Meeting was called to order by David Curtis at 1 p.m.

Members Present: Cheryl Burns, Mark Brooking, Holly Caruso, David Curtis, Shelle Flowers, John Jacobus, Katybeth Lee, Lisa Miles, Martha Pittaway, Andy Gurka, Adrienne Piazza, Michael Torquato, Karen Turner

Members Absent: Helen Alexander, Glenice Coombs, Chris Dion, Manny Haines, Tracy Miles, Andrew Morton, LaQuasha Pegeas, Chrissy Poindexter, Francine Reynolds, Amy St. John

I. Web Submissions-Holly Caruso

See below.

II. Staff Involvement Committee- Adrienne Piazza

Adrienne reported the USAC discussion groups to bring staff together went well. The topics for the discussions were “Meeting New Professionals, “Want to play recreational sports with UR Staff”, New Parents”, and “Elder Care”. Elder Care seemed to be the most of interest and the committee is hoping each interest group will have someone that will take the lead as a non USAC member.

III. HR Update

Carl gave a brief update on the Career & Compensation project. Laura and Tracy are finishing grades to positions. There will be a Cabinet meeting to discuss policies and procedures. A steering committee has looked at a draft of career model and working on recommendations. The goal is to have the above complete by the end of February. Training of the new processes should begin in March and April. The process has taken longer than expected but Carl would like to make sure everyone understands the changes and everything is correct before presented.

III. Elections-Lisa Miles

Lisa Miles proposed several by law changes that will affect how staff can elect members to Council. The Council will vote on the changes during the January meeting.

Next meeting: January 10th

Respectfully submitted,

Shelle Flowers, Recording Secretary
Web Submissions for December:

**Suggestion:** Hello All I was at Open Enrollment when I saw a table set up by Sun Trust Bank. This was unusual to me because I had not heard about UR having a relationship with Sun Trust bank for it’s faculty and staff. I spoke with the Sun Trust rep as I was about to leave and she informed me that Sun Trust would waive some of its fee's for UR employees. At this time I was unable to stay and get any details but made arrangements to speak with the Sun Trust rep at a later date. My question is why was it not communicated to the UR staff that UR now has a relationship with Sun Trust bank, which would waive certain fees for UR staff.

**Discussion:** The relationship was created by Louie Love. Carl stated he thought the information was sent out with the Enrollment Fair information. Holly was asked to check with some offices and the web site and report back.