Call to order by Robert Sebek

Attendance: Please sign the attendance sheet.

Approval of Minutes (electronically)

Board of Visitors update: Mr. Sebek

Staff Senate Google Team Drive: Mr. Sebek

Staff Senate Standing Committees – Updates

- Communications: Ms. Loan
- Elections and Nominations: Mr. Wooge
- Policies and Issues: Ms. Alford
- McComas Leadership Seminar: Ms. Montgomery and Ms. Carter

University Council, Commission, Committees: Updates, vacancies to fill

Old Business: Staff Senate Constitutional Amendment

Presentations: Karlee Siepierski, Campus Sustainability Planner (Green Office certification program)
Alison Cross, Director of Recreational Sports (opportunities for staff)
Robert Sebek, University Libraries (resources for staff)
Tammie Smith, Summer & Winter Sessions (Hokie Wellness resources)

Adjournment

WebEx Information
(https://virginiatech.webex.com/virginiatech/j.php?MTID=m1574ce5ac053792cd338c898e1f8603a)
Meeting number (access code): 314 017 827
Host key: 884026

JOIN BY PHONE
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+1-415-655-0001 US TOLL
RESOLUTION ON AMENDMENT TO STAFF SENATE CONSTITUTION
Commission on Staff Policies and Affairs
Resolution 2017-18A

Approved, Staff Senate:
First Reading, Commission on Staff Policies and Affairs:
Second Reading, CSPA:
First Reading, University Council:
Second Reading, University Council:
Approved, President:
Approved, Board of Visitors:
Effective Date: On Approval

WHEREAS, the Constitution of the Staff Senate serves as a self-governing document; and
WHEREAS, changes reflected in the Constitution of the Staff Senate are served with sufficient oversight
by University Council.

THEREFORE BE IT RESOLVED, that Article 10, number 6 of the Virginia Tech Staff Senate
Constitution be amended as follows:

10. Amendments
The approval process of amendments to the Constitution shall be
1. A proposal for an amendment must be submitted to the Executive Committee for review and
clarification.
2. A notice that an amendment is to be proposed must be given by the Executive Committee to all
members of the Staff Senate at least thirty days before the meeting when the amendment will be
proposed. The notice shall contain the proposed amendment in context or general nature of the
matter.
3. A proposed amendment may be discussed at the regular meeting the amendment is proposed.
4. Proposed amendments shall not be voted on until at least one regular meeting after the
introduction of the amendment.
5. A proposed amendment shall first be approved by simple majority vote of the Staff Senate.
6. Amendments to the Constitution shall become effective upon approval by a simple majority vote
of the staff associations’ voting members and by the University Council and President of the
University, and Board of Visitors.
Staff Senate
http://www.staffsenate.vt.edu/

August 17, 2017
12:00 Noon – 1:00 P.M
Torgersen in room 1050

MINUTES

Attendees: Bonnie Alberts, Judy Alford, Lisa Bishop, Chelsea Blanchet, Cynthia Booth, Debbie Breon, Chad Dalton, Kim Dulaney, Lee Ann Ellis, Velva Groover, Bruce Harper, Melanie Darden, Carolyn Hopkins, Brian Huddleston, Robena Hughes, Doug Hylton, Amy Ingram, Albert Moore, Steve Nagle, Heather Parrish, Kim Ridpath, Robert Sebek, Laura Steinberg, Judy Taylor, Sue Teel

Webex Attendee(s): Angel Carter, Tammie Smith

Speaker(s): Jonathan Byers, Mallory Foutch, Katelin Mey

Excused: Sue Ellen Crocker, Stacey Farley, Sheree Montgomery, Zerita Montgomery, Lenora Stover, James Venable, Beverly Williams, Sarah Woodward, Jon Wooge and Katrina Loan

Call to order at 12:03 p.m. by President, Robert Sebek.

The agenda was electronically submitted to senators a week before the meeting. With no additions, the agenda was approved.

Attendance sheet for check-in was available near room entrance.

Approval of Minutes
Approval of July minutes was done electronically.

Staff Senate Standing Committees
Each senator should join at least one of the standing committees. Alternates are welcome to join, but it is not mandatory.

Updates

• Communications – Nothing to report at this time.

• Elections and Nominations – Jon Wooge is retiring, so the committee is working on a timeline to see if there are any spots that need to be filled.

• Policies and Issues – Mr. Sebek – We are in the process of looking at an amendment that will stop future amendments going all the way to the Board of Visitors. This is put on hold until after the next Board of Visitors meeting.
• McComas Leadership Seminar - Nothing to report at this time.

University Council, Commission, Committees
Most University Committees, Commissions and Council have at least one staff seat. Senators (and, in some cases alternates) are encouraged to participate in at least one university Committee, Commission or Council.

Presentations:

Mallory Foutch, Program Coordinator and Katelin Mey, Gender-Based Violence Prevention Coordinator with the Women’s Center
The Women’s Center serves students, faculty and staff. The center promotes a VT community that is safe, equitable, and supportive for women and that celebrates their experiences, achievements and diversity. This is both programmatic and community building. They have a strong focus on advocacy of staff, and there is a great team who work on the rest of gender equity.

• VT Women Connect - Virginia Tech supports the mission of the Virginia Network through VT Women Connect (VTWC). VTWC promotes, develops and supports Virginia Tech’s professional women by providing a forum to forge relationships, develop supportive networks, and share ideas and information. We manage a listserv of 700+ faculty and staff.

• Working Moms' Group - Established in 2006, this group is designed to meet the needs of working mothers. More than 200 faculty and staff women share information and resources, as well as provide support to help each other balance work, life, and family.

• The Women’s Alliance is one of the newest caucuses in the university structure. Ms. Foutch and Ms. Mey shared a listserv where employees can get more information.

• Kids’ Night Out - Since 2002, Chi Delta Alpha has provided weekly drop-in childcare at the Women’s Center. This allows students who are also parents a much-needed night off.

• Women’s Leadership & Mentoring Program (WLM) - Offline this year for evaluation, this program provides a cohort-based experience for post-masters professionals in a series of sessions on topics related to professional development. The WLM is specifically designed for women who are aspiring higher education administrators and wish to gain leadership knowledge and experience.

• Through Feminist Eyes (TFE) - In partnership with the Women’s and Gender Studies program, TFE is intended to provide opportunities for students to engage feminist scholarship at Virginia Tech. Assistant Professor of Sociology, Dr. Kait Boyle, presented to a group of over 120 about her research on rape and sexual assault reporting on college campuses.

• Women’s Celebration Month - What began in 1986 as Women’s Week is now an annual, month-long celebration that recognizes, affirms, and showcases the achievements, concerns, and diversity of women.

• The Red Flag Campaign - Since 2007, The Red Flag Campaign has helped to raise awareness of relationship violence and promote bystander action.

• It’s on Us Campaign - Last year, over 1,400 Hokies took the pledge to recognize that non-consensual sex is sexual assault, identify situations in which sexual assault may
occur, intervene in situations where consent has not or cannot be given, and create an environment in which sexual assault is unacceptable and survivors are supported.

- **Mentors in Violence Prevention (MVP)** - Virginia Tech's MVP program is designed to educate, inspire, and empower members of our community to utilize self-understanding, integrity, and courageous leadership to prevent, interrupt, and respond to sexist abuse in order to create a civil and just community. Faculty and Staff can volunteer in our community as facilitators, and receive free training and education.

- **Counseling and Advocacy Services** - The Women's Center serves as an on-campus focal point for services for victims and survivors of interpersonal violence. The center also provides support in the areas of work/life integration, wellness, and institutional advocacy.

*Jonathan Byers, Assistant Director, Career and Professional Development*

This center is here to partner with students while they attend Virginia Tech. They are located at the corner of Washington Street and West Campus Drive, and their website is career.vt.edu. They work with undergrads through senior, as well as graduate students and alumni. There are about 16 career advisors and three grad assistants. The first phase of career development is Explore - to better understand themselves, careers and majors. Students will learn more about what VT has to offer, as well as taking a personality assessment to help them discover more about themselves. The Career Center also provides a Post-Graduate Report to see more information about what careers graduates went into after graduating with a particular degree. The second phase is helping students find experience, whether it is a paid internship, summer job, volunteer work, etc. Hokies4Hire is the main database students use when looking for employment. Hokie Career Tools is a search engine for finding work as well. Candidcareer.com is compiled of 1-2 minute videos of career persons talking about their jobs to help students get a sense of what it would be like to work in that field. The third phase is Develop, which is how to get ready for the career the student has chosen. In this phase, practical things such as business and dining etiquette are covered, as well as resume help, career fairs and preparing for graduate school. The motto of this center is, “Come Early, Come Often.” Students are encouraged to come in as freshmen, and continue to work with the Career Center throughout their time at Virginia Tech. Feel free to contact Jonathan Byers if you have any further questions.

**Resolution**

UC Resolution 2017-18A: Resolution to Amend the University Council By-Laws as recommended by the Governance Task Force

Ms. Teel moved to approve this resolution. The vote was unanimous. Motion passed.

**Next Meeting Date:**
The next meeting date is September 21, 2017 at 12 PM in Torgersen in room 1000

**Adjourned** 1:00 p.m.

Respectfully submitted,
Heather Parrish
A statement from President Tim Sands on staff participation in governance

September 20, 2017

Dear Colleagues,

At Virginia Tech, we are fortunate to have a robust system of shared governance—not quite like any I have encountered elsewhere. I believe its effectiveness derives from its inclusiveness and the collaboration that comes from having students and staff involved along with faculty.

However, I hear increasingly of staff being discouraged from serving on the various committees and commissions or being required to use leave in order to do so, which is inappropriate.

Of course, an employee’s primary job responsibilities must take priority, but active engagement in university governance is essential for the university to thrive. Such involvement also offers professional development opportunities that are unique and impactful. Communication between employees and supervisors is vital.

When considering involvement in governance activities, it is important for employees to discuss the role and projected time commitments with their supervisors so that expectations are clear and plans can be put in place to manage workload and accomplish time-sensitive projects.

I also hope that supervisors will take advantage of the opportunity to ask their employees about what items are being dealt with in the governance system.

I met with the commission chairs last week, as I do every semester, to learn about each commission’s plans. This will be a busy year! Thank you for your efforts to support our system of shared governance and to ensure that it benefits from the perspectives of our staff as well as our students and faculty.

Sincerely,

Tim Sands
President

Contact:
Tracy Vosburgh
540-231-5396
Fun resources:

- Want to have a movie night without paying those costly movie ticket prices?? Look no further than our very own library! The University Library provides free rental of DVDs, including popular movies and TV programs, kids movies, documentaries, and foreign films. (http://guides.lib.vt.edu/find/collections/dvds)

- You can also watch movies anywhere and everywhere with over 100,000 streaming movies you can play through your web browser provided by the University Library. (http://guides.lib.vt.edu/find/databases/streaming-videos)

- The University Library even has online access to magazines that you can flip through, page by page, or download to a tablet. They have Smithsonian and National Geographic, current issues, etc. Flipster, a digital magazine site, even has Discover, Popular Science, Wired, and Consumer Reports. So, if your waiting on a meeting to start or if you just want a quick read, this is perfect for you! (http://guides.lib.vt.edu/find/magazines/facsimile-formats)

- Learn a new language with Rosetta Stone or Pimsleur audio CDs (http://guides.lib.vt.edu/find/byformat/foreign-language)

- Newly released novels, pop fiction, biographies, and more (http://guides.lib.vt.edu/find/byformat/pleasure-reading)

- We do not have audio books, but the Montgomery-Floyd Regional Library has an excellent selection

- Learn software skills with Books24x7 training videos (http://guides.lib.vt.edu/books24x7)

- A great complement to Lynda.com (http://www.olec.lt.vt.edu/lynda/)
Benefits through human resources

I wonder how many employees use the cell phone plan discount. I have Verizon and get the 15 percent off the monthly access fee. There are many more companies, so check it out.
https://www.hr.vt.edu/benefits/hokie-perks/discounts/all.html

If you join weight watchers at Virginia Tech you get a discount. $38.50 a month and once you attend 10 meetings you get a 50% discount. And a lot of local gyms offer a discount to state employees too.

Check out the Recreation & Entertainment that Virginia Tech offers.
https://www.hr.vt.edu/benefits/hokie-perks/recreation-entertainment.html

By signing up for Ticket Monster Perks (https://www.ticketmonsterperks.com/) you have discounts on Sports, Concerts, attractions and theme parks, hotels and rental cars, movie theaters, and family and theatre

– here are a few discount areas

Regal cinema- you can get electronic tickets for $8.70 instead of $15.00

Discount tickets for Kings Dominion, Busch Gardens, Water Country, and so many more places.

And finally, under continuing education, you have the foreign language conversation courses that are free to faculty, staff, and students.

This is just a small sample of the benefits that are offered to us. I challenge each of you to check these out and to explore and find others to add to this list.