

UNIVERSITY STAFF ADVISORY COUNCIL

January 2017 Web Submissions

1. **Date Submitted:** December 5, 2016

Web Sub: *Why can't staff who retire keep their email address? Faculty who retire get that benefit. Why not staff? I feel like a second class employee when compared to faculty. My position is just as important. Please investigate and find out why. Thanks*

Response: This issue is currently being revisited.

2. **Date Submitted:** December 7, 2016

Web Sub: *Something for the council to consider: Insurance issues are going to come up, things Anthem would cover and now Cigna does not?? For instance, one of my twins got his wisdom teeth out this summer. Anthem Medical covered all but about \$600. Anthem dental covers nothing. Now my other twin has had his teeth extraction scheduled for Jan. 3rd for months. Guess what Cigna medical won't cover anything, and they asked me if I had Cigna dental? no, we have Anthem. So now I am rushing to find out if the twin can get it done earlier before he loses his insurance. By going to one company for dental and another for medical we may be losing benefits??why did they do this? It becomes problematic. At the health far the representatives wanted me to delay the teeth extraction, nope, the exact opposite. Thank gracious I made a point of talking to our Cigna representative before I took my son to get his teeth extracted.*

Response: HR received this message in November; the issue was resolved. Cigna and Anthem covered exact same procedures.

3. **Date Submitted:** December 7, 2016

Web Sub: *There is a rather large Christmas tree on display on the 2nd floor of Boatwright Library. This seems inappropriate to have in a common space such as the library when we are not a christian university. As a university one of our goals is to be more inclusive and that includes the wide variety of religions represented among our students, faculty, and staff. Displaying just one of these symbols doesn't seem like the right way to be welcoming to all people.*

Response: The tree was removed on December 14, 2016.

4. **Date Submitted:** December 12, 2016

Web Sub: *Why doesn't the bookstore offer a staff discount? Would it be possible to have sales that coincided with biweekly pay dates?*

Response: USAC reached out to the bookstore and we await response. Carl will attempt to close loop.

5. **Date Submitted:** December 13, 2016

Web Sub: *What is being done to finish re-organizing USAC as a governing body on campus? The faculty have set the example, where is this conversation/action plan? Another suggestion is to change the name of USAC to USC: University Staff Council in an effort to demonstrate the seriousness of our intent to be a governing body.*

Response:

The representative study and resulting new structure of USAC was never intended to morph USAC into a governing body. The purpose of the model was to restructure USAC to be more representative of all staff on campus and the model has achieved that goal. For clarification, the charge of the Representative Study Committee and its final report are available on the USAC website at <https://usac.richmond.edu/committees/ad-hoc-committees/rep-study.html>

The role of USAC is to advise University leaders on staff issues and to, in turn, disseminate information and gather feedback from staff in regard to University initiatives. We have seen the positive effects of broad representation this year and will continue to strive for more opportunities for staff involvement in campus conversations.

Following are some examples of how USAC has fulfilled that mission this semester:

- During the fall semester USAC submitted 53 names to be considered for various [University committees](#).
- USAC sponsored two Open Fora, in conjunction with the Office of the President, around topics of high importance to the University community.
- As a service to staff, USAC has also acquired answers to 34 web submissions.

The USAC Executive Committee meets monthly with the Associate Vice President of Human Resources, the Vice President for Planning and Policy, and the Vice President for Business and Finance. At each of these meetings this fall we have had discussions around how the Council's work can be more meaningful while continuing to address staff issues on campus. These conversations will be ongoing. (KM)

6. **Date Submitted:** December 14, 2016

Web Sub: *There are three large wreaths hanging on the tower of Boatwright Library. The evergreen wreath is a Christian symbol for Christ's suffering and ultimate triumph over death. It is believed that the holly wreath, with its sharp, pointed leaves, first represented the crown of thorns worn by Christ on the cross, the little red berries symbolizing drops of blood. Later wreaths were formed from a variety of pines and firs, with evergreens embodying eternal life. It seems inappropriate to have such a symbol displayed in such a public and prominent space on campus. As a university one of our goals is to be more inclusive and that includes the wide variety of religions represented among our students, faculty, and staff. Displaying just one of these symbols doesn't seem like the right way to be welcoming to all people.*

Response: USAC shared this with university administration. Further conversations regarding religious symbols on campus will continue.

7. **Date Submitted:** December 15, 2016

Web Sub: *Is it pretty awful when staff finds out about MRSA infections at UR on the evening news, or worse from a friend or family member who saw it on the news. Shouldn't there be a policy to notify ALL*

members of the University community when there is a known danger (large or small) of contracting a contagious disease??

Response: In early November, the Outbreak Control Team, a group consisting of various University stakeholders, met to discuss both adenovirus and MRSA.

At the time, the number of patient visits to the Student Health Center was about 40% higher than typical for that time of year. Students were suffering with a severe respiratory illness. The Student Health Center is constantly on alert for unusual infectious disease activity and it is not uncommon for the SHC to request assistance from the Henrico Health Department.

With assistance from the Henrico Health Department, the pathogen was identified as adenovirus, a common respiratory virus usually seen on campus in the late winter and early spring. The strand impacting campus caused flu-like symptoms, high fever, sore throat, bronchitis, pneumonia, and significant diarrhea. Adenovirus is very contagious, and anyone infected needed to limit contact with others until they had been without fever for at least 24 hours and any diarrhea had ended. Sick students were missing several days of class and some required hospitalization. (University communication was sent to students, faculty, and staff on November 11, 2016 regarding this virus. - MJB)

During the same time period, the Student Health Center identified a small cluster of students with a skin and soft tissue infection (SSTI). Some of those students had positive cultures for MRSA from their SSTI site. The Student Health Center again requested that the Henrico Health Department help investigate the cluster of SSTI cases because they were unable to determine a clear, causal relationship.

As is typical with an investigation, the Henrico Health Department worked with the Student Health Center to obtain additional information about the infected students. While it was not their only shared exposure, the majority, but not all, of the students with SSTI reported using the Weinstein Center for Recreation and Wellness (WCRW). The University was not required to perform an assessment, but chose to invite the Henrico Health Department on campus for a site visit.

During the visit, the Henrico Health Department utilized an ATP device known as a Clean Trace NG Luminometer. The Clean Trace NG Luminometer does not differentiate between different types of bacteria, it only indicates a level of general contamination with biological material. ATP is in all living cells, both bacteria and fungi, and the Luminometer used cannot differentiate between common soil bacteria and skin or fecal bacteria, etc. Thus, it cannot determine or exclude the presence of a specific bacteria such as MRSA.

The results of the investigation and environmental scan by the Henrico Health Department did not conclude MRSA bacteria was found on surfaces in the WCRW. The assessment did indicate there was room for improvement in the current cleaning schedule and provided suggestions for reducing the level of bacteria on various surfaces. The WCRW immediately adopted many of the recommendations and intends to implement all of them by January.

At no time did the University Outbreak Control Team or the Henrico Health Department feel there was a risk to other members of the community, as the cluster of cases was very well defined. Additionally, no new cases were identified while awaiting the report from the Henrico Health Department.

The Outbreak Control Team felt it was most prudent to inform the community about the highly contagious adenovirus that represented a much greater threat to members of the campus community. (BS)

WCRW summary of improvements:

- We have updated all cleaning schedules and checklist to include areas and equipment not being addressed and to increase regularity of cleaning and provide greater accountability.
- We have added more cleaning stations with disinfection wipes and spray bottles, and with signage educating members of the importance of cleaning and how to properly clean equipment.
- Routine audits will be performed with the University's laminator in the WCRW to test the cleanliness of equipment.
- At our January staff training an employee from Lawrence Environment Group (who we buy all of our cleaning chemicals) will provide a training on how to properly use Sani-10 and Hard Surface Wipes most effectively. A representative from Virginia Department of Health will show real time examples of how cleaning a surface properly can eliminate the spread of germs, and they will stress the important role staff have for cleaning facility and equipment as it relates to overall health of our members. (TR)

8. **Date Submitted:** December 15, 2016

Web Sub: *Over the past semester, I have noticed that some drivers are veering into the oncoming lanes. This may be partly due to driver inattention. It may also be due to lack of yellow lines on the roads through campus. Have there been any discussions about adding yellow and white lines to the roads throughout campus for driver safety? My thanks to USAC for all that you do to advocate for and serve staff.*

Response: We are going to center stripe it once all the construction is done. (McCoy)

9. **Date Submitted:** December 20, 2016

Web Sub: *I would like a response from the administration on why the university did not notify staff, faculty, or students until weeks afterwards on the detection of MRSA. What is going on now to prevent the spread of the virus? When was the last time it was detected? What is the long term plan? Will the palm readers be retired for a more sanitary security system? Thanks.*

Response: Please see previous response to MRSA web sub.