: Kim Howerton
      1. The Distinguished Service Awards link is open until 5pm on October 20th, 2023.
      2. Nominees will have until October 25 to get their recommendations submitted.
      3. Each candidate must have one nomination plus recommendation, as well as two additional recommendations.
      4. Please forward the DSA link to everyone on your OSU email list. <https://sac.okstate.edu/awards/distinguished-service/>
      5. Currently, we have 15 nominations and 8 individual recommendation letters.
   4. Events Committee: Michelle Munson/Kimberly Anderson
      1. No Report
   5. Diversity, Equity & Inclusion Committee: Kala Davis
      1. DEI will meet with OSU HR on the Grievance Policy on Friday the 13th.
      2. More discussion will be held about changing the committee name to Access, Community, and Engagement (ACE) to better cover the group that is being represented.
8. Branch Campus Reports:
   1. OSU-Tulsa: Alicia McClendon
      1. OSU – Tulsa’s council meeting is tomorrow, October 12th.
      2. OSBOO-Tulsa will host their Boo Event this month.
      3. They are currently working on improving their bylaws.
   2. OSU -CHS:
      1. No representation
   3. OSU-OKC: Nick Irby
      1. Getting through the rush of the fall semester.
      2. Focus on Culture Development and Employee Retention.
      3. Currently running many programs based on homecoming week.
      4. Student Life/Engagement Department is holding several campus wide events.
   4. OSUIT-Okmulgee: Paula Harrold
      1. United Way Kickoff Events:
         1. Chili Cook-Off, October 17th
         2. Bake Sale, October 18th
      2. Trick or Treat Event
         1. October 31st – Children Friendly Event
      3. Career Encounters on Campus, October 10th (yesterday)
         1. All High Schools and Career Techs are invited.
         2. Yesterday, they had 2800 students and 300 guests attend.
         3. Successful event!
      4. President Bill Path’s Retirement
         1. Dr. Bill Path, President of OSUIT retires
         2. Retirement Reception to be held Friday, October 13th
9. Reports of University Committees:
   1. Faculty Council: Janell Hamilton
      1. Dr Jennifer Jones, Director of for Center for Developmental Disabilities, spoke about the Orange Scholars program. This year, there are 8 students ranging from 18 – 26 years of age. It is a 2-year program. They are wanting to increase it to a 4-year program. It has been a great addition to Oklahoma State!
      2. Dr. Jason Kirksey, Vice President for Institutional Diversity, spoke. They are reporting the enrollment numbers are up 2% higher for students with color. The number now sits at 35%. The Diversity Hall of Fame is coming up soon.
      3. Dean searches for CAS and CEAT are moving forward.
   2. Human Resources: Rachel Shreffler
      1. Annual Enrollment is October 30 – November 10th.
      2. OSU Benefits Fair is Thursday, October 12th from 9:30am – 1:00pm on the Engineering South lawn – east of the Edmon Low Library.
      3. 2024 Annual Enrollment Report
         1. Medical Premiums
            1. Initial increase was 21.3%.
            2. Employee only – increase by $15
            3. Employee and Children – increase by $30
            4. Employee and Spouse – increase by $45
            5. Family – increase by $60
            6. Increased deductibles

BlueOptions PPO Deductible to $1000 individual / $3000 family

BlueOptions PPO Deductible to $3200 individual / $6400 family

* + - * 1. Spouse Exclusion – effective January 1, 2024, employees’ spouses who have access to a group medical plan through their employer will no longer be eligible for enrollment in OSU’s medical plan. (Does not affect dental, vision, etc.)

Extremely hard decision to make.

Spouses cost 22% more than employee

This decision was made to create a process that was sustainable for employees and would mitigate costs to employees.

* + - 1. Delta Dental – no plan design changes other than orthodontics/ premiums stay through 2024 (2-year rate guarantee).
      2. VSP, Vision Premium – no plan design change, increase in premiums (new rate guaranteed for 48 months).
      3. RX – Pharmacy – no changes yet this year
      4. FSA/Health – set by IRS (no IRS maximum released yet).
      5. On-Line Benefit Guide will be updated soon. It is developed by BCBS and reviewed by OSU. Last edits are being done so it should be posted soon!
      6. Stillwater Medical Center’s contracts are signed and are good for two (2) years.
      7. If questions arise, please forward to OSU Benefits.
      8. Thank you for preparing yourself for questions.
  1. GPSGA:
     1. No representation
  2. Department of Wellness: Kim Beard
     1. Come see OSU Wellness at the Benefits Fair!
     2. Tomorrow is the deadline to register for the Wellness Wednesday: OSU’s Botanical Gardens tour on October 18th at noon.
     3. Join the Homecoming Hustle on October 23rd – 29th. Get your steps and learn the History of Homecoming traditions. Register by 5pm on October 18th to sign up for the challenge.
     4. Walk After Work on October 24th at 5:30pm.
     5. Come by Outdoor Adventure for Coffee and Climbing on October 26th at 7am.
  3. Student Government Association:
     1. No representation

1. Unfinished Business:
   1. No unfinished business
2. New Business: Proposed by-law changes (attached)
3. Announcements:
   1. Next SAC Lunch – October 26, 2023, 11:30 AM Taylor’s Dining Room (Nancy Randolph Davis Building - 122 N. Monroe St). RSVP by accepting YES on the calendar invite sent by Ramitha Raja via email or reach out and let her know directly.
   2. **Next Meeting – November 8, 2023, 1:15 PM 412 Student Union Council Room**
4. Adjournment
   1. 1st: Justin Worley
   2. 2nd: Sam Morse
   3. All in Favor