

## Staff Senate Meeting Minutes

March 21, 2024

12:00 p.m.

North End Center, Room 2420 and via Zoom: [virginiatech.zoom.us/j/89618402157](https://virginiatech.zoom.us/j/89618402157)

**Present:** LaTawnya Burleson (presiding), Callan Bartel, Lisa Bishop, Denise Crawford, Kristen Cox, Pat Donovan, Kari Evans, Nikki Gland-Turpin, Joseph Goodman, Amanda Hill, Amy Ingram, Frank Kerr, Jamie McElfresh, Sarah Owen, Tasia Persson, Gabe Petry, Jennifer Pike, Michelle Raines, Amber Robinson, Sally Shupe, Mary Sullivan, Andrea Green on behalf of Chris Whitlock, Christina Winkeler, and Serena Young.

**Absent with Notice:** Judy Taylor

**Absent:** Saadia Ali, Zai Cook, Robin Cooley, Dee Hopkins, Tracy Jones, Amy Linkous, Katrina Lockhart-Elfeky, Petie Martin, Ron Mecham, Dennie Munson, Janet Murphy, Eric Newton, Amie Pendleton, Erika Perdue, Jasmine Phillips, Becki Smith, Tamarah Smith, Eric Tysor, and Marty Wyatt.

**Guests:** Taylor Barker, Jeanette Biczal, Greg Beecher, Lee Bishop, Sue Ellen Crocker, Vickie Earthman, Amber Hagan, Alene Harris, Mimi Harris, Sherry Hollandsworth, Robena Hughes, Jody Humphreys, Michele Loy, Amanda Marcum, Diamond McClendon, April Myers, Kelly Peeler, Sara Phillips, Alicia Pierce, Ronna Reed, Lisa Royal, Leisa Shelor, Lisa Shires, Paige Showalter, Dee Dee Somervell, Steven White, and Chenaye Woods.

President Burleson called the meeting to order at 12:00 p.m. A quorum was present.

### 1. Adoption of Agenda

The agenda was adopted.

### 2. Announcement of approval and posting of minutes of February 15, 2024

President Burleson noted that these minutes have been voted on electronically and can be publicly accessed on the Governance Information System on the web (<http://www.governance.vt.edu>).

### 3. Presentation

Dr. Greg Beecher, Director of Talent Development in Human Resources, and Taylor Barker, Human Resources Data Analyst, presented on the 2024 Climate Survey that launched on March 18, 2024. All staff are encouraged to participate in the survey. The presentation is attached.

### 4. Other Items

- Vice President Bartel presented the inaugural Staff Recognition awards to Jesse Guillot and Jennifer Carr. The winning nominations are attached.
- Topics raised during Listening Session:
  - VT Daily News shares articles that are behind pay walls
    - Mary Sullivan suggested searching article titles on the VT Library's website and the article should populate in-full
  - Winter Closing Leave changes
  - Resources to secure buildings during active incidents
  - Reconfiguration of North End Center parking garage
  - Gilbert Street parking should be opened to employees if retail isn't opening
  - 90% of F/S parking in Cassel Lot was blocked off for the NCAA tournament
    - Cassel parking is often blocked off for events with no alternatives for staff parking

- Carpool spots are being removed. Passes are still available and tags may be used in F/S parking spots.
- AED units aren't always present in the university's older buildings. Reach out to your Building Emergency Coordinator if you see a need for a new unit.

## **5. Announcements**

The April Staff Senate meeting will begin at 1:00 p.m. and an Outlook calendar invitation will be sent out prior to the meeting. The meeting will be via Zoom only.

## **6. Adjournment**

There being no further business, President Burleson adjourned the meeting at 12:52 p.m.



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2024 Campus Climate Survey

# Our team of survey/assessment experts

- **Taylor Barker**, data analyst, Human Resources, [tbarker@vt.edu](mailto:tbarker@vt.edu)
- **Chatrice Barnes**, director of faculty diversity and community engagement, Office for Inclusion and Diversity, [chatrice@vt.edu](mailto:chatrice@vt.edu)
- **Greg Beecher**, director of talent development, Human Resources, [gbeecher@vt.edu](mailto:gbeecher@vt.edu)
- **Bethany Bodo**, assistant provost institutional effectiveness, Office of Analytics and Institutional Effectiveness, [bbodo@vt.edu](mailto:bbodo@vt.edu)
- **Martha Glass**, assistant vice president for administration, Student Affairs, [mglass@vt.edu](mailto:mglass@vt.edu)
- **John Hoang**, Data and Reporting Analyst, Human Resources, [hoahoang@vt.edu](mailto:hoahoang@vt.edu)

# Our team of survey/assessment experts (cont'd)

- **Jeananne Knies**, director of assessment and professional development, *Student Affairs*, [jtiffany@vt.edu](mailto:jtiffany@vt.edu)
- **Kacy Lawrence**, director of assessment, *Graduate School*, [klawr5@vt.edu](mailto:klawr5@vt.edu)
- **Christine Luketic**, director of analytics and reporting, *Human Resources*, [cluketic@vt.edu](mailto:cluketic@vt.edu)
- **Henry Yampolsky**, assistant director, *Office for Equity and Access*, [hyampols@vt.edu](mailto:hyampols@vt.edu)

# Climate survey introduction

- **What is a climate survey?**
  - A tool to measure the current attitudes, behaviors, and standards of faculty, staff, and wage employees and university administrators.
- **Why conduct a climate survey?**
  - To understand the perceptions of employees as it relates to diversity, inclusion, leadership, work environment, and job satisfaction.

# Climate survey introduction (cont'd)

- **What will we learn from a climate survey?**
  - Understand how to support developing a culture of attracting and retaining talent and encouraging a culture of belonging and connection for all.
  - Employee perceptions of work environment, job satisfaction, and engagement including diversity, inclusion, and leadership.
  - Understand the differences in campus experiences for different groups of people and across locations.
  - How university climate has changed since last survey in 2021.

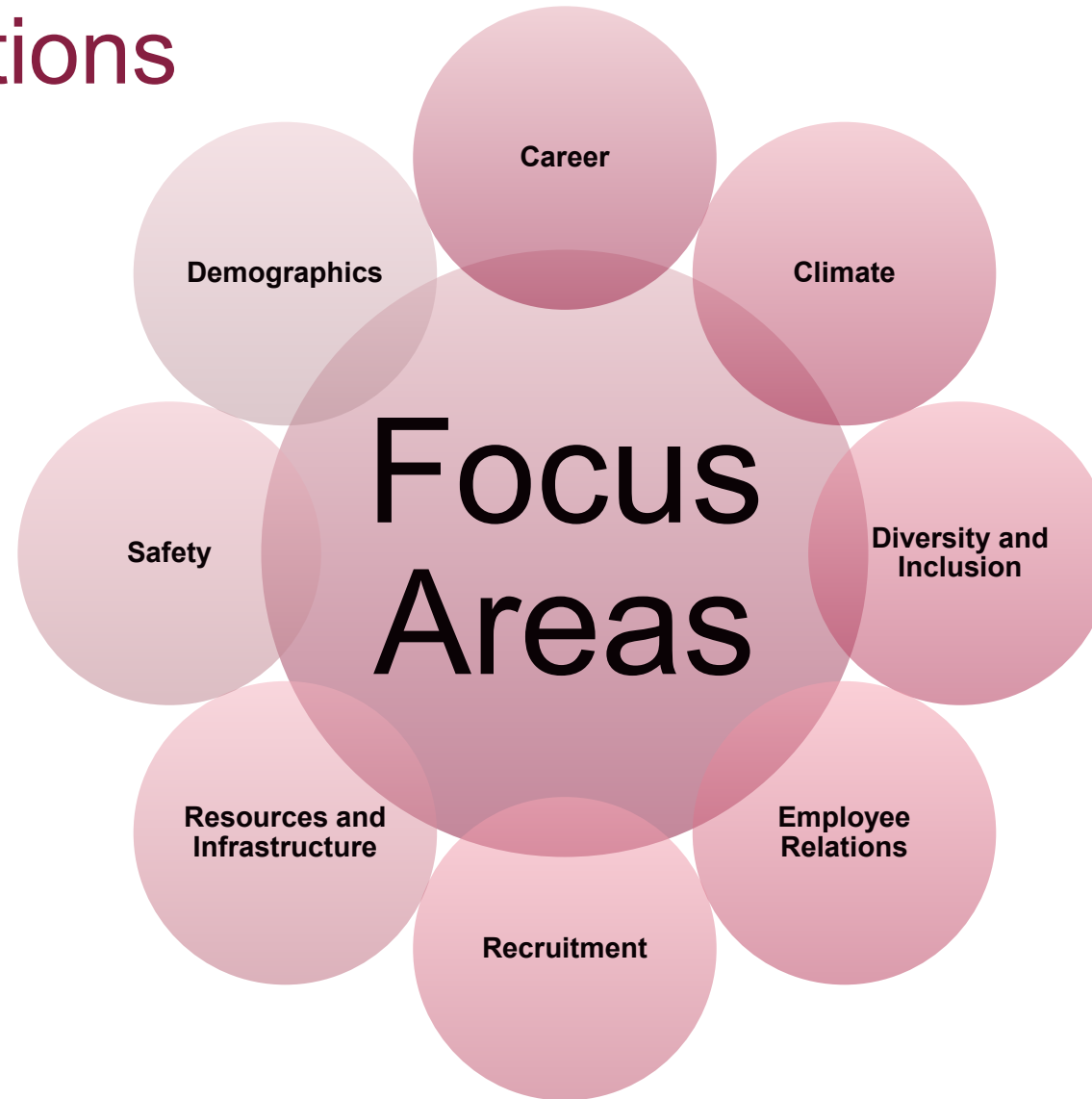


# Launching employee climate survey

- Survey open Mar. 18 – April 5.
- Last survey conducted Spring 2021; 26% (3,267) participation.
- Employees across all campus locations will be invited to take the survey.
- Full results will be analyzed and reported out after survey closes.



# Survey questions



# How employees will complete survey

- Employees will receive a direct link by email to complete the survey.
- Some demographic and organizational information from Banner will be used.
- Individual responses are confidential!
- Information will be provided to supervisors and managers for employees with limited computer access.
- Communications distributed through VT Daily Email, HR representatives, managers and supervisors, select university groups, and HR website.

# We need your help

- Data is valuable and participation is important!
- Encourage participation. **Every opinion matters!**
- Communicate with your team; remind them to take the survey.
- Assure employees their responses are confidential.



# Post survey: How we plan to communicate results

- **Survey results will be shared:**
  - Broken down by senior management areas; shared at the VP level.
  - Reported at stakeholder group meetings to BOV, President's Cabinet, University Council, Staff Senate, Faculty Senates, and HR groups.
  - Talent Development will work with leadership to explore opportunities in response to the data.
  - Published article in the VT Daily Email.
  - Posted on [HR website](#).





We look forward to your feedback!

A promotional graphic for a climate survey. It features a low-angle photograph of a tall, multi-story stone building tower with Gothic-style windows. The image is overlaid with a semi-transparent magenta color. Text is overlaid on the right side of the image.

Take the  
**Climate  
Survey**

Employees can  
complete the survey  
**March 18-29**

## **Staff Recognition Winners March 21, 2024**

### **Winner: Jesse Guillot**

Nominator: Sue Ellen Crocker

Jesse is our housekeeper in Smith Career Center - he is such a hard worker and he takes his pride in making sure our building is clean and looks great for anyone walking into our building. He loves to joke around and always has a smile on his face. He takes pride in what he does and unless he is sick - he is always here. Kindness - always speaking to staff and others, dedication to his job and making sure we are all taken care of when it comes to cleaning our building and office space. When we have events in our building (and during high recruiting season, we are always busy), but we have meals, information sessions, and clean out days and Jesse is always here to help and make sure trash and areas are clean. He is part of our staff and everyone in our building likes Jesse and appreciates everything he does for us as an office.

### **Winner: Jennifer Carr**

Nominator: Stephanie Slocum

As the college level academic advisor, Jennifer Carr is often tasked with coming up with solutions for some of the biggest challenges that students in her college face. She helps students set obtainable goals as they work towards solutions to the challenges they are working through. It is common to see students enter her office deflated. Their body language shows discouragement but when they leave her office they are smiling, there is spark of hope, and there is a plan of action. Students can tell that she cares. She quickly earns their trust and keeps it throughout with incredible service and support that she offers to them. I have watched her have back to back meetings with students without a minute to herself and the results are always the same. Tire student leaves her office feeling empowered and ready to overcome their challenge.

Additionally, Jennifer lends an ear and offers her advice, which has been seasoned through years of experience and a vast knowledge base, to the departmental advisors in her college. There is a huge level of trust between Jennifer and other student support faculty and staff because she is consistent and is such an incredible advocate for the college and university. She serves as a liaison between the university student service providers and advisors in departments and programs in our college. She keeps up with changes in software, policies in staffing, procedures, etc which impact student support and she shares those changes win monthly meetings that she leads. This helps makes others jobs easier and allows them to focus their efforts elsewhere. She is an inspiration to students, staff, and faculty who have the privilege of working with her.