



PennState
University Staff
Advisory Council

University Staff Advisory Council

Meeting Brief and Updates for Staff

October 2024

October 2024 General Council Meeting Recap

Jennifer Wilkes, vice president for human resources, Christy Helms, senior director of talent management, and Jennifer Pritts, senior director of compensation, presented upcoming changes to the HR Talent Strategy and the Workforce Planning process. Topics discussed included the promotion process and employee recognition program. Updates include:

- Workforce Planning tools will roll out in 2025.
- A staff engagement survey will be sent in the coming months. USAC will be involved in the planning/roll out efforts.
- The HR Training and Professional Development Policy, [HR38](#), will be reviewed in 2025 to clarify professional development opportunities for staff.
- A portal with resources and information will be available for those who want to be mentors.
- The Years of Service Recognition Program yearbook was designed to recognize employees. The yearbook functions much like a digital card; colleagues can dedicate a few minutes to share kudos, memories, and positive words of encouragement to their peers who are celebrating milestones. Find out more on the [Years of Service program webpage](#).
- Following a request from USAC, HR shared that 60 percent of staff university-wide received a salary increase because of the Compensation Modernization initiative. The remaining 40% of staff that did not receive an increase were appropriately situated within their new staff salary grades and therefore did not necessitate a transition adjustment;

Updates from USAC

One of USAC's strategic goals is to increase staff representation and work toward shared governance. In a step toward accomplishing that goal, the USAC Chair-Elect will join the USAC Chair and Immediate Past-Chair as staff representatives to the Board of Trustees. The chair and chair-elect serve on the Equity and Human Resources Committee and the past-chair serves on the Student Success Committee.

Ways to Engage USAC

Campus Faculty Senate Meetings

USAC leadership was invited to attend Faculty Senate's campus visits this fall. During each visit, one hour is designated for staff so they may share what's happening on their campus and Faculty Senate can advocate for their needs.

- Matt Heller, USAC Chair-Elect, attended the meetings at New Kensington on September 24, and Greater Allegheny on September 25.
- Elizabeth Fegert, USAC Chair, attended meetings at Dubois on September 17, Brandywine on October 29, and Harrisburg on October 30.
- Rachel Galloway, USAC Immediate Past Chair, attended meetings at Great Valley on November 12 and Abington on November 13.

USAC Leaders will also attend Faculty Senate's visits to UP Academic Colleges this Spring. Staff are encouraged to attend these sessions and share feedback.

Local Staff Advisory Council Spotlight

In August, the College of Education's Staff Advisory Council [fulfilled Amazon wish lists](#) for seven practicing teachers who were selected at random through social media to receive essential classroom supplies for the academic year. The staff council supported teachers, who are also alumni, in three different states and hope to host this initiative annually. Thank you to the College of Education Staff Advisory Council for their efforts and contributions.

Interested in spotlighting your campus/college's Staff Advisory Council? Contact us at askUSAC@psu.edu.

USAC In the News

USAC member Patrick Campbell, marketing coordinator for the College of Agricultural Sciences, completed the [Over the Edge](#) challenge on October 8. Patrick rappelled down Beaver Stadium to fundraise for Centre County United Way. Congrats, Patrick!

Employee Resources

October is ADHD Awareness Month. Individuals with ADHD may be eligible for accommodations that support workplace success. For more information about available resources and how to explore accommodations, visit the [Office of Equal Opportunity and Access Website](#). You can also find ideas for types of accommodation at [the Job Accommodation Network \(JAN\)](#).

Send a colleague some kudos with a "[We ARE](#)" Shout Out in Penn State Today.

Or show a colleague your appreciation by requesting [Positive Paw](#) sticky notes.

About.USAC

The University Staff Advisory Council consists of dedicated staff who act in an advisory capacity to central administration, explore issues, policies, and practices that impact staff, suggest revisions to policies and new policy initiatives, and advocate for staff welfare and development.

USAC serves the PSU president and administration through the vice president of human resources and accepts new members annually.

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