



## University Staff Advisory Council Monthly Brief

*In the days following the February 20 USAC monthly meeting, President Neeli Bendapudi released a [message on the future of the Commonwealth Campuses](#). We want to acknowledge the receipt of this difficult message and the potential impact on our Commonwealth Campus colleagues and University at large. Please know, USAC is here to listen and advocate as the University navigates its next steps in the coming weeks and months.*

### February General Council Meeting Highlights

- **Streamlining Hiring & Recruitment**
  - Lori Gondak, senior director of talent acquisition for Human Resources, along with Operational Excellence Team members Emily Foley, Sherrie Borden, Angela Church, Ally Christopher, and Lindsey Torba, provided updates on streamlining Workday functionality and the hiring process. Details were shared on improvements being made, such as approval processes. Next steps include training for financial officers, budget administrators, managers, and recruiting support. This [Penn State Today article summarizes the new process](#).
- **Policy Updates**
  - USAC received notice of Human Resources policy updates:
    - [\(HR78\) Addressing Unacceptable Conduct and Performance for Full-Time Staff Employees](#) was recently revised to more clearly outline the progressive process for managers to address concerns regarding a staff member's inappropriate conduct in the workplace.

### Updates from USAC

- Thank you to the 400 staff who attended USAC's recent [listening sessions](#), hosted annually as part of our commitment to ensure all staff voices are heard and valued. While half of the registered attendees were from University Park, every campus from across the commonwealth had representation during the session, including Extension, College of Medicine, and World Campus. Follow-up surveys were sent to all who registered to gather additional feedback, and the anonymous data gathered will be summarized and presented to University leadership then used to inform USAC's future planning and initiatives.
- The Academic Portfolio and Program Review (APPR) committee has released additional workstream reports. The [APPR website](#) provides additional details and information.

## Ways to Engage USAC

- Information about USAC's new membership model is now live [on our website](#). Elective units with active councils are to self-elect a representative for inclusion on the Council by May 1, 2025. Additional [FAQs](#) are also available.
- Full-time staff employees are welcome to anonymously reach out to USAC with feedback or comments via the [webform on our website](#).

## Local Staff Advisory Council Spotlight

Penn State Shenango's Staff Advisory Council (SAC) recently concluded their annual fundraiser, "[Fuel for the Future](#)." This effort, launched in 2016, alleviates the financial burden faced by Shenango students entering unpaid internships or clinical rotations by providing fuel cards to assist in their transportation costs associated with their off-campus experiences.

Interested in spotlighting your campus/college's Staff Advisory Council? Contact us at [askUSAC@psu.edu](mailto:askUSAC@psu.edu).

## Employee Resources

- Blue365 gives Penn State employees access to discounts on items related to fitness, personal care, healthy eating, financial health, personal lifestyle and wellness. [Sign up online for the Blue365 program](#).
- SupportLinc Employee Assistance Program (EAP) offers services like in-person and video counseling (5 free sessions per person per issue) and offers on-demand educational videos on topics such as thriving at work, personal growth, leading people, sleep and rest, and grief and loss. Visit [this website](#) and use group code **pennstate** to create an account. Additional details are on the [Penn State HR SupportLinc website](#).
- Updates related to executive actions issued beginning January 2025 can be found on the [Government and Community Relations website](#).

**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.

Visit the [USAC News & Updates site](#) to view previous meeting highlights.

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