

Commission on Staff Policies and Affairs
January 26, 2021
2:00 p.m.
Zoom Videoconference

Attendees: Serena Young, Curtis Mabry, Mary Helmick, Rajesh Bagchi, Patricia Donovan, Judy Alford, Bruce Harper, Nicole Akers, Sue Teel, Joseph Baker, Margaret Radcliffe, Dryden Epstein, Debra Stoudt

Absent: Lisa Boothe (with notice), Laura Belmonte, Nicole Akers, and Tami Foutz

Guests: Michael Copper and Susan Hughes, Division of HR Compensation

Opening:

The regular meeting of the Commission on Staff Policy and Affairs was called to order at 2:02 p.m. on Tuesday, January 26, 2021 by Chair Serena Young.

Approval of Agenda

A motion was made and seconded to approve the agenda as distributed.

Approval of Minutes

The minutes of the previous meeting were unanimously approved as distributed and can be publicly accessed on the Governance Information System on the Web (<http://www.governance.vt.edu>).

Old Business

There were no committee updates. Serena shared that the Commission on Faculty Affairs has made adjustments to the resolution previously approved by this group. She will send the updated version to the group for review.

Discussion

Michael Copper and Susan Hughes from HR Compensation led a PowerPoint presentation and discussion on compensation topics including compensation processes during COVID, compensation actions completed, and anticipated compensation programs and actions. A question and answer session was held following the presentation focusing particularly on possible factors affecting compensation topics in the future.

Agenda for Next Meeting

Serena asked the group for suggestions of topics or speakers for future agendas. Rajesh suggested social justice programs as he has had conversations with others seeking more information regarding that topic. Judy inquired about what program has or will replace the Diversity Advocate program as that would be a useful future topic. Curtis and Sue shared that Avery Bakeley is leading a workgroup is working on that now and should have recommendations in the spring.

Adjournment:

The meeting was adjourned at 2:40 p.m. by Chair Serena Young. The next general meeting will be held at 2:00 p.m. on February 23, 2021.