

Commission on Staff Policies and Affairs

February 25th, 2020

2:00-3:00 p.m.

Attendees: Judy Alford, Patricia Donovan, Jonathan Falls, Tami Foutz, Margaret Radcliffe, Curtis Mabry, Sally Shupe, Serena Young, and Elizabeth Daidone

Meeting Minutes:

- Call to order and Welcome by Serena Young
- Approval of October and November minutes: Minutes were approved. First by Judy, and seconded by Margaret at 2:07pm

During the beginning of the meeting, Serena Young (Chair) brought up that while the commission has not had much momentum in the past few months, we are hoping to have more involvement in the last few meetings. If there's any issues/concerns, she said to e-mail her.

Committee & Commission Updates:

Employee Benefits Committee- Given by Pat Donovan and Margaret Radcliffe

The employee benefits committee is working on an assessment of the leave benefits through Virginia Tech and peer institution comparisons. They are looking at all types of faculty/staff. They are working on creating a report that highlights what VT is doing well and not doing well in regard to comparisons to peer institutions. There was talk about how the leave practices are all over the place, and every place seems to do something differently. The employee benefits committee is also comparing tuition reimbursement benefits to peer institutions. They are looking to then write an official recommendation to CSPA and Serena agreed to make a recommendation based off their findings. There was discussion of bringing the draft of the letter to the next CSPA meeting on 3/24/2020.

CAPFA- Given by Margaret Radcliffe

CAPFA's resolution for Community Service Leave was voted down in a narrow vote during University Council. There were strong opinions on both sides. The group discussed disappointment that the resolution was not approved, and it was decided that CSPA would benefit from understanding the HR standpoint from Bryan Garey. It is in the works to get Bryan to come speak at CSPA meeting since most folks don't

have the HR piece to work from in understanding why it was not voted in. CAPFA's resolution for an A/P Faculty Senate was approved and moving forward.

SGA- Given by Jonathan Falls

Jonathan mentioned that SGA has not been very active due to some internal issues within the group. They are starting the election process as of Midnight on 2/25/2020. Jonathan touched upon his own legislation that he is working on writing for SGA in regard to changing the grading policy to be stricter on faculty to get grades to students in a timely manner. He is hoping that his legislation can redefine the commitment that faculty have to grade student's work, rather than making them wait for months on end. The biggest part of this would be to get the grades in before the Withdrawal deadline so students can better decide if they want to take a "W" or not.

Continued Discussion about Commission Topics Survey Results

CSPA continued to discuss the results of the 11/26 survey about Commission Topics. Serena mentioned that she added the top four to her report that goes to President Sands. Those four topics are:

- Review Pay Increase Practices
- Improving Communications
- Education benefits for staff
- Additional retirement benefits

As a group, we discussed that we will work as a group to work on each of these items, and we will design a way to give feedback on how we want to tackle each of these topics. It will be a survey with more direct questions on what the commission can do. One idea that came up was the idea of an employee benefit's endowment being created. Serena said that we would draft a recommendation or a resolution in the next meeting.

Comments/Discussion on Governance Items

About 2 weeks ago, Liz sent each of the CSPA members the documents on the "Principles and Characteristics of Shared Governance". The commission spoke about concerns in the generalized nature of the documents, and no specifics on what is exactly being created. Serena stressed that if anyone had any concerns to be sure to e-mail April Myers or Lori Buchanan. In regards to the discussion, Serena is going to send an e-mail in the next week with a list of concerns and issues that CSPA has with the proposed information by the next week.

Next Steps/Action Items

Serena told the commission that the commission has power, and that even though we haven't accomplished much that we will use the next few meetings to the fullest extent.

We are also going to send out a list of specific questions to address how to tackle each of the commission topics.

Adjournment- Meeting Ended at 3:05pm

Next meeting:

March 24th, 2020; 2:00-3:00PM 3600 North End Center