

Commission on Staff Policies and Affairs
2018-2019

MINUTES

January 22, 2019
2:00-3:00 p.m.

North End Center
3600 Conference Room

- Call to order and welcome by Tamarah Smith at 2:01 p.m.
- November minutes approved and in the SharePoint drive.
- Agenda amended to add above.
- Sub Committee Reports
 - Pay Benefits - priorities
 - #1 Staff/wage benefits and community services for lower pay bands
 - #2 Retirement packages
 - Staff retirement plans set by VRS; ORP (faculty only) has a quarterly committee that reviews the plan to ensure that it is competitive.
 - Look into voluntary contribution plans and cash match – talk to Central HR and do benchmarking research
 - Retiree insurance rates
 - There has been a move in the general assembly to increase retiree health insurance credit
 - Recruitment/Retention/Training
 - #1 Improve communications with staff – find a better way to reach out to staff
 - Newsletter?
 - #2 – 4 possible options:
 - Articulate the advantages of working at VT
 - Career and professional development pathways for staff
 - **Increase staff participation in university governance and service to VT *****
 - How do we encourage supervisors and departments to not only allow but encourage staff participation in university governance?

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- Is there a grievance process for an employee whose service in university governance has been denied by their supervisor?
- Improve training for supervisors
 - Often there are disparities; let's create a consistent experience
 - Evaluate performance as a supervisor –
 - How do we identify all the supervisors accountability?
 - How do we prevent/manage retaliation?
 - **HR is owning this process – a top priority for the learning and development team**
 - “Chicken and the egg” situation – articulate the advantages of working at VT (recruitment) while also actually improving things to make this a better place to work
- Updates
 - Mandatory Winter Closing (Benefits Committee)
 - Update – mandatory winter closing
 - Faculty Senate
 - Commission on Professional Faculty Affairs
 - Found a way to communicate to AP Faculty
 - Graduate Student Assembly
 - Student Government Association
 - Ad hoc committee reviewing Title IX legislation
 - Parking concerns
- Next meeting –February 26, 2019; NEC 3600 Conference Room
- Adjournment