

UNIVERSITY STAFF ADVISORY COUNCIL

May 2017 Web Submissions

1. **Date Submitted:** April 11, 2017

Web Sub: *I'm in Housekeeping. Why are only certain days allowed for vacation in the summertime?*

Response: Many departments across campus must limit vacation time during particularly busy times of the year (including the summer), so it is not unusual that department managers set work and vacation schedules according to the needs of a department. (Carl Sorensen)

2. **Date Submitted:** April 11, 2017

Web Sub: *Please ask Dr. Crutcher why only housekeeping is singled out to wear only blue and red uniforms.*

Response: The Custodial Department hosted an open uniform feedback session earlier this year. The feedback session was held on December 2nd 1:30pm at Jepson Hall. This was an open discussion and optional meeting for anyone in the department to attend. Staff were informed by their Supervisors on Friday, March 17th about the new uniforms.

The current vendor was going out of business and not able to supply our uniforms anymore. We wanted to take this opportunity to hear what the staff would like to see with improvements to uniforms. A lot of our staff expressed interest in wearing our school colors

The pants are now higher quality and fade resistant. They are navy blue in color. Shirts are now Richmond Red. Those are the biggest changes in the garments. We are excited for our staff to show their school spirit out in the area. (Allison Steele)

3. **Date Submitted:** April 12, 2017

Web Sub: *While the Heilman Dining Center welcomes all patrons to their facility, it would be nice if large departments who regularly meet/eat at the Heilman Dining Center would carpool instead of taking the limited number of spaces for staff who work in the Heilman Dining Center and Campus Post Office. Dining Hall staff are often times forced to seek another lot or get to work super early just to get a parking space so they are not late for work.*

Response: A response is still being researched and prepared.

4. **Date Submitted:** April 12, 2017

Web Sub: *Has the University ever considered a Personal Computer Loan program? We had one at an institution I previously worked for, and it was great. I know several faculty and staff members took advantage, myself included. After a quick Google search, it seems it is a common practice at colleges and universities. <http://www.loyola.edu/departments/financial-services/student-accounts/computer-loans> Qualifying purchases were eligible for reimbursement, and the interest-free loan was repaid through payroll deductions. It made computers, smart phones, and tablets accessible and affordable. I think it would be an amazing benefit to have here.*

Response: The University had such a program when the cost of personal computers was much higher. As costs came down and people started to use tablets and phones for things they used to need a PC for, requests for loans went down. One can buy a chrome book for less than the cost of an iPad now. We stopped providing loans many years ago. (Carl Sorensen)

5. **Date Submitted:** April 17, 2017

Web Sub: *Is there anything that can be done about the women's bathrooms in the Tyler Haynes Commons? I can't comment on the men's, but these bathrooms are utilized by our guests touring campus, and could use some help. Many of the seats are stained, the toilets themselves leak and wobble, and i don't feel they are a good impression of our quality here on campus. Can we switch to the automated toilets the rest of campus has? The one ply toilet paper strewn all over the floor every day doesn't help either. I get that we're saving money by using low quality tp, and this is a very busy building prone to getting a lot of use. but i wonder if we're actually creating a bad impression with the conditions of the restrooms.*

Response: I inspected all the restrooms in the Commons and while they're in overall good shape, I did make note of a few issues and wrote the necessary work orders to get the items take care of. We'll be doing some paint touch up, replacement of several toilet seats and replacing a few missing light covers. (Paul Lozo)

6. **Date Submitted:** April 18, 2017

Web Sub: *Can we consider changing salary monthly payroll to biweekly payroll?*

Response: This is not something the University is currently considering. (Carl Sorensen)

7. **Date Submitted:** April 18, 2017

Web Sub: *I would like to write a quick note to thank all of the USAC members for their service. I really feel like I'm getting valuable information from this group. In fact, I just took Paul's instructions from the April minutes to opt out of University paper mailings in BannerWeb. I didn't even know that was possible until now. In addition, the USAC efforts are clearly benefiting all staff members. Keep up the great work!*

Response: Thank YOU! It is reassuring for us to know that people are reading the minutes and web subs. Consider coming to one of our meetings—it's even more fun in person! (Kirsten McKinney – USAC Chair)

8. **Date Submitted:** April 20, 2017

Web Sub: *I've read through the University of Richmond's new strategic plan, Forging the Future, Building from Strength, and in the spirit of this plan, which talks about building a thriving and inclusive university community by retain(ing) more diverse faculty and staff and by provid(ing) professional development and mentoring opportunities that support rewarding career paths and encourage faculty and staff to engage fully in the life of the University,? (<https://strategicplan.richmond.edu/thriving-community/index.html>) I would like USAC to consider the following suggestion: Make education benefits and Wellness Center benefits inclusive and available to all employees. Tuition Remission (1 course immediately and then 2 courses per semester after the first year of employment) is a wonderful employee benefit that helps retain employees and that supports rewarding career paths and engages employees in the life of the University. It educates and therefore creates more knowledgeable and loyal employees for this University, but it is not currently inclusive. It is currently a benefit for full-time employees. There are many of us working here on campus in a part time capacity, not because that is our first choice to do so but because that is what the hiring manager was budgeted to hire. Many of us take the part time job, hoping it will lead to something full time and we also just love working here and being a part of this world of education. The irony is that since we have a shorter work day, we have plenty of free time to take classes (something we would get as a full time benefit when we do not have quite so much free time). We are told that we can go sit in the Ukrop Auditorium to watch a movie on a Friday afternoon, but we cannot go sit in one of the empty seats of a class that will take place whether we are there or not. This doesn't make sense. This is not a benefit that costs the university to give; those classes will take place whether or not we sit in a few of the empty chairs and join in. I'd like the University to allow all employees (full time and part time) to begin taking 1 course immediately and 2 courses per semester after 6 months of employment (instead of 4 years). Personally, I'd like to be full time well before I reach 4 years, and when I am full time, I won't have quite so much time to spare for taking classes. Wellness Center benefits are also not inclusive as they are never*

offered to part time employees not even after 4 years. My argument is the same. The Wellness Center is open right now, whether I am there or not, so my going there after my work day is done at 2pm will not cost anything extra. Healthy employees are a good thing. Let the part timers get a healthy workout too.

Response: A response is still being researched and prepared.