Minutes

Commission on Staff Policies and Affairs
Thursday, March 5, 2026
1:00 pm
Zoom

Present – Gabe Petry (presiding), Becky Bott-Knutson, Lacey Doyle, Brandi Evans, Chelle Ferguson, Amber Hagan, Rachel Miles, Sophia Minor, James Perkins, Michelle Raines, Kayla Robertson, and Aqab Zahoor.

Absent with Notice: Judy Alford and Sara Lucy.

Absent: Clay Crumpler, Dwayne Edwards, and Nikki Gland-Turpin.

Guests: Kari Evans and April Myers.

Gabe Petry called the meeting to order at 1:01 p.m. A quorum was present.

1. **Adoption of Agenda**

2. **Announcement of approval and posting of minutes of February 5, 2026.**

Gabe Petry noted that these minutes have been voted on electronically and can be publicly accessed on the Governance Website: governance.vt.edu

3. **Presentation**

Cristen Jandreau, Director of Research Conflict Of Interest Program, presented on a new centralized and routinized process for collecting conflict of interest and commitment disclosures at Virginia Tech. The initiative, which will affect benefited employees and graduate students, aims to streamline and simplify the current complex process. Cristen explained that the university is moving towards requiring disclosures from all benefited employees, with a goal to retire existing policies and create a new, more comprehensive one. The presentation outlined the reasons for implementing this change, including increased focus on research security and benchmarking against peer institutions. Cristen also discussed the timeline for rollout, which is scheduled for January 2027, and emphasized the importance of collaboration and engagement throughout the process.

4. **Discussion**

The discussion focused on updates regarding the Employee Benefits Committee's work on bereavement policies, which will continue in April.

Amber Hagan raised the issue of including staff service contributions in the performance management system, which Rachel explained is currently under review due to the transition of AP faculty from the FAR to the PageUp system. The group agreed to initiate a conversation with the HR performance management team to explore the possibility of including a section for staff service contributions in evaluations.

5. **Announcements**

- The next meeting is scheduled for Thursday, April 2, 2026, at 1:00 p.m.

6. Adjournment

There being no further business, a motion was made to adjourn the meeting at 1:37 p.m.