1. **Date submitted:** April 24, 2018

**Web Sub - Suggestion:** There needs to be a cross-walk near the steps on the side of Puryear and close to the Commons on Richmond Way. Or at the very least some type of signage directing pedestrians of where to walk and asking cars to slow down. It's incredibly unsafe and a blind corner that cars take REALLY fast and neighborhood walkers and people going to their cars don't pay attention and are walking in the middle of the road or crossing to get to the sidewalk on the other side and come close to getting hit quite regularly.

*It's incredibly unsafe and a blind corner that cars take REALLY fast and neighborhood walkers and people going to their cars that are parked around there don't pay attention and are walking in the middle of the road or crossing to get to the sidewalk on the other side and come close to getting hit quite regularly.*

**Response:** This is a great suggestion and I will work with Allison to make it happen sometime this summer. (Andrew McBride)

2. **Date submitted:** April 24, 2018

**Web Sub - Question:** At one point the directory had people's photographs next to their names when you logged in on the directory. now that doesn't appear to be the case. A few times now, i have struggled to remember the name of a housekeeper or new employee, and i would rather address those people by name. Can we bring that back? That was a useful tool, and i'm not sure why it was removed.

**Response:** Waiting for response.

3. **Date submitted:** May 1, 2018

**Web Sub - Idea:** This is both a suggestion and a compliment. Every day (today Jepson) when I'm in an academic building i am Shocked at how dirty and messed up the bathrooms are. I do Not know how we arrived at this point in our community where people feel comfortable and good throwing trash on the ground, leaving waste visible in/on the stalls and generally messing up the bathrooms to a sometimes unusable point, but our custodians deserve an award for this constant reminder of just how awful and thoughtless some people can be. The groundskeepers often get (deserved) accolades for how beautiful the campus is, but I for one am thankful more for clean bathrooms. Thank you housekeepers. How about a custodial appreciation day, where we are all thankful for their sacrifice and loyalty in often trying times.
4. **Date submitted:** May 1, 2018

**Web Sub - Idea:** Having served on several non-profit boards in the past, I see a valid rationale for allowing up to one re-election for a second consecutive two-year term: to provide organizational continuity and members that are fully familiar with how the organization works and can maintain momentum should something need research over a longer period of time. This organizational memory is important, as it takes a full year to gain familiarity with the organization and procedures, a second to be effective, and generally leadership can come later. An option may be a single 3-year term that can accomplish the same goal. It is my view that this will help USAC gain more effective representation.

**Response:** It will be discussed and considered next year by the new Executive Council.

5. **Date submitted:** May 7, 2018

**Web Sub - Idea:** Enhance safety for pedestrians and golf cart drivers at the entrance to the Physical Plant parking lot/Wilton Center parking lot. Slow down drivers in this area and around the curve by the Steam Plant.

Speeding through this area is rampant. Drivers are not stopping for pedestrians about to go into the crosswalk, especially when coming around the blind curve at the top of the hill and while looking at phones. Many Facilities employees park across the street at the Steam Plant and it is dangerous to cross. The speed bump does absolutely nothing to slow drivers down. This is also an area where slow moving carts are being passed. This is dangerous for the cart drivers who are turning into the plant and being passed on their left, and also for the cars that are passing while not being able to see the oncoming traffic around the blind curve.

**Response:** URPD will be running radar in the area (Dave McCoy)

6. **Date submitted:** May 7, 2018

**Web Sub - Compliment:** I just want to express my sincere thanks to the USAC Committee for all the great work they have done this year in representing the staff - I know it is not an easy task. THANK YOU!

7. **Date submitted:** Update – February Web Submission

**Web Sub - Suggestion:** Regarding February 2018 Web Submission #2, why isn't there more transparency & fairness in hiring?
Regarding Mr. Sorensen's response to that web submission, perhaps the position stayed within the grade 5 level, however, it would be interesting to know if the person received an increase in salary. It is my understanding that no pay increase is allowed if someone moves within a grade. I know for a fact that recently someone on campus moved within a grade and negotiated for, and received, a very significant pay raise and other benefits. This is extremely frustrating for those of us who have tried to move within a grade and were told that under no circumstances would the pay be increased.

Response: The human resources team follow the policies presented on our web page [https://hr.richmond.edu/compensation/pay-decisions/index.html](https://hr.richmond.edu/compensation/pay-decisions/index.html). I would be happy to discuss further with the individual submitting this question. (Carl Sorensen)