Members present:
Sue-Anna Miller, Facilities Management
Paul Arcaroli, Office of Human Resources
David Corbly, University Libraries
David Dagg, SNOMNH
Kelly Wilcox, Gallogly College of Engineering
Jeralyn Snow, OU IT
Breea Clark, Office of Academic Integrity Programs
Will Spain, Office of Academic Integrity Programs
D’Andre Fisher, University Community

Guests:
Melissa Lane, Staff Senate
Matt Rom, Facilities Management, Staff Senate President-Elect

The meeting was called to order by president Sue-Anna Miller at noon.

Discussion:

- Miller proposed that areas of focus this year be networking, discussing common concerns, and succession planning for the campus (not just ASC)

- Miller reported on the 9-16-2015 Staff Senate meeting:
  - Staff Senate President Debbie Copp reported for the Employee Benefits Council (EBC) that health costs are continuing to rise, especially prescription costs.
  - The PPO option has moved to a self-funded plan, but not the HMO, even though it has had significant cost increases.
  - Speculation is that rates will increase about 2% for the PPO and the high-deductible plan, and 12.9% for the HMO.
  - No increases are expected with Delta Dental
  - Projection is that VSP vision insurance will increase 17.4%.
  - EBC is recommending that HMO enrollment be frozen beginning next year.
  - There’s also a recommendation that there be a $25/mo. tobacco user surcharge. Tobacco use would be self-reported.
○ The $50 per month credit for waiving OU insurance when employees have other coverage may be eliminated.
○ October 26 - November 13 will be the annual enrollment period.
○ There will be a new vendor for the Flexible Benefits plan.
○ EBC will be surveying staff about what they’d like to see in insurance plans.

- The Organizational Staff Council is holding a fundraiser for the OU Staff Assistance Fund at Applebee’s on Oct. 17.

- There’s a GoFundMe drive for OU employee Greg Grosshans, who was hit by a car while bicycling (https://www.gofundme.com/e34au3bt)

- Succession planning discussion:
  ○ Miller and others from Facilities Management attended a conference at UT-Austin, which has a program in which employees are given time to train for positions two levels up from their own. It doesn’t provide them a guaranteed step up, but if they are selected after open competition, they are more prepared.
  ○ Corbly asked about perhaps including succession planning in disaster recovery/business continuity planning documents?
  ○ Wilcox indicated that they recently completed their business continuity plan, but that Lisa Teel from the Office of Emergency Preparedness is launching hosted, centralized business continuity planning software, with training in October.
  ○ Corbly proposed that Ms. Teel present the hosted system as part of the ASC meeting in November or December, and the proposal was affirmed.
  ○ Comment that perhaps “succession planning” isn’t the best term, should call it turnover planning.

- Snow said the state CIO office is recruiting away IT talent, that they have an advantage with their health coverage plan.

- Corbly commented that the recent tuition waiver program for dependents on OU’s health insurance policy is very helpful in recruiting employees with college-age children, but not to employees with very young children. He proposed that ASC recommend to Staff Senate that OU contribute to a 529 savings plan for employees with young children. A recommendation was made that it be proposed first to the Staff Initiatives Committee, chaired by Sam Fellows.
The next meeting will be October 28 at 11:30am in Bizzell Memorial Library, Room 339.

The meeting adjourned at 1pm.

Respectfully submitted by David Corbly, Secretary, OU Administrative Staff Council