



Staff Advisory Council General Meeting Agenda

Staff Advisory Council will meet on

September 10, 2025 @ 1:15pm | 412 Student Union (Council Room).

**STAFF ADVISORY
COUNCIL**

All meetings are open to the public. Virtual attendance links are available upon request.

A. **Call to Order:** Sam Morse

B. **Roll Call:** Kimberly Howerton

In person: Aaron Lively, Adam Barnes, Amy Phipps, Angie Duckworth, Austin Hayes, Crystal Wilson, Emily Billings, Joshua Hawkins, Justin Cypert-Worley, Kara Peters, Kimberly Meints, Nicole Hendricks,, Olivia Long, Peyton Duncan, Ramitha Raja, Roxanne Maynard, Sherri Buntin, Sam Morse, Sam Cypert-Worley, Kimberly Howerton, Natalie Noles

On line, Joshua Hawkins, Robert Sloan (OSU-IT), Jennifer Moody from HR.

C. **Approval of the Minutes:** Sam Morse

Kimberly Meints noted not all members received the attachment of the minutes prior to the meeting through TEAMS

Justin Cypert-Worley moved to table until October meeting

Kimberly Meints seconded motion

Motion carried to table until October meeting

D. **Approval of the Agenda:** Sam Morse

Sam Cypert-Worley moved

Justin Cypert-Worley second

Motion carried

E. **Special Guest Speaker(s):**

1. Brenda Dawes

Director of Academic Program

OSU Institute for Teaching and Learning Excellence

TOPIC: Staff Professional Development - Coursera Overview

Notes of her comments attached

2. Christa Louthan,

Assistant VP A&F/CHRO

Notes of her comments attached

F. **Officer Reports:**

a. **Treasurer:** Natalie Noles

Distributed the July and August treasurer report, provided hard copies to those present

Wes Watkins Center waived their fee for the Staff Celebration Day

We currently have \$5,990 budgeted for awards for 2026; make sure employees are still employed before awarding scholarship

Events-get with treasure for budget for planning as well as Angie Duckworth and Sherri Buntin talk about budget with Natalie

b. **Secretary:** Kimberly Howerton

Nothing to report for this meeting.

c. **Vice-Chair:** Sam Cypert-Worley

STAR Awards - Stars awards for July and August

d. **Chair:** Sam Morse

Faculty council reached out; as committees are operating, would love to collaborate and assist particularly RPP and ACE; next meeting would like to lay out our current project; very collaborative faculty council now

Other big impact staff - centralized advising to de-centralization; there are plans and ideas being discussed; most have been thesis statement not specific plan; most recent communication is explaining there will be a plan within six ; anything else is just speculation at this point. Trying to reduce the rumor-based rollout, not a formalized plan yet.

Also, there has been some communication about centralizing some functions like branding etc. nothing specific has been decided at this time and nothing is in. Firm enough spot to be released at this time.

If staff have questions, we need to refer them to HR so they can get official information not rumors. We do not want to provide bad information.

Business will be hosting a professional dress closet for all students Friday, Sept 12

G.

Reports of Standing Committees:

a. **Rules, Policy, and Procedures:** Justin Cypert-Worley

Committee met discussed what committee does and what mission will be this year, helping and protecting our staff members and their interests through policy review and suggestions

Items they are discussing:

Staff tuition rates and waivers

Leave policy punishing pre-planning by making take time when weather event

Asked committee look at policies they have heard about that they need to review

If it's regarding a policy, or issue, we would love to work with them.

Appreciate all of you and with a lot of big things happening at OSU our committee is always open to you and can't guarantee what we pass will make a change, but it will make a statement.

b. **Communications Committee:** Aaron Lively

Trying to have more of a social media presence. One of the things we will do is send out Mach form, a get to know you about the SAC members to spotlight you.

Also, check the website to see if your headshot is there or not, most are up that he has access to but will work with brand management to get head shots taken.

If have anything for newsletters have in by 19th of September.

c. **Awards and Recognition Committee:** Sherri Buntin & Angie Duckworth

Gearing up for DSA. Nominations open September 22 through October 10; nominations must be complete by Oct 10; recommendations are due and they will be conducting interviews October 28-29.

DSA ceremony will be Dec. 3, tentatively scheduled

Awards will meet after today's SAC meeting

d. **Events Committee:** Roxanne Maynard

Meeting today

Will have more to report next month, they had some discussions about events.

e. **Access, Community, and Engagement:** Kimberly Meints

Great conversation with HR on benefits

Team going through Caregivers site; we will alert SAC, HR, FAC as soon as it's live Survey to all students for interested and needs; had 40 students indicate they are caregivers; all caregivers will be given the link

Next project will be to review accessible events guide

Sam Morse relinquished the chair over the Sam Cypert-Worley for the remainder of the meeting at this point.

f. **Staff Salaries:** Robert Raab

They did receive primary staff salary data and he thanked HR for that information.

They are now looking at the salaries from different data to look at poverty line; compared with other institutions and then build data and bring forward with recommendations

H. Branch Campus Reports:

a. **OSU-Tulsa:**

no one present

b. **OSU-CHS (Center for Health Sciences):**

no one present

c. **OSU-OKC (Oklahoma City):**

no one present

d. **OSUIT-Okmulgee (Institute of Technology):**

Robert Sloan:

Had their annual welcome back lunch for faculty and staff and when they voted they added three new faculty council reps and two new staff council reps

I. Reports of University Committees:

a. **Faculty Council:**

b. **Human Resources:**

Reported during presentation

c. **GPSGA:**

Four major updates

Participating in OSU lead week

Issues:

On-campus housing

Graduate student orientation

Assistant ships

International student fee increase

d. **Department of Wellness:**

e. **Student Government Association:**

Melissa Echols send info student government

Parents and alumni brunch from 9:30 to noon next weekend

J. **Unfinished Business:**

None

K. **New Business:**

None

L. **Announcements:**

a. **Next Meeting:**

i. **Date:** October 8, 2025; 1:15 – 3 p.m.

ii. **Location:** 412 Student Union (Council Room)

M. **Adjournment**

Robert Rabb, Motioned to adjourn

Nicole Hendricks, Seconded the motion

Motion carried

Notes from presentations:

Christa Louthan:

Discussed the 2026 Health care plan

Context current changes

Context where we are currently and what is projected

Plan Year tied to calendar year; Current 2025 and upcoming 2026

Open enrollment is coming soon. More communications coming

PlanSource is coming (email sent)

They worked with the consultants and the current trend for this year. The number came up that our premium need for 2026 would should they needed to have a 20% increase; something they did not want to bring to the campus. The consultants gave them options to reduce the cost for 2026:

If they removed GLP weight loss drugs it would provided a \$2.4 million savings; that increased was nearing \$3 in projected savings by September. (515 people prescribed that drug)

Learned have people have valid concerns we were able to address; only change for solely for weight loss not other conditions like diabetic care Weight loss but other laundry list for others. This change it would reduce the required increase to 17%

Working spouse rule: if spouse covered on the plan that the spouses' plan provides group coverage on dec 31 not covered; projected savings \$2.8 million;. Savings \$2.8; if just did that, takes 20% to 16%

Care management tools; Savings \$1.7 million; total 7.2 million in savings taking 20% to 10.9 percent required increase in benefit cost

Looking at what means the actual premiums;

1. Get communications out to campus
2. Work with vendor so when you open up your open enrollment, everything goes like clockwork
3. We do this for each A&M group; they each subsidize each different at each campus
4. This year, Pres Hess asked shield lower wage earners; so OSU will be unveiling salary tiers; it was discussed in faculty council; don't have actual but broach brush strokes; four tiers, 00-40000, 40-70K, 70-149K top 150K and up
5. So lowest tier will have zero increase, and the higher share will have higher cost
6. If have pay structure and job change and go up 41.5, what does that mean? A lot depends on what systems will bear. Could be set on a single place in time and stay for year; other would be when we do a file share, and the reason is because they have new hires and want them eligible immediately as well as those who separate so make sure we separate them from blue cross and provides Sabre
7. Also pay data impacts short term, long term and life insurance benefits which makes it very complex.
8. QUESTIONS:
What bout Resilent? ANSWER: Yes, they have been a very good partner and they have provided a savings and they are looking for another location that will benefit the most people; if we move west side could benefit Langston tool

Extension offices? Pay \$20 per person per month; have asked to look at different offerings just haven't; moved on yet; required 1000 lives in the area; also having discussion with other partners.

Could have more partnership with university services as well as trying to meet the needs of all the membership on the plans

RFP benefits consultant in November look at plan dynamics:

1. Plan adjudicator
2. Providers access
3. PDM pharmacy benefit manager
4. Stop loss insure if someone racks up more than \$500k a year

Stillwater medical center What I know today; no information that they will be pulled out of the access for Blue Cross Blue Shield

SMC tends to be one of the higher cost provider on the plan

Salary tiers: regular payment or overload as faculty puts over how treated? Don't know just yet; assumption likely for short term and long term and overloads not typically in primary and secondary

FDA approves chronic weight management with another secondary diagnosis for something it will not be taken away? (Justin Cypert-Worley) Since it's FDA approved? Jennifer Moody answer: Discussed have a choice with weight management pharmaceuticals one of few plans allow weight surgery and now pharmaceuticals so it's just gotten to expensive; as far as how

They are treated for another and it's going to see how they approved

Pill form? Yes would change; OU was in same boat and they took it away July 1; was discussion CMS negotiating to lower the price but it didn't happen but if something happens we can go back to the table and look at it.

Who decides options? Discussion with leadership and discussion is what see with other groups and trends ballooned over 350 percent in one year period; usually goes from shot to oral, the usage goes up; chemotherapy is another; there are new ones

\$150K for one person for hep-c; look at what is the disruption? All easy options are done; but it won't be either call for vote or they

No increases on vision and dental for 2026

Question: deductibles medical? Change on high deductible plan so there will be change on the plan but not on the PPO

Brenda Dawes

Coursera presentation

Career academy link to OSU online and how to get log in to **Coursera** with large library with courses from IBM, Meta, etc taught by experts and it's like a microcredential learning online and work tasks; learn project manager, business analytics, some short term, some over months; available to you for free

Career academy available to all students at OSU for their off time or on holiday breaks to earn work skills experience; tell them to put it at the top of their resume

Fill out quick form for access, Dr. Christine Ormsbee approves. Can take one course at a time but have access to all courses.

They have had just under 5,000 people from OSU who have completed Coursera courses. Spears now has a separate contract and are integrating it into their coursework.

As long as they have active email, students can use beyond graduation. There have been 10,000 hours completed.