

Commission on Staff Policies and Affairs

September 24, 2019

2:00-3:00 p.m.

Attendees:

Call to order and Welcome by Serena Young

Approval of Agenda – approved at 2:07pm

Introductions

Subcommittees – discuss current subcommittees, connect new members, and assess need for additional subcommittees

- Pay/Benefits –
 - Judy Alford, previous chair, announced the need for a new chair for subcommittee.
 - Judy shared that the subcommittee's most notable accomplishment last year was to get the list of local employee assistance resources compiled and then shared with Human Resources to be included on web content and in orientation.
- Recruitment/Retention/Training
 - Margaret Radcliffe, previous chair, announced the need for a new chair for subcommittee.
 - Margaret Radcliffe shared that this subcommittee focused on training for managers and supervisors and improving communications with staff.
 - Manager/Supervisor Training – the subcommittee invited John Massey from the Division of HR to present on the pilot for new supervisor training. The talent development team in Human Resources is continuing to develop that program.
 - Improving communications – the subcommittee identified the need for improved communications to staff members and suggested a new subcommittee be formed to take on that task
 - Sally Shupe, RRT subcommittee member, emailed a suggestion for possible new topics this year
 - Increased recognition/rewards based on years of service:

- Raises based on years of service
 - Discounts – e.g. Moss Arts tickets
 - Free or reduced entry to McComas
 - Additional opportunities for education and certifications
- Additional Subcommittees?
 - CSPA Chair Serena Young shared that an issue she'd like to see CSPA take on is educational benefits for staff employees
 - Virginia Tech offer tuition benefits to employees, but there are limitations to that program:
 - Many employees cannot meet the academic admission requirements of Virginia Tech
 - Many employees cannot attend in-person classes due to work or family constraints, and there is no online program option available
 - More accessible options from other academic institutions (e.g. an online program) are available through tuition reimbursement, but many departments do not have the funds to offer that benefit to employees
 - Under the current tuition benefits program, there is no support for those employees who are not yet bachelor's level ready and may need additional help getting there – e.g. GED classes
 - Human Resources and DSA are partnering to offer Skill Up: GED, ESL, basic computer and financial literacy

Next Steps:

- CSPA members to decide on what issues are most important to the group
- Form new subcommittees on those issues, rather than reassigning existing subcommittees

Adjournment 3:02pm