

UNIVERSITY STAFF ADVISORY COUNCIL
WEB SUBMISSIONS
October 2019

The following are new submissions since our last USAC meeting.

Thank you to Eric Palmer and Alem Areki. We are currently going thru an extensive audit. The examiners requested that they see all the web versions of Spiders web pages. At our request years ago Eric has been doing a daily capture, as this is a requirement for us. The examiners requested to see a year and a half worth of web versions. Eric and I quickly realized the format it was in was not easily accessible. Eric and Alem came up with a solution. They built a website that contained all versions requested. It is my understanding it took them a day to do this. They also had a log in for the examiners to make it secure. I can't tell you how blown away I was by this! The Spider Team is extremely grateful. Great job Eric & Alem!

Response: USAC thanks and recognized formally the spider team spirit exhibited by Eric and Alem!

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Question/Rationale: Gender/age pay gap. I would like to encourage an unbiased study of gender pay differences among staff on campus. This is a very real thing, millennial coming in paid more and also at higher pay ranges. It is indicative of the thinking that if you have been a long time employee, you won't leave if someone is hired for more pay or a higher pay grade. Is this the culture we want to foster?

Background: This is similar to the two questions posed in September 2019 which are answered in September's websub document. Additional feedback and response from HR is below following the next question on this topic.

Question/Rationale: Response to gender pay gap. I read Carl Sorensen's response to the number of web submissions to a gender pay study, and was disappointed to read that we have either not completed a gender pay study nor do we have plans to in the near future. I then heard a NPR story on September 30, 2019 (<https://www.npr.org/2019/09/30/765674633/employers-must-now-release-data-to-close-race-gender-pay-gap>), that stated that for the first time ever employers with more than 100 employees would have to submit pay data broken down by race and gender to the Equal Employment Opportunity Commission (EEOC). I assume that the University will be complying with this regulation, so the university should then have pay data broken down by gender. I would again encourage USAC to continue to advocate for a gender pay analysis, to request to review the data that the University submits to the EEOC (even in an executive session if necessary), and continue to press this as an issue.

Background: URHR does comply with all state and federal reporting requirements.

Response: This is a response to both questions above: "The University is committed to and works hard to ensure fair and equitable compensation practices. We agree that conducting a study to affirm the effectiveness of our practices will be valuable. This work is important to us but it is also complex, requiring a significant time investment. As I mentioned in my last response, given our commitment to complete several other projects this year, we cannot conduct the analysis now. It is important and valuable work and we will schedule as soon as possible. The University complies with all state and federal reporting requirement." 10/7/2019, *Carl Sorensen Sr. Associate Vice President Human Resources*

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Idea/Rationale: Retirement incentives. Stanford University is encouraging people to retire. Here is their plan...if you are 3 years away from retirement, you can let HR know that you intend to retire. Then you will work with your supervisor to put a plan in place to change your job so that you begin working 1/2 time. You continue full health insurance coverage for the next 3 years just as if you are full time and are able to ease into retirement. Many employees are looking for options to take a step back from the stress of a full time job, but HR has no plan to help ease into retirement. Would UR consider something like this? Or actively work to move people to lower level positions if that is their choice? This provides the opportunity to retain good workers who are waiting to be promoted (assuming we promote from within). It also helps reduce turnover in positions where a step back is desired. Right now administrative coordinators are overqualified, and plan to leave within 18 months. There is a cost for turnover, and this helps reduce the cost....and improve the culture at UR.

Response: This is a creative idea and council appreciates the submission. In the case of Stanford it appears that this is geared towards faculty positions. While we welcome the submission USAC will be not be pursuing this idea at this time.

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Idea/Rationale: Book exchange. I had an idea that I was hoping USAC would want to get behind. I was recently cleaning out my apartment and found a significant amount of books that I hadn't read/touched/looked at for a while. I haven't joined the kindle/e-reader bandwagon yet and I have a library card, but also still tend to purchase books. I wondered how many others on campus were like me. Anyway, long story short... I was hoping to create a free book exchange day for faculty and staff. My initial idea is to have a few days for drop off and then organize an exchange in December. I was thinking it would be great to open up the exchange to children's books, novels, etc. so maybe staff could find good holiday gifts or just something new (to them) to read. I was then hoping that we could donate our leftover books to a local non-profit(s)? This promotes Morale, fun, sustainability, campus community, community service.

Background: Specifically cited USAC involvement was:

1. Some guidance on space- what would be easiest on campus for faculty/staff
2. A good date for the event
3. Help with promotion
4. Finding a place to store donated books before the swap
5. Help day-of, with laying out books, monitoring the space or organizing
6. Help identifying appropriate service organizations to donate the remaining books and organizing transportation or pick-up?
- 7.

Due to time constraints this item will be discussed at our November 2019 meeting.

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Idea/Rationale: Partner with local childcare providers. I'm writing in hopes of encouraging the University to partner with local childcare providers to offer discounts to university employees. In looking for childcare around town, almost every major provider asks where you work as they provide discounts for a variety of local employers. These employers include VCU, Capital One, and the local county school systems. However, all said they did not offer anything for UR employees. The discounts offered ranged from 5 to 10 percent off tuition rates and some offer priority enrollment, which could be very impactful for parents seeking childcare. This seems like it could be a mutually beneficial arrangement, offering university employees a valuable benefit while providing local providers a steady stream of local families to potentially enroll, much like our arrangement with Joyner Fine Properties. I'm hoping the university will at least investigate these opportunities to see if there are any potential partnerships that could offer a low-cost, high-impact benefit for employees.

Due to time constraints this item will be discussed at our November 2019 meeting.