The following web submissions were discussed during the November 10, 2020 meeting.

**Idea/Rationale:** I am deeply grateful for the increased acknowledgement of staff as valued members of the University community and the efforts Faculty Senators and faculty allies are making to be inclusive of staff when addressing workplace concerns. These efforts are critical and need to continue but I am asking University leadership to do more, to do better. **I propose that the USAC Executive Board be included in discussions with the President’s Cabinet similar to the recently implemented Student Cabinet.** Doing so would address equity and inclusion at the staff level and demonstrate the desire to have a fully inclusive community. This change would enable staff to feel heard at the highest leadership level, allow leadership insight into the challenges staff experience at the ground level and potentially stave off negative impacts from well-meaning initiatives meant to improve UR for all.

**Response:** Due to time constraints, this web submission was not discussed and shall be discussed during our December meeting. However, this web submission will be shared ahead of the USAC Executive Board’s meeting with upper leadership (Dave Hale, Jeff Legro, and Carl Sorensen) on Friday, November 20.

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**Idea/Rationale:** First, I appreciate the idea of having faculty and staff come together and discuss how things are going. However, anyone else find it ironic that the first topic for discussion on Oct 21 is work/life balance and the event is scheduled after most hourly employees are off the clock - right at meal time. Also, as hourly employees, are we to try to flex time, or be paid overtime for participating in a work meeting, while off the clock? Thanks!

**Response:** To be candid, it’s a hard balance trying to find a time that works best for everyone. Especially since faculty and staff have different work schedules. Additionally, since this was optional and meant to foster connection among faculty and staff, it was not considered work time. This event was similar to other optional faculty/staff events that USAC has partnered with Faculty Senate to hold in the past like attending a basketball game or other after-hours mixer. We are committed to holding another gathering this academic year and will aim for lunch time or another time during the traditional work day hours. We want events like this to be inclusive and as accessible as possible, and are open to feedback and suggestions. Please contact Allison Johnson, Faculty Liaison, with any suggestions or comments.

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**Idea/Rationale:** Why are these events [Staff Open Forum on Oct. 28 at noon] always held at lunchtime? Everyone in Dining works lunch. Many facilities employees also work at lunch. With covid staffing, everyone would love to attend, but it isn't possible. It would be a refreshing change of pace for the university to work to actively include dining personnel instead of excluding them from nearly all open forums, lunch and learns and more. We get that no time will work for everyone’s schedule- but having multiple times available, or switching it up occasionally would be great. A small but meaningful gesture.

**Response:** The timing of the event was informed by Upper Leadership’s availability. In addition to considering their schedules, we have tried to hold the forums at different times to accommodate various staff schedules. The other two forums were held at 3pm and 11am. We realized after our first forum that many of the staff in facilities were already off shift when the 3pm event began, and made the shift to 11am as a result. Additionally, the forums have been recorded for those staff who have a conflict and cannot attend, and we encourage staff to submit questions beforehand to inform the content of the forum.