University Staff Advisory Council Meeting
January 13, 2015
1:00 – 3:00 p.m.
THC 305

The meeting was called to order by Maya Vincelli, USAC Chair, at 1:05 p.m.

Members Present: Katie Bell, Patrick Benner, Paul Brockwell, Mickie Campos, Tracy Cassalia, Stephanie Charles, Michele Cox, Du'Neika Easley, Gina Flanagan, Debbie Hardy, Iria Jones, Susan Kirby, Ebony Kirkland, Jackson Knox, Roger Mancastroppa, Tim Meacham, Cynthia McMillan, Andi Minor, Tom Parfitt, Bob Plymale, Nancy Propst, Bianca Spurlock, Marti Tomlin, Maya Vincelli

Non-Voting Attendees: Carl Sorensen

Members Absent: Lynn Robertson

Onboarding

Please complete the Doodle poll and sign up for a shift

Web Submissions

- Question: What is USAC’s take on the discrepancy between the parental leave policies for faculty versus staff? Not only is the length of leave different (faculty get a full semester, which is approx 14 weeks and staff get 12 weeks under FMLA), but faculty are fully paid for their entire parental leave, while staff only get paid for 8 of their 12 weeks. I think this is an issue that USAC should discuss with HR. It makes sense that faculty get a full semester of leave, and they deserve it. But why could that same policy not be extended to staff? It’s not that different in length (12 weeks vs about 14 weeks), and if the University thinks it’s fair to fully pay some employees to be on parental leave, then I believe UR should fully pay all employees to be on parental leave. It’s just basic equity. Thank you for taking this issue to HR on behalf of all staff.

- Unofficial Response: Faculty are different. The way they get replaced is different, and the way they are hired is different. It is not effective for a professor to teach half a semester as it affects delivery and hence the quality of the class. There is nothing that requires them to be the same by law. The University couldn’t give staff a whole semester off - so we have people come in and take on their roles, but it isn’t possible to give people four months off. So the University looked at the practices among other schools and determined that eight weeks of paid leave was appropriate.
Faculty also continue their office work, research, etc., while on leave - they are however exempt from the classroom. Faculty have other aspects of their employment that are different - because it is based upon the nature of the employment and the job.

• Question: I was wondering why only certain divisions of the university have these opportunities to recognize their employees...
  http://businessoffice.richmond.edu/recognition/index.html

-Response: A USAC council member will be surveying VPs for more information.

University Cloud Storage

Netfiles is the current storage system for the University. Information Services has been looking at Cloud storage options. Doug West, AVP Telecommunications, Media Support and User Services, presented on Box. This newer storage system is intended to eventually replace Netfiles by Summer 2016. This system has improved collaboration opportunities, features, and security. More information to come.

Affinity Group Updates

• Eldercare will be hosting upcoming discussion topics that include Driving and the Elderly and seniors staying in their homes.
• UR Involved has a lot of exciting events planned for MLK Day and look out for more information on an upcoming Bakery Crawl.
• Parenting is appealing to your sweet tooth Feb. 8 and will be hosting a Sweet Tailgate, but you have to be in the Kid’s Club to participate.

Look for more information on events here:
https://usac.richmond.edu/involve/index.html

Closed Session 2:24pm-2:47pm

Hearing no other announcements, Maya adjourned the meeting at 2:47pm.

Respectfully Submitted,
Ebony Kirkland, USAC Secretary