**In attendance**

* Voting members: Julia Acosta, Chris Bethel, Byron Duvall, Jerry Hensley, Joanie Hendricks, Amanda Karper, Becky Traxler, and Amanda Watkins
* Others: Drew Corbett, Misty Cox, Jason Kohlhepp, Chris Murphy, Carol Rader, Sarah Mault, Lindsay Wight, Sue Polanka, Therina Clod-Svensson, Sheryl Kent, Vickie Slone, Monica Snow, David Bringhurst, Valerie Fasimpaur, Laura Rapoch, Christina Duffy, Richard Perry, Maureen Barry, Holly Jackson, Stephanie Cheeseman, Rahme Asphour, and Sarah Cicorna

**Call meeting to order: 9:05 AM**

**Approval of minutes from June 9, 2016-** Minutes approved and posted to <https://www.wright.edu/staff-councils/usac/meetings>

New Business:

Committee Assignments-committee vacancies were distributed to all attendees. All updates are posted to the site-<https://www.wright.edu/staff-councils/usac/council-and-subcommittees>

Guest Speaker: None

Ongoing Business:

We Serve U Raffle Ticket Update-President Hopkins has donated his Nutter Center Box and additional tickets for the August 10 drawing. Tickets are $5 each or 8 for $20. See Joanie Hendricks for tickets and information.

Committee Updates

USAC subcommittees

♣Bylaws and Charter-Did not meet

♣Communications and Marketing **INACTIVE**

♣Community Service- Did not meet

♣Compensation, Benefits, and Equity **INACTIVE**

* Reactivated by requests.

♣Nominations / Fundraising-Did not meet

University committees

♣Athletic Council- Did not meet

♣Dining Services- Did not meet

♣Ohio Staff Council of Higher Education (OSCHE)

* See attached minutes provided by Amanda Karper.

♣Parking Services **INACTIVE**

♣Staff Appreciation Day- Did not meet

♣Staff Development Day

* Staff development day is August 17 and sign up will begin July 25. There will be 23 sessions to attend. If interested in volunteering that day, contact Amanda Karper.

♣Sustainability **INACTIVE**

♣University Diversity Advisory Council (UDAC) - Did not meet

♣Wellness and Recreation- Did not meet

* Doug Newton is the new director and his first day was Monday, July 11.

♣WSU Bookstore- Did not meet

♣WSU Staff Council

* Official minutes will be posted to <http://www.wright.edu/staff-councils/staff-council/meeting> once approved.
* Discussion regarding more communication of the omnsbud person’s role was raised as well and to revisit the grievance policy with Staff Council.

**Recommendations:**

* Communication to be sent to unclassified staff that USAC is here to support them during this time.
* Smoking/Tabaco Free policy update.

**Adjourn meeting 10:24 AM**

**Schedule Reminders:**

•WSU Staff Council – Tuesday, August 9, 1:30-3:30 p.m., 267 University Hall

•USAC Meeting – Thursday, August 11, 9:00 – 10:30 a.m., 157 SU (Atlantis Room)

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 maintaining 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.*

OSCHE Summer Conference Notes

# June 16th and 17th 2016

Ohio Higher Education Summit –

* Better prepare kids for college and if they don’t have the aptitude then talking to them about certificates or learning a skilled trade.
* Explain the consequences of not preparing for filling the jobs that will be needed. Reality Check.
* Give them an understanding that if they are not participating in a program, then they are essentially agreeing to live at or below the poverty line.
* Only 4% of grads going to college from some high schools.
* Take advantage of College Credit +.
* What classes are we asking students to take that don’t make sense for their career goals? An arts class for an Engineering degree? A science credit for a fashion career?
* Think about the hand-off from 12th grade graduation to the next step.

University of Akron Update

* President stepped down
* Budget is down 8.5 – 9 % (40 M cut campus wide July 2015)
* 161 staff laid off – retired or resigned before lay off – poor communication
* 215 staff positions were cut – did not affect bargaining staff
* Baseball program was eliminated
* International program merged under Admissions
* Arts – non-self-supporting programs eliminated
  + Partner with local performing arts organization to bring back the Broadway series
* President Scott Scarborough resigns – faculty voted no confidence. 5 year teaching job in UA’s business school, earning 1.5M over the period.

Bowling Green State Univeristy

* All textbooks are in eformat only.
* One degree in Philosophy, Politics, Econ, and Law (one area of focus but degree in all)

Columbus State Community College

* Performance Cornerstone Performance System
  + Discussing 360 review
  + Can go into peers account and give them kudos
* Day of service – allowed to be on the clock to go volunteer (salaried positions) – USAC initiative
* Polo Shirts for Council Members. Help identify who the reps are and wear them on Fridays.

The Ohio State University

* Board approval is required for individual salary adjustments that lead to total compensation of over $270,000.
* Also, going through a Total Compensation Project but it’s stalled due to FLSA changes which have taken priority due to deadline.
* Staff Career Development Grants – Staff can petition for grants to attend outside professional development functions, seminars, conferences, etc. Staff Council awards grants two times per year. Last year, 62 grants awarded totaling $60,000. Manager grants are awarded annually.
* Hidden Benefits Fair (similar to the HR Benefits fair at WSU) uses the funds from vendor table fees to collect the money for Staff Career Development grants. They charge $90/table.

Lorain County Community College

* President is retiring. They had 40-50 applications, narrowed it down to 3 final applicants and decided that the Provost will transition in to the role of President. An interim provost has been determined and a new search committee is being assembled to look for a replacement.
* During Welcome Week, the staff council delivers snacks to all areas of campus
* During Spring Break week, they have themed days, a fundraiser, and activities to do each day.
* They also offer staff scholarships – they awarded one and hope to add a second in the future.
* Their staff council started a “Talk to me Tuesdays”. These events are on the first Tuesday of the month and council representatives are available for any staff to come and ask questions or voice concerns.
* They are really trying to increase their presence on campus and reach out to constituents.

Sinclair

* The hosts of this year’s summer conference allowed us a tour of the unmanned aircraft facility including a demonstration.
* Their VP of Organizational Development meet every two weeks with the Staff Committee Leaders to help incorporate staff initiatives in to the entire organizational strategy.
* They have an office supply swap meet to trade supplies between departments.