

THE UNIVERSITY OF OKLAHOMA

STAFF SENATE

(NORMAN CAMPUS)

Wednesday, June 17, 2020

Chair Sarah Connelly called the meeting to order at 1:31 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, Jessica Rossman, Will O'Donnell; Informational Staff Association: Cathy Yeaman, Christine Young, Daniel Deering, Rachel Meyer; Organizational Staff Council: Margaret Vennoch, Betty Love; Administrative Staff Council: Patrick McClain, Matthew Rom (Proxy)

Representatives absent — Hourly Employees Council: Jenn Ille, Kyle Leffler, Joe Northcutt, Amber Gillion; Informational Staff Association: Lana Ferguson, Corey Helms; Organizational Staff Council: Shannon Overstreet, Diana Fitzpatrick, Jeremy Oxenford, Tonya Iman; Administrative Staff Council: Heather Todd

Guests —Debra Levy Martinelli, Rhonda Hill, Trish Koonce, Jen Elsner, Cindy Clark, Eric Zemke, Jami Houston, Amanda Schilling, David Kizer, and Chris Cook

ACCEPTANCE OF MINUTES OF May 20, 2020

On a motion by Margaret Vennoch the minutes of May 20, 2020, Staff Senate meeting was accepted.

CHAIR'S COMMUNICATIONS

HR meetings – we met with HR twice over the last month. They informed us the broadband updates are still on schedule to be complete over the summer. We also discussed the return to work plan. They have two Q&A sessions today.

Title IX Listening Session – The Gender and Equality Center lead a staff listening session asking for input on the implementation of the new Title IX regulations. Thank you to all of you who were able to participate in such short notice.

Crystal, Justin, Melissa, and I met with President Harroz and VP Burrage yesterday. They informed us the PTO policy change is under review and will not be on the June Regent's agenda. Further, the FY21 budget is looking better than expected, if we can keep students on campus throughout the fall.

REPORTS FROM MEMBER GROUPS

Administrative Staff Council: President Patrick McClain reported that they did not meet.

Hourly Employees Council: President Tanya Miller Eager reported that they met last week, they had a lively and lengthy discussion about returning to campus. There are concerns about how employees are being notified when they are exposed to co-workers who test positive for Covid-19. The new overtime policy was brought up and they had a conversation about how that would impact staff on call and those who work special events. It was decided that they'd have continued conversations. They finished their meeting with an election update.

Informational Staff Association: President Cathy Yeaman reported that they had an update on the new overtime policy going into effect, Spring 2021. They held elections for the upcoming year. There are still seats available for VP (Chair-Elect), Activities Coordinator, 1 seat for Staff Senate 2019-2021 and, 1 seat for 2020-2022. They continued their discussion on the fundraiser for face masks, name, and updated the committee that Staff Initiatives is working on Bereavement Leave.

Organizational Staff Council: By email, President Shannon Overstreet reported that they discussed returning to campus and holding elections in September. Julia Rouse gave them an update on the hiring process with the hiring freeze in place. They also discussed rotating schedules for individuals who share an office or are in close quarters, such as those in cubicles.

REPORTS OF STANDING COMMITTEES

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

Communications Committee: Trish Koonce reported that they did not meet, but their newsletter on Standing Committees went out a few weeks ago.

Staff Initiatives Committee: Chair Jami Houston reported that Lindsay Mitchell joined us to brainstorm some ideas about a campaign to promote benefits available to staff around PTO and the benefits of using PTO when sick. They continued discussion on parental leave proposal and bereavement leave proposal.

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: Justin Daniels said that the committee is continuing to review and work on the new documents.

REPORTS FROM UNIVERSITY COUNCILS, COMMITTEES, AND BOARDS

Employee Benefits Committee: Matthew Rom reported:

Benefits Update

- Three RFPs (dental, vision, and Medicare Advantage) were issued, evaluated, and finalist forwarded to senior leadership for consideration. Committee work was not completed in time for inclusion on the June Board of Regents agenda.
- Benefits also proposing a 3-tier medical premium contribution model and a change to the salary bands within the model. Additionally, the benefits team is proposing moving the Norman campus to the HSC medical plan design.
- OU medical plans continue to offer COVID-19 treatment coverage at no cost to the employee through June 30, 2020.
- Medical expenses are running under budget (87% in Norman). The decrease may be a result of medical facilities cancelling elective procedures.

Wellness Update

- Registered Users
 - o Norman: 4,668
 - o OUHSC: 2,796
 - o Tulsa: 301

- The wellness team is working hard to provide many virtual programmatic options.
- Several challenges were available throughout quarter two.

Retirement Update

- Daniel Grauwiler, OU's Fidelity representative is moving to accept another position. Those needing information about their Fidelity account or have general questions can still call the Fidelity 1-800 number.

OTHER REPORTS

The following reports were linked to the June agenda:

Staff Senate Foundation account report

Minutes of Employment Benefits Committee meeting for January 2020

OLD BUSINESS

NEW BUSINESS

Approval of recommended nominations to University and campus councils, committees, and boards: The list of recommended nominees was linked to the agenda. Patrick McClain moved to accept the slate of nominees. The motion was seconded and passed unanimously.

Election of Recording Secretary for 2020-2021: Crystal Ary said the nominating committee was recommending Kristi Wright for the position of Staff Senate Recording Secretary for 2020-2021. Sarah Connelly called for nominations from the floor. There were none. Paul Box moved to accept the nomination by acclamation. The motion was seconded and passed unanimously.

Election of Chair-Elect for 2020-2021: Crystal Ary said that after interviewing interested staff members, the nominating committee was recommending Justin Daniels for the position of Staff Senate Chair-Elect for 2020-2021. Sarah Connelly called for nominations from the floor. There were none. Patrick McClain moved to accept the nomination by acclamation. The motion was seconded and passed unanimously.

ANNOUNCEMENTS

ADJOURNMENT

As there was no further business, the meeting adjourned at 2:11 p.m.

NEXT REGULAR MEETING: July 15, 2020

Respectfully submitted,
Melissa Lane
Administrative Coordinator

Kristi Wright
Recording Secretary