



USC Meeting Minutes
Wednesday, Oct. 13, 2018
Garey Hall, Room 31

In Attendance:

Kristin Barkdoll; David Borlie; Judith Duroseau; Sue Garvey; Mary Lou Glenn; Angela Heimbach; Lindsey Kriegel; Katherine LeGrand; Annette Lucidi; Crispin May; Brian McCabe; Katie Nadorlik; Shawn Proctor; Catherine Ross, Liesel Schwarz; Alissa Schweitzer; Erin Spina, Shaunda Williams

Excused:

Robin Bowles; Latisha Fox; Regina Sorgini; Abigail Henshaw; Christine Quisenberry

Reflection:

Alissa Schweitzer, assistant director for Student Engagement
<https://www.youtube.com/watch?v=zLYECIjmnQs>

Presentations:

Debra Patch, associate director, Public Safety

Discussed the process for onboarding new officers and the many ways that Public Safety has worked to increase both profile and connection with the Villanova community, including the Mobile Treat Unit.

Executive Committee Updates:

USC Orientation Lunch will be held Oct. 22 in the East Lounge of Dougherty Hall.

Committee Updates:

- **Communications:**

Orientation Video shoot completed.

- **Community Committee:**

The Midnight Shift Breakfast will be on Tuesday, Dec. 11, at 5 a.m. The Christmas Social will be on Tuesday, Dec. 11, at 3 p.m.

Parental Leave Committee:

Has been renamed the Family Resource and Benefits Committee. Meeting has been scheduled for Oct. 17. Please contact lindsey.kriegel@villanova.edu with questions.

Recognition Committee:

Congratulations to Graphic Service for winning University Staff Council's Villagnome for the month of October! If you would like to nominate a staff member or department on campus who has been caught performing exceptional acts for the good of the community, please fill out the form: https://www1.villanova.edu/content/villanova/staffcouncil/awards/villagnome_secure.html

Staff Awards Committee:

No updates.

Staff Development Committee:

Programming in the works.

Suggestions Committee:

Subject: Tuition remission benefit for spouses

Suggestion Comment: One of the major benefits touted to the staff is the tuition remission policy. Obviously, for many here, having this for their dependents is both critical and necessary in the ever-increasing world of college tuition.

In addition to dependents, the University also allows for spouses of employees to earn a Bachelors under the same tuition remission policy. However, given the fact that more and more working professionals these days already have their BA/BS, it is not as helpful or even a benefit that many will utilize.

Chances are that a staff member with an undergrad degree will be married to a person who also possesses the same degree. For people who are looking to further their education or potentially advance in their careers, a second Bachelors degree is not helpful. Many companies are now looking for and expecting their employees to have Masters, and the fact that this is not an option for VU staff members' spouses is disappointing.

In order to truly be a benefit for staff, I would propose having the option for spouses to earn EITHER a Bachelors or Masters degree. Upon meeting the University requirements for employment and eligibility, the staff member's spouse would be eligible to choose one of the degree paths. So if a person opted to get their Masters, he or she would be ineligible to earn a Bachelors and vice-versa.

In addition to providing a highly competitive and desired benefit, the University would also potentially be saving money in the long run, as the tuition remission for a Masters would be considerably less than the remission on a Bachelors. Most graduate programs at Villanova are part-time, designed for working professionals, can be completed in 2-3 years, and range from about \$30,000 - \$60,000 total. The current tuition rate for a Bachelors degree is \$52,578 PER YEAR, and often it takes much longer than four years for people to complete it if the person is going to school part-time. At a minimum, remission on a Bachelors costs the University 4x more than a Masters.

As a staff member working in Higher Ed, I have no illusions about the fact that our salaries are lacking compared to our corporate counterparts. The overwhelming majority of people who work here don't do it for just the paycheck, but because they love what they do and believe in the mission of the University. As such, I would strongly urge the Senior Leadership at the University to review the tuition remission policy for staff spouses, and make the necessary changes to have it be a true benefit for the employees at Villanova. Thank you!

Response from Human Resources: Thank you for sending along your suggestion. We have benchmarked tuition coverage for graduate programs in the past and the large majority of institutions do not offer this coverage for spouses and dependents. It is more of the exception than the norm. While I appreciate your feedback and analysis, this is not a benefit that Villanova will be adding at this time. Please know that the University analyzes our benefit offerings annually and has a Benefits Committee that meets twice a year to discuss benefit matters across the campus. Thanks again for your feedback.

Tax Forgiveness for Graduate Work:

Continued discussion about tax forgiveness for staff who are taking graduate classes at Villanova. It has been referred to Human Resources for additional consideration.

Area Updates:

Athletics:

50th Anniversary of Women's Athletics Celebration - Link to Register for the event is here: <http://villanovaathletics.fan-one.com/nl/jsp/m.jsp?c=b74dd0f5af0d9387b8>

Auxiliary Services

The Inn: Join The Inn at Villanova University in partnership with the Club of Greater Philadelphia and MBA Alumni Association for a magical Holiday celebration, starring Santa Claus himself! Enjoy a bountiful, kid-friendly breakfast featuring a hot chocolate bar and many other delectable festive treats. Tickets price also includes reindeer games, crafts, a visit with Santa and a special appearance by Villanova University's Will D. Cat.

<https://www.eventbrite.com/e/breakfast-with-santa-at-the-inn-at-villanova-university-tickets-49087845066>

Dining Services: CSA sign-ups are live now. Registration deadline is 10/26.

<https://www1.villanova.edu/villanova/services/dining/sustainability/VillanovasCSA.html>

College of Professional Studies:

The Graduate and Adult Open House will be held on Tuesday, October 23, 5-7 p.m., in the Connelly Center. Learn more about Villanova University's graduate and part-time undergraduate degree and certificate programs.

Human Resources:

The Flexible Spending Account (FSA) deadline for the period of 6/1/17-8/15/18 is 10/31/18, which is the last day to submit FSA claims. Please remind your areas to submit as soon as possible in order to avoid losing unclaimed funds.

The Wellness Plan will be ending around Thanksgiving and refreshing on 12/1/18. Remember to enter your activities in order to earn your gift cards.

Missions and Ministry:

Faculty/Staff Advent Retreat: The Advent Retreat will be on Thursday December 6, 2018 from 10am to 1pm in the East Lounge of Dougherty Hall. Our presenter will be Dr. Crystal Lucky and lunch will be provided. You can register on the Campus Ministry website or use this link: <https://vuc.formstack.com/forms/adventlentretreat>.

Service and Justice Experiences

1. If you have any juniors or seniors that are great leaders, please encourage them to apply to be a Service and Justice (SJE) leader. The requirements are to be a junior or senior and have previously been on an experience. Applications will open after fall break and

will be due Tuesday, November 6th. Applications will be found on this website:
<https://www1.villanova.edu/villanova/mission/campusministry/service/breakexperiences/sjeroles.html>

2. For any faculty and staff who would like to take part in a Service and Justice Experience, we have the role of advisor. Advisors mentor student leaders and participants. They participate in group activities before, during, and after the service break week to become a part of this unique community. And are responsible for responding to emergencies and other serious matters during the experience. More information and an interest form can be found on this site:
<https://www1.villanova.edu/villanova/mission/campusministry/service/breakexperiences/sjeroles.html>

For more information, you can reach out to Ed Sloane at Edward.sloane@villanova.edu or ext. 9-6292.

Office of the President:

The Christmas Tree Lighting: Nov. 29, around 5:30 p.m.

UNIT:

Banner 9 Upgrade this fall. It will deliver a number of important enhancements, additional functionality, and a modern user interface. The Tech Zone at Vasey Hall has been moved to the Falvey library. We have migrated the Graduate studies and College of Professional studies to the Technolution's Slate CRM. We have upgraded our Video recording system Mediasite. We will be offering training in the upcoming weeks. We have created a new application to enhance the process for course approval of students who are studying abroad.

<https://www1.villanova.edu/villanova/unit/unitupdates.html>

Villanova School of Business:

VSB recently named a Professor Manuel Nunez as Faculty Director of Diversity & Inclusion and Claire Bruno as Director of Diversity Initiatives. They will support the implementation of D&I into the culture within the School of Business to better serve the needs of our students, employers, and partners while also developing recruiting strategies, student programs, and training.

No updates: Charles Widger School of Law; College of Engineering; College of Liberal Arts and Sciences; Enrollment Management; Facilities Management; Falvey Memorial Library; Financial Affairs; Fitzpatrick College of Nursing; Office of the Provost; Public Safety; Student Life; University Advancement; University Communication and Marketing.

Adjournment

Next Meeting:

New/Returning Members: Friday, Oct. 19, 12 p.m., in East Lounge, Dougherty Hall
(Lunch & Orientation)

Incoming/Outgoing Members: Wednesday, Nov. 14, 2 p.m., in West Lounge, Dougherty Hall
(Transition Meeting)