

**Minutes, Mar. 17, 2022 Regular Meeting**

Serena Young opened the meeting at 12 pm.

February minutes were shared with the staff via email. The agenda was approved with the addition of time for committee reports.

Ms. Young reported on an email that will be sent to all employees on March 22 to check mental health status. It will be tied to each person so it shouldn't be forwarded. Info will be confidential.

Bruce Harper asked for volunteers to help staff the Staff Senate booth/table at the Health and Wellness Fair on May 18.

Ms. Young reported a few more details about Employee Appreciation Day, which will be at Lane Stadium. Food will be provided by stadium concessions in the South Concourse and the Benefits Fair will be on the west side.

**Presentation**

Tasia Persson introduced Sarah Dreier and Minh-An Pence of the Virginia Tech Human Resources Talent Team. They discussed the creation of current and future professional development opportunities for staff. There are a number of programs available to teach leadership skills and career advancement. There are in-person classes and on-line sessions available. Questions were answered after the presentation.

**Committee Reports and Discussion**

Ms. Persson reported that the new name for the ad hoc committee is the Diversity, Equity, Inclusion, and Belonging (DEIB) Subcommittee. The committee is working on a survey that will be sent out later this spring.

Jennifer Earley briefly mentioned the McComas Seminar, which has been canceled this year. However, a committee did review nominations for the 2022 McComas Staff Leadership Award and the award will be presented at the Faculty/Staff Awards event on May 10.

Ms. Young mentioned the University Council meeting on Monday, March 21. The Commission on Graduate and Professional Studies and Policies "Resolution for Equitable and Cost-of-Living-Responsive Graduate Student Compensation" will be presented for second reading and a vote after being deferred from a prior meeting due to confusing language. The floor was opened to questions and discussion to give guidance for those staff members who are on University Council. Based on discussion, the consensus was that the staff supports the idea of appropriate payment to graduate students. However, there is no staff representation on the task force. There was also concern about the wording of the resolution that commits the university to increasing stipends without knowing the actual cost. There was also concern because stipend increases are to be tied to the local cost of living, something that has never applied to staff pay increases. Because of these factors, those staff who will vote can not support the current resolution.

The Board of Visitors will meet in April and Ms. Young will present her report to the board. If there are any concerns she should mention, please email her.


Will Johnson expressed concerns about the mask policy in Dining Services and will share his information with Ms. Young. She will determine a course of action, such as sharing with the Executive Committee or putting it on a future agenda for Staff Senate discussion.

Meeting adjourned at 1:08 pm



# Professional Development Opportunities for Virginia Tech Staff

Presented by Sarah Dreier and Minh-An Pence  
Division of Human Resources



# Current Development Opportunities

# Fast Track for Supervisors

Designed to provide new and seasoned supervisors at Virginia Tech meaningful, relevant, and practical knowledge, skills, and abilities.

Consists of 5 modules with a course project, currently online only:

- Leading Self
- Leading Others
- Leading Teams
- Leading Strategically
- Leading Intentionally



# Building Blocks for Managers

Developed to help managers and leaders develop critical skills that assist them in their roles.

Consists of five categories with on-demand content:

- Leading Yourself and Others
- Communicating with Impact
- Building Relationships
- Building an Inclusive Team
- Cultivating Business Acumen



# Professional Development Circles (PDC)

Designed to develop an interconnected community with an overarching goal of making Virginia Tech a better place to work. PDCs are small, organized groups of current supervisors and managers that share a passion for self-improvement.



PDCs consist of professionals that:

- provide relevant and directed feedback
- assist in developing goals
- help each other foster accountability

# Virtual Learning Center (VLC)

Developed in response to working hybrid and remotely, the VLC provides on-demand courses for individuals looking to improve their skills.

Learning opportunities fall under:

- Leading
- Working
- Learning
- Micro-learning





# On Topic

## LATEST FLYER IS ON *WHY*

On Topic is provided on a quarterly basis, delivering relevant resources and meaningful learning opportunities for Virginia Tech's faculty and staff.

 Winter 2021

## ON TOPIC: WHY

**This edition:**

The Talent Development team is pleased to offer relevant and meaningful learning opportunities to Virginia Tech.

This quarterly edition of On Topic is focused on *Why* and through the lenses of discovery, leading, and motivation, considers how knowing your *Why* provides a benefit to many areas of your life.



**Why our WHY is important**

Finding our *Why* can be life changing. Our *Why* motivates us, gives us direction, and can provide us a sense of belonging in the world, our workplaces, and our communities. People that know their *Why* report feeling more directed, confident, and emotionally healthy. The resources in this edition will look at three aspects of *Why*: Discovery, Leading, and Motivating.

**Discovery** - How do you find your *Why*? Your *Why* is your purpose, and it's different for every person. Finding it can be a unique journey for each individual. Some find it by looking hard enough in the mirror. Others find it by following others, and some of us come upon unexpectedly in our work, life, or travels.

**Leading** - How do you lead with *Why*? Leaders that can connect their teams to a purpose or a goal often have more productive and cohesive teams. By uniting their team around a common goal and getting their buy-in, leaders keep their teams more excited, engaged, and efficient.

**Motivating** - How do you motivate with *Why*? Team members don't have to share the same *Why* in order to be productive. Good leaders get to know each team member's personal *Why*, then integrate and align their effort to the team's goal. Leaders motivate by making each *Why* as important as all the others.

**What's your Why?**

Tell us your *Why* and help build a word cloud for Virginia Tech. Use the [link](#) or the QR code.



Virginia Tech's **Steven White** (casually dressed) tours the offices of University Advancement to [discover what drives his co-workers every day.](#)



**Online Learning** Select link for more information

If you have never accessed a LinkedIn Learning course previously, please use this link to activate your Virginia Tech account.

 **How Leaders Can Motivate Others By Creating Meaning**

 **Find Your Perfect Career Fit With Peter Mockaitis And Ashley Stahl**

# Spring 2022 Live Workshops

## TALENT DEVELOPMENT UPCOMING OFFERINGS

### April:

- Managing Your Time Effectively

### May:

- Providing an Excellent Experience
- Coaching OFTEN

## PERFORMANCE DEVELOPMENT BEST PRACTICES SERIES

### April:

- Be a Part of Your Own Success

### May:

- Be a STAR by Journaling

# Opportunities in Development

# Apprenticeship Programs

## CURRENTLY OFFERED

- Carpentry
- Electric
- HVAC
- Plumbing
- Roofing
- and others!



Earn a competitive wage from day one

## IN DEVELOPMENT

- Culinary/Hospitality
- Finance
- Information Technology
- Veterinary/Animal Care



Gain knowledge with structured learning  
and on-the-job training



Enhance your resume with industry-  
recognized credentials

# Career Journeys for Existing Employees

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## CAREER JOURNEY

### EMPLOYEES AND SUPERVISORS

- Development Guide
- Coaching Guide
- Journey Training

## EDUCATION

### UNIVERSITY SEARCH PROCESS

- Application Process
- Job Requirements
- Application Materials
- Interview Preparation





**Thank you for your time!**

**Sarah Dreier**

Talent Development Specialist

[sdreier@vt.edu](mailto:sdreier@vt.edu)

**Minh-An Pence**

Outreach & Engagement Specialist

[mapence@vt.edu](mailto:mapence@vt.edu)

**Questions?**