Staff Advisory Council Minutes
September 11, 2019 @ 1:15 pm
Student Union RM 460 – Regency Room

Guests: Holli Bonee’ (HR), Christa Louthan (HR), Kimberly Beard (Wellness), Angela Cross (VPAF), Kristen Rowan (OSU-OKC)

Call to Order: Melanie Bayles called the meeting to order at 1:15 pm

Roll Call: We had 23 members present.

Approval of Minutes: Aaron Moore made a motion to approve minutes, Michelle Chitwood was second. Minutes were approved.

Approval of the Agenda: Aaron Moore made a motion to approve the Agenda, Chris Pivinski was second. Agenda was approved

Guest Speaker: Holli Bonee’ - HR Benefits- Benefit changes coming for 2020. See Attachment A

Officer Reports:
- Treasurer Report: Mary Mach
  - See Attachment B
- Secretary: Ashleigh Hall
  - No report
- Vice-Chair: Melanie Bayles
  - If you still need to have access to your committee folder, check with your chair to get instructions.
- Chair: Tashia Cheves
  - If you have not turned in your shirt size, please do so ASAP!

Reports of Standing Committees:
- Rules, Policy and Procedures Committee: Kimberly Meints
  - No report
- Communications Committee: Kaylie Wehr
  - New member photos will be taken today.
  - Please check to make sure you are using the new brand on all forms
- Awards and Recognition Committee: Elaine Johns
  - Final date for DSA nominations is 9/24 at 5PM
  - Starlight Terrace has been reserved.
  - Looking at guest speaker possibilities.
- Events Committee: Michelle Chitwood
  - Contacting Junior League to set up things for Harvest II.
Branch Campus Reports:
OSU-Tulsa: Annette Morey/ Karen Castle –
  
  • See Attachment C

OSU-CHS: Sherrita Sweet - No Report

OSU-OKC: Kristen Rowan-
  
  • See Attachment D

OSUIT-Okmulgee: Briana Johnson – No Report

Reports of University Committees:
Faculty Council Report:
  
  • Chris Pivinski- See Attachment E
  
  • Gary Lawson- See Attachment F

GPSGA: No report

Department of Wellness: Kim Beard –
  
  • See Attachment G

Unfinished Business:
  None

New Business:
  None

Announcements:

Next Meeting – October 9, 2019, 1:15 PM in 412 Student Union- Council Room

Adjournment: Motion was made by Aaron Moore and 2nd by Gary Lawson. Meeting was adjourned.
2020 Renewal

- Initial 2020 projection indicates an 11.1% increase or $6,813,000
- Proposed plan changes would reduce the projected increase to 5.3% or $3,157,000

Health Plan Design Changes

- FPO in-network deductible from $750 individual/$2,250 family to $950 individual/$2,500 family
- FPO out-of-network deductible from $750 individual/$2,250 family to $1,500 individual/$4,500 family
- FPO in-network out-of-pocket from $4,250 individual/$12,700 family to $5,000 individual/$15,000 family
- FPO out-of-network out-of-pocket from $4,700 individual/$12,700 family to $10,000 individual/$30,000 family

Health Plan Design Changes

- HDHP deductible from $2,700 individual/$5,400 family to $2,800 individual/$5,800 family
- HDHP out-of-pocket from $8,650 individual/$13,300 family to $8,800 individual/$13,800 family
- HSA decrease employer contribution from $1,000 individual/$1,500 family to $750 individual/$1,250 family
- Dependent eligibility audit
- Termination of CVS as participating pharmacy

2020 Premiums

<table>
<thead>
<tr>
<th>Health Premium Structure</th>
<th>Total Premium</th>
<th>QUA</th>
<th>Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Essential Options (EO)</td>
<td>$3,244</td>
<td>$401.74</td>
<td>$13.71</td>
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<tr>
<td>Employee Only</td>
<td>$3,146</td>
<td>$417.43</td>
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<tr>
<td>Employee + Child</td>
<td>$3,345</td>
<td>$471.72</td>
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<tr>
<td>Employee + Spouse</td>
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<td>$549.74</td>
<td>$34.94</td>
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<tr>
<td>Employee + Spouse + Child</td>
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<td>$661.17</td>
<td>$51.14</td>
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<tr>
<td>Total Premium</td>
<td>$5,408</td>
<td>$775.66</td>
<td>$24.24</td>
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</table>
Dental Insurance

Dental

- Delta Dental of OK
- 3 plans to choose from
  - Low, High, Platinum
  - Platinum has adult ortho, teeth whitening, extra cleanings, nitrous oxide, annual benefit of $3,000

Dental Premiums

<table>
<thead>
<tr>
<th></th>
<th>Capita</th>
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<tbody>
<tr>
<td>2020</td>
<td>EE Only</td>
<td>$28.25</td>
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<td></td>
<td>EE + Sp</td>
<td>$40.22</td>
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<td></td>
<td>EE + Ch</td>
<td>$75.00</td>
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<td></td>
<td>Family</td>
<td>$150.35</td>
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</table>

Vision Insurance

Vision

- VSP
- 2 plans to choose from
  - Basic and Buy-Up

- Buy-up plan get higher allowances and choice between $250 frame allowance, $200 contact lens allowance, covered in full anti-reflective coating or covered in full progressives

Vision Premiums

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
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</thead>
<tbody>
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<td>EE + Sp</td>
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<td>EE + Ch</td>
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<tr>
<td>Family</td>
<td>$21.16</td>
<td>$21.48</td>
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</table>
**Attachment A**

**Ambulance Memberships**

**MASA – Ambulance coverage**
- 100% employee paid
- Covers what insurance doesn’t
- Ground and Air
- Works with all ambulance carriers
- $14 and $39 per month plans pre-tax

**Open Enrollment**
- OE will be held November 1 – 15
- OE sessions will be held in the last 2 weeks of October
  - October 21: 00 Student Union 9:30 – 11 am
  - October 22: 00 Student Union 2 – 5:00 pm
  - October 23: 00 Student Union 1 – 6:00 pm
  - October 25: 00 Student Union 10 – 1:30 pm
  - October 28: 00 Student Union 2:00 – 4:00 pm
- Employee Benefit Fair October 15th

**Questions or clarifications?**
### SAC Maintenance Account

<table>
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<tr>
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<th>Expense</th>
<th>Expense YTD</th>
<th>Total Left</th>
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</thead>
<tbody>
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<td>Total Revenues (Beg July 2019)</td>
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<td></td>
<td></td>
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<td>Previous Month Bal</td>
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<td></td>
<td></td>
<td>49,516.00</td>
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<tr>
<td>Total Credits</td>
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<td></td>
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<tr>
<td>Total Expenses</td>
<td></td>
<td></td>
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<tr>
<td>ACCOUNT TOTAL</td>
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<td></td>
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### OSU Staff Scholarship Fund

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<td>Endowment</td>
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<tr>
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### SAC Scholarship/Professional Development

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</thead>
<tbody>
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<tr>
<td>YTD Deposits</td>
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<td>February Activity</td>
<td>Budget</td>
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<tr>
<td>Total Expenses</td>
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<tr>
<td>ACCOUNT TOTAL</td>
<td></td>
<td></td>
<td></td>
<td>16,330.07</td>
</tr>
</tbody>
</table>
1. We had our first OSU-Tulsa SAC meeting on August 29th. Seventeen people attended so we are off to a great start.

2. The dedication for the Ellis Walker Woods Memorial was held last month. Over 150 people attended. EW Woods was the first principal of Booker T. Washington High School. The Memorial is located on our campus behind North Hall. If you’re ever on our campus, be sure to stop by and see it.

3. We are hosting several college readiness conferences. One is dedicated to Latino students and parents. The others are for area high schools who have reached out to us. Students will attend various workshops that will help them prepare for college.

4. The OSU Stillwater and OSU-Tulsa police departments have merged services. We are glad to welcome them to our campus. As part of the 918 celebration in Tulsa on September 18th, officers will be handing out popsicles (Cops with Pops) in the area as a community event.
Wellness Center — We have taken focus on our overall campus health recently. We already have a very nice facility in our Student Center but we are taking initiative to boost activity and participation. So an indoor “wellness walk” was created that stems from the gym and goes through the Student Center covering 3 floors. So far it has been a lot of fun and we have enjoyed watching our VP’s and even the President start to compete against each other on the counting of their steps every day.

Red Earth Tree Festival — Last month I spoke about the collaboration that we were beginning with the Choctaw Nation Career Development Office. We are making room for them on our campus as we speak. One of the cool things that they will be doing here over the holidays is the Oklahoma Red Earth Tree Festival. They will be decorating up to 24 trees inspired by each individual tribe and they are selling handmade ornaments. They will be on public display in our Student Center for almost 2 weeks and one Saturday will be an official open house in which it will be publicized.

Amazon — I am not sure if you all know that Amazon is using one of our buildings on campus. They do their recruitment and hiring from there. They have exposed over 10,000 people to our campus since August of last year and we put our fliers and educational programs in every single one of their HR packets.

HLC — We continue working towards accreditation with the Higher Learning Commission. They will be here in November so there is constant communication and work being done on that important mission.
Attachment E

Report for the September 10, 2019 Faculty Advisory Council Meeting

- Joe Weaver spoke for President Hargis
  - 4200 Freshman class
    - Average SAT score of 4200
    - 6+ year graduation rate: 65%
    - 4-year graduation rate: 45%
    - 1st year retention rate: 83%
  - Old Powerplant will be coming down during Phase 2 of Energy Program
  - President will be starting a new fundraising program to use for scholarships

- VP Joe Weaver
  - Enrollment down 400 students
  - Plans in progress to increase enrollment
  - Decrease in students will result in a scale down of budgets for colleges and departments

- VP Research
  - Good response so far from the SOURCE survey

- OSU Foundation
  - Retirement of current president and search beginning for new president.

- FAC Campus Facilities, Safety and Security Committee
  - Beginning to review policy 1-1301: Weapons, Firearms, Ammunition, Fireworks, Explosives and Dangerous Chemicals.
FACULTY COUNCIL REPORT

Faculty council met on Aug 20 and while the meeting was brief, there were some items of interest to OSU Staff.

Dr. Doug Hallenbeck was introduced as the new VP of Student Affairs and presented a Powerpoint highlighting his 2019 strategic plan that includes his strategic initiatives and core values. He outlined his five year plan with the first part ending in December and the full plan kicking off in January 2020. The five-year plan will run through 2025 and will include various town hall type meetings that will also involve staff to help improve communication, collaboration and professional growth. He also outlined a new mission and vision statement included with the handout.

(HANDOUT)

Visit the Student Affairs website: studentaffairs.okstate.edu for valuable information for staff!

Dr. Christie Hawkins, Associate VP talked about new graduation and retention initiatives and walked council members through the Cowboy Data Roundup website which gives users a comprehensive breakdown of the current student body as well as retention and graduation rates. Interesting information for anyone wanting to know more about our current student body demographic. Website: irim.okstate.edu

Dr. Chris Ormsby of ITLE gave a report on the new syllabi repository where students can see the syllabi for specific classes. Dr. Kenneth Sewell gave an update on new research initiatives at OSU at the request of Gov. Stitt.

Gary Sandefur greeted council members on behalf of President Hargis who was away on OSU business. He announced that Dr. Pam Fry is the new president at OSU-Tulsa. He welcomed the new Arts and Sciences Dean Glen Krutz and Dr. Jeanette Mendez and the Vice Provost for Undergraduate Education.

Sandefur also said OSU welcomed 4,200 incoming freshmen, making it the third largest class in history.

Kyle Wray, vice president of enrollment management echoed Sandefur’s remarks, adding that this class has the largest number of honors students in the history of the program and the average ACT Score is 26. All 50 states are represented at OSU, with the exception of Rhode Island and New Hampshire.

Most of the Standing Committees had no report. In addition to the SAC report on our new officers, the council was updated on new officers for the GPSGA, Women’s Faculty Council, SGA and Graduate Council.
**The Department of Wellness**

**EMPLOYEE PROGRAMS**

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**Wellness Wednesday / Sept. 18, 12-12:50 p.m.**

Dietary Cancer Prevention Strategies—What Works? Dietary factors are second only to tobacco as preventable causes of cancer in the U.S., but the potential for specific dietary components to actually be chemoprotective is not as well established.

Registration/cancellation deadline: September 13 at 12 p.m.
To register call 405-744-WELL (9355) or email wellness@okstate.edu.

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**Hearing Screenings / Sept. 27, 11 a.m. - 1 p.m.**

According to the American Speech-Language-Hearing Association, it is recommended that adults have their hearing screened at least every decade through age 50 and at 3-year intervals thereafter. A certified and licensed audiologist will be on-site to supervise screenings and results will be available instantly.

To schedule your appointment, please email Kimberly.beard@okstate.edu.

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**Healthy Heart, Healthy You / Oct. 1, 5:30-6:30 p.m.**

Healthy Heart, Healthy You is a 4-week course designed to help participants take charge of their cardiovascular health. During this class, we will examine the risk factors and symptoms of a heart attack and stroke.

Registration deadline: September 24
To register call 405-744-WELL (9355) or email wellness@okstate.edu.

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**Ted Talk Tuesday / Oct. 1, 12:15-12:45 p.m.**

Battling Bad Science Every day there are news reports of new health advice, but how can you know if they’re right? Doctor and epidemiologist Ben Goldacre shows us, at high speed, the ways evidence can be distorted, from the blindingly obvious nutrition claims to the very subtle tricks of the pharmaceutical industry.

Registration/cancellation deadline: September 27
To register call 405-744-WELL (9355) or email wellness@okstate.edu.

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**Jack-O-Lantern Jog / Oct. 12, 2 p.m.**

The Jack-O-Lantern Jog is a family-friendly fun run/walk/Jog (1 mile) event that is held in the beautiful Botanic Garden at Oklahoma State University. Upon completion of the 1-mile event, all participants can paint a pumpkin and participate in lots of other exciting activities!

Registration form can be downloaded from [https://okla.sl/jolj19](https://okla.sl/jolj19)