



University Staff Advisory Council

USAC Monthly Meeting

Tuesday, September 13, 2022 at 1:00 p.m.

[Meeting Zoom Link](#)

Members Present: Fred Hagemeister, Kourtney Ennis, Craig Buchbinder, Jamie Lynn Haskins, Mike LaRue, Abby Roberts, Cassie Price, Paul Just, Carole Yeatts, Susan Sokolsky, Kaylin Tingle, Cindy Smith, Carolyn Smart, Jaide Hinds-Clarke, Derek Miller, Taene Britt, William Galaspie, Francis Dickerson-King

Members Absent: Rachel Weinburg-Rue, Jeff Smith, Katie Olney, Nyreng Dut, Taylor McNeilly

1. Call to Order: Jamie Lynn Haskins, chair, called the Council meeting to order at 1:00 p.m. and welcomed staff and guests.
2. Q&A with Senior Leadership: Guests answered pre-submitted questions and took questions from the chat.
 - a. Dave Hale, *Executive Vice President and Chief Operating Office*
 - b. Jeff Legro, *Executive Vice President and Provost*
 - c. Shannon Sinclair, *Vice President and General Counsel*
 - d. Carl Sorenson, *Senior Associate Vice President, Human Resources*

*Questions have been edited in order provide the heart of the inquiry and to ensure the most direct answer can be provided

 - a) We know the ongoing investigation regarding the incident that occurred on campus on September 3 is confidential, but can you share the general processes we use to hold students accountable for incidents such as this one? Jeff Legro answered this question. He walked through the steps the University, Office of Student Development, and URPD follows for student disciplinary measures/student conduct.
 - i. Why wasn't the incident shared using the University's timely warning system? Dave Hale answered this question. Timely warnings are only sent out for open investigations.
 - b) Many employees have worked at UR before and through the pandemic. What are your plans to retain and support these current employees and prevent further losses in light of the Great Resignation and our own high turnover rates? Carl Sorensen answered this question. He detailed that UR is looking at market comparison compensation and how the University is developing and

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implementing further training for managers and supervisors to help cultivate a culture of support and knowledge. Dave Hale also provided information about the salary pool has increased on a compound rate by 9.2% since March 2021.

- c) How is the university adjusting its approach in today's hiring market to remain competitive? What are we doing to attract new employees? Carl Sorensen answered this question. The University has been posting positions on more diversity focused job sites to attract a wider range of applicants and working on more and varied sites for job applicants and ensuring the benefits package offered is valuable and attractive to prospective employees.
 - i. One employee has suggested combining sick and vacation days might be an incentive, has that been considered? Carl Sorensen answered this question. He stated that HR is not considering this scenario as often this turns into a "use it or lose it" situation and doesn't offer the same amount of leave.
 - d) Various departments seem to have different practices around working from home. When you're ill, but are still able to work and perform job duties from home, is it necessary to take a sick day? Are there clear policies that designate when it is acceptable to work from home for jobs that are able to do so? Carl Sorensen answered this question. Managers should support the practice of staying home when not feeling well. If you are in the course of your recovery when working from home is possible, he encouraged staff to work with their supervisors to determine when and how this is possible. If you are sick, you should not work and take a sick day.
 - e) Where does the salary compression study stand? Carl Sorensen answered this question. HR is prepared to roll out an address about the compression study later this month after an exhaustive research process.
 - f) Will the University provide an opportunity for employees to receive a COVID and/or flu vaccine? Shannon Sinclair answered this question. The University is planning on offering a COVID vaccine clinic at the end of September for the COVID booster shot. Carl answered the question about the flu vaccine. A benefits fair will be held in November where flu shots will be available.
3. USAC Member Spotlight: Each member gave a brief introduction to who they are and their role at UR.
- a. Jaide Hinds-Clarke, *Coordinator of Student-Athlete Leadership Development*
 - b. Abby Roberts, *Assistant Director of Parent Giving, Spider Athletic Fund*
 - c. Craig Buchbinder, *Shift Supervisor/Sergeant, University Police*
 - d. Frances Dickerson-King, *Student Account Specialist, Controller's Office*
4. Introducing 2022-2023 USAC Leadership
- a. Cassie Price, Communications Committee

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Asked to get tables at the HR event, benefits fair, welcome fall ya'll event

- b. Rachel Weinberg-Rue, Elections Committee
 - c. Fred Hagemeister, Volunteer and Engagement Committee
 - d. Taylor McNeilly, Faculty Liaison,
 - e. Mary Finley-Brook, USAC Liaison from Faculty Senate
 - f. Nyreng Dut, Plant Involvement Team (PIT)
 - g. Food Service Involvement Team
5. Closed Session
- a. October Meeting
 - b. Web Submission Editing Guidelines
 - c. SWAG
 - d. Continued Conversation with Faculty
 - e. Web Submissions
 - f. Debrief Open Session
 - g. Adjournment

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