

THE UNIVERSITY OF OKLAHOMA

STAFF SENATE

(NORMAN CAMPUS)

Wednesday, July 15, 2020

DRAFT

Chair Sarah Connelly called the meeting to order at 1:30 p.m.

Officers present – Sarah Connelly, Chair; Crystal Ary, Chair-Elect; Justin Daniels, Immediate Past Chair; Kristi Wright, Recording Secretary

Staff present – Melissa Lane, Administrative Coordinator

Representatives present – Hourly Employees Council: Tanya Miller Eager, Paul Box, Judy Estes, Kelly Thompson, Ross Mehl, Joanne Braunbeck, Jenn Ille, Jessica Rossman, Will O'Donnell, Joe Northcutt; Informational Staff Association: Christine Young, Daniel Deering, Rachel Meyer, Corey Helms; Organizational Staff Council: Shannon Overstreet, Diana Fitzpatrick, Margaret Vennoch, Betty Love; Administrative Staff Council: Patrick McClain, Heather Todd, Matthew Rom (Proxy)

Representatives absent — Hourly Employees Council: Kyle Leffler, Amber Gillion; Informational Staff Association: Cathy Yeaman, Lana Ferguson; Organizational Staff Council: Jeremy Oxenford, Tonya Iman

Guests — Robin Stroud, Debra Levy Martinelli, Trish Koonce, Jami Houston, Jenny Watson, Angela Robertson, Rhonda Hill, Jen Elsner, David Kyncl, Camille Germany and Bailey Hoffner

SPEAKER

Dr. Gary Raskob, Dean of OU's Hudson College of Public Health

ACCEPTANCE OF MINUTES OF June 17, 2020

On a motion by Patrick McClain, the minutes of June 17, 2020, Staff Senate meeting were accepted.

CHAIR'S COMMUNICATIONS

This is my last meeting as Staff Senate Chair and I want to take the opportunity to thank the Staff Senate Executive Committee, Representatives, and Standing Committee members for all their hard work this year. I know that none of us knew what this year would hold, but you all persevered. I appreciate your ongoing commitment to the staff community. Thank you for giving me this opportunity to serve. I am so thankful to be able to call you all my friends and colleagues.

Updates from meetings:

Staff Senate Executive Committee met and decided to send a communication to provide updates to staff.

Melissa, Crystal, Justin, and I met with Angela Church and Carrie Irwin. They let us know that details about requesting flexible work arrangements will be coming out soon.

Crystal and I met with Faculty Senate Chair Amy Bradshaw and Chair-Elect Keri Kornelson to discuss common questions and concerns our constituencies have about the return to campus in the fall.

REPORTS FROM MEMBER GROUPS

Administrative Staff Council: President Patrick McClain reported that they have not met.

Hourly Employees Council: President Tanya Miller Eager reported that they didn't meet in July. However, she did check-in on the council to see how everyone was feeling about our current situation and their opinions about returning to campus. We had questions about mask enforcement, exposure protocol, concerns about furloughs, and staffing shortages.

Also, a big shout out to the employees who suit up like the scientist from ET and go clean up exposure sites. We owe our indivisible workforce huge gratitude for their efforts during this pandemic. Outside of campus cleanup efforts, we have employees going around putting in special air filters and seeing how to improve our buildings to reduce the spread of this virus. Props to those who put together and distributed our safety kits. We owe thanks to all the teams who are working behind the scenes. Thank you.

Informational Staff Association: By email, President Cathy Yeaman reported that they had a brief meeting. They updated members on the updates and information provided at the Staff Senate Meeting to include the return to campus, the new Title IX regulations that apply to all 3 campuses, the president's budget outlook (no planned furloughs at this time), staff awards announcement and video presentation by President Harroz and confirmation there will be no Staff Week picnic in August. The update included information from Benefits about the new RFP for dental, vision and medical insurance, the recommendation to move from a 6 tier to a 3 tier system like HSC and COVID-19 admin leave would be covered until June 30th. Also noted was the decline in participants in the Wellness program and a new Fidelity Rep is being sought after the departure of the current rep.

They revisited seats still available for 2020-2021 and held elections for the upcoming year. There are still seats available for Vice President, Activities Coordinator, 1 seat for Staff Senate 2019-2021, and 1 seat for 2020-2022. They had no volunteers and will seek replacements at the first Fall 2020 meeting.

They continued their discussion on the fundraiser. Took suggestions from members such as candy grams to begin in the fall. They will still be seeking suggestions at the first fall meeting.

Cathy thanked members for their participation and support this year and welcomed the in-coming President, Christine Young. Christine briefly addressed the members and is looking forward to next year.

Organizational Staff Council: President Shannon Overstreet reported that they did not meet.

REPORTS OF STANDING COMMITTEES

Awards Committee: By email, Chair Liz Cooley reported that they did not meet.

Communications Committee: By email, Chair Trish Koonce reported that they did not meet.

Staff Initiatives Committee: By email, Chair Jami Houston reported that the committee has not yet met this month.

Staff Week Committee: By email, Chair Trisha Cole reported that they did not meet.

REPORTS OF SPECIAL AD HOC COMMITTEES

Policy Review Ad Hoc Committee: Chair Justin Daniels said that the committee is continuing to review and work on the new documents, they are waiting for information from Human Resources.

REPORTS FROM UNIVERSITY COUNCILS, COMMITTEES, AND BOARDS

Employee Benefits Committee: Matthew Rom reported the Employee Benefits Committee met via Zoom on June 18, 2020.

Benefits Update

- Three RFPs (dental, vision, and Medicare Advantage) were issued, evaluated, and finalist forwarded to senior leadership for consideration. Committee waiting for approval from senior leadership as of the June 18, 2020 meeting.
- Benefits office submitted plan designs for 2021 benefits packages to senior leadership. Do not have an update on their decision as of the June meeting.
- Update on COVID-19 benefits (as of July 7, 2020):

<i>Benefit</i>	<i>Effective Date</i>	<i>Projected End Date</i>
COVID-19 Testing Related Benefits	3/18/20	Cost-share waiver ends with the end of HHS public health emergency
Telehealth Expansion	3/18/20	8/31/20
COVID-19 Treatment	4/1/20	8/31/20 (COVID-19 treatment is covered after this date, but applicable copays, deductibles and co-insurance will apply.)
<i>The COVID-19 pandemic is a fluid situation; the university continues to monitor the developments and may alter its policies and response accordingly.</i>		

- April medical spending much lower than other months as expected with elective medical procedures not performed as a result of COVID-19. Norman campus ran approximately 72% of the expected budget. Norman is running around 85% of the budget for the year.

Wellness Update

- The wellness team is working hard to provide many virtual programmatic options.
- LiveWell OU will offer a physical activity challenge during July and August.
- The employee utilization rate of Magellan EAP resources is approximately 67.1.

Retirement Update

- Benefits office attempting to schedule Fidelity retirement counseling sessions in late fall and working to offer virtual options if conditions do not allow in-person meetings.

OTHER REPORTS

The following reports were linked to the July agenda:

Staff Senate Foundation account report

Minutes of Employment Benefits Committee meeting for May 2020

OLD BUSINESS

NEW BUSINESS

Approval of Appointments/Reappointments to the Staff Senate Standing Committees: The list of volunteers was linked to the agenda. Rachel Meyer moved to accept the slate of volunteers. Her motion was seconded and passed on a voice vote.

ANNOUNCEMENTS

ADJOURNMENT

As there was no further business, the meeting adjourned at 2:41 p.m.

NEXT REGULAR MEETING: September 16, 2020

Respectfully submitted,
Melissa Lane
Administrative Coordinator

Kristi Wright
Recording Secretary