Meeting was called to order by David Curtis at 1:00 pm.

Members Present: Helen Alexander, Mark Brooking, Holly Caruso, David Curtis, Shelle Flowers, John Jacobus, Eric Madden, Lisa Miles, Martha Pittaway, Chrissy Poindexter, Chris Dion, Andy Gurka, Andrew Morton, Adrienne Piazza, Karen Turner

Members Absent: Cheryl Burns, Glenice Coombs, Katybeth Lee, Wendy Boberek, Tracy Miles, Francine Reynolds, LaQuashia Pegeas and Amy St. John

David Curtis started the meeting by informing everyone that Eric Madden will be the USAC representative for the Climate Action Plan Committee.

I. Staff Involvement Committee- Adrienne Piazza

Adrienne informed Council that the committee will meet next week. They are planning to work on developing a survey about staff interests. The committee is looking at doing events for connecting staff, for personal development and for various staff opportunities. They shared USAC ideas with the Catering department and will meet with Dining Services soon. Adrienne felt the first presentation went well. The Staff Involvement would like to start a series of programming and will encourage staff to attend. USAC will partner with Staff Connections on Sept 21st. Lastly Adrienne requested $500 from the budget for the Staff Involvement Committee.

Motion was made by Holly Caruso to allocate $500 for Staff Involvement Committee. Seconded by John Jacobus. All were in favor and there was no one opposed.

II. Web Submissions- Holly Caruso See Attached

III. Values discussion- Valerie Wallen

The University Community began a process in January 2011 of discussing what our shared UR Values are. In April small groups began to meet to discuss our shared values. Valerie began by giving every council member a worksheet then asked everyone to select personal values and UR values that were important to them. We then broke into small groups to discuss. The small groups then shared with the whole council. After further discussion about our values, we reached consensus as to what USAC’s collective top shared values are. These shared values will move forward to the collected top values of the various small groups. In October Valerie will publish top value results from each division across campus. After this, additional discussions will be held about our community’s collective values.

Next meeting Sep 13th.

Motion to adjourn: Adrienne Piazza
Second: Lisa Miles

Respectfully submitted,

Shelle Flowers, Recording Secretary
Web Submissions from Aug 9, 2011

| name | | |
| phone | | |
| email | | |
| suggestion | Just Concern. The change in the holiday pay will affect employees who work under a 1000 hour a year and have had the privileged of this benefit. I feel that it should only apply to all new hired as of 2011 - 2012 budget, and the other employee be able to receive it under (A grandfather clause) if any. Thanks |

**Some additional information:** the policy has always been that employees who are scheduled to work less than 1000 hours per year are not eligible to earn paid time off. Due to an error in the system a few people over the last years have been paid for holiday time on a pro-rated basis. When HR did their re-implementation in the fall this system was corrected to follow the established policy.

**Response from Carl Sorensen:** The decision not to grandfather was made because often, employees working less than 1000 hours per year have schedules that can be modified to accommodate changes like this.

#2

| name | | |
| phone | | |
| email | | |
| suggestion | This is more of a question than a suggestion. Is there any policy or benefit for tuition remission for a dependent, if the employee has an untimely death while employed at the university? After the passing of a fellow employee I started wondering about this. I have a very young daughter and it is my full intention to stay with the university for the rest of my career. I am concerned like most parents for her future and was curious about any policy or potential policy for this if it would occur. Thank you for your time. |

**Response from Carl Sorensen:** Yes, if an employee dies and was eligible for the dependent benefit at the time of their death then their child/children would be eligible for TE/TR.

**Note:** This policy question could have been asked directly to Human Resources, but we are glad to be able to inform a larger population of the answer.

#3
| suggestion | I know that U of R is great about providing tuition remission for staff who would like to take courses or apply for an academic program at U of R, as part of their professional development. What about if such professional opportunities do not exist at U of R, and some of us need to seek out opportunities at other institutions? For instance, I am interested in pursuing a doctorate, which would be directly related to the work I do in student development/multicultural affairs, but such an academic program/degree does not exist at U of R. Thank you for your time and consideration. |

The council decided to look further into this submission and will form an Ad Hoc committee to gather additional information. Carl also stated in the meeting that this has come up in discussions about benefits and he will look at some information HR has gathered on the subject.