



Staff Senate

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

2018-2019

STAFF SENATE OFFICERS

President: Robert Sebek

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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)

September 20, 2018

Noon – 1:00pm, 2420 North End Center

AGENDA

Call to order by Robert Sebek

Attendance: Please sign the attendance sheet, including guests

Approval of Minutes: electronically

President’s update: Mr. Sebek

Resolution of Thanks and Gratitude to Lisa Wilkes, Interim Vice President for Human Resources

Standing Committee updates:

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

Presentation on access to affordable housing: Matt Hanratty, Assistant to the Town Manager, Blacksburg Housing & Neighborhood and Elisabeth Willis, Senior Housing & Community Development Project Manager

Adjournment

Zoom Video Conferencing Information

<https://virginiatech.zoom.us/j/742670384>

Next meeting: October 18, 2018 in NEC 2420 with Joyce Landreth, 4HELP

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)

Computing and Communicating Resources Committee (suspended 2016-2018)

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

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

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 – Tracey Drowne (2019)

Resolution of Thanks and Gratitude to Lisa Wilkes, Interim Vice President for Human Resources
Virginia Tech Staff Senate Resolution No. 2018b

Approved:

WHEREAS, it was announced in July 2017 that Dr. Lisa Wilkes would be taking on the role of interim vice president for human resources; and,

WHEREAS, Dr. Wilkes has provided excellent leadership in the transformation of human resources to be able to support the employees and functions of a future-facing university; and,

WHEREAS, Dr. Wilkes steered changes in the recognition of staff, including the expansion of the Staff Career Achievement Award and the years of service recognition events; and,

WHEREAS, Dr. Wilkes assisted the Commission on Staff Policies and Affairs by providing access to past climate surveys and other data gathered by human resources to aid that commission's decision making; and,

WHEREAS, Dr. Wilkes has been a supporter of Staff Senate from day one: listening, interacting, mentoring, advocating, and providing financial support (from the Human Resources division in conjunction with the president's office) to fund the McComas Staff Leadership Seminar; and

WHEREAS, Dr. Wilkes showed genuine concern for staff by forming a the Staff@VT Taskforce, chaired by Human Resources and Commission on Staff Policies and Affairs, and tasked with discovering barriers that staff encounter and suggesting solutions.

THEREFORE BE IT RESOLVED that the Staff Senate commends Dr. Lisa Wilkes and expresses its gratitude, for going over and beyond in her support of the staff at Virginia Tech during her interim role as Vice President for Human Resources.

Respectfully submitted by: Virginia Tech Staff Senate, 2018-2019

Robert Sebek
President, Staff Senate

Tammie Smith
Vice President and Chair, Commission on Staff Policies & Affairs

Staff Senate Constituency Report Update
Virginia Tech Board of Visitors
August 27, 2018

While I submitted the written constituency report shared with last month's agenda, issues arose during the BOV retreat that lead me to substantially change what I discussed in person during the information session of the BOV where I gave me report.

During the retreat, members of the BOV and university administrators discussed strategies for leading the university into the future, near and long term. There were significant discussions on the budget, future of funding from the state, areas of growth, and general needs. There was a presentation on faculty salaries compared to our peer institutions (much as I have seen before) and the need for additional funding to bring up those averages. Then there was a presentation on staff salaries compared to market levels, which I have not seen before (staff salaries have never been discussed in recent years, based on my search of past BOV minutes). There was a discussion on the need for an additional \$5 million to bring staff salaries up to market levels, not including the coming merit raises.

There were also discussions on finding funding for other types of support for personnel: lab equipment and renovations for researchers, conference travel, professional development, and additional benefits. While heavily faculty focused, I reminded attendees of similar needs on the staff side.

When I have my presentation on Sunday, I talked about the real need for funding staff salary increases, with an emphasis on increasing salaries for pay bands 1-3, plus wages for part-time staff. Even modest increases for our lowest paid staff will make a tremendous difference in their lives. I reminded BOV members that under the Restructuring Act of 2006, university staff policies are governed by our BOV, and that UVA and William & Mary have already implemented changes in compensation, benefits, and leave for their university staff, while Virginia Tech has only implemented the merit raises in years when there is no statewide raise. I asked that the changes happening in the new Human Resources division also include a review of those policies at UVA and W&M. The Rector brought up his visit to Staff Senate this past spring when it was mentioned that there had been a coat drive for staff and how deeply that affected him. So there is support for our requests.

I also noted that staff can benefit the university when they can participate in professional development activities, and that the university needs a culture that supports staff participation. Currently, many supervisors will not allow their staff to take classes or attend conferences because they worry that staff member will be able to move on to a better paying job, leaving them with a position to fill. I said that the university should value a more skillful employee and support someone moving to positions as part of a career. There was general agreement that this should be implemented.

Staff Senate, the Commission on Staff Policies and Affairs, the Benefits Committee, the Staff@VT task force, and each of your staff associations have a role to play to develop these policies,

compensation plans, benefit packages, professional development opportunities, and other changes that will improve the working conditions here at Virginia Tech. I appreciate all of you who can contribute to the work needed in the months and years ahead.

Robert Sebek

President, Staff Senate and Staff Representative to the Board of Visitors