



**USC Meeting Minutes**  
Wednesday, Nov. 14, 2018  
West Lounge, Dougherty Hall

**In Attendance:**

Timothy Bair; Kristin Barkdoll; Sarah Becker; Robin Bowles; Maria Coan; Judith Duroseau; Sue Garvey; Ryan Gillon; Angela Heinbach; Abigail Henshaw; Lauren Kassel; Lindsey Kriegel; Ashley Leamon; Kimberly Loux; Annette Lucidi; Crispin May; Brian McCabe; Rachel N'Diaye; Katie Nadorlik; Catherine Ross; Ashley Omlor; Andrew Pellens; Shawn Proctor; Elizabeth Remelius; Liesel Schwarz; Alissa Schweitzer; Erin Spina; Catherine Thompson; Shaunda Williams

**Excused:**

Kelly Amber; David Borlie; Letitia Fox; Daniel Gaston; Katherine LeGrand; Christine Quisenberry; Regina Sorgini

**Reflection:**

*Ashley Omlor, Social Sales Manager, The Inn at Villanova:*

“This idea that somebody put into our heads — that companies are somehow these kind of individuated units that are separate from society and don’t have to be paying attention to the communities they’re in — that is incorrect. We need to have a more enlightened view about the role of companies. This company is not somehow separate from everything else. Are we not all connected? Are we not all one? Isn’t that the point?”

*--Marc Benioff, CEO, Salesforce*

Full interview: <https://www.nytimes.com/2018/06/15/business/marc-benioff-salesforce-corner-office.html>

**Discussions:**

1. Discussion of the Parental Leave Committee and the recent intention to rename it to better reflect an expanded purpose.
  - a. Motion to rename the “Parental Leave Committee” to the “Family Resource Committee” was made. Seconded. Passed unanimously.
2. Tax Benefit for Staff Education. Discussion of bringing the proposed benefit of not taxing courses that are bettering staff in their current roles. It will be moved through the Staff Resources Committee.

### **Committee Updates:**

- **Communications:**

No updates.

- **Community Committee:**

### **Christmas Social:**

The USC is requesting volunteers for the Midnight Shift breakfast on Tuesday, December 11th. If you are interested in volunteering, please email me directly.

Our committee will be sending out a sign up in the upcoming weeks to request volunteers to assist with the Human Resource gift distribution during the day of the Christmas Social. More information to follow.

### **Important Dates:**

Midnight Shift Breakfast: Tuesday, Dec. 11, 5:30 a.m.

Christmas Social: Tuesday, Dec. 11, 3-5 p.m.

### **Soup Kitchen Update:**

The USC is requesting treat donations for the St. Agatha Soup Kitchen. Please see the link below for the treat donation sign up for the entire academic year. Please let me if you have any questions:

<https://www.signupgenius.com/go/30e0848aaad2ca0fe3-treats4>

### **Thank you to the USC**

It's been an absolute pleasure serving on the USC for 4 years. I've made some incredible connections and wish everyone the best as the continuing and new representatives start their next term!

### **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](mailto:lindsey.kriegel@villanova.edu) with questions.

**Recognition Committee:**

**University Staff Council's Villagnome for the month**

**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](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:**

Graphic Services and Bartley Print Center are happy to announce the release of iPRINT 10 and also new production print equipment in Bartley Print Center. Some of the enhancements to the web portal include:

- Easier ordering and check out
- Improved print quality and capabilities
- Faster turnaround
- Expanded document libraries
- New products and services in NovaDocs
- Same great service and staff

Why print it yourself, when you can simply and easily print through the web!

If you are interested in a private or group demonstration please call the Print Center at ext 95914 to schedule a day and time.

### **Dining Services:**

### **College of Professional Studies:**

The College of Professional Studies will be hosting Wildcat Walk-In Day on December 6, 2018 for prospective students interested in meeting with Enrollment Coaches to discuss credit and non-credit professional programs available in CPS to enhance career goals.

### **Human Resources:**

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>.

**Blessing of the Creche:** Campus Ministry will hold a blessing of the Creche after the 7pm Mass on Sunday 12/9. Cookies and hot chocolate will be served after. All are welcome.

**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>

**Workday Launch**

Villanova University has selected Workday to replace the Finance, HR, and Payroll modules in Banner. Workday is a cloud-based application with significant end-user improvements including faster approvals, an easy-to-use interface, and improved reporting. More information about Workday's benefits will be shared in the coming months.

There will be multiple opportunities to learn more about the Workday implementation. Info sessions will be announced through Campus Currents.

**Villanova School of Business:**

**No updates:** Charles Widger School of Law; College of Engineering;

College of Liberal Arts and Sciences; Arts and Sciences: Our spring 2019 application deadline is December 1st if anyone in your area is interested in starting a graduate program in Arts and Sciences. You can view our list of programs

here: <https://www1.villanova.edu/villanova/artsci/graduate/graduate-programs.html>

Enrollment Management; Facilities Management;

Falvey Memorial Library;

We will be sponsoring our bi-annual Library Open House stress buster event on Thursday, December 13 from 12-2 pm in the first floor lounge. We will also be co-sponsoring a visit from Pals for Life therapy animals from 10 am-12 pm and massage therapists from 12-2 pm on Friday, December 14. Everyone is welcome!

Financial Affairs; Fitzpatrick College of Nursing; Office of the Provost; Public Safety; Student Life; University Advancement; University Communication and Marketing.

### **Adjournment**

### **Next Meeting:**

**No Meeting in December.**