

Staff Senate

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

November 21, 2019
Noon – 1:00pm
2470 North End Center

MINUTES

Attendees: *Judy Alford, LaTawya Burlison, Velva Groover, Bruce Harper, Brandy Morse, MaDonna Overstreet, Sarah Owen, Tasia Persson, Sally Shupe, Sue Teel, Amanda Villar, Serena Young, Robert Pillow, Sandra Ross, Becki Smith*

Zoom Attendees: *Chris Akers, Nicole Akers, Angel Carter, Wayne Crotto, Melanie Darden, Sheree Montgomery, Zerita Montgomery, Hannah Parks, Jonathon Poff, Amber Robinson, Jamie Stein, Sarah Woodward, Brandon Lester*

Excused: *Pat Donovan, Amy Ingram, Steve Nagle, Kimberly Ridpath, Robert Sebek, Tamarah Smith, Judy Taylor*

Call to order by Serena Young 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 October 2019 minutes was done electronically and is now posted on the Staff Senate Website.

President's Update – Ms. Young

- Ms. Smith sent out the Staff Senate Constituency Report from BOV Meeting held on November 17 & 18; also attached here

Buzz Word: Career Pathing – Brandy Morse

- The definition is the process through which an employee charts a course for career development. It focuses on identifying vertical and lateral opportunities for advancement or progression for each employee, and on understanding the skills, experiences, and personal and professional competencies necessary for success in each new role. Career pathing dramatically improves employee engagement, thereby offering extensive benefits to both individual employees and the organization as a whole.

- Unlike workers from the past, today's workers desire far more than a paycheck and benefits. They want personal and professional fulfillment. They want to learn and grow in a position that enables them utilize their strengths. More, according to Gallup's most recent State of the American Workplace report, if they feel they can't do this within their current companies, they feel little hesitation to leave them. In fact, two of the most common reasons for employees to leave a job are a lack of career growth opportunities and a feeling their current job is a poor fit for them personally.
- Career pathing addresses both concerns. An effective career pathing program offers clear insights into skill gap shortages and provides resources to address those gaps. It also provides detailed information into various paths for advancement. Together, this ensures opportunities for growth, learning, and fulfillment are available – and readily accessible – to each employee in an organization, from entry-level to upper management. In 2017, when 51% of employees are searching for new jobs and/or watching for new openings, this keeps your high potential employees where you want them – with you.
- An effective career pathing program empowers employees by giving them the insight, motivation, and guidance they need to set goals and propel themselves toward success. Engagement rises. In turn, empowered and engaged employees bolster company profitability and ensure long-term financial success. That is why supervisors should want and help employees to do professional development programs. There are many opportunities available on www.training.vt.edu.

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

- Communication: Mr. Harper – will have a table setup for Hokie Wellness Health & Benefits Fair held on Jan. 15 from 7:30am -2pm in McComas Hall; will talk about Staff Senate and have some giveaways; more in the works
- Elections & Nominations: Ms. Taylor – currently 15 open positions; currently redoing the Qualtrics survey and having exec team review before sending it out
- Policies & Issues: Ms. Alford – Committee has vetted many resolutions so far this year: new majors for Communications – supported; supported religious observances resolution; did not support resolution for Community Services hours for AP Faculty because it compared Staff and Faculty leave; supported new major for Computer Science; have at least 1 more currently in review now
- McComas Leadership Seminar: Ms. Ingram – none
- Child Care (ad hoc): Ms. Morse – non
- Strategic Planning (ad hoc): Ms. Burleson – email Ms. Burleson if you want to join; has not meet yet

Ut Prosim Opportunities: Campus Kitchen with VT Engage, Montgomery County Christmas Store, Salvation Army, Man of Ministries, YMCA

Presentation on Education Opportunities: Dr. Beth Waggenpack from Communications Department

- Been at VT for 34 years and retiring in May
- Continuing education – all the things Tech will pay for you to do
- VT allows staff to take classes here or elsewhere once you have been here at least 90 days
- Why you should do this
 - To enhance or advance your career; beyond what we have to do; could help with the next step
 - Constantly changing job descriptions; constantly shifting and growing; department needs change
 - Good for you and your job; you are worth it; never stop learning
- What can people do beyond VT Training?
 - Undergrad course work
 - Graduate course work
 - Course work towards journeyman degree or certificate
 - Can take up to 12 credit hours per calendar year for staff
- To learn and grow take classes on the following
 - Social media
 - Data analytics
 - Leadership
 - Women in Leadership
 - Government Policies
 - Government Regulations
- Commonwealth Campus
 - Have at least a Bachelors Degree
 - Want to take some Grad classes to see if you want to go to grad school
 - Can take up to 12 credits to see if you like it and if it fits into your life
 - Some schools will not require the GRE with this program
 - 4 steps to do this:
 - Apply
 - Pay fee
 - Submit transcript
 - Contact the department you want to take classes in
 - Cool way to step into Graduate work
- Always something people can learn to help them in their jobs or the help them move up
- How to do this
 - Talk to supervisor to see if you can take classes
 - Sign up to take classes at VT or somewhere else
 - Talk to HR – do paperwork

- At VT – paid for directly
 - Elsewhere – must be reimbursed after
- Grad Certificates
 - Leadership in Community
 - Campus/Community related
 - Policy
 - Media
- How to find programs
 - Search on VT HR website
 - Has to be job related to get them paid for
 - Email Beth to help you
- CPSA is looking at tuition reimbursement currently

Presentation for Students for Sustainability: Ryan Berotti

- Faculty Senate passed a resolution with these students assistance
- Would like Staff Senate support
- Climate Strike was led by these students in September
- Get Faculty Senate to send to University Council to come to Staff Senate for support
- Would like to develop an ad hoc committee with the help of President Sands
- Sending resolution to Kim O'Rourke's Office for it to come to Staff Senate for support

Next meeting: January 16, 2020 - 2470 North End Center with Rector Horacio

Adjournment at 12:54 pm

Respectfully submitted:
Brandy Morse