



UVA Staff Senate Meeting January 19, 2023

1:00 p.m.

Hybrid and In-person

Carruthers Hall/Zoom

Agenda

- Welcome & Opening Remarks – 2 minutes
- Announcements – 8 minutes
- Constituency Corner – 20 minutes
- Q&A with President Ryan and JJ Davis – 30 minutes
 - Please see attached questions that were sent to President Ryan and JJ Davis

UVA Staff Senate Co-Chairs:

Adam Griggs, School of Medicine

Patrick Wood, University Finance

Adam Griggs (School of Medicine) opened the meeting. He mentioned that the President's office is sponsoring a working meal for each of the Chair Summit groups so each group can discuss/develop a definition of Diversity/Equity/Inclusion to share with Kevin McDonald and his team. Therefore, the February Staff Senate meeting Wed. Feb. 22 1-2:20 p.m. is a lunch working meeting in-person-only to help folks better participate in breakout groups.

Hoo's Making an Impact presentations will begin on January 27 and those ideas have been posted on the Staff Senate website. In early February the winner(s) will be chosen.

Amy Muldoon (Provost Units & Centers) updated the Senate about elections. We will be speaking about it in the March meeting. Please look for nominees in your departments. There will be election managers in each unit. More to come in March and April. Executive Committee elections will be taking place as well.

Cynthia Douglass (EVP-COO) shared **the [UVA Family Support Collab Childcare Survey](#)** and asked senators to share with constituents about this survey! This is a partnership with Bright Horizons, which manages UVA's childcare centers. UVA administration needs this (anonymous) information to better assess staff caregiving needs. Griggs added that Staff Senate survey results are very important tools for the administration.

Another constituent share: Douglass said Chard Snyder will transfer HSA assets of employees who elected Basic Health in 2023 to Fidelity between February 13 and March 2. During the transfer period, you will not have access to these funds. *It is advised that you not use your Chard Snyder Benny card after February 10.* Payroll deductions are already funneling into the Fidelity HSAs. For updates on the transition to Fidelity, please visit the [Benefit Savings Account Transition to Fidelity](#) webpage.

The Flex/Remote survey was in front of COO JJ Davis and VP/Chief HR Officer John Kosky last week and will be discussed in a Feb. 3 meeting.

Leah Gould (Law School) and Adam Richard, (Arts & Sciences) co-directors of the Advocacy Committee shared that there is a parking town hall Tuesday, January 31, 10:30 a.m. to noon on Zoom. They have the names of those who have signed up for the Health Benefits and staff Emeritus working groups and will be in contact.

John DeSilva, director of emergency management, spoke about recent legislation that allows employers to contribute up to \$5,250 a year to an employee, tax-free, for the repayment of student loans. **The Cares Act** provision that allows employers to make contributions of up to \$5,250 per employee annually toward eligible education expenses, like tuition or student loan assistance, without raising the employee's gross taxable income, is only temporary and expires at the end of 2025. There was general discussion as to how this legislation would affect UVA staff, specifically in helping in the recruiting of younger employees and retaining others. It is not available at UVA yet.

President Ryan and COO JJ Davis arrived to discuss questions that were submitted by the Staff Senate. President Ryan said he appreciates the work the staff has done especially with a tough semester; the entire community was hurting. A testament to how strong the community is that UVA and C'ville came through this.

Davis said there were really good things to look at in the flex report and recognizes that some of our work has to be in the office but we also need to meet our workforce where they want to be.

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?

JJ Davis said UVA reviews benefits every 3 years and benchmark with other institutions. Some additional benefits came from those benchmarks. UVA rate structures cost less and cover more than the Commonwealth. Key focus on wellness with primary care a focal point. Welcome a

senator on the committee to create a survey about health care benefits. We're self-insured and have to maintain reserves.

Questions from senators covered the lack of providers outside C'ville. Concordia Dental is covering fewer dentists as there is only a 55 percent reimbursement payment. Billing for additional services while asking physicians about ailments during a wellness visit is also an issue. Davis said that issue should be taken up on the benefits committee.****Editor's note: (Typically, **preventive wellness visits** are fully covered by health insurance. **Problem-focused office visits**, on the other hand, are treated differently by insurance companies, and may be coded accordingly by health care providers during an annual wellness visit. Services related to a current medical issue may result in out-of-pocket costs for the patient.)****

Tuition for Dependents is not currently in the plan. Davis mentioned several reasons and issues for not offering this benefit at this time.

One issue with providing benefits in general is there are just so many dollars and how do we decide which program is the best to spend the limited dollars on? What would the workforce say the top issues are for the future? What would it take to recruit and retain a workforce? A rough modeling may give us an idea of what a number would be for tuition assistance. The Council of Presidents may be a place to bring this up. There was general discussion about how the state would offer a dependent tuition program, especially in choosing which state employees would be eligible. (Can we offer only university employees the benefit?)

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?)

President Ryan said community relationship is one of his top priorities. He pulled group leaders together to identify the top issues facing the community they could work on together. These are: Jobs & wages, access to health care, affordable housing, and early childhood education. The first action was to raise the minimum wage to \$15 per hour,, necessary to build goodwill and to build trust in the community. Davis is working on affordable housing and identifying sites for building. Pathways and pipelines is another community tool to gain access to careers at UVA. Ryan mentioned several offices at the university that are working to regain the trust of the community. The communities have to work together and solve issues together.

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?

President Ryan said the Council of Presidents does this all the time, very productive group. Amer. Assoc. of Research Universities – same.

Meeting adjourned 2:31 p.m.