

**Staff Senate Constituency Report**  
**Virginia Tech Board of Visitors**  
**August 27, 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.

Staff Senate has already begun planning for a year of growth and continued exploration of issues affecting our lowest paid employees. We welcomed new senators to our July meeting and have reached out to areas not yet represented in Senate. I have met this weekend with staff from the Virginia Tech Carilion School of Medicine and the Research Institute to ensure they can fully participate in shared governance and decision making processes.

The Senate's child care committee is actively working on multiple proposals to improve access to affordable child care in the New River Valley. We will hear from local government representatives in September about access to affordable housing—an increasing concern among staff as older Blacksburg apartment complexes convert to luxury housing for affluent students, pricing out staff who have previously lived there. As the student body continues to grow, housing pressures close to the university result in staff living farther away, increasing their commuting expenses. Staff Senate has highlighted discounted parking options and alternative transportation services as a means to alleviate these costs.

We are excited to work with our new Vice President for Human Resources, Bryan Garey, when he starts in September. Under the Restructuring Act of 2006, university staff could have more options in terms of compensation, benefits, and leave than could classified staff limited under the state system, much as faculty employees long have had. In the past 12 years, the only change made for university staff has been the addition of merit raises in years when there has been no statewide raise. However, the other two institutions under the restructuring act, UVA and William & Mary, have implemented many changes to compensation ranges, available benefits, and leave programs. Senate leadership wants to work closely with Vice President Garey to explore similar changes that could be implemented here at Virginia Tech. These changes can improve our ability to recruit, retain, and develop staff who will support programs across the university as it continues to grow and improve.

Respectfully submitted,

Robert Sebek  
President, Staff Senate