



University Staff Advisory Council

MEETING MINUTES

April 9, 2024

THC 305

<https://urichmond.zoom.us/j/81918253581?pwd=OWM2dHk0M3MweDkyNnJaUXVIYUhBdz09>

Meeting ID: 819 1825 3581

Passcode: 425819

Attendees: Bill Galaspie, Cassie Price, Kirstin Stacia, Frances Dickerson-King, Mary Finley-Brook, Stephanie Fillman, Monica Booker, Iria Jones, Jacqueline Carrell, Ashley Kuemmerle, Jennifer Phillips, Carole Yeatts, Liza Carpenter, Catherine Fitzgerald, Jess Oliver, Nancy Propst, Christina Page, Andrea Vest, Kristin Mance, Yahneet Govine, Mary Wheaton, Melody (maybe Wilson?), Mike LaRue, Ryan Colton.

1. Call to order by Bill Galaspie at 1:02 p.m.
2. Congratulations to the newly elected 2024-25 USAC Exec Team: USAC Chair Carole Yeatts, Director of Career Development for the Law School; USAC Vice Chair Wendy Sheppard, Assistant Director of Sports and Risk Management; USAC Secretary and Treasurer Kirstin Stacia, Manager of Administration, Finance, and Technical Services for SPCS.
3. Ryan Colton, Deputy Director of Athletics and Chief of Staff, gives an overview of the current state of college athletics: In general, college athletics are going through a time of unprecedented change and challenges. Spider Athletics is going through a time of unprecedented success: In past two years, we have won 10 championships. We currently have six programs that are either champions or defending champions. Men's and Women's Lacrosse and Women's Golf are trending to be the No. 1 seeds in their conferences; will learn where they place in the next few weeks. Very appreciative of staff support of Spider Athletics. More generally, for the past few years, the NCAA has faced legal challenges related to anti-trust law and employment law. This has led NCAA to undergo transformation. State and federal government have become more involved in intercollegiate athletics. Since 2022, Virginia is on its second iteration of naming, images, likenesses (NIL) law. Big state schools (UVA, VT, etc.) looking for competitive advantage against other big state schools (Alabama, Texas, etc.). Changes almost daily. Currently, eight federal bills about college athletics pending in House and Senate, many related to employment issues concerning collegiate athletes. Other issues that may come up in next few years are revenue sharing (probably won't affect UR), broadcast rights, international student athletes (currently can't engage in NIL because of their visa status), other conferences. Big 10 and the SEC have now created their own advisory councils. Of all the recent changes, the one that has had the greatest impact on UR Athletics is NIL. For generations, student-athletes were prohibited from benefitting from using their name, image, or likeness for commercial purposes. In June 2021, NCAA did away with the NIL prohibition. UR had to ensure we had a policy about NIL and that we educated our

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student-athletes about it. Our business and law schools have worked with our student-athletes to help them think about business practices and brands. UR has created a marketplace where our student-athletes can engage with local businesses. NIL has become as important in recruiting student-athletes as athletic facilities, coaches, and scholarships. Our alumni have created a contributor-funded collective to support our student-athletes. Nationwide, some collectives are supported by extremely wealthy donors, others by regular fans. Collectives are very important to a successful athletic program, from both a recruiting and retention perspective. Every Big East program has at least one collective focused on their basketball program. College athletics landscape is rapidly evolving. One example of how student-athletes engage with businesses is as social media influencers. Some student-athletes are using their entrepreneurial skills: for example, one of our Men's Basketball players has started a custom-painted basketball shoe business. UR does not permit student-athletes to use UR logos when promoting their own business deals. NCAA looking at several other deregulations in addition to the NIL deregulation. NCAA had a one-time transfer exception that let student-athletes play if transferred once, but if transferred more than that, the athlete would be ineligible to play for a year. Now NCAA is changing that rule so that student-athletes' eligibility is not tied to the number of times they transfer. A lot more transferring going on now that it has been incentivized. The extra year of eligibility granted during COVID is going away. A lot of student-athletes map out their time so they can get both an undergraduate and a graduate degree during their years of eligibility.

4. Budget report: \$3,097.89 remaining
5. Committee reports:
 - Communications Committee: no report.
 - Elections Committee: no report.
 - Volunteer and Engagement Committee: Kirstin Stacia created a Sign-Up Genius for the breakfast with Chief Human Resource Officer Geraldine Sullivan, 9-10 a.m., April 22, Wilton Multifaith Room. Currently five of 20 slots filled. Register: https://www.signupgenius.com/go/10C0B4DA4AE23A0F8C34-48847694-staff#. Cassie: Will send an all-staff email and SpiderBytes with link to breakfast registration.
 - Benefits Liaison: Jess Oliver: Last couple of Benefits meetings were cancelled, so nothing to report.
 - Faculty Liaison: Carole Yeatts: no report.
 - Planning and Priorities Liaison: Ashley Kuemmerle: The committee is discussing FY 2024-25 budgeting. Robust process. Can't disclose details until Board of Trustees votes on budget.
 - Plant Involvement Team Liaison: no report.
6. Great College Survey Update: 63% response rate, feedback to be shared this summer.
7. Suggestions for topics to be covered during Spiders in the Know on May 16. Kirstin Stacia: Would love an update on campus construction projects.
8. Suggestions for USAC's conversation with President Hallock on June 11: no suggestions at this point.
9. Open USAC seats

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- a. Academic Affairs - At-Large (1 seat)
- b. Academic Affairs - A&S, Robins, Jepson (2 seats total)
- c. Athletics - (1 seat)
- d. Business Affairs - At-Large (1 seat)
- e. Business Affairs - Dining (2 seats)
- f. Business Affairs - Facilities (1 seat)
- g. Communications - (1 seat)
- h. Enrollment Management - (1 seat)
- i. Information Services - (2 seats)
- j. Student Development and Chaplaincy - (1 seat)

You can nominate someone from any division. When you vote, however, you are restricted to voting for someone in your division. Encourage staff to run for USAC. Discuss in staff meetings and ask your coworkers to run. Will publicize USAC nominations through SpiderBytes, emails, stake campaigns, print flyers, Dflyers.

10. USAC Web submissions April 2024

- **Idea/Question**

On 3/1/24, the CDC issued updated guidance (<https://www.cdc.gov/respiratory-viruses/prevention/precautions-when-sick.html>) on respiratory viruses stating that people should stay home if they have symptoms, but UR does not have a policy that mandates employees/students to stay home/in their room if they are sick to prevent the spread of illness. Will UR consider requiring individuals with respiratory virus symptoms to stay away from others until they have been fever-free for 24 hours and improving symptoms without medication? This is in line with the updated guidance.

Rationale/Reason

Leaving the decision about how to handle interactions with sick employees and students up to managers is ineffective since there are different standards for different departments, which is why we need an institutional policy. Scheduled appointments can obviously be switched to Zoom or re-scheduled, but on this campus there are many interactions with students especially that are not scheduled, and staff need to have protection against exposure in all circumstances. Obviously we can wear masks, but some responsibility needs to be placed on the person who is sick to not infect others.

Response:

The University encourages all employees to stay home if they are ill and/or contagious, and our paid leave policies are available for just this purpose. If an employee does come to work and doesn't feel well, they are encouraged to be considerate of those around them. We recommend that those employees take any possible precautions, such as maintaining distance from others, wearing a mask, washing hands frequently, attending meetings by zoom, and, for certain positions, working remotely on a temporary basis. We trust our students and employees to use their best judgment and to be courteous of others. If there is an issue in the workplace, please reach out to your supervisor for advice.

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As for COVID-19, the University's protocol is that "students, staff, and faculty who test positive for COVID-19 are expected to follow current public health guidance, which may include isolating at home and not coming to class or work. Information regarding isolation is available on the websites for the [Virginia Department of Health](#) and the [CDC](#)."

Kirstin Stacia: What is the policy for sick students? For those of us who work closely with students, what is the policy for staff to ask sick students to mask or reschedule their meeting with us? Bill Galaspie: I'll follow up with Dave Hale on this. Mary Wheaton: Newer employees don't have the same built-up bank of sick leave. Today I am sick, but I am at work anyway, because I don't have a lot of sick time and am saving it for a time when I might be even sicker. Bill Galaspie: We have raised this point with senior administration before and will do so again. Kirstin Stacia: Some benefits seem to be eroding; there's an opportunity for UR to up some benefits (such as increasing sick leave) when other benefits such as cell phone go away.

- **Idea/Question**

Is it possible to get a monthly phone reimbursement or can we request phones for our offices to use? (I believe this used to be something UR did)

Rationale/Reason

I need to use my phone often to communicate with interns as well as post on social media - and the photos and videos take up a decent amount of space on my phone.

Response:

In accordance with the Cell Phone Policy, ***"the University will continue to make a limited number of cell phones, cellular enabled devices such as iPads, and mobile hotspots available to departments for shared use during on-call rotations or on a check-out basis. These devices may be used only for University business needs and are not intended for personal use."***

- **Idea/Question**

Dave Hale and Lori Schuyler sent an announcement on March 13th indicating the university would discontinue supporting University cell phones for those currently in its cell phone program (necessary for their work). Please encourage them to communicate a more comprehensive justification to the university community.

Rationale/Reason

The one justification made in that announcement was that "cell phones have become ubiquitous and are commonly used across both [sic] personal and business requirements." The announcement also stated that there would still be support for "positions that require extensive travel or emergency response." Didn't those positions

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experience the same ubiquity of cell phones with use across personal and business requirements that the rest of the positions in the cell phone program experienced? That is, there seems to be something missing from the announcement.

Response:

The Cell Phone Policy addresses a longstanding practice in which there was not a stated rationale for which employee positions are eligible for a cell phone/cell phone plan and those positions who do not require such support. As a result, the University's practice of providing cell phones was ad hoc and needed to be addressed.

In determining which positions may require University cell phone support, it was determined that jobs which consistently require travel to fulfill job expectations or those jobs which may be first contact for University-related life/safety issues, would be provided with cell phone stipend support. Due to the ubiquity of cell phones, however, the University will no longer provide cell phones or manage cell phone plans for any employees.

The previous practice required significant administrative effort from many offices. Making this change will instead allow Information Services and the Finance areas to focus their resources on providing the technology infrastructure and support that the entire campus relies on. The new policy will also ensure a more equitable standard for providing cell phone allowances only to those who are required to travel extensively for the University or whose primary role is emergency response.

Mary Wheaton: I'm curious about people who are required to use their phones for social media. Doesn't this policy penalize them and their data storage on their personal phones? Cassie Price: I manage four social media accounts for the Jepson School on my personal cell phone; I have never had a UR phone or stipend. Bill Galaspie: Speak to your supervisor about getting UR technology or resources to help with this. Kirstin Stacia: Part of the cell phone announcement stated that there was \$16M cost saving. Senior administration should disclose to staff why UR is addressing cost savings. Are we worried about the enrollment cliff? Rachel Weinberg-Rue: WorkDay is incredibly expensive; maybe that is the reason.

11. Closed session

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