

Staff Senate

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

October 17, 2019
Noon – 1:00pm
2470 North End Center

MINUTES

***Attendees:** LaTawya Burlison, Angel Carter, Velva Groover, Wanda McAlexander, Brandy Morse, Steve Nagle, Sarah Owen, Tasia Persson, Amber Robinson, Robert Sebek, Sally Shupe, Tamarah Smith, Sue Teel, Serena Young, Sandra Ross, Paula Stuard, Ryan Martin*

***Zoom Attendees:** Judy Alford, Chris Akers, Nicole Akers, Wayne Crotto, Melanie Darden, Joseph Goodman, Robena Hughes, Amy Ingram, Sheree Montgomery, Zerita Montgomery, MaDonna Overstreet, Hannah Parks, Heather Parrish, Jonathon Poff, Kimberly Ridpath, Amy Splitt, Jamie Stein, Chris Whitlock, Sarah Woodward*

***Excused:** Sue Ellen Crocker, Pat Donovan, Bruce Harper, Dani McNeil, Judy Taylor, Amanda Villar*

Call to order by Tamarah Smith at 12:00 pm

The agenda was sent out electronically with no additions, the agenda was approved at the meeting.

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

Approval of Minutes

Approval of September 2019 minutes was done electronically and is now posted on the Staff Senate Website.

President's Update – Ms. Smith

- The Presidents Committee on Governance is going well. A letter and principals on governance with our group and all comments have been forwarded to John Ferris and Provost Clark.
- This week on Mondays VT News – There was an article and videos on the [Boundless Impact: The Campaign for Virginia Tech](#) has a goal to raise \$1.5 billion to fuel excellence across all university programs and drive forward major strategic priorities. A second goal is to engage 100,000 alumni in meaningful ways over the course of the campaign, which is projected to run until June 30, 2027. The short video that is 4.13 minutes. I watched the video and at no point did I hear staff mentioned. Did anyone else watch the video. I would be curious to hear your feedback. Being your staff

representative on the board, I will always have our back and will address things like this to the board.

- The Vice President for Finance committee search is going well. Candidates have been narrowed down to a smaller group and work is being done to schedule the on-campus interviews with various constituent groups.

Buzz Word: Technology Talent Pipeline – Angel Carter

- While the Washington D.C. area continues to boom with tech jobs, the region still does not have enough talent to meet demand
- To solve the workforce problem, Virginia is investing \$1.1 Billion in higher education to drive growth that will fuel the tech-talent pipeline.
- As the Nation’s fifth largest producer of engineering and STEM-related graduates, VT is uniquely qualified to support the rapid expansion of the tech sector and meet new industry demands.
- In efforts to attract Amazon to the region, the state’s recently approved higher education package includes support for Virginia Tech to build a new Innovation Campus in Alexandria. The \$1 Billion Innovation Campus will offer leading graduate programs in Computer Science and Software Engineering.
- Virginia Tech will partner with Lionstone Investments to build its Innovation Campus in Alexandria as part of a new 65-acre mixed-use development and innovation district in National Landing, about a mile from Amazon’s planned campus and just steps away from the future Potomac Yard Metrorail Station.
- <https://vt.edu/innovationcampus/News/2019/September/innovationcampus-uli-fall-meeting.html>

Staff Senate Standing and Ad Hoc Committees: Updates and Membership, Chair elects

- Communication: Mr. Harper – will meet Thursday, October 24 to discuss updating the brochure, website and getting volunteers for tables at major events
- Elections & Nominations: Ms. Taylor – none
- Policies & Issues: Ms. Alford – Committee has reviewed the bylaws and have some suggestions, but the board did not meet this month. Will bring them to the next board meeting.
- McComas Leadership Seminar: Ms. Ingram – none
- Child Care (ad hoc): Ms. Morse – Ms. Loan stepped down and Ms. Morse will head up this committee now
- Strategic Planning (ad hoc): Ms. Smith – Ms. Burleson will be taking over this committee; will look at how Staff Senate fits into the University Plan

Presentation on YMCA for Ut Prosim Opportunities: Ryan Martin

- Presentation shared with minutes

- Velva Groover is a board member on the YMCA at VT and can assist with questions or needs we may have
- Ways we can help the YMCA at VT
 - Volunteer at the Thrift Store, Events, Outreach Programs
 - Donations – CVC Code is 200087
 - Affiliate Programs
 - Shop at the Thrift Store and donate your items as well
 - Take a Pottery Class
- Child Care Program is coming soon – can call for more information

Presentation on Compensation: Paula Stuard, Compensation Director

- 20+ years of experience in compensation
- Lots of analytics and research
- She has been here about 11 months and came in when the minimum salary was raised
 - Hope to continue to have it raise each year
- Did the \$500 stipend for those who make under \$35,500
 - This is a onetime stipend for this year only
 - Would like to keep it for many years, but currently only in budget for this fiscal year to be in checks on January 16
- Talent Development Group
 - New supervisor training
 - 4 separate modules
 - Anyone can take it
 - In band vs. merit raise process
 - Every job on campus has a market rate and raises should help move people along the scale
- Have added a compensation analyst to work with her
- Continuing to look at salaries and the new \$12/hour minimum
- Trying to get the \$12/hour minimum for wage employees as well
 - Currently doing a wage analysis to see fair pay practices
 - Scale would start at a \$12/hour minimum and could go up based on skills and job difficulties
- Progression for career growth for employees
 - Help people develop and move into jobs they want
 - Offering trainings
- Moving towards having pay around the 50th percentile for everyone by looking at the market data

Next meeting: November 21, 2019 - 2470 North End Center with Dr. Beth Waggenpack from Communication Department to speak on Educational opportunities for staff

Adjournment at 12:58 pm

Respectfully submitted:
Brandy Morse