Pledge of Allegiance led by USPA member Mike Trotter.

Opening Address made by Elaine Poppell:
- Elaine Poppell thanked everyone for attending, and expressed appreciation for all that USPA member do to make UNF a great place to work.
- Recognition of former USPA officers and introduction of new officers:
  - Kathy Westberry, Dorothea Kent, Tyran Lance were recognized for their exemplary service to the USPA.
  - President Elaine Poppell, Vice President Dee Robertson-Lee, and Secretary/Treasurer Sherry Hays were introduced as the new USPA officers.

2012 Staff Affairs Council Announced:
- Maria Cartolano
- Flora Coleman
- Ted Hornoi-Centerwall
- Barbara Dupuis
- Glenda Kelsey
- Dorothea Kent
- Debbie LeGros
- Christy Linster
- Marianne Roberts
- Lucy Webb
- Kathy Westberry

Welcome to new USPA employees for the months of July and August:
- Jennifer Bornemeier
- Laquisha Brown
- Theresa Buchs
- Jermaine Edwards
- Scott Kidd
- Joshua LeGros
- Carmilita Holsey
- David King
- Joshua Mitchell
- Mark Milton
Gabor Awards Ceremony:
- The Gabor Award Ceremony will take place at 3:30 p.m. Tuesday, Oct. 9, in Building 58W, Student Union Auditorium, Room 2704.
- Elaine Poppell encourages staff to attend the ceremony in support of the nominees, and to celebrate the winner and runner-up.

USPA Employee Spotlight
- There will be a USPA member featured periodically on the USPA website. Currently, the featured member is Sandra Rosa. To view her profile, visit http://www.unf.edu/committee/uspa/member_spotlight.aspx.
- To suggest yourself or a fellow USPA member to be featured for the USPA Employee Spotlight, e-mail Sherry Hays at sherry.hays@unf.edu.

Swoop Squad
- The UNF Swoop Squad, ambassadors of the University who help students and families transition to college life, demonstrated how to SWOOP to the USPA. To learn more about the Swoop Squad, visit http://www.unf.edu/orientation/Swoop_Squad.aspx.

President Delaney’s Address:
- President Delaney thanked the USPA staff for their hard work and dedication to UNF.
- The 3% contribution to retirement that has been legally challenged has not yet made it through the courts. President Delaney continues to believe that the contribution will be reversed by the courts, but there is no guarantee. If the courts reverse it, there is currently no information on how the funds will be returned to employees. State funds may be used to refund employees, or they may require UNF to refund employees from their own budgets.
- There is a small possibility that UNF may be able to provide raises to employees during the 2013-14 fiscal year. President Delaney emphasized that this was not guaranteed, and that there were many variables that would need to fall into place in order to make raises possible.
- President Delaney fielded questions from the audience:
  - Concerns were raised about the new bus route and lack of bus stops near the library and Lot 14. President Delaney explained that the new route saves money and decreases wait times at designated stops. He also noted
that this route has always been the intended route system and is part of the Master Plan, but could not be put in place until road construction was completed. Student Government was also aware of the routing system when it was originally designed, and did not voice objections.

- Concerns were raised about night-time lighting in view of the changes in the bus route, to make areas students and employees walk better lighted. President Delaney agreed to look into this further.
- Concerns were raised about the lack of video surveillance in and around the Fine Arts Center. President Delaney agreed to look into this further.
- President Delaney was asked about the possibility of a tuition waiver for employees who attend Florida State College. As in the past, there haven’t been sufficient University funds to offer such a waiver, but President Delaney understands that this is of great importance to employees pursuing higher education.
- President Delaney was asked about the possibility for greater assistance for employees in the UNF admission process, so they can be eligible to use the employee tuition waiver at UNF rather than attending Florida State College. President Delaney said he would look into what might be done to assist employees in the admission process.

- **Presidential Trio Performance**
  - The Presidential Trio entertained the USPA staff. The Presidential Trio is a select group of UNF jazz majors chosen to represent the President of the University and the UNF Jazz Department. Each of the musicians bring a high level of dedication skill and passion to their performances.

- **Prizes**
  - The following items were raffled to USPA members in attendance:
    - Date Night: $50 Gift Certificate to Maggiano’s Italian Restaurant and 2 Regal Cinema Movie Tickets
    - Family 5-pack to Adventure Landing
    - Family 4-pack of Tickets to Jacksonville Zoo
    - Family 4-pack to a Men’s or Women’s Basketball Game
    - $25 Gift Certificate to Silpada Jewelry.
    - Chick-fil-A Prize Bucket
    - Three (3) 10-packs of Free Bowling Games at the Batt Family Fun Center
    - Three (3) UNF Prize Bags with and UNF Continuing Education Insulated Grocery Bag, UNF Umbrella, Employ Florida Banner Center for Creative Industries Leather-bound Journal and Pen, Ospreys on the Move Water Bottle, UNF Lapel Pin, UNF Key Chain, UNF Alumni Services Deck of Playing Cards, and UNF Stress Ball.
    - Five (5) UNF Sports T-Shirts