

**University of Virginia**  
**Staff Senate Meeting Minutes**  
**April 19<sup>th</sup>, 2022**

**Agenda:**

- Opening remarks (10:00 – 10:15)
- Announcements/Updates from Exec
  - Davis Vision Benefits
  - UP updates
  - Active Attacker Class
  - Van Pool from Richmond to UVA
- Constituency Corner (10:15 – 10:45)
- Staff Senate Elections (Flyers available upon request to disseminate to prospective Staff Senates) (10:45-10:55)
- Updates from Flex Work working group (10:55 – 11:10)
- IM-Rec Offerings for Staff (11:10 – 11:30)

**1) Welcome + Call to Order**

- a. Co-Chair Patrick Wood welcomed all and called the April meeting to order. Consent to record was executed.

**2) Agenda Item: Chairs Summit, Leslie Booren**

**3) Staff Senate Newsletter process/outline**

**4) Van Pool from Richmond (WEST END/SHORT PUMP) to UVA**

- a. If anyone is interested in being a part of the van pool, please contact us
- b. Active Attacker Class: link is in newsletter
  - i. April 21<sup>st</sup>, 4pm, Newcomb Hall

**5) Constituency Corner**

- a. Elections: how we can get the word out there
  - i. flyers are available for distribution
- b. Police Department; potentially inviting them to the May meeting
- c. How roles are filled at UVA
  - i. How experience versus degrees are weighed
  - ii. Potentially forming a working group around this
- d. Inflation: a number of members of staff with concerns of inflation increasing, and it's not the same at the cost of living/merit increases of University staff.
  - i. Concern of overall reduction of pay/salary
  - ii. Will be discussed from leadership's perspective during their monthly meeting
  - iii. Don Sumgrin and other members in HR have determined that retention is an issue in terms of the job climate now

- iv. Medical Center just went through a review of recruitment and retention based on job descriptions and pay as it relates to matching vs. other institutions and made adjustments
  - i) There is hope that could trickle across the university
- v. Will there be a university-wide review, or continuing to review department to department?
- vi. The University Library's dean instituted an "equity" pay review for every employee every four years (the Library reviews 25% of employees each year)
- e. Email blast from Aetna in late March; Aetna not covering medical tests or treatments to investigate illnesses
  - i. Staff Senate to collect details/at minimum a survey of personal stories with employees' negative experiences with Aetna
    - i) Will be built out via Qualtrics like we did with the mental health survey back in the Fall, to then be discussed with leadership

## 6) Mid-Meeting Announcements

- a. Welcome to Jasmine Gardner, new to Staff Senate
- b. Luncheon: June 16<sup>th</sup>, South Lounge at Darden at 11am

## 7) Elections

- a. Experienced some attrition throughout this year
- b. We have 37 open seats on UVA Staff Senate that we need to fill
  - i. Split everything up by unit, and each unit has a unit election manager and recruits potential candidates interested in serving on Staff Senate
  - ii. Architecture: one open seat
  - iii. Arts and Sciences: two open seats
  - iv. Athletics: one open seat
  - v. Batten: one open seat
  - vi. Business Ops: two open seats
  - vii. EVP/COO: two open seats
  - viii. SCPS: one open seat
  - ix. School of Education: two open seats
  - x. Darden: one open seat
  - xi. Data Science: one open seat
  - xii. Development: two open seats
  - xiii. Engineering: two open seats
  - xiv. Financial Operations: NO open seats
  - xv. Facilities/Management: four open seats
  - xvi. ITS: two open seats
  - xvii. Library: one open seat
  - xviii. Law: two open seats
  - xix. McIntire: two open seats
  - xx. School of Medicine: two open seats
  - xxi. Nursing: one open seat
  - xxii. President's Office: one open seat
  - xxiii. Provost Units: two open seats

- xxiv. Research: two open seats
- xxv. Student Affairs: one open seat
- c. We will be in touch via mail including a formal call for nominations process
- d. Talk to people about Staff Senate!

## 8) Flex Working Group Update

### EMAIL FOR STAFF SENATORS TO SEND TO CONSTITUENTS RE: FLEX UPDATE

Dear XX,

You may recall that last winter, the Staff Senate sent you a survey request around flexwork and remote work and asked for your feedback. From that survey we received 114 responses, and most of them revolved around two main topic areas: departmental decisions around flexwork, and diversity, equity, and inclusion issues or concerns.

A working group of Staff Senators was formed to address your concerns (the FLEX group), which presented six recommendations to the Staff Senate to vote on in March. These included:

1. A survey of Academic Division managers asking how the flexwork/remote work process has worked thus far (look for that soon).
2. A second survey of Academic Division staff that asks for more specific feedback (look for that soon).
3. Increasing resources to support managers with making flexwork decisions.
4. Liaising with the UVA Family Support Collab for updates on childcare, dependent care, and eldercare options that impact flexwork options.
5. Communicating and updating you, our constituents about all the above.
6. Creation of an appeal process for flexwork/remote work decisions.

Lastly FLEX would like to invite members of the Staff Senate to participate in our efforts. Please use the link below to complete a qualtrics survey to identify which recommendation(s) you would like to work on.

Survey link: [https://virginia.a21.qualtrics.com/jfe/form/SV\\_56gzd06sbfYSTGK](https://virginia.a21.qualtrics.com/jfe/form/SV_56gzd06sbfYSTGK)

The FLEX group continues to work hard on addressing your concerns and will update you as new developments occur. The estimated timeline for this project is six months. Stay tuned, more coming soon!

## 9) IM-Rec Offerings for Staff

- a. Reminder of services that they offer:
  - i. Drop-in Group Fitness Classes (yoga, Zumba, pilates, aqua jogging, cycle, barre) at NGRC, Battle Building, and AFC
  - ii. Sports Lessons – swim, tennis, basketball, etc. lessons for Youth and Adults
  - iii. “Youth Summer Camp” – ½ day summer camp 8a-12p, Ages 6-12, June 20- July 29<sup>th</sup> (week-to-week format) – Registration ends May 6th
  - iv. Small Group Training: Couch to 5k, Boxing, Beginner Weight Training, TRX Fusion and more – To register: 434-924-3791

8) **Next Staff Senate Meeting:** The next meeting is scheduled for May 17<sup>th</sup> at 10am

9) **Meeting Adjournment:** The meeting adjourned at 11:21am.