

THE UNIVERSITY OF OKLAHOMA

STAFF SENATE

(NORMAN CAMPUS)

Wednesday, October 20, 2021

Chair Justin Daniels called the meeting to order at 1:32 p.m.

Officers present – Justin Daniels, Chair; Heather Todd, Chair-Elect; Crystal Ary, Immediate Past Chair; Kristi Wright, Recording Secretary; Christine Young, Communication Officer

Staff present – Melissa Lane, Administrative Coordinator

Senators present – Jenny Lang, Karla Pitre, Betty Love, Suzie Brewer, David Kizer, Karen Horne, Paul King, Cherry Smith, Becky Lucas, Minerva Quinones-Willingham, Ross Mehl, Rhonda Hill, Paul Box, Patrick McClain, Jessica Rossman, Beth McCoy, Diana Fitzpatrick, Kelly Thompson, and Joe Northcutt

Senators absent — Sherrie Sanders, Mark Ellis, Angela Walker, Cynthia De La Rosa, Rusanna Hardesty, Sarah Connelly, and Jen Elsner

Guests — Debra Levy Martinelli, Robin Stroud, Matthew Rom, Katherine McRae, Beth Young, Steven King, Brenda Mackey, Terri Smith, Ari Fife, Alec Holland, Holly Anderson, Jaymie Turner, Kristen Burkett, Kathy Gradnigo, Daniel Deering, and Becky Lewis

SPEAKERS

Jennifer Hembree, Office of Policy Management
Jasmine Small, Office for Equal Opportunity

ACCEPTANCE OF MINUTES of September 15, 2021

On a motion by Paul Box, the minutes of the September 15, 2021, Staff Senate meeting were accepted by an email majority vote.

CHAIR’S COMMUNICATIONS

Over the last several weeks Crystal, Heather and I have been meeting with various people across campus regarding issues affecting staff. We have met with the Staff Initiatives Committee regarding policies that affect staff and have provided guidance on policies we would like to see added or changed. The committee has also completed a survey regarding shared leave that will be sent to all senators for feedback. This committee has some big tasks ahead so please volunteer to join them or provide them with feedback on things you’d like to see them address regarding policy that affects staff. We have set up recurring monthly meetings with the new CHRO, Dorothy Anderson, and those have been very productive discussions. I recently met with Faculty Senate Chair, Keri Kornelson, to discuss issues affecting both faculty and staff. Lastly, earlier this week we held a tri-campus Staff Senate meeting with Chairs, past chairs, and chairs-elect for all three OU campuses. We will be meeting as a group again next month with Dorothy Anderson to discuss HR issues affecting staff at all campuses. If you need anything or if you have any questions, please reach out to me, any one of your senate representatives, or the Staff Senate office.

REPORTS FROM SPECIAL COMMITTEES

Committee on Committees: Chair Heather Todd reported that there was no report.

Merit Award Selection Committee: Chair Heather Todd reported there was no report.

Policy Review Committee: Chair Heather Todd reported there was no report.

Community Outreach Committee: Chair Rhonda Hill reported that they met via Zoom on September 20 and discussed fundraisers for the fall and spring.

Ad Hoc Committee: Currently there are none.

REPORTS OF STANDING COMMITTEES

Awards Committee: By email, Chair Liz Cooley reported they met via Zoom, introductions and assignments were made. We will be making a decision about the menu in the near future.

Communications Committee: Chair Holly Anderson reported they met by email to do brief introductions and to set up our first meeting, which will happen in the next week.

Staff Initiatives Committee: Chair Kathrine McRae reported that they have met twice since the last Staff Senate meeting.

September 21, 2021 meeting:

The Committee has a bereavement leave policy proposal for three paid days of bereavement leave submitted to the Staff Senate for consideration and is waiting to hear feedback from Staff Senate. The Committee is also working on the topic of Shared Leave and has submitted a staff survey to the staff senate executive committee. The survey was approved by the staff senate in spring 2021 but has not yet been distributed.

The Committee agreed it would be useful to develop a tool(s) to collect feedback from staff regarding concerns, interests, etc. as a way for the committee to determine new working topics.

October 19, 2021 meeting:

The Committee along with guests Justin Daniels and Crystal Ary discussed the bereavement leave proposal, the shared leave survey, and the Staff Senate Executive Committee's request to address policies that impact as many staff as possible and which do not require funding. Executive Committee suggestions include: revise the bereavement leave proposal to address supervisors allowing off time for bereavement, examining options for flexible holiday leave, and working on policy regarding supervisor training. Committee discussed work plans for data and information gathering regarding policy proposals.

Staff Week Committee: Chair Terri Smith reported they met 10-6-21 and discussed the changes we want to make to update the event. Some of these changes will be completely different than "normal" but some will still go on. We expect to have a full report by next month.

REPORTS FROM UNIVERSITY COUNCILS, COMMITTEES, AND BOARDS

Employee Benefits Committee: Matthew Rom reported the following:

The Employee Benefits Committee met via Zoom on September 16, 2021.

EBC Administration

- Approved August 2021 minutes
- New Members
 - Heidi Petitt – HSC Staff Senate
 - Jeff Widener – Norman Faculty Senate
- Elections for EBC Chair and Vice Chair
 - Chair: Matthew Rom
 - Vice-Chair: Susan Hahn

Benefits Update

- Benefits RFP
 - Communication sent notifying the campus community of switch from BCBSOK to Cigna effective January 1, 2022
 - Will meet with stakeholder groups as plan design solidifies
 - Dental will remain with BCBSOK
 - Will receive new insurance cards in late December. Members enrolled in the High Deductible Health Plan will receive a new HSA Bank card in the mail
 - Community informed rates will remain the same in 2022
 - Sarah Vaughn will return as our customer service representative
- Retiree Medical Buy-Up Plan
 - The Retiree medical buy-up option is for the University of Oklahoma (Norman and Health Sciences Center) retirees. Retirees asked for another option when we moved to the Medicare Advantage Plan (MAPD) similar to the plan we had before as well as a standalone Part D plan. We will offer a buy-up medical option paired with a Part D plan and also a standalone Part D plan to Medicare-eligible retirees starting January 1, 2022.
- Willis Dashboard
 - The month of July ran high at 103.9% system-wide with Norman running 106% of the budget for the month.
 - The University is running 91% of the budget year to date with Norman running at 86% year to date.

Wellness Update

- Wellness team continues to offer opportunities to participate with many offered via zoom.
- Live Webinars are available throughout the month of September and October. If you are unable to attend the live webinars, they are always recorded and available on-demand through the Magellan website.
- The updated breastfeeding policy has been approved. It will give clarification on the campus breastfeeding policy in support of breastfeeding mothers. The new policy will be communicated to the OU community in the near future.

OTHER REPORTS

The following reports were linked to the October agenda:

Staff Senate Foundation account report \$1,285.30

Minutes of Employment Benefits Committee meeting for May 2021

OLD BUSINESS

None

NEW BUSINESS

None

ANNOUNCEMENTS

ADJOURNMENT

As there was no further business, the meeting adjourned at 2:21 p.m.

NEXT REGULAR MEETING: November 17, 2021

Respectfully submitted,
Melissa Lane
Administrative Coordinator

Kristi Wright
Recording Secretary