



University Staff Advisory Council

USAC Monthly Meeting

Tuesday, May 9, 2023 at 1:00 p.m.

Hybrid Meeting: THC 305 and Zoom
[Meeting Zoom Link](#)

Members Present: Taene Britt, Craig Buchbinder, Nyreng Dut, Kourtney Ennis, Bill Galaspie, Fred Hagemester, Jamie Lynn Haskins, Paul Just, Mike LaRue, Taylor McNeilly, Derek Miller, Cindy Smith, Jeff Smith, Susan Sokolsky, Kaylin Tingle, Rachel Weinberg-Rue, Carole Yeatts

Members Absent: Francis Dickerson-King, Katy Olney, Cassie Price, Carolyn Smart

1. Call to Order: Jamie Lynn Haskins called the meeting to order at 1:02.
2. Brief Update: Maribel Street, *Director of Emergency Management*
 - Spider Safe is new app (replaced Live Safe app)
 - Ways to connect to the Police Department, mobile blue light button, student involvement, equity and inclusion information, active map
 - Connect with Maribel Street via email to learn more about ways to be involved with education, training and planning for events
 - September is Emergency Preparedness Month and there will be a fair to inform campus about resources and connect with units around campus
 - Preparedness.richmond.edu has more information on the app to download
 - Survival Cookoff Competition coming in the fall—reach out to Maribel Street to be a part of the planning
 - Department will attend staff meetings and gatherings for training and can be customized for needs
3. Presentation: Office of the General Counsel
 - a. Shannon St. Clair, *Vice President & General Counsel, Office of the President*
 - b. Liz Burneson, *Assistant General Counsel*
 - c. Jasleen Sing, *Senior Paralegal*
 - Office covers several areas compliance and Title IX, risk management, insurance, legislation, legal, employee law
 - Legal obligation is to serve the best interest of the University—covers all legal areas, higher education is very complex, and they have a whole body of law and regulations which adhere to higher ed and compliance, variety of issues—from apartment leases to museum donations
 - Will use outside counsel resources for immigration needs and health benefits
 - What's on the horizon? U.S. Supreme Court's upcoming decision on affirmative action that will have a big impact on colleges and universities if it is overturned;

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- college athletics anti-trust lawsuits with NCAA involving compensation of student-athletes and NIL endorsement deals; employee subpoenas and records management
 - Open floor for questions and discussion included Title IX changes, timelines for changes to case law and implementation on campus
 - Office is always accessible and if staff have concerns or questions, don't hesitate to reach out, they look to be a resource
4. Important Upcoming Dates
 - a. Final USAC Community Celebration-Tuesday, June 13 at 1:00 p.m., Multifaith Room, Wilton Center with refreshments and Geraldine Sullivan, *Chief Human Resources Officer*
 - b. Additional Opportunity: Spiders in the Know: May 18, 2023, 8:30-10:30 a.m., Camp Concert Hall, Modlin Center for the Arts
 5. Web Submission Archives
 - Web submissions from 2019-May 2023 were archived and categorized into themes (below lists most to least submissions):
 - COVID, PTO, Salary, Employee Appreciation, Child Care Center, Health Insurance, Benefits, Remote Work, Retirement, Staff Representation on Committees, Information Services, Presidential Search, Gender Pay Gap, Parental Leave, Work-Life Balance, HR Policies, Strategic Plan, Religious Observance Policy, Campus Safety
 6. Committee Updates
 - Volunteer Engagement: need one volunteer to be a backup for microphones for Spiders in the Know, email Fred Hagemester
 - Elections: in the midst of elections cycle, deadline is Friday, May 19 at noon and new USAC members will be alerted after the elections close
 - Communications: June meeting will be in-person, please register using this link for food and planning purposes: <https://usac.richmond.edu/meetings/USAC-Meeting-Registration.html>
 7. Web Submissions
 - Please see the web submissions PDF for May read the full copy and response of the web submission
 8. Closed Session

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