

Meeting Summary
University Senate Meeting
February 8, 2018, 3:30 PM
Saxbe Auditorium, located in Drinko Hall.

1. Secretary's Report #363

Ben Givens, University Senate Secretary

The motion for approval carries.

2. Proposals to Approve the 2018-2019 Senate Calendar

Sharon Schweikhart, Chair, Steering

The proposed calendar follows a similar pattern as previous years. Senate meetings will be held on the third or fourth Thursday of the month. A Steering meeting will proceed each Senate meeting, as this is where Senate agendas are approved. There was a suggestion from USG to change the meeting time to better align with the class schedule. It was determined that this suggestion has merit but needs to be studied further.

The motion carries and passes unanimously.

3. Human Resources Strategic Plan

Susan Basso, Senior Vice President, Talent, Culture & Human Resources

Over the next 3-5 years, HR will roll out its Strategic Plan. There are three strategic focus areas: HR Excellence, Talent Management, and Total Rewards. Susan has reviewed other strategic plans across the University and noticed overlap, such as talent initiatives. They are focused on five foundational themes within each of the focus areas. HR Excellence means ensuring an exceptional experience to our employees. Basics things need to be right first. There are many HR professionals across campus. They want to work on best practices, and improving the service delivery model. OSU is in the middle of the Workday project implementation. They want to look at policies and processes to make sure they are current and up to date. One large goal is recruiting and retaining top-tier talent. This is a national higher education issue, and we need to think about how to differentiate OSU. We want to tell a compelling story about coming to Ohio State. This is about understanding culture and working on the OSU brand as an employer. We want to ensure that new employees have a streamlined experience. We need to support internal talent and plan for future workforce trends. They are thinking about the total well-being of employees and collecting feedback for next steps.

4. Update from the Department of Athletics

Gene Smith, Senior Vice President and Wolfe Foundation Endowed Athletics Director

Our Athletics Department has three goals. The first and most important is to make sure our athletes perform well academically and receive a degree. The second goal is that they excel as athletes, and the third is that we strengthen their character. This year, thirty-four teams had a 3.0+ GPA. The highest team GPA was 3.686. There is a degree completion program for student athletes that go professional. We are number one in the country in that program. Gene and David Graham, Assistant Vice-Provost of Student Athlete Support Services, started tracking how student athletes perform academically

compared to the student body. The Success Team students achieved a 3.006 GPA this semester. We have been helping them get over their deficiencies and develop techniques to become great students. We were the first program in the country to implement life skills programs in International Experiences. Bucks Go Pro connects students to professional internships. We are trying to give them real work experience. Fifteen of our sports programs are in the top twenty and have a chance to win a national championship. We also have unique elite athletes at the top of their sport.

Gene have always tried to have an athletics department that is structurally and culturally integrated into the institution. Moving SASSO into the Provost's office has created many cultural benefits. The academic needs of our athletes should be addressed where the experts are. We have clear lines of communication and responsibility. We constantly focus on a high level of trust. There is a culture of accountability and reporting. Our biggest challenge are mental wellness and preexisting injuries. We support our student athletes and ensure that they cross train to avoid injury. In addition to coaches, every athlete has an advisor, nutritionist, and sports psychologist. Athletics has changed the conversation around support. It is important that we know what is going on in the lives of our student athletes.

5. Upholding Institutional Integrity

Gates Garrity-Rokous, Vice President and Chief Compliance Officer

Institutional Integrity is everyone's job. There are things each of us can do. We tend to think about problems as those that happen elsewhere. We also think of problems as those we can't do anything about. Gates challenges each of us to think about what we can do.

What have we done with respect to institutional challenges? In March of 2014, a victim in the band had her case adjudicated. At the time this became national news. Devout alumni cared deeply about the band. We investigated, we found the problem, and we committed to fixing it. We can take on challenging issues. The band just got invited to the Macy's Day parade and is performing its mission at the highest excellence.

Issues must be reported. How do we give people confidence that they can come forward? Are people around you comfortable raising a concern? Are you someone people come to when they have a question? We need to create a culture where concerns are taken seriously and addressed. Educating students is a proactive step. The climate survey is a learning step. How do we engage as an institution on this cultural moment? We must define what we stand for and create a shared understanding of what we believe in as a community.

- 6. Old Business**
- 7. New Business**
- 8. Announcements**
- 9. Adjourn**