Meeting was called to order by Adrienne Piazza at 1:00 p.m.

Members present: John Butt, Tracy Cassalia, Carrie Caumont, Bill Chappell, David Curtis, Molly Field, Andy Gurka, Manny Haines, Denard Hall, Denise Johnston, Crista LaPrade, Keith Mitchell, Adrienne Piazza, Martha Pittaway, Cheryl Poston, Jerry Robinson, Sadie Simmons, Bryn Taylor, Michael Torquato, and Paul Witten

Members absent: Lindsey Love, Andrew Morton, LaQuashia Pegeas

Welcome and Announcements

Adrienne gave a brief summary of a meeting that she and Andy recently had with Lori Schuyler. 1) The budget process will be starting soon and Andy Gurka will be representing staff on the Planning & Priorities Committee. 2) The search for a new Athletic Director will also begin soon. 3) There was a request for a centralized hub for policies. Although, it is not a priority at the moment, they are aware of the request and it is on the radar for future work.

Update from the Staff Involvement Committee re: Affinity Groups

Martha Pittaway distributed a handout that details the expectations of USAC-supported affinity groups and the reporting requirement for each group. It is important for each group to document not only how they used their funds, but also events and projects they’ve completed.

The Staff Involvement Committee has been given $2,000 to assist with affinity group work. The reporting will be important in documenting how the money was spent. USAC affinity groups include Elder Care, Parenting, Cancer Care & Support, UR Involved, and most recently added LGBTQ.

LGBTQ is a new affinity group that is funded by Common Ground, but is still loosely affiliated with USAC and will adhere to the affinity group reporting guidelines.

Robert’s Rules of Order Review

Will do in October, Lindsey Love is absent due to illness

Web Submissions (Please see last page)

Other concerns

Council discussed the option of allowing work time for volunteering in the community. It was stated that a proposal was submitted in the past; however, it may need to be revised to frame it in more of a community building way. Such a proposal would need to demonstrate that the paid time away from work is being used in an appropriate way that is truly community based.

There was a question about surveys administered by USAC versus those administered by HR. Former USAC Chair, David Curtis, clarified the issue, explaining that USAC did a survey a few years ago to
guage staff interests, which is very different than the Great Colleges to Work For Survey, which is a University-wide survey.

**Leadership and Advocacy Workshop**

Jason Sawyer of the Neighborhood Resource Center of Fulton Hill gave a presentation on leadership and advocacy. Three key points of the presentation were:

1. Everybody leads
2. Leadership is about assets – know how to mobilize resources
3. Knowing what your assets are

Jason distributed a handout that contained several different styles of leadership based on work by Daniel Goleman. Group work involved identifying your current leadership style, then finding a style that you aspire to become. The key takeaway is that an excellent leader has the ability to operate using all of the styles of leadership, fluidly moving between styles as the situation dictates.

**Committee Work Time**

Council was allowed time to meet as sub committees and working groups to work on projects.

Meeting adjourned at 2:35 p.m. (although committee work continued afterwards)

The next meeting will be held on Tuesday, October 9 in Tyler Haynes Commons, Room 305

Respectfully submitted,

Cheryl Poston, Recording Secretary
Submitted: August 29, 2012
“I retired from UR in May. As an employee, I always found SpiderBytes to be a great resource for events of interest on campus. I would like to continue to receive the daily email. I contacted Anna Denton in HR who referred me to the Help Desk. I then contacted the Help Desk who referred me to HR. Anna then indicated she would contact the Help Desk as this is not technically a "benefit." At the present neither HR or IS is set up to make this happen for retired staff. (I am not sure if retired faculty continue to receive SpiderBytes since they are able to have access to their UR email account.) I would like to see this access continue for staff as an option. Thank you for your help.”

Action Taken:
August 30, 2012 – email to Carl Sorensen in Human Resources
August 30, 2012 – reply from Carl Sorensen:
SpiderBytes are for active employees and students. Both faculty and staff do not keep email accounts when they leave the university, no matter the reason they leave. This policy has been in place for several years. The policy can be found at: http://is.richmond.edu/accounts-passwords/about/expire.html. Retirees (faculty and staff) who were retired prior to this change in policy have been grandfathered and do still have a UR email account.

Human Resources has clarified this policy with the Help Desk and Information Services, so that future questions of this nature will have a consistent answer.

Retirees can stay informed through reading forwarded and staying abreast of UR news through the website and Facebook.