

THE UNIVERSITY OF OKLAHOMA

STAFF SENATE

(NORMAN CAMPUS)

Wednesday, March 11, 2020

Chair Sarah Connelly called the meeting to order at 1:31 p.m. in the Bartlett Room of the Oklahoma Memorial Union.

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

Officers absent – Justin Daniels, Immediate Past Chair

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, Joe Northcutt; Informational Staff Association: Cathy Yeaman, Christine Young, Daniel Deering, Corey Helms; Organizational Staff Council: Shannon Overstreet, Diana Fitzpatrick, Margaret Vennoch; Administrative Staff Council: Patrick McClain, Heather Todd, Matthew Rom (Proxy)

Representatives absent — Hourly Employees Council: Will O’Donnell, Kyle Leffler, Amber Gillion; Informational Staff Association: Lana Ferguson, Rachel Meyer; Organizational Staff Council: Jeremy Oxenford, Betty Love, Tonya Iman

Guests — Debra Levy Martinelli, Marissa Pierson, Meghan Warren, Leslie Vennoch and Trisha Cole

SPEAKER

Lee Camargo Quinn, Benefits

ACCEPTANCE OF MINUTES OF February 19, 2020

On a motion by Joe Northcutt the minutes of February 19, 2020, Staff Senate meeting were accepted.

CHAIR’S COMMUNICATIONS

Coronavirus Update – We are currently waiting for additional information from the administration.

Wellness Update – Last month several people had questions about the new Livewell OU program. I met with Lindsay Mitchell, and she provided the following information:

- Livewell emails have the most detailed information about upcoming opportunities. The items listed on the portal are broad since all three campuses see the same view of the website.
- If you have met your quarterly point goal, you can hold on to points and enter them in the next quarter.
- A “Cultural Enrichment” section has been added.
- No individual data is reported; only aggregate data is reported (ex. X number of employees are using the portal, etc.).
- They are continually assessing and improving the program. If you have questions, suggestions, or opportunities to list for wellness points contact them at wellness@ou.edu.

President's Academic Programs and Budget Advisory Committee – The Staff Senate Executive Committee met with the PAPBAC committee to review the latest draft of the Norman Strategic Plan and provide feedback. We also met as an Executive Committee and emailed additional feedback.

Operations Update – Melissa, Justin, and I met with Eric Conrad to hear about updates in Operations. They are continuing to add parking, have a national search for the Director of Purchasing, they are hiring in Architecture, they are putting together a hiring committee for Chief of Police, working to bring all work order/scheduling software together, currently remodeling the Facilities compound and will bring Safety into the new space as well.

Meeting with VP of Diversity and Inclusion – Melissa, Crystal, and I met with Dr. Hyppolite to introduce her to Staff Senate and propose a University Diversity, Equity, and Inclusion Committee. Dr. Hyppolite was interested in a University committee and said she will consider it as she begins organizing her office. She also announced there will be a climate survey coming out for students, faculty, and staff after Spring Break. Her office is also working on rolling out an online diversity training for faculty and staff. Crystal attended a product demonstration the day after our meeting.

REPORTS FROM MEMBER GROUPS

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

Hourly Employees Council: President Tanya Miller Eager reported that they didn't meet but rescheduled their meeting to later this month.

Informational Staff Association: President Cathy Yeaman reported that they had an update on Staff Week and the Art Show date and location. It will be held Tuesday, April 21, 2020, from 3:30 - 5:00 PM in the atrium of the Stephenson Research and Technology Center (SRTC) on the OU Research Campus. A call was made for volunteers. They continued their discussion on Staff Assistance Fund seeking an appropriate name, ways to raise funds and when to begin.

Organizational Staff Council: President Shannon Overstreet reported that they will meet later in the month.

REPORTS OF STANDING COMMITTEES

Awards Committee: By email Chair, Liz Cooley reported they discussed the set-up of ceremony, menu and the assemble of Awards.

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: Chair Trisha Cole reported that they discussed the logo for Staff Week and at that time we were waiting on approval. The big topic was prize donations. Split up the prize committee and started calling for donations. They still have more to call and pick up. Winners for theme and logo will receive something from prize solicitation. Venues for the week are set with a few changes from last year. The newsletter should be coming out in the next couple of weeks. March 20 is the deadline for Craft Fair participants.

REPORTS OF SPECIAL AD HOC COMMITTEES

Policy Review Ad Hoc Committee: By email Chair, 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: The Employee Benefits Committee (EBC) met on February 20, 2020 in NEL Room 215.

Benefits Update

- Human Resources is beginning the process of designing the 2021 health insurance plans for the University. The University will remain with Blue Cross Blue Shield (BCBS) with all three campuses having the same plan design.
- The benefits tier structure will change in 2021. Currently OU-Norman has six tiers while OUHSC has three. There is a consensus that three tiers would be the preferable structure going forward. However, there will be premium increases for some as costs are reallocated from six to three tiers.
- An RFP will be issued for dental, vision, and retiree Medicare-eligible health insurance. The RFPs are being issued as they are due to periodic review and issuance.
- Human Resources is proposing changes to the OU Life Insurance Plan design. The goal of the redesign is to make the plans better for employees as current plans are a bit outdated.

The discussion on benefits was extensive and many of the other agenda items were tabled until the next scheduled EBC meeting on March 26, 2020. EBC members were asked to talk with their constituents about the proposed changes in benefits. Lee Camargo-Quinn was asked to attend the next Staff Senate meeting to provide a detailed overview of the proposed changes.

OTHER REPORTS

The following reports were linked to the March agenda:

Staff Senate Foundation account report

Minutes of Employment Benefits Committee meeting for January 2020

Shared Leave Annual Report

OLD BUSINESS

ANNOUNCEMENTS

ADJOURNMENT

As there was no further business, the meeting adjourned at 2:08 p.m.

NEXT REGULAR MEETING: April 15, 2020

Respectfully submitted,
Melissa Lane
Administrative Coordinator

Kristi Wright
Recording Secretary