



UVA Staff Senate Meeting December 12, 2022

1:00 p.m.

Hybrid and In-person

Carruthers Hall/Zoom

Agenda

- Opening remarks
- Announcements/Updates from Exec
- FEAP: New & Updated Mental Health Services
 - o Beth Danehy – FEAP Director
- Constituency Corner

UVA Staff Senate Co-Chairs:

Adam Griggs, School of Medicine

Patrick Wood, University Finance

Adam Griggs (School of Medicine) opened the meeting with an acknowledgment to the UVA Wise Staff Senators joining the hybrid and in-person meeting. Wise shares HR services with UVA and the Wise Staff Senators are particularly interested in the scheduled FEAP presentation.

HSA account reminder: If you have funds in the Chard Snyder HSA you have a one-time opportunity to transfer those funds to the new administrator – Fidelity. If participants leave the funds with Chard Snyder there will be a \$4 monthly fee to administer the HSA.

There are two additional days of winter break this year: December 22-23.

Gabrielle Laskey (Medicine) and Rick Willis (President's Office and Diversity and Equity) introduced themselves as the new Communications Co-Chairs.

JJ Davis, COO and President Ryan will be at the January 19, 2022 (1:00 – 2:30 p.m.) meeting, attending during the 2:00 – 2:30 p.m. timeslot.

The Staff Senate is submitting questions in advance to Ryan and Davis with the theme of Recruitment and Retention as pertaining to Key Initiatives of the 2030 Strategic Plan. The questions were curated from a list of those submitted in an executive session to arrive at the final list.

1. Key Initiative #5 Cultivating Staff Success

Has University Human Resources conducted a comprehensive analysis of our insurance benefits comparing other institutions and the Commonwealth of Virginia insurance program in the last fiscal year to ensure that our benefits are competitive, and our rates are in line with peer institutions? Additionally, is there a plan to develop a Dependent Tuition Assistance plan?

2. Key Initiative #6 Good Neighbor Program

UVA, Charlottesville, and the surrounding counties have a symbiotic relationship. What impacts one, will impact the other. The violence we experienced on Grounds this month is an example of that. How is UVA planning to develop concrete partnerships or projects with Charlottesville and the surrounding counties to address local social issues (cost of living, poverty, homelessness, mental health, political polarization, social isolation, rebuilding community connections post-covid, etc?)

3. Does UVA communicate with other universities across the country to benchmark or collaborate at the top level for the betterment of the UVA community? If so, have there been any tangible results from this?

HR newsletter redesign

Cynthia Douglass (EVP-COO) HR newsletter: is looking to restructure HR's monthly newsletter to get the opening rate higher. She is asking staff senators to take a survey about a new design. Please send her an email if you would like to help out - cld3pf@virginia.edu.

FEAP

Beth Danehy – FEAP Director

Emphasized that FEAP (Faculty & Employee Assistance Program) is a confidential service. FEAP does get referrals from members of the family or staff, but everything other than a person-at-risk is confidential. There is a benefit to speaking with someone who is an objective listener. FEAP is here to focus on you.

Presentation

Twenty-eight years of service:

Personal services; Organizational services; and Prevention services.

The team has been expanded-helping to extend the model of care and lower the wait for service. You may choose whom you speak with or take the next available person.

3-Day wait for service benchmark

Providing additional Trauma-informed care.

Providing 24/7 on-demand, virtual self-guided supports

Over 8,000 people were assisted in FY '22.

Surveys of those assisted:

50% increase in life satisfaction

28% decrease in work stress

FEAP wants to normalize what mental health is with awareness of day-to-day living as well as lessen the stigma of mental health issues.

Website: [FEAP for You](#)

Resources for You
Recorded Webinars
FEAP Tools
Schedule an Appointment

Questions

Counseling Services – Do those extend into in-person and virtual
Yes.

Mental Health Care – The Emergency Room is now the default for the mentally fragile. Are there plans to change that? A center/triage would be less stressful than the ER. Do not have the capacity to operate 24/7 but recommend the lowest level of intervention that still keeps people safe.

How many visits are available?

The FEAP model is how to supply services that are in a patient's best interests, and not necessarily based on how many sessions.

There is an issue with access to mental health care providers in the area.

FEAP is working to make it easier to become a provider (To be able to join the health care insurance panel).

Logistics Question: How to reach out to ask questions about FEAP.

Call or email and FEAP will connect. Do not need a full-blown appointment.

*****Slides from the presentation will be added to the Minutes on the Staff Senate Website.

Update from the Family Support Co-Lab – Adam Richard (Arts & Sciences)

[The Family Support Co-lab](#) is a continuing entity.

The Co-lab was formed last year by individuals from across Grounds. Sent several recommendations to improve family support to the President's office.

The President's office is creating a position: *Family support specialist* at the recommendation of the Co-Lab.

All child-care centers are going to one vendor to make things more transparent. Established a child-care center work group to address the supply issue pan Grounds.

Covering as many staff as possible. Understand the 24/7 working environment may not be able to cover everyone.

From Wise: work to create child-care for postdocs, too.

Flexwork – no changes currently.

Constituency Corner

Leah Gould (Law School) and Adam Richard, co-directors of the Advocacy Committee

Asked for volunteers to join two Working Groups (reach out to Adam or Leah):

Health Benefits

Staff Emeritus Program – conducting research at other universities

Town Hall for parking and transportation

Still working on setting up the town hall

Snow Memo

No agency closing hours. If you are at home, regardless of a weather event, the University is expecting staff to work

A point of order was made that when childcare centers are closed and public transportation is not running, some people cannot work remotely due to very young children/aging parents at home. This is a dissolution of work-life balance. Another point was made about the availability of internet services at homes.

Griggs pointed out that the Constituency Corner conversation at the meeting is a great illustration of why different perspectives can be uncovered in engagement amongst Staff Senators and these conversations can help us to understand others' perspectives.

Flex working Group

Final presentation was made in September with a meeting planned with Administration in Oct. Wood said President Ryan has asked JJ. Davis to handle the Flexwork issue, and that meeting is scheduled for January 13, 2023.

Meeting adjourned 2:15 p.m.