

University of Virginia
Staff Senate Meeting Minutes
November 10th, 2021

Present: See attendance list

Agenda: **Announcements from Exec**

- University Partnerships Update
- Advocacy Update

Constituency Corner

Discuss Employee Assistance Fund

1) Welcome + Call to Order

Co-Chair Adam Griggs welcomed all and called the November meeting to order. Consent to record was executed.

2) Agenda Item: Announcements from Exec, University Partnerships (UP)

Leslie Booren expresses gratitude to those who have been in touch in working with UP

a) Facilitation of the Chair Summit

i) Started to bring together chairs from constituencies and bodies across UVA

- (1)** Student council, graduate student council, faculty, and other groups combined as one resource to tackle all issues we may be faced with as a university
- (2)** Last month we welcomed a new constituency body: The Black Faculty and Staff Resource Group
- (3)** We welcomed Robin Hadley, VP and Chief Student Affairs Officer
- (4)** Preparing for Summit meeting next week with Liz Magil
 - (a)** Staff Senate discussion points submitted, and UP to report back on that
- (5)** If anyone would like to get involved, reach out to Leslie Booren or Sheela Linstrum

3) Agenda Item: Announcements from Exec, Advocacy

Adam Richard and Alison Day shared updates

a) Family Support Collab

i) Adam Richard attended the FSC meeting on November 9th

- (1)** Figure out ways to better provide support for people who have dependent care throughout the university
- (2)** The collab is in the beginning phases, so if anyone has any suggestions for dependent care, or The Parent Connection Portal, please contact Adam Richard
 - (a)** Suggestion to potentially connect with YEMSA, a chapter at UVA, which is a new organization centered around raising youth literacy rates, and providing support for mothers and children in need (YEMSA's two arms.) The organization aims to provide its members with service opportunities in Charlottesville and beyond, catering to its mission

4) Consistency Corner

Sheela Linstrum shares overview of email that was previously sent out regarding a form that Staff Senate members can fill out and submit to bring forward topics to be discussed at our meetings

- a) Flu Shots
 - i) Guidance of flu shots: <https://hr.virginia.edu/news/flu-shot-update-uva-employees>
- b) Eric Williamson expressed his submission to CC regarding improving traffic circulation being a benefit of more remote work opportunities
 - i) There was a report that was created by the university, but that has not been shared to the university community
- c) More Remote Work Options
 - i) Benefits
 - (1) Environment: UVA is trying to reduce its carbon footprint and having more people work from home is a critical way to do that
 - (2) For the hearing impaired, virtual events and zoom meetings have been so great at meeting disability needs; the desire to participate in things more when there are virtual options
 - ii) Return-to-Work Concerns
 - (1) Extra time spent in commutes reduces overall quality of life
 - (2) Some departments are fully back in person and there is very little to no flexibility even for those whose work who can be done remotely
 - (3) Note: School of Engineering (SEAS) has been active in creating hybrid/remote schedules/efforts. Senior leadership seems to be looking at this in SEAS
 - iii) Suggestions
 - (1) Transparent Survey to be done
 - (2) Compensation Benefits to essential employees
 - iv) Work from Home Policy (last revised in July 2021)
 - (1) <https://uvapolicy.virginia.edu/policy/HRM-012>
 - v) Dichotomy created from both essential employees between employees that work from home
 - (1) How are essential employees compensated; what's the advantage to reporting in?
 - (2) Other universities are compensating essential/mandated employees for transportation and parking
 - vi) Approaching this to Leadership from Staff Senate Working Group
 - (1) Acknowledgment of Staff Senate up until this point not being involvement
 - (2) HR and Staff Senate to have a bigger conversation with UVA Leadership of making this hybrid and flex work more viable
 - (a) <https://hr.virginia.edu/future-work>
 - vii) Gather Interest in Working Group to begin collecting information
 - (1) Sheela to send out resources and links to those who are interested in serving on the working group
 - (2) To get involved: sl2va@virginia.edu

5) Employee Assistance Fund

- a) Notes from Executive Committee
 - i) Staff Senate supports the Employee Assistance Fund and wants to be a helpful member, but we feel we should not be the face or leader of fundraising
 - ii) Should be led by UVA Development, HR, or Fundraising
 - iii) We would like to see some clarification on the transition of it going from an emergency short-term program to long-term assistance fund
 - iv) Staff Senate would like to see the approval process and criteria be made more transparent

v) Expand to all UVA employees, including entire health system, graduate students, and part-time employees

b) Discussion from members

i) Advocacy Committee: How do we get the word out?

ii) Putting our weight behind getting them on the CVC

(1) There is concern from the Employee Assistance Fund that they will not be pushed through to the CVC

(a) Big goal as Staff Senate to back the Employee Assistance Fund with ensuring they get on the CVC; we want them to feel like we're on their side

(b) Suggestion to have a liaison or chair that deals directly with the EAF

iii) All donations are tax deductible per 502c3 of IRS

iv) Support from Faculty post-discussion of Chair Summit

(1) On our radar to gain to ensure we're supporting this long-term emergency fund

6) Next Steps

a) Reach out to set up meeting with Stuart Munson and his team

i) Purpose: to share our excitement on receiving the necessary information to support them and to move forward being as collaborative and constructive as possible

ii) Addressing interest and potential leadership for this upcoming meeting:

(1) Contact Adam Griggs or Patrick to get involved

7) Next Staff Senate Meeting: The next meeting is scheduled for December 8th at 2pm via Zoom

a) Internal Staff Senate Discussion

b) Led by Advocacy Group

i) Discussion of more engagement opportunities for members

8) Meeting Adjournment: The meeting adjourned at 2:45 PM

