UNIVERSITY STAFF ADVISORY COUNCIL

August 2016 Web Submissions

1. **Date Submitted:** July 18, 2016

**Web Sub:** This Summer has been the worst summer in many years. The University has created a pressure filled environment with impossible deadlines. The Queally Welcome Center has been poorly handled by everyone. We have regular yearly deadlines that have been trumped and moved due to changing move in dates with this new building. I have never seen anything so poorly handled in my +10 years of working at UR. We all have successfully brought on line many buildings in the past but this one is the WORST. Senior Managers are being pressured into agreeing to impossible deadlines and work conditions. subsequent moves are now conflicting with the Academic schedule. This is unacceptable. We are an institution of Higher Education, are primary job is the students, NOT buildings. President Crutcher needs to know everyone is over worked, over stressed and not able to conduct primary yearly functions to support Faculty and students. Everyone works hard and responds great during emergencies and ! unanticipated events, so no one is afraid of working hard. These changes and demands on our time and effort are out of control. We need leadership to step in and stop this uncontrolled mess. Queally Welcome Center is NOT that important. Bring this to Senior Council and President Crutcher's attention. I would like a reply via the monthly minutes.

**Response:** This summer’s construction projects, particularly the Queally Center project, have been incredibly challenging for all involved. We very much appreciate that the changing project timelines associated with both the Queally Center construction project and the Robins Center office renovation project have introduced added pressure and burdens for many professionals who must continue working through the disruption and dislocation.

The conclusion of the Queally project has been very frustrating as construction deadlines have been missed. The University’s construction management team has worked tirelessly to push the contractors as hard as possible and to keep everyone informed as soon as we learn that timelines have changed. The completion of this project is linked to the University’s need to move Brunet Hall personnel to the Queally Center so that Richmond Hall occupants are able to temporarily move into Brunet prior to the beginning of the fall semester. This will allow the University to commence with much need renovation of Richmond Hall this fall. These inter-dependencies have not allowed us to simply stop everything until Queally Hall is fully complete. Please know that President Crutcher is fully aware of the changing schedules and the pressure this has put on folks impacted by these moves.

We are deeply grateful for everyone’s patience and for the extraordinary work of many as we persevere through these moves and the completion of the projects. – Dave Hale

2. **Date Submitted:** July 21, 2016

**Web Sub:** I saw that the Chronicle's annual list of "Great Colleges to Work For" came out and UR was not recognized as we were last year. Is the administration thinking about ways we can improve so that UR can once again be recognized? I know lots of folks think this is an amazing place to work and wish we had been included in this year's list.
Response: The University did not participate in the survey in 2016. We have elected to participate every three years. I encourage everyone to participate when invited in 2018 to maintain the recognition we received last year. – Carl Sorensen

3. Date Submitted: July 28, 2016

Web Sub: It would be great to have a published list of on-campus notaries (sorry if one already exists and I don't know where to find it!)

Response: The USAC Executive Committee discussed a notary list with several on-campus notaries, Human Resources staff, University Communications and the Council.

The Council agreed that a list would be worthwhile but there are challenges to maintaining such a list, since individuals manage their own certifications. The Commonwealth of Virginia maintains a searchable database on their website, but notaries are registered by residence, so an on-campus notary will not appear in a search using the University zip code.

Notaries that have been identified in this process were:
Kay MacDonald Living-Learning and Roadmap Programs
Barb Michelson Academic Advising
Julia Kelly Office of the Vice President for Student Development
Ingrid Lasrado Office of the Vice President for Business and Finance

The most promising suggestion for an on-campus notary listing is to use the biography feature that is currently a part of the University’s web system. University Communications will begin a redesign of the online biography feature this fall/winter. This process will start with a meeting on functionality.

Action: The USAC Chair will attend the meeting with University Communications regarding the bio feature redesign, speaking specifically to the inclusion of certification data and how it might be compiled into a convenient list or at least, show up in the search results of the University website.