

**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