

UNIVERSITY STAFF ADVISORY COUNCIL
WEB SUBMISSIONS PROGRESS REPORT
May 2020

As of May 7, 2020 53 websubs have been submitted and discussed by USAC and others.

The following websub themes still need final resolution and will likely be carried into USAC's next term.

- **Display of personal pronouns in directory (July 2019):** This was a goal this year to implement in the registrar's office and for students. HRIS is still looking into how this might be rolled out for staff.
- **Paid time off for community engagement and volunteerism (July 2019):** After many requests, presentations, USAC decided to form a working group who will look into this. To my knowledge the group has not had the bandwidth to pursue this yet. Recommend looking at during the next term and introduce a report to HR.
- **Time off on Employee Appreciation (Busch Gardens) Day (August 2019):** We are still awaiting a final resolution from HR on this item.
- **Childcare (Various submissions during 2019-2020):** Various websubs pertaining to childcare discounts were submitted. Benefits committee/HR will look into possible discounts when they reconvene (20-21).
- **Employee hardship/food pantry (November 2019):** There is still no resolution to establishing a food pantry on campus. This is something USAC continues to pursue.
- **Update of Employee Benefits/HR Page (November 2019):** HR is committing to redo this page as time allows. USAC has also offered to help as needed with this endeavor.
- **Merit/employee inequities/implicit bias in promotion (Various submissions during 2019-2020):** This must be further evaluated through HR ideally conducting a salary survey of all positions, something that takes a lot of bandwidth and time. HR has indicated to check back on this possibility later.
- **Staff forum similar to one held for students (February 2020):** Staff have asked for a forum as well as mandatory cultural competency training. The logistics of providing a staff forum have been discussed but have also been a pause due to COVID-19 operations.