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

Members Present: Cheryl Burns, Mark Brooking, Holly Caruso, Glenice Coombs, David Curtis, Shelle Flowers, Mann Haines, John Jacobus, Katybeth Lee, Lisa Miles, Tracy Miles, Martha Pittaway, Francine Reynolds, Chris Dion, Andy Gurka, LaQuashia Pegeas, Adrienne Piazza, Chrissy Poindexter, Amy St. John, Michael Torquato

Members Absent: Helen Alexander, Andrew Morton, Karen Turner

David Curtis began the meeting with a warm welcome to new members Manny Haines and Michael Torquato.

I. UR Thankful Fall Festival- Garrison Weaver

UR student Garrison Weaver discussed UR Thankful Festival and invited USAC to partner along. UR Thankful is centered on the idea of campus unity and giving thanks in the time before Thanksgiving. They are hopeful this event will unite the UR campus and work together to combat hunger in the greater Richmond community. A food drive will begin on October 17th and everything collected will be presented at the football game on November 19th. The festival will be held on Saturday, November 12th, 11:00 a.m. to 2:00 p.m. on the Westhampton Green and there will be entertainment and food for all.

II. Staff Involvement Committee- Adrienne Piazza

The raffle tickets for Raisin in the Sun were pulled by USAC members. All winners will be contacted soon.

III. Where do we go next?- David Curtis

David asked everyone to break into small groups and discuss where are we now and where do we want to go from here. Topics mentioned were creating a communication committee, how to encourage staff to participate, develop formalized structure, benefits for non-UR courses, child care, partner with SCS/Athletics because they are not represented on USAC, advocate for liaisons and compliance hotline.

III. Elections-Lisa Miles

Lisa Miles stated the elections committee has had several productive meetings concerning elections. She then discussed the current challenges which include awkward employment categories, modest number of voters, software, close races based on very few votes and candidates, 20 to 40 per category. She gave an example of how a peer institution uses exempt and non-exempt as categories which means hourly and salaried. Our 3 categories would then turn to 2. Next she gave an example of how our elections work now, what they look like and
presented a graph of how many people were nominated and how many actually ran from 2006 until present. The committee asked the opinion of a couple experts who suggested 2 different ideas. The first expert suggested to let people vote for 3 candidates, weigh the votes 1st, 2nd and 3rd choice. Software would give different points and then have a run-off election among the highest vote getters. The 2nd expert suggested approval voting in which voters can vote for as many people as they wish. Each candidate approved receives one vote and the candidate with the most votes wins. Some thoughts and suggestions mentioned were voters can vote for anyone and not just in their category. Pictures and bios required for each candidate. Three votes per voter and one nomination per voter. Lastly Lisa stated the election committee is working hard but wanted to share some suggestions and get feedback from council. Any changes need to be voted on in December but Lisa would like everyone to be engaged in the November meeting to help come up with a good plan that is fair and equal.

V. Career and Compensation update- Laura Dietrick

Laura informed us that open enrollment packets will be sent to UR employees by the end of the week. She stressed the importance of employee’s knowing they must go online to elect their benefits. Communication concerning benefits will begin around October 15th. She then showed slides of how UR compared with our peer institutions in regards to benefits. This presentation will be posted on HR’s website in November.

VI. UR Santa- Crissy Poindexter

Chrissy reported UR Santa helped 37 UR families last year. UR Santa gives the UR community the opportunity to help colleagues who need a little assistance. She encouraged USAC members to get involved again this year and discussed how appreciative the employees were upon receiving gifts for their children. Chrissy will send a spiderbyte with information regarding how to obtain a form for assistance. All forms must be returned by November 1st and she is hoping to have the tree put up on November 5th for one week. All gifts will need to be returned by November 28th.

There were no new web submissions.

Next meeting: November 8th

Respectfully submitted,

Shelle Flowers, Recording Secretary