



University Staff Advisory Council

AGENDA

June 11, 2024

International Center Commons

<https://urichmond.zoom.us/j/81918253581?pwd=OWM2dHk0M3MweDkyNnJaUXVIYUhBdz09>

Meeting ID: 819 1825 3581

Passcode: 425819

Attendees: President Kevin Hallock, Dara Gocheski, Derek Miller, Bill Galaspie, Cassie Price, Jess Oliver, Rachel Weinberg-Rue, Cort Schneider, Erin Lowery, Miriam Blackmon, Mina Zatelli, Justin Woodson, Ashley Blount, Amanda Boyd, Julia Trachtenberg, Holly Blevins, Clare Pugsley, Frances Dickerson-King, Amy Atticks, Mary Wheaton, Ashley Kuemmerle, Wendy Sheppard, Susan McNulty, Mike LaRue, Veronica Clinton, Emily Phaup, Susan Wolski, Carole Yeatts, Shannon Jones, Mary Finley-Brook, Terry Dolson, Shannon Millisor, Sara Tandy, Alaina Schneider, Marion Dietrich, Crista Lembeck, Iria Jones, Jennifer Lo Prete, John Shines, Aaliyah McLean, Kelley Ranager, Warner West, Dywana Saunders, Liz Jones, Rich Jacobs, and others whose photos, but not names, were on the Zoom screen.

1. Call to order at 1 p.m. by USAC Chair Derek Miller
2. Guest speaker: President Kevin F. Hallock presented some highlights from the 2023-24 academic year: 1800 people work here and contribute to the success of the University, so thank you. Our Strategic Plan is a road map designed to elevate the University. Although it doesn't include everything we want to do, it gives us some shared priorities. The Strategic Plan was created using input from staff, faculty, students, parents, and others. The Strategic Plan's five pillars are Academic Excellence, Access and Affordability, Belonging and Community, Experiential Learning, and Well-Being. We are currently accepting feedback on a campus plan to consider how we want to use our physical space. We continue working on the Burial Ground. Workday is on track to go live January 1. We raised \$16 M for financial aid alone. We just launched a philanthropic campaign (our last was in 2015, which is too long ago). Academic excellence and financial aid will be two big components of the philanthropic campaign. To contribute to academic excellence, we should grow the faculty, but not the student body. We want to keep class sizes small and promote faculty mentoring of students. We may want to add faculty in certain areas: analytics, machine learning (AI), health studies. Also need to ensure that staff are here to support faculty and students. Carole and Marcus Weinstein made a transformative gift to support the Weinstein Learning Center, which will be located in the library. It will support academic achievement for students, including effective speaking, writing, and peer tutoring. Marco Ortiz will join UR this summer as the inaugural executive director of the Weinstein Learning Center. Also joining UR this summer is Damon Yarnell as the first associate provost and executive director for Career Development. I want us to be well known for our career services. I also want us to be known as a relentlessly welcoming, inclusive community. To help us achieve this goal,

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we have added things like Spider Day, are enhancing existing programs, and are welcoming Dr. Monica Smith, our inaugural VP for inclusion and belonging. Spider Dash was a great success—twice as many registrants as previous year. Counseling and Psychological Services (CAPS) is now providing additional services. The University continues to offer staff incentives, such as free nutrition counseling, free gym memberships, UR Well employee offerings, etc. Effective July 1, in cases where both parents in a couple with a newborn or newly adopted child work for UR, they can each take eight weeks of parental leave. During the last three fiscal years, we have increased the salary merit pool by 13.6%. We have made great progress in Spider Athletics. We have 17 Division I Sports, which are a source of pride for our University. This was one of the best years in the history of UR in terms of championships. Four teams were conference champions. Both Men's and Women's Basketball coaches received Coach of the Year. Access and affordability are so important. It costs us more than \$82,000 a year to educate a student. I worry about the many people in the middle class who want to attend UR. In the past decade, applications to UR have increased 66%. We are so fortunate to be need-blind and able to meet demonstrated need. I want students to have access to all the opportunities once they are here, including things like study abroad. I'm really excited about the work we are doing. What are you (the staff) excited about? Cort Schneider: I'm excited about the work we are doing for people with disabilities. Susan McNulty: I was excited to work with a student who is headed to medical school at Johns Hopkins. I'm also excited about the new leader of Career Development. Erin Lowery: Excited for Damon Yarnell to join Career Services and to do more with experiential learning. Emily Phaup: Excited to have had the chance to connect with so many UR staff at various meetings and events. Wendy Sheppard: We had nine sports clubs go to national tournaments—most we've ever had. Derek Miller: CCE has been part of a Collaboratory that includes VCU and others that have supported revitalization and clean-up efforts in Richmond's African-American East End Cemetery. We recently heard from an African-American resident that if her mother could have seen the improvements made to the cemetery, she would have chosen to be buried there with her family. Sara Tandy: Impressed with the intentionality of the work of the Law School's DEIB Committee. Bill Galaspie: Excited about the work the Workday team has been doing and will do to prepare the University for the implementation of Workday. Terry Dolson: I never want to see a student denied an opportunity to learn. I wonder if there is an opportunity for us to synergize, to bring people together around experiential learning. Can we problem solve this equity issue? Kevin Hallock: I'd like to talk to you about that to learn more. I tell wealthy parents that I want their kid's roommate to have the same opportunities their kid has. Most of them are receptive to this message. Erin Lowery and Susan McNulty in Career Services: Applications for Spider Road trips have exploded this year. The financial resources are there, but the administrative process is burdensome. Jennifer Lo Prete: Very proud of the inaugural Faculty and Staff Research Symposium and the caring Spider community. Carole Yeatts: Excited about the coming year for USAC. Staff often get siloed on campus, so I'm grateful for all the staff who serve on USAC and the senior leadership who meets monthly with the USAC exec team.

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3. Derek Miller presented the USAC end-of-year report. USAC, an all-volunteer organization, is in its 24th year. It is important for staff to raise issues to bring to upper administration; even though change is slow, it does happen. Click on the link on the USAC meetings web page to read the full USAC end-of-year report.
4. Update on parental leave: The change to the parental leave policy mentioned earlier in this document came about because USAC spent several years advocating for it.
5. Budget report (USAC secretary/treasurer Cassie Price): As of this morning, USAC has \$974.05 remaining in its budget. We owe \$602 for today's luncheon. To thank the 19 USAC representatives who served this year, we recently put \$20.60 in dining dollars on their Spider Cards for a total of \$391.40.
6. Committee reports:
 - a. Elections (Derek Miller): We are currently soliciting nominations for four USAC seats that remain unfilled after our first round of elections. Nominations for one seat each in Athletics, Communications, Information Services, and Facilities will be accepted through 5 p.m., June 17. Please [nominate](#) someone in these divisions!
 - b. Dining (Mike LaRue): Passport, Tyler's Gill, and D-Hall are open this summer. Rich Jacobs, Director of Retail Operations, Dining Services: Flavor will open in the fall, replacing Organic Crush. It will feature nutritious, organic food and will have a lower price point than Organic Crush. Staff feedback contributed to our decision to open Flavor.
 - c. Faculty Senate liaison Carole Yeatts: Derek made a great presentation to the Faculty Senate. Please speak up if you want to serve as USAC's Faculty Senate liaison this coming year! (Carole will no longer serve as the USAC Faculty Senate liaison, as she will be serving as USAC chair.)
 - d. Planning and Priorities Committee (Ashley Kuemmerle): Serving on P&PC has been a phenomenal opportunity and I have learned a lot.
7. Web submissions: Vice chair Bill Galaspie read the web submissions and the responses. Click on the link on the USAC meetings web page to read both.
8. Announcement of new USAC representatives (Derek Miller): USAC welcomes our incoming USAC representatives, who will serve a three-year term beginning July 1, 2024. They are Miriam Blackmon, Holly Blevins, Ashley Blount, Amanda Boyd, Erin Lowery, Cort Schneider, Julia Trachtenberg, Justin Woodson, and Mina Zatelli.
9. Executive team thank-you: On behalf of the USAC executive team, Derek Miller thanked everyone who served on USAC during the 2023-24 academic year.
10. Closed session

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