OSU STAFF ADVISORY COUNCIL MINUTES

October 14, 2009, 250 Student Union


Absent: Chapman, Cragun, Darnell, Kochenower, Landgraf, Marshall, Niland, Venard, York

Tara Gladden called the meeting to order at 1:15 p.m. and Carey Warner called roll.

Tara asked for approval of the September minutes. A correction was made to the OSU United Way Campaign Goal – it should read $180,000. A motion was made to approve the September minutes as amended, seconded and approved by a voice vote.

Tara asked for approval of the agenda. A motion was made to approve the agenda, seconded and approved by a voice vote.

Executive Update – Gary Clark, VP for University Relations

Mr. Clark spoke about Homecoming events, including the homecoming parade. Barry Sanders, Robin Ventura and Garth Brooks will be Grand Marshals for the parade and will be inducted into the OSU Alumni Hall of Fame. Mr. Clark discussed various construction projects on campus. University Avenue is complete. Murray still has a little awaiting completion, but those to be housed in Murray are moving in. Old Central is complete and amazing – each of us should take time to tour Old Central. The new research center will be officially named the Henry Bellman
Research Center pending approval of the Board of Regents. Landscape Master Plan is currently being revised. Student Union remodel will begin soon. Construction zones around the Student Union will cause pedestrians to have less walkway and the Bookstore and Food Court will be temporarily housed in tents north of the Classroom Building until further notice. Student Union construction will take over two years to complete.
Mr. Clark stated that student recruitment and retention was up this year. OSU has done several things to keep students, including waiving fees for students with a high ACT score.
Mr. Clark also discussed the budget issues. State revenue shortfalls have created a reduction on the budget with a likelihood of annualizing such reduction. OSU reserved 2.5% at the beginning of the fiscal year in anticipation of a budget shortfall and has reduced the budget again recently. Plans are to reserve the rainy day funds for FY11. A "strong chill" has been placed on all hiring to assist in controlling costs. Furloughs have been discussed and will save approximately $1.7 million if they were to happen. At this time, no plans have been made to implement furloughs and such will not occur until 2010, if they were to occur at all.
The OSU v. Colorado game scheduled for November 19th will not affect classes unless a faculty member chooses to cancel their class.

New Director of Affirmative Action – Mackenzie Wilfong

Tara introduced the new Affirmative Action Director, Mackenzie Wilfong. Ms. Wilfong began working as the Title IX Coordinator/Director of Affirmative Action less than two weeks ago. She previously worked in a private practice in Kansas City, Missouri as a litigator. Ms. Wilfong addressed the council and updated us on the services provided by the Affirmative Action office. Should we need assistance, feel free to email her or utilize services, such as EthicsPoint, on the website.

Faculty Council Update, October 2009 – Linda Gambill

Anne Matoy gave an update on the Health Care Task Force. Dr. Lee Bird spoke about the United Way Campaign and Behavioral Consultation Team (BCT). Committees had little to report as September was the second Faculty Council meeting for FY10. The Safety Committee will be researching the pedestrian crosswalk on Hall of Fame near the Colvin Center.

Treasurer's Report - Lynette Venard

Lynette was not present, so Tara informed the Council that we collected $18.11 in the August piggy bank.

Branch Campus Reports

OSU-CHS – Chad Landgraf
Chad was not present therefore no report was given.

OSU–Institute of Technology – Allen York
Allen was not present therefore no report was given.

OSU-OKC – Melissa Herron
Enrollment for the next semester has begun. Ground breaking for new engineering building will begin next month. Flu shots will be given out soon. OKC campus is currently tracking employees with flu symptoms to prevent spread and housekeeping is doing extra to clean areas in which employees have been diagnosed with the flu.

**OSU-Tulsa – Brett Niland**
Bret was not present therefore no report was given.

**Report of Standing Committees**

**Rules & Procedures – Barbara Dobson**
No report.

**Awards & Recognition – Bonnie Gladden**
The committee has met with the PR committee to discuss the annual Staff Awards Program and fundraising efforts during Homecoming. Bonnie passed around a sign up sheet for baked goods and workers during the Homecoming Walk Around this Friday, October 16th. A sign up sheet for assistance during the Staff Awards Program will be sent to the STREP listserv soon.

**Public Relations – Susan Marshall**
Susan was not present, so Tara read the following email:
Committee met last month and decided to do homecoming mums as a fundraiser. Total number of mums sold (pre-order) was 37 and I ordered a total of 100 from Little Shop of Flowers. We will sell the remaining mums at the Chi-O Clock this coming Friday from 9-12 (noon). Anyone in the PR committee is asked to be there to help distribute. The remaining mums will be sold at the WalkAround and if any are left after that they will be sold on Game Day in front of St. Johns. Mums are $20 to purchase at this point. Anyone interested should contact Susan Marshall. We will also need people to sign up to work the booth at the WalkAround. Bonnie will distribute the sign-up sheet with the others during the meeting. We will set up shortly after 5pm in front of Hello Gorgeous on Washington (The Strip). Danny Darnell will meet Susan around 5 on Friday to get started. We will also begin working on the flyer for Awards day in November.

**Policies, Benefits, and Budget – Daniel Darnell**
Daniel was not present, so Tara read the following email:

1. Daycare Agreement with Renaissance Schools
   - I have not had a chance yet to call their director to determine if she is interested. I anticipate, if she is interested, to have her visit and talk with the PB&B Committee as a first step.

2. Disaster Housing Policy
   - Nathan Moorman, Tara and I met in July to put words to our ideas. Tara, Carey Warner and I met after our Sept SAC mtg with Shannon Baughman of Res Life. Shannon agreed that Res Life is open to the idea of allowing OSU employees stay for free up to the first two nights for a disaster related issue with their home. From there, they will offer a discounted, per night rate. After the first two days, employees anticipating a little longer stay may also opt to go to one of OSU’s VIP apartments. Sarah Wilkey, director of that dept, was unable to make the meeting, so we still need to talk with her. The next step is for me to draft a form that employees would fill out upon displacement from their homes and entrance into the Res Life halls. I will submit that for review and approval in the following chain (still open for exact order): PB&B Committee & Res Life; OSU’s Disaster Dept; SAC; Faculty Council; OSU
Legal; then Administration. I would like to have something in place and running by Dec 1. I think we want to at least get this awesome program set up and not clog up its establishment by trying to anticipate every IF that may arise.

3- Domestic Partner Leave Issue
- Debbie has looked into this. OSU is under no legal obligation to extend leave benefits to domestic partners since the state of Oklahoma does not recognize domestic partnerships. However, in talking with Anne Matoy, Debbie said Anne thought we could extend leave benefits to domestic partners by adding an addendum to the leave policy that states something to the effect, “For leave circumstances related to Domestic Partners, please see Anne Matoy in 106 Whitehurst.” This would eliminate individual supervisors from having to make decisions. Debbie is going to visit more with Anne Matoy about the exact wording for the addendum and what work would be entailed in such a request (e.g., proof of domestic partnership).

Unfinished Business

Health Care Task Force – Carey Warner
HCTF met October 2, 2009 to discuss claims/loss and general experiences with BCBS, the proposal of an employee clinic on campus, and the Wellness Summit.
As recently informed by Annual Benefits Enrollment email sent out at the beginning of October, 2010 changes include:
- BCBS premiums will increase by 5%
- BCBS increased benefits_changes including the following:
  - Autism Coverage
  - Mental Health Services
  - Top 25 Generic Drugs for $10 Co-pay
  - Pre-authorized Specialty Drugs

Data shows enrollment in BCBS slowly increasing — including dependant coverage. Loss Ratio averages 103%. What does this mean? BCBS taking 3% of our claims out of their budget and working for free. BCBS losing approximately $6 million in claims. What does the future hold? Three year contract with BCBS ends in 2010. Premiums for 2011 will increase considerably. Comparing our current BCBS plan to the current HealthChoice plan — move to BCBS was the right move. HC employee premium for 2010 is approximately 22% higher than employee premium with BCBS. HC has also increased the co-pay for 2010. Therefore, BCBS plan is now richer in benefits than HC.
Discussion included possibility of re-negotiating contract with BCBS - slowly increasing premiums over a set amount of time versus doing it all at once in 2011.
Employee Clinic discussion has been tabled due to uncertainty of national healthcare legislation.
Wellness Summit update including information regarding Wellness Week.
Committee will meet again in January.

Anne Matoy added that there is still a lot of questions to be answered about the 2011 premiums. We know the premiums will increase, but how much has yet to be determined. HCTF is researching the idea of putting wellness into what we pay in premiums. For instance, a person who smokes would be subject to a higher premium than one who does not. Anne also added that 30 people account for 21% of our claims.
Anne thanked all those who assisted with the Lions Truck – 245 employees utilized it.

New Business
Tour of New Research Building – Jason Pogue

Jason is working on scheduling a tour of the new research building. He will be sending out an email outlining dates/times and details of such soon.

Announcements

Tara advised everyone that she is currently working on scheduling a tour of the west end zone.

Respectfully submitted,

Carey Warner, Secretary