Opening Address made by Elaine Poppell:
- Elaine Poppell thanked everyone for attending, and expressed appreciation for all that USPA members do to make UNF a great place to work.

UNF Traditions Project
- DeAnne Crookham, assistant director of Student Affairs, spoke to the assembly about the UNF Traditions project, which is working to identify those traditions that make up the heart of the UNF experience for students, faculty and staff. Once identified, the traditions will be promoted within the UNF community and beyond, as a means of further developing the sense of connection and pride we feel for our University. Staff are invited to suggest traditions to be considered for inclusion in the project. To make suggestions, visit [http://unf.us2.qualtrics.com/SE/?SID=SV_7Um8levs8Im5ncp](http://unf.us2.qualtrics.com/SE/?SID=SV_7Um8levs8Im5ncp) and follow the survey instructions, or attend a UNF Traditions Project focus group later in the summer or in fall. For more information, contact DeAnne Crookham at d.crookham@unf.edu.

Announcements
- **Facebook**: There are currently 54 fans of the USPA Facebook page. Elaine Poppell thanked Sherry Hays for administering the page. To follow the UNF USPA Facebook page, visit [www.facebook.com/UNFUSPA](http://www.facebook.com/UNFUSPA).

- **Faculty-Staff Campaign Fundraising Committee**: UNF still needs 210 donors to reach the campaign goal of 45% participation, and is currently only 40 donors away from reaching where we finished last year. The University will give UNF 40th Anniversary lapel pins to anyone who donates this year. Please remember you may designate the USPA to receive your contribution, which will directly benefit USPA members. The USPA encourages all members to consider giving to the Faculty-Staff Campaign. If you have questions about the Faculty-Staff
Campaign, contact Dorothea Kent, who is our USPA representative on the committee, at ext. 2851 or dkent@unf.edu.

- **Presidential Excellence Awards:** USPA members are encouraged to nominate colleagues for one or more of the Presidential Excellence Awards. Nominations will be accepted until Monday, June 17. For more information about the awards, visit [http://www.unf.edu/hr/awards/Excellence_Awards_Program.aspx](http://www.unf.edu/hr/awards/Excellence_Awards_Program.aspx). If you have questions, contact our USPA representatives for the Presidential Recognition and Rewards Committee. Barbara Dupuis can be reached at ext. 2379 or bdupuis@unf.edu, and Ted Hornoi-Centerwall can be reached at ext. 1525 or hort0008@unf.edu.

- **A Fond Farewell:** After more than 40 years with the University, Pat Gardner, office assistant in Physical Facilities, will retire. She began working at UNF on March 16, 1973. Pat’s last day will be June 30. Please wish Pat a happy retirement. A retirement party for Pat is planned for Thursday, June 27th from 2 - 4 p.m. in the President’s Conference Room.

✓ **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](http://www.unf.edu/orientation/Swoop_Squad.aspx).

✓ **USPA Administration Achievements from July 2012 to May 2013**

- **Retirement Benefits:** A special thanks to Greg Catron, associate director of Employee Labor Relations in Human Resources, and to Rachelle Gottlieb, vice president of Human Resources, who worked with the USPA Administration to make the following benefits available to all USPA staff upon retirement:
  - UNF ID card with “Retired Staff” designation, provided by Auxiliary Services.
  - Free parking on campus when Retired Staff ID is presented at Parking Services.
  - A 20% discount at the UNF Bookstore (applies to general books and merchandise, excludes textbooks) when Retired Staff ID is presented.
  - Free use of Thomas G. Carpenter Library Resources.
  - Reduced rates at UNF recreational facilities.
  - Continued access to UNF email through a forwarding service with Information Technology Services.
Financially Fit February and Money Matters March

The USPA sponsored four financial workshops during the months of February and March which offered financial strategies specifically designed for USPS employees. Topics included, “Clear Up Your Credit,” “Budget Busters,” “Building Wealth,” and “Why is Inflation Important?” All four events were free to all USPS employees, catered by Anthony’s Gourmet Catering, and door prizes were also provided.

Elaine Poppell offered special thanks to Heather Strange, head cashier at the Cashier’s Office, who helped to organize these events with Financially Fit Ospreys and Transamerican Financial Advisors, Inc.. She also thanked the Staff Affairs Council for volunteering at each event, and Dee Robertson-Lee for obtaining sponsorship by Anthony’s Catering.

President Delaney’s Address:

President Delaney thanked the USPA staff for their hard work and dedication to UNF.

The president confirmed that raises are planned for October, with employees making more than $40,000 receiving $1,000 salary increases. Employees making $40,000 or less will receive $1,400. An additional $600 one-time bonus will be available to 35 percent of the campus workforce, but the criteria for disbursing those raises are still being worked out.

There is a proposal before the UNF Board of Trustees for additional 2 percent increase to be allocated to salaries for all employees, which, if approved, will also take effect in October. Delaney said these financial measures are all contingent on collective bargaining between the various employee groups.

The three percent contribution to retirement that was legally challenged in the courts was upheld.

President Delaney fielded questions from the audience:

A question was asked about whether there would be funds for future campus construction. Delaney explained that no Public Education Outlay (PECO) funds were authorized by the Legislature. The state’s PECO program was established to fund public higher education and K-12 construction and maintenance projects. Despite the lack of available PECO funding, the University did receive $1.4 million for maintenance and $4 million to put toward the renovation of Skinner-Jones Hall North.
The university will work on a plan to secure funds for future construction needs.

✓ Gabor Award Changes
  o The Gabor Awards are funded by the Gabor Agency and the UNF Foundation. For the past several years, funding for the Gabor Awards has been diminishing, despite supplemental funding provided by the Division of Institutional Advancement. In recent years, the award winner would receive $1,000 before taxes, and the runner-up would receive $300 before taxes. The tax rate for these awards is approximately 25 percent, so the actual payout was far less.
  o Along with the A&P Association, the USPA Association made a proposal for additional funding, and for the Gabor Awards Ceremony to be held in conjunction with the the Professional Development Forum, along with the Presidential Excellence Awards.
  o As a result, future Gabor Award winners will receive $1,500 after taxes, and the runner-up will receive $500 after taxes. The Gabor Award will be awarded at the 2014 Professional Development Forum. Because of this change, there will not be a 2013 Gabor Award.
  o In addition to the above changes, the nomination process has been simplified. More information will be provided when the 2014 nomination period opens.

✓ Prizes
  o The following items were raffled to USPA members in attendance:
    - **Two Season Passes to UNF’s Great American Jazz Series**: Marlene Tokpa, Recycling, Physical Facilities
    - **UNF Super Prize Bag**: Joy Magnon, Office Manager, Womens' Center
    - **Two Guest Passes to Latitude 30’s Comedy Show**: Maria Cartolano, Executive Secretary, Administration & Finance
    - **Two Vouchers for Complimentary Lunch at the Osprey Café**: Karen McSheffrey, Office Manager, Student Health
    - **Official UNF Athletics T-Shirt**: Tamra Conner, Office Manager, Art & Design
    - **$50 Gift Certificate at Silpada**: Kevin McWeeney, Recycling, Physical Facilities
    - **Two Tickets to the Regal Cinema**: Stephanie Toro, Program Assistant, Career Services
    - **Two-Guest Voucher to the Jacksonville Symphony**: Lester Jones, Custodial Worker, University Housing
    - **Family Four-Pack to Adventure Landing**: Jean Glasgow, Senior Property Assets Representative, Controller’s Office
- Two Vouchers for Complimentary Lunch at the Osprey Café: Patti Robbins, Office Assistant, College of Education and Human Services
- Two Guest Passes to Latitude 30's Comedy Show: Curtis Brown, Recycling, Physical Facilities
- Kilwin's Gift Bag: Latonya Thompson, Financial Aid Specialist, Enrollment Services
- Official UNF Athletics T-Shirt: Stephanie McLarty, Administrative Secretary, Coggin College of Business
- Two Vouchers for Complimentary Lunch at the Osprey Café: John Bishop, Control Systems Technician, Physical Facilities
- One Night Stay at the Marriott Hotel: Lauren Chartier, Office Manager, Criminology
- 1 Dozen Mini Gourmet Cupcakes Certificate at Sweet By Holly: Shawn Ochrietor, Maintenance Supervisor, Physical Facilities
- UNF Super Prize Bag: Katie LeGros, Office Manager, Nutrition & Dietetics Flagship Program
- Two Vouchers for Complimentary Lunch at the Osprey Café: James Hancock, Pest Control Technician, Physical Facilities
- Official UNF Athletics T-Shirt: Eric Fontaine, Accounting Associate, Advancement Services
- $150 UNF Continuing Education Course Gift Certificate: Le Shawn Spruiell, Office Manager, Disability Resource Center
- UNF Osprey Plaza Legacy Paver: Charles Washington, Recycling, Physical Facilities
- Family Four-Pack VIP Pass to Catty Shack Wildlife Sanctuary: Waheeda "Wendy" Rahman, Office Manager, Aquatics Center
- Two Vouchers for Complimentary Lunch at the Osprey Café: Angelo Addari, Maintenance Mechanic, Physical Facilities
- Hand-Made Copper Compass Rose by CopperHead Metal Arts: Raymond Drayton, Assistant Landscaping/Grounds, Physical Facilities
- Gift Certificate for Free Bagels/Cream Cheese for a Year by Panera: Philip Mihalik, Maintenance Mechanic, Physical Facilities
- Two Guest Passes for Dinner & Theatre at the Alhambra: Marla McGill, Administrative Secretary, School of Nursing Flagship Program