

USAC Meeting Summary
February 9, 2017

In attendance

Voting Members: Danielle Booth, Mike Griest, Jerry Hensley, Joanie Hendricks, Adam Horseman, Amanda Karper, Gina Keucher, Amanda Spencer,

Others: Misty Cox, Mark Hibner (via Skype), Carol Rader

Call meeting to order: 9:07 am

Approval of minutes from January 12, 2017: Approved and posted to <https://www.wright.edu/staff-councils/usac/meetings>

Guest speaker: Jennifer Kostic, Director, Talent Management & Learning

- Talent Management was previously referred to as Employment
- Jennifer and her team are working on many projects including:
 - Hiring Process
 - Serving as selection advisors
 - How to successfully utilize different resources to advertise positions
 - How to utilize screening questions which are built into People Admin
 - Increase background checks to include adjunct faculty – currently being done for all full time staff and faculty positions
 - Change new employee orientation to more of an onboarding event
 - Not done in one day
 - Developing a mentoring program
 - Stay interviews – follow up with new employees to find out how things are going and what training should be improved/added
 - Training
 - In April will begin Employee Empowerment
 - Using technology to include Lake staff in training sessions
 - Staff Development Day support
 - Performance Management
 - By next year, the current forms will be updated
 - Hope to have forms available online
 - Creating a process throughout the year not just one day each year

New Business:

Presidential search – staff have been given a great opportunity to provide their input in the selection of our next president. Please watch the forum videos and complete the feedback forms.

Staff/Faculty Basketball game – this Saturday, Feb. 11th

Ongoing Business:

Talk Back Luncheon – next session is scheduled for Feb. 22 in the Rathskeller from **11:30 am -1:00 pm**
(NOTE NEW TIME)

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Committee Updates: USAC Subcommittees

- Bylaws and Charter – done/approved at last meeting
- Communications and Marketing – INACTIVE
- Community Service/We Serve U
 - Crayons to Classrooms donation drive will end Friday. With the help of Athletics and WSU Hospitality, WSU will be donating around 500 boxes of crayons
 - Next project – Cards for Kids will be sometime in the Spring (date TBD)
- Compensation, Benefits and Equity – committee has not met; received copy of Total Compensation slide which will be completed in May/June (attached)
- Nominations/Fundraising – will start end of Feb. Nominations will launch in March

University Committees

- Athletic Council
 - There is a Student Government survey being created to gauge whether students are willing to pay an additional fee for an independent Recreation Center. There is only one other state school in Ohio that does not have an independent rec. center.
 - Worked with We Serve U to collect donation for area children in need
 - Dr. Hopkins said that the Athletic Dept. has continually been underfunded by \$1.5 million. Athletics is not overspending. The administration moves one time funding to cover the underfunded budget. With the university's current financial situation that will no longer be the case.
 - Rinzler Sports Complex was paid for with university reserves.
 - Student Athletic Council will be focusing community service on Special Olympics this year
- Dining Services
 - Copy of customer satisfaction survey available at dineoncampus.com/wright
 - Report problems by texting – Text2Solve
 - C Store is changing name to Raider Mart
 - New Spring hours <https://new.dineoncampus.com/wright/locations-and-hours>
 - Cost for items is inconsistent
 - Cost for Staff/Faculty is higher if do not have Fac/Staff Meal Plan
 - WSU is in third year of a 10 year contract with Chartwells
 - Prices will increase by 5% beginning Fall 2017
- Ohio Staff Council of Higher Education (OSCHE) – next meeting in April
- Parking Services – INACTIVE
- Staff Appreciation Day – Feb. 11th
- Staff Development Day – March 2nd ; Registration will begin Feb. 16th
- Sustainability – INACTIVE
- Total Compensation Committee – study will be completed May/June; see attached slide
- University Diversity Advisory Council (UDAC) – INACTIVE
- Wellness and Recreation – INACTIVE

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University Committees cont'd

- WSU Bookstore
 - New company for graduation regalia
 - Less expensive
 - on display in the Bookstore
 - Governor Kasich's tax proposal includes reducing the cost for textbooks for undergraduate students. If approved, undergrads would pay no more than \$300 per year for textbooks. WSU would lose a significant amount of income paid from the Bookstore. Barnes and Noble is looking at e-course software.
- WSU Staff Council – next meeting Feb. 14th

Schedule Reminders

- USAC Meeting – Thursday, March 9 from 9 am – 10:30 am in Atlantis Room (157 SU)

Adjourn Meeting

Unclassified Staff Advisory Council (USAC): The purpose of the Unclassified Staff Advisory Council (USAC) is to represent its members to the university by: promoting their general welfare; advocating for unclassified staff through active participation in university governance structure; reviewing, initiating and making recommendation on relevant university policies and procedures; encouraging and facilitating communication among members; and encouraging professional development opportunities. One of the prime responsibilities of this council is to serve the educational community by creating and maintain an environment conducive to the teaching, learning, research, and service functions of higher education. The recommendations of the council are submitted to the university president.