

MINUTES

Commission on Staff Policies and Affairs

Date | time 9/27/2016 2:00 PM | *Meeting called to order by* Chair Robert Sebek

Approval of the Agenda

The commission reviewed the proposed agenda. Motion made to accept the agenda and unanimously approved.

Introductions

Chairman Sebek led introductions of all attending commission members. In addition, the commission reviewed its charge and mission.

Additional Officers and Representative for other commissions and committees

Members volunteered for several positions including:

Vice Chair: Mary Helmick, Procurement

Commission on Equal Opportunity and Diversity Representative: Betty Wilkes

Employee Benefits Committee Representative: Janet Murphy

Virginia Tech Employees Spouse and Dependent Scholarship Committee Representative: Julie Shumaker

Staff Career Achievement Award Committee Representative: LaTawnya Burlison, Teresa Lyons and Sue Teel

Commission issues to be explored this year

Chairman Sebek shared with the commission two issues he had shared with President Sands initially:

- Salary increases
- Onsite Biometric Evaluations for Employee Insurance Premium Deduction

Commission Members offered the following for further consideration as well:

- Administration's recognition of the importance of employees being allowed to participate in governance activities.
- Consideration of credit for life experiences being offered for employees who would like to enroll with the University in order to take advantage of the tuition waiver benefit opportunity.
- McComus Staff Leadership Award
- Smoking on campus
- University wide issues noted on the latest climate survey study.
- Diversity
- Professional and Career Development Opportunities
- Proper application of managing leave that would result in a more consistent manner across campus units.

Update on Human Resources Restructuring

Kirk Wehner provided an update to the Commission on the current restructuring efforts of the Human Resource department. By September 2017, a new governance of Human Resources should be defined with new staff structure in place.

Next Meeting

10/25/2016 2:00 PM, Human Resources Conference Room

Chairman Sebek adjourned the Commission at 3:30 PM.

Respectfully Submitted,

Mary Helmick

Vice Chair, Commission on Staff Policies and Affairs