

submission details	Would the University ever consider a program where employees can donate their accrued sick leave hours to another employee facing an emergency or crisis that doesn't have any leave time?
are you seeking a response or just submitting an idea comment	Yes, I would like a response to this question/concern.

In the past, the University had a sick leave donation program. However, it was challenging to manage fairly, and some employees felt pressured by colleagues and managers to donate their time.

To address these concerns, we introduced an employer-paid short-term disability (STD) program and ended the sick leave donation program. Unlike many employers that require a one-year waiting period before new employees are eligible for short- and long-term disability, the University made employees eligible for short-term disability from their first day of employment and removed the one-year waiting period for long-term disability. This ensures that if a new employee faces an accident or illness, they can receive income support immediately. The only exception is a one-year waiting period for pre-existing conditions.

While on STD, employees not only receive payments but also continue to accrue sick and vacation time and receive retirement contributions.

Additionally, our sick leave policy allows employees to use their sick time not only for themselves but also for their children, parents, or spouses.

We hope this clarifies our approach and reassures you of our commitment to supporting our employees' needs.

submission details	As more Virginia college students have their visas revoked, what guidance is the university supplying regarding ICE, should they appear on campus? Is the university committed to protecting our international and immigrant students? Would UR administration or URPD permit ICE into nonpublic spaces?
are you seeking a response or just submitting an idea comment	Yes, I would like a response to this question/concern.

- **For questions about VISAs (faculty/staff),** contact Geraldine Sullivan, chief human resources officer, geraldine.sullivan@richmond.edu, 804-287-8747.
- **For questions about VISAs (students), contact** Office of International Education
Phone: (804) 289-8836; international@richmond.edu
- **If you are approached by external law enforcement on campus (including ICE),** contact URPD at 804-289-8911. URPD serves as the liaison to all external law enforcement agencies.

submission details	Will Richmond be signing this letter? https://www.aacu.org/newsroom/a-call-for-constructive-engagement
are you seeking a response or just submitting an idea comment	Yes, I would like a response to this question/concern.
full name	
department	
email address	

Dr. Hallock sent out an email to the campus community on 4/24/25 to reenforce our university's mission and values. He did sign the letter, "A Call for Constructive Engagement" on 4/25/25.

submission details	Due to the SECURE Act 2.0, employers are now able to contribute a match into Roth 403(b) accounts. Previously, employer contributions only could go into a traditional 403(b) account. You'll have to include any Roth-matching contributions in your taxable income as you receive them, but after that, the employer contributions can grow tax-free alongside your own. Why is this not an option at UR and are we looking to add this option in the future?
are you seeking a response or just submitting an idea comment	Yes, I would like a response to this question/concern.

Thank you for your question regarding Roth employer matching contributions under the SECURE Act 2.0. You're correct that the legislation now allows employers to make matching contributions to Roth 403(b) accounts, and those contributions are included in the employee's taxable income when made but can grow tax-free thereafter.

Currently, the University has not implemented Roth matching contributions. In order to make this change there is a need for administrative updates and coordination with our retirement plan recordkeeper to ensure compliance with the new tax reporting requirements. Implementing Roth employer matches involves changes to our payroll system, tax reporting, and plan documentation, all of which require careful evaluation.

We are reviewing this provision, along with others introduced by the SECURE Act 2.0, to assess feasibility and determine whether offering Roth matching contributions aligns with the University's retirement plan strategy. We'll communicate any updates or changes to the retirement plan offerings as decisions are made.

Please feel free to reach out to our Benefits Team if you have any additional questions or would like more information.

submission details	I understand the importance of continued training by the Compliance office but have a suggestion. With the training, how about having a quick quiz before watching the videos? If the recipient scores high and understands the material, there's no need to watch the training videos again. This will go a long way with good will - folks who know the material will not feel like the University is giving us busy work and wasting our time.
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are you seeking a response or just submitting an idea comment	Yes, I would like a response to this question/concern.
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Compliance training is often conducted yearly to ensure employees stay up-to-date on regulations and University policies. This helps maintain a culture of accountability, minimizes risks, and protects the University's reputation. By refreshing knowledge annually, the University can be assured that employees are aware of the changing risk landscape and have been provided with the most up-to-date policies and regulations. Quizzing at the beginning of a training could not capture changes in policy and regulations.