



Staff Senate

Minutes from Staff Senate Monthly Meeting of April 11th, 2019
Location: Newcomb Hall, South Meeting Room
Time: 11:00 AM – 1:00 PM

AGENDA

1. Welcome and Announcements
2. Staff Senate Election
3. Darden Sands Family Grounds
4. Employee Benefit Survey Results
5. Executive Updates
6. Constituency Corner

Item 1: Welcome and Announcements

- In May, Organizational Excellence is having a Design Thinking program that will discuss how to accomplish your organization's goals.

Item 2: Staff Senate Elections

Reminders

- People who want to run for Staff Senate must:
 - Currently receive benefits
 - Have been at UVA for at least 1 year
- We request that each member try to recruit at least 3 people for Staff Senate.

Updates

- For the remainder of April, please continue to actively recruit.
- If you need an updated email list for your constituents, please let Amy know.
- The call for nominations is coming up shortly.
- In May, nominations are confirmed, and bios for candidates are collected.
- There is a 'Join the Senate' webpage which you can access [here](#). You can send constituents there for information. There are also Staff Senate resources on Collab.

Positions

- If you want to be more involved, there are opportunities to be on the Membership Election Committee, or Interim Senator Coordinator. Please let the current Co-Chairs or Election Coordinators know you are interested. These roles are each a 1-year commitment.
- Director positions are not elected. After you express interest, you can become appointed. There is currently not a lot of competition.
- Membership Director: The Membership Director handles internal work. He/she will help with Senate related matters, the election process, membership upkeep, onboarding, the celebration lunch in June/July, and improving the Staff Senate experience for members.
- Partnership Director: This position is outreach focused. He/she will work with Faculty Senate, Student Council, Graduate Student Council and other groups to see where the Staff Senate's interests overlap.
- Advocacy Director: This position is partially outreach, serving as a liaison to push certain issues. He/she will also research and help to develop solutions for issues that might impact staff. Currently, the Advocacy committee has many different projects in the works.
- Co-Chairs: They make sure agendas are ready for every meeting and plan out the year. They work on goal-setting, as well as attend quarterly meetings with the Advisory Board, HR, and one Board of Directors meeting. The Co-Chairs are the voice of the Staff Senate. This position includes a lot of email communications.

Item 3: Darden Sands Family Grounds - Laura Martens, Director of Washington D.C. Area, Initiatives

- Darden has a campus located in Arlington, VA.
- The Residential MBA program is in Charlottesville, not in Arlington. However, the Arlington location offers 2 programs: The Executive MBA Program (21 months), and the MSBA program with the McIntire School of Commerce (12 months).
- Darden Sands Family Grounds will also soon offer a speaker series, lunch and learns, and across-Grounds partnerships.
- The Darden Sands Family Grounds have spaces that can be rented including a multipurpose room and board room. UVA employees receive discounts on rented space.

Item 4: Employee Benefits Preferences 2018 Results - Rebecca Gristina, Benefits Director

- About 5,438 responses were collected from the survey.
- This is the first time HR has conducted a benefit - specific survey.
- Communication was a trend in the survey. Many need more direct personal help understanding benefits options and details.
- Concerns about lack of parking came up which is not a HR issue.
- Healthcare Premiums were ranked as the most important aspect of benefits.

- Key Feedback: We aren't doing enough to help people feel comfortable understanding their benefits status, and whether they are ready for retirement.
- Shared Views: Retirement plans, a flexible work schedule, and personalized communications are important components of working at UVA.
- The Medical Center is more likely to rate health benefits higher than others. They prioritized disability and wellness programs.
- The Academic Division found the retirement plans very competitive. They also have a higher probability that they will use tuition remission benefits to pay for college for dependents. Wellness was not rated as highly as those in the Medical Center.
- Back-Up Care is a service provided to all full-time eligible employees. Through Bright Horizons, you can receive childcare, eldercare, and family care. It is a valued benefit, but many do not know what it is.
 - *Suggestion from the Senate:* At new employee orientation, benefits are discussed for about 30 minutes on the day's agenda. Perhaps it should be longer and more detailed.
- Language is an issue when understanding benefits. Example - "co-pay" is easier to understand than "co-insurance."
- Many feel that Ask Alex is not an effective tool when seeking help with benefits.
- Focus groups may not be an effective way to gather information due to poor turnout.
 - No one in the Staff Senate had heard of these focus groups. Some recall getting emails about it, but the timing was not ideal.
 - *Suggestion from the Senate:* Directors of departments should assign about 15 employees from different backgrounds to participate in focus groups.
- Benefits is currently looking into where they want to be in the future, and if they would like to do another one of these surveys the year after next. They would like to roll out some changes before creating a new survey.
- There needs to be different lanes of communication in order to meet the needs of the community in a variety of ways.
- Voluntary Benefits: Flexible work is by far seen as the most important *potential* benefit. Reimbursement for fitness classes is number 2.
- **Q:** What ways can the Senate support and provide additional feedback?
A: In the future, Rebecca hopes to bring some of her colleagues to these meetings to discuss details and get feedback.

Item 5: Executive Update

- At the June meeting, there will be a SS presentation in front of the Board of Visitors.
- If you have any ideas for guest speakers, please let the Co-Chairs know.
- The HR quarterly meeting with Michael Latsko is coming up in May.
- There is an issue with HR and Workday that was brought to the Senate's attention that will be discussed.
- Earth Week is next week. Please check [here](#) for all the events with UVA Sustainability.

Item 6: Constituency Corner: Melissa and Rachel

- There are no current updates.

Final Questions and Comments:

- Meeting minutes need to come out earlier.
- Q: In terms of the strategic plan, how will it trickle down?
A: There is a big leadership summit the week of April 22nd with President Ryan and the Leadership Team. It will be further discussed.
- Q: What does UVA get after winning the NCAA championship?
A: The money will most likely stay in athletics. It might go toward helping with the new facility.
- The next meeting is May 7th, 2019 from 11am – 1pm.