

Staff Senate Minutes
November 17, 2005
1810 Litton Reaves

The meeting was called to order and agenda was approved.

Present: Susan Archer, Robin Atkins, Dawn Lee Bishop, Jean Brickey, Catherine Caldwell, Melissa Coleman, Reba Crawford, Sue Ellen Crocker, Carolyne Dudding, Jessie Eaves, Velva Groover, C. Denise Jones, Delbert Jones, Lori Lee, Tracy McCoy, Kim McDonald, Trina Pauley, Suzanne Piovano, Linda Price, Lynn Robinson, Wyatt Sasser, Widget Shannon, Louellen Sharp, Melissa Simpkins, Doug Smiley, Jody Smiley, Chris Thomas, Hubert Walker, Vicki Walter, Ken Wieringo, Lisa Wilkes, Jon Wooge

Excused: Judy Alford, Becky Saylor, Lori Anne Sheppard, Joyce Smith,

Guest: James Hyatt, Judy Ridinger, Linda Woodard

Discussed the 1 Nov 2005 meeting with Dr. McNamee concerning the University Strategic Plan. He was happy with the responses he received from the Classified Staff. Dr. McNamee definitely wants comments from the staff. If you see messages asking for comments, please respond.

There will be no Staff Senate Meeting in December due to it being the day before Graduation and academic departments needing time to process grades, etc.

Jean Brickey informed us the week of 16 January 2006 will be a week-long celebration for Martin Luther King and on Monday, 16 January 2006, Jesse Jackson will be speaking in Burruss. More information will follow.

According to President Steger, the University will not tolerate violence on campus. If you see anything unusual, please report it. Need to respond to any messages concerning campus climate.

Mr. James Hyatt spoke on the Higher Restructuring Act. When he arrived at Tech about a year and half ago, he was involved in the Charter Initiative which only involved UVA, William and Mary, and Virginia Tech. This has now been changed to The Restructuring Act and includes more schools under three different levels. The three Universities previously involved in the Charter Initiative are in Level 3. The Board of Visitors (BOV) had to vote to be a part of the group. There are 6 areas that can be affected – Human Resources, Capital Projects, Finance and Audits, Procurement, Information Technology, and Leases. A proposal was submitted by the required 15 November 2005 date so the Plan can start in the year 2006-2007. The Governor will sign the proposal and it will then go to the General Session. In Human Resources, there will be two staff categories – One Classified Staff (State HR System) and the other is the University Staff (University HR System). The Classified Staff will remain under current policies while the University Staff will be under new policies that have not been established yet. Employees hired after July 2006 will automatically be University Staff and will adhere to new policies that are established. Those staff members remaining in the current program will remain in the Virginia Retirement System is doing a feasibility study about optional retirement plans for the new University Staff employees. Right now no list of benefits has been established. These will be created at a later date. Once the employee makes the decision to change to the new University HR System, it can not be reversed while employed at VT. The new system hopes to meet the needs at Virginia Tech. The Restructuring Act can be nullified if VT doesn't comply with regulations set by the State. Will be reviewed in 3 years and then on a 5 year cycle.

Radford University is Level 1. You will be a Classified Staff if you left VT and went to Radford. The new system will allow the University to create new job titles and positions that pertains strictly to the University and will allow the University to supplement staff wages. Under current system, University can not supplement what raises the State gives Staff. It will be a complex system to monitor because it is two very different programs. Classified Staff will be allowed to change to the new system at each development of policies. It will be an Open Process. The default will be to stay as a Classified Staff until employee decides to change to University Staff. The State can change their policies at any time. The Restructuring Act puts a lot of trust and

responsibility on the BOV. Staff Senate would like a member to be on the BOV. President Steger still has that under consideration. Remember that all Staff needs to get involved.

The two charts (Virginia Tech Overview of HR Policy Options under Restructuring and Virginia Tech Types of Employees under Restructuring) will be posted on the Staff Senate web site if you would like to view them.

A Retirement card was presented to Widget Shannon who is retiring at the end of the year. A get well card was given to Sue Ellen Crocker wishing her well on her operation.

All Senators should let their Associations know that Jean Brickey would like to come for a visit.

NEXT MEETING – JANUARY 19, 2006

Kevin McDonald and Debbie Morgan will be speaking.

Respectfully submitted,

Carolyne S. Dudding