



Staff Senate

<http://www.staffsenate.vt.edu/>

2018-2019

STAFF SENATE OFFICERS

President: Robert Sebek

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Secretary/Treasurer: Katrina Loan

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STANDING COMMITTEES CHAIRS

Communications

Bruce Harper (bharper@vt.edu),
University Relations/Creative Studio
(0336)

Elections and Nominations

Judy Taylor (taylor1@vt.edu),
Provost Office (0132)

Policies and Issues

Judy Alford (judy.alford@vt.edu),
TLOS (0292)

McComas Leadership Seminar

Amy Ingram (amy.ingram@vt.edu)
Honors College (0427)

November 15, 2018

Noon – 1:00pm

University Gateway Center conference room 3100, 902 Prices Fork Road

AGENDA

Call to order by Robert Sebek

Attendance: Please sign the attendance sheet, including guests

Approval of Minutes: electronically

Presentation of resolution of gratitude to Dr. Lisa Wilkes

President’s update: Mr. Sebek: results of presentation on child care to Board of Visitors

Standing Committee updates:

Communication: Mr. Harper
Elections & Nominations: Ms. Taylor
Policies & Issues: Ms. Alford
McComas Leadership Seminar: Ms. Ingram

Presentation on the strategic planning process: Erin McCann, Director of Strategic Planning and Patty Becksted, Assistant Director of Strategic Planning

Adjournment

Zoom Video Conferencing Information

<https://virginiatech.zoom.us/j/213933318>

Next meeting: January 17, 2019 (Staff Senate planning and break out sessions)

University Council, Commissions, Committees - Staff Senate Representative (term of office)

University Council – LaTawyna Burleson (2020), Velva Groover (2021), Brian Huddleston (2020), Katrina Loan (2020), Erin Poff (2019), Teresa Lyons (2019), Sue Teel (2021)

Commissions

Commission on Administrative and Professional Faculty – MaDonna Overstreet (2021)

Commission on Equal Opportunity and Diversity – Tracy Newton (2019)

Commission on Faculty Affairs – Robert Sebek (2021)

Commission on Graduate Studies and Policies – Hannah Parks (2020)

Commission on Outreach and International Affairs – Wayne Crotto (2021)

Commission on Research – Steve Nagle (2019)

Commission on Staff Policies and Affairs – Tammie Smith - Chair, (2019), Nicole Akers (2021),

Judy Alford (2021), Lisa Boothe (2021), Lori Buchanan (2020), Sally Shupe (2020), Sue Teel (2020),

LaTanya Burleson (2019), Teresa Lyons (2019), Betty Wilkins (2019)

Commission on Student Affairs – Jonathan Poff (2020)

Commission on Undergraduate Studies and Policies – Steve Tatum (2019)

Commission on University Support – Sarah Woodward (2020), Judy Alford (2021)

University Advisory Council -Strategic Budgeting and Planning – Robert Sebek (2019)

Committees

Academic Support Committee – Tammie Smith (2019)

Athletics Committee – Robena Hughes (2020)

Campus Development Committee – Laura Steinberg (2020)

Commencement Committee – Nicole Akers (2021)

Employee Benefits Committee – Kim Dulaney (2020), Katrina Loan (2019), Melissa Thomas (2019)

Energy & Sustainability Committee – Judy Taylor (2019), Alex Guest (2019)

Information Technology Services and Systems Committee - Judy Alford (2021)

Intellectual Properties Committee – Steve Tatum (2021)

Library Committee – Sally Shupe (2020)

Parking Appeals Hearing Committee – Kelli Hall-Manning (2019)

Transportation/Parking Committee – Sandra Gabbert (2020), Kimberly Higgs (2020), Megan Coulter (2021)

Undergraduate Curriculum Committee – Michelle Czamanske (2019)

Staff Senate Constituency Report
Virginia Tech Board of Visitors
November 4, 2018
Presented by Robert Sebek, Staff Senate President

Good afternoon Rector Treacy, members of the Board of Visitors, President Sands, administrators and distinguished guests. It is an honor to present to you updates from staff at Virginia Tech.

In March of this year, the Staff Senate formed an ad hoc committee to research and report on the current situation on affordable child care in the New River Valley and propose solutions to this need. That report is included with this report. I will give a summary presentation of the findings and proposals. While we recognize that any university-driven solution will require funding, we also recognize the true need for affordable, quality child care among our employees and students.

In September, the Senate heard from staffers from the Town of Blacksburg on local initiatives for affordable housing that was very informative. Blacksburg and other localities have some small programs for low income families and senior citizens to aid access to housing. The Senate will make efforts to raise awareness of these programs among staff at the university.

I have met and will continue regular meetings with Bryan Garey, the new Vice President for Human Resources. I presented a list of priorities from the Staff Senate:

- Find funding for increased staff compensation; emphasis on lowest pay bands
 - From August BOV retreat/meeting
 - \$5 million to be found in budget for across the board salary increases
 - Also need to increase hourly wages for part-time staff
- Explore changes UVA and W&M have made for their university staff in benefits, leave, and compensation
 - Under Restructuring Act, University Staff governed by BOV and not VDHR
 - Additional benefits should include option for child care tuition assistance
- Required supervisor training
 - Consistency across departments
 - Fairness in application of policies; HR should take a stronger roles
 - Create a culture that values professional development among supervisors
- Expand professional development opportunities for staff
 - Support GED in parallel to VT credits
 - Ensure staff can access 6 credit hour benefit
 - Increase funding for tuition reimbursement for auxiliaries and departments with small budgets
 - Develop a staff mentoring program in parallel to existing faculty program
- Provide an HR staff person to assist employees signing up for safety net programs
 - Remove stigma for applying for benefits

The Senate will work closely with Human Resources in an effort to realize those priorities that can be administratively implemented and work through the governance system those that require policy changes.

Respectfully submitted,

Robert Sebek
President, Staff Senate

Notes on child care presentation to Board of Visitors

I presented on the child care report from the Staff Senate to the full Board of Visitors on November 4, 2018. I noted that the Board had access to our full 39 page report in their portal and the presentation was a summary of that report (those are attached separately and will be available on the Staff Senate website). The presentation had the background research compiled by the Senate's ad hoc committee on child care, comparisons with child care services provided by other higher education institutions, and proposals the university could implement.

The committee has worked on this report since March. Katrina Loan has provided strong leadership, and the results we're seeing from the BOV are due to their hard work. And those results were immediate.

I noted that I did not expect immediate action on our proposals: each would cost money. Instead, I asked senior administrators present and BOV members to consider the needs addressed by our proposals as they set budget priorities and future strategies for the university. I purposely ordered the proposals from easiest to implement to most difficult/costly. After the presentation, BOV members had an unusually long discussion on the needs and concerns presented, and specifically discussed how an on-campus child care facility could be funded and managed. Senior administrators talked about how such a building could be financed.

In the survey we sent to staff about child care needs, we asked about what pay band respondents were in, so I made sure to include the pay ranges for each band, so BOV members would have context to consider what could be considered affordable child care. One BOV member specifically asked if the listed ranges were annual amounts. Many seemed shocked at the low salaries, even for our geographic area. The BOV asked for a report on staff salaries, market levels, benefits, and more for the next BOV meeting in March. They also discussed which BOV subcommittee should consider our proposals: finance and resource management for budgets, building and grounds for a building, or governance and administration for human resources provided benefits, before deciding the full board should be briefed on all of these items. Several administrators were tasked to bring data to the next BOV meeting.

I also want to note that during the Faculty Senate representative to the BOV presentation, Dr. John Ferris stated that the Faculty Senate had voted to ask that when the university finds funds in the budget for raises, that funding first be dedicated to raising staff salaries in pay bands 1 and 2 first, before faculty salary raises were funded. He noted that those pay bands would put a family of 4 under the poverty level for this area as defined by the Census Bureau. His presentation was moving and well received by the BOV and was an excellent lead in to my presentation. Having an external group advocate for staff raises certainly helped spur the Board into requesting more information on staff salaries.

There is still work for the Staff Senate, Commission on Staff Policies and Affairs, Benefits Committee, and other governance groups to do to keep the pressure up on the administration to act on our proposals. I ask each senator and other staff serving in governance to review the presentation and report so they can be informed of our needs and proposals going forward.

Robert Sebek
President, Staff Senate