

Staff Senate

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

June 21, 2018

12:00 – 1:00 p.m.

North End Center, Room 2420/2430

MINUTES

Attendees: Judy Alford, Lisa Bishop, Deborah Breon, Angel Carter, Claudia Cornwell, Chad Dalton, Pat Donovan, Lee Ann Ellis, Tami Foutz, Sharon Dunn, Bruce Harper, Carolyn Hopkins, Robena Hughes, Amy Ingram, John Lemaire, Katrina Loan, Peite Martin, Sheree Montgomery, Zerita Montgomery, Brandy Morse, Jonathan Poff, Kimberly Ridpath, Amber Robinson, Laura Steinberg, Steve Tatum, Judy Taylor, Sue Teel, James Venable, Beverly Williams, Beth Weaver, Sally Shupe, Kimberly Homer, Jennifer Earley, Dani McNeil, Curtis Mabry, Lek Jackson, Stuart Cochran, Erin Poff, Shelia Collins, Lori Buchanan, Lilly Murad, Jessica Pharis, Kerry Meier, Donna Kelly, Linda Eaton, La Tawnya Burleson

Zoom Attendee(s): Tammie Smith, Hannah Parks

Speaker(s): President Tim Sands

Excused: Madonna Overstreet, Leslie Sullivan, Sue Ellen Crocker, Lance Yelton, Ashley Foster, Linda Fountaine, Susan Haymore, Wayne Crotto

Call to order at 12:01 p.m. by President, Robert Sebek

The agenda was electronically submitted to senators on Thursday, June 14. With no additions, the agenda was approved.

Attendance sheet for check-in was available near room entrance.

Approval of Minutes

Approval of May 2018 minutes was done electronically.

Update from the Staff Senate President

New Secretary – Katrina Loan

New Communications Committee Chair – Bruce Harper

Let Robert, Bruce, or Katrina know if you need to be added to Senate listserv.

Staff raise in 2019 from State

University Staff will get a 2% merit based raise this fiscal year

Can switch from Classified to University Staff

Staff Senate Standing Committees

Child Care: *Katrina Loan* - meeting on July 3 in 304 Robeson from 2-3pm; working on BOV presentation

Communications: *Bruce Harper* - Elected new chair

Elections and Nominations: *Judy Taylor*

Policies and Issues: *Judy Alford*

McComas Leadership Seminar: *Zerita Montgomery & Angel Carter* – results completed; one negative in particular – let supervisors know how important this seminar for staff members to attend – may be proposing some university wise supervisor training and new VP for HR are aware to make sure staff supervisors are aware of all aspects of staff members

Strategic Planning: Ms. Smith

Presentations: President Tim Sands

Speaking on growth and changes to the university.

New VP for HR may be days/weeks away depending on negotiations go with candidate to get the new person in

Just hired a new Senior VP as Chief Operating Officer – Dwayne Pinkney; came from UNC

Thank everyone for serving on staff senate

Environment at VT is welcoming to visitors and students as well; get a sense of people care; Business Insider published that VT is #1 in VA with 93.6% of graduates employed full time in 10 years

Supervisors and their lack of recognition of staff members – priority of Senior VP for Chief Operations and HR; professional development is essential to staff members as well as faculty members

University-wide areas of momentum – growth slope (2.5% a year); straining some resources (parking, housing, dining, traffic, etc.); 6200 new freshman coming in this year; growing faculty and staff as well; giving a chance to be more efficient; we are running smaller than some of our peers to get us a bit bigger to be able to do more and not be so strained; trying to get from 25,000 undergrads to 30,000 in 2022 without over-stressing the university and resources

Integrating the VT Carillon School of Medicine in July; won't have a dramatic impact on campus or the VTCSOM immediately; Riverside campus is going in the last few years; large research facility happening in Roanoke; transform from Train City to Brain City; many health students will do a year in Roanoke for clinical environments; Radford is joining us as well – acquiring Jefferson School in Roanoke; impact on us because some students would be spending more time in Roanoke

National Capital Region – haven't had too many instances with activity; 2011 new building in Arlington; graduate programs in Falls Church area as well; great potential there; \$25 million initiative – on data, security and autonomy; many items are autonomous now and that creates a huge security issue; connecting to all areas in Virginia to work on this project; many empty jobs in that area to work on that and need to prepare students for that area as well; need to learn new things quickly; will affect everyone's lives as well

We need people and ideas moving fluidly between all these areas

Work happening in Hampton Roads as well; need to do something much more dramatic than what has happened in the past

Business/Financial model is pretty strained – state has cut our per-student by 2 funding in the last few years; philanthropy has doubled in the last 2 years and it needs to double again to remove the strain from the state cuts; our endowment has now exceeded \$1 billion; we need to be closer to \$3 billion by 2022 because of growth and inflation

Child Care – ABC's group; huge gap in Blacksburg; about a factor of 2 behind in the need for child care; it needs to double; training child care workers; attracting workers for the low pay

Q&A

1. Increasing Student Population – what about staff? Staff and Faculty will follow that, and they are and roughly in proportion

2. Raise anytime soon? Yes and No – classified staff is completely determined by the state; having raises in year 2 – possibly 2%; looking at raising the floor and reclassifying staff; University staff has more control – 2% this year for these members; State is focused on Medicaid expansion this year and the rainy day fund; bond agencies said they need to replenish the reserve; state is continuing putting money in the rainy day fund as of now; better position for compensation next year; faculty salaries has a good metrics and at 35% of peers; probably true with staff too; probably about 10% short of where we should be; don't want to get too out of balance with the local communities (Blacksburg, Christiansburg and Roanoke)
3. Child Care – Dr. Menah Pratt-Clarke (mpc@vt.edu)
4. Issue with Housing especially affordable housing; expensive high end housing; people cannot afford to live where they work; people getting bonuses higher than what most people make in a year; people driving an hour to work? – minimum pay rates are going up for dining; student workers don't want to come back; affordable housing – high end housing is not going to be a great demand by our students; does not have great hopes for the high end housing that is coming in to town; put people in a pinch to recruit staff members; community issue as well; going to have to be a comprehensive solution
5. Recruiting talent for staff positions; staff can take classes paid for the University but only if they correlate with their job; could staff take other classes? – great question for the new VP for HR; should be allowed to take other classes in other disciplines; very fertile area to push forward; need to make a case that there is connection (make it easier to communicate with others)
6. Staff jobs that require a degree or prefer a degree; cannot move around or grow to look at new jobs? – VP for HR; added skills can help the person assist the University; people move around to get a pay raise; there should allow people to move fluidly to allow people to know and understand other parts of the university
7. Staff @ VT – part of HR; meet every week; revamping tuition reimbursements; assisting people in getting their GEDs; partnering with New River Community College; career pathing – what can be done to provide career paths; email ideas to Sue Teal on this Task Force
8. Some departments don't care if you leave – value not necessarily put on staff; you are replaceable; this situation needs to be fixed and all employees are part of the talent base; should have the same opportunities; this is going to happen with new VP for HR; most supervisors should want to develop their employees to allow them to learn and grow; needs some structure to this; should not be cycling people out like they are pieces of a machine
9. Relied on the state until 2006 when we separated out some freedoms; we are trying to take advantage of some other freedoms; more opportunities to come with new VP for HR
10. Parking Cost? – must be self-supporting (auxiliary); creating bands for different prices based on the amount of salary; some people cannot afford it and so looking at other options; parking is working on this problem; raising awareness for other parking options; could be worse, but still needs to be worked on; cannot do pretax parking passes anymore because of the new tax law

Next Meeting Date:

The next meeting date is July 19, 2018 at 12:00 p.m., North End Center 2420/2430.

Adjourned 1:01 p.m.

Respectfully submitted,
Brandy Morse