



UVA Staff Senate Meeting October 17, 2022

1:00 p.m.

Hybrid and In-person

Carruthers Hall/Zoom

(Monday, October 17th from 1:00 - 2:30pm)

- Welcome/Opening Remarks – 5min
- Announcements – 10min
- Constituency Corner – 30 min
- Education Benefits – 30min
- Working Group on developing a Staff Senate Attendance Policy – 10min

UVA Staff Senate Co-Chairs:

Adam Griggs, School of Medicine

Patrick Wood, University Finance

Adam Griggs (School of Medicine) opened the meeting discussing the Hoos Making an Impact Program for Sustainability. There are 46 submissions that will be whittled down to ten by representatives of the Staff Senate, COO, Diversity and Equity, Provost, President, and Sustainability offices.

The Communications Co-Director bylaw changes were approved and a call for nominations will be going out. A vote will be made before the November meeting.

The Flex Work/Remote plan went to JJ Davis, President Ryan, John Kosky, and Mike Lasko. Griggs and Patrick Wood (University Finance) will be meeting with Mike Lasko later today.

Patrick Wood shared ticket information for upcoming basketball games for Staff Senators to sit in the President's Box at JPJ Arena.

Cynthia Douglas (EVP-COO) spoke about the UVA Fall Night tour on November 15. The Safety Committee reviews Grounds – lighting, pathways, crosswalks, physical facilities, and other issues concerning navigating Grounds.

The Department of Safety & Security and will showcase its Active Attacker Training to the Staff Senate if there is interest. The Department of Safety & Security also will be launching a New [Active Attacker Safety Video](#). Additional questions concerning safety and security may be

addressed to Tim Eckert, Office Manager and Special Assistant to the Chief of Police & AVP, Department of Safety & Security, at tre8g@virginia.edu. There was general discussion amongst senators recommending the services of the Department of Safety & Security.

Staff Senate Mugs are still available for those who have not picked them up.

Constituency Corner

Adam Richard (Arts & Science) Advocacy Committee Co-Chair opened up comments for Constituency Corner.

1. Recycling and Trash Pickup

Victoria Valdes (Arts & Science) commented on the issue of the lack of trash pickup. Richard said this may not be a Staff Senate issue. She will reach out to a fellow senator.

2. Valdes has also been asked by constituents if staff involved in Diversity & Inclusion should be worried about losing their jobs due to the Board of Visitors' new appointment.

3. Staff Emeritus – Is there a possibility to confer staff emeritus status to reward long-time exceptional staff?

4. Transition to Workday – Constituents are very frustrated with Workday.

Wood has raised this question with President's Council and is moving forward with the administration on the topic of training. General discussion followed.

5. Parking and Transportation

Pedestrian safety

There was more discussion about the number of parking spaces and the need for more alternative transportation that alleviates the need for parking spaces.

Chat questions during the Constituency Corner:

- Workplace wellness programs: Are they worth the cost/effort?
- Are there Parking and Transportation solutions for staff parking?
- Improve the transportation to Central Grounds from the different parking options (including EIG and JPJ). * Buses have been removed from McCormick Road prior to 6:00 PM due to severe safety issues along the road. (per Senators Lauren Breeden & Kendall Howell (Parking and Transportation))
- Can cash-match UVA contributions to the Tax-Deferred Savings Plan be increased?
- Pedestrian safety – More no-turn-on-red signs are needed.
- Pet insurance – is this possible for UVA to offer?
- The UVA HSA contribution (currently \$1,500 for families) should be increased as it's been the same since it was established.
- More time for Health Care decisions is needed.
- UVA Professional Development Benefit of \$2000 has remained unchanged for over a decade

- Expanding the Education Benefit to dependents

Leah Gould (Law School) Advocacy Committee Co-Chair

There are over 700 responses to the benefits survey* in which people rank the eight most-requested items – Health benefits; Time off and leave; Education; Diversity, Equity, and Inclusion; Career development; Compensation; Dependent care; and Rewards and recognition.

*As our Advocacy Committee Co-Chairs mentioned in the last Staff Senate meeting, they would like to narrow down the list of issues for the Advocacy Committee to address this year. Accordingly, they have prepared a very short one-question, drag-and-drop survey in which survey-takers can rank the issues in the order that matters most to them. Please share this link with your constituents ahead of the Staff Senate meeting and encourage maximum participation (don't forget to complete the survey yourself too): https://virginia.az1.qualtrics.com/jfe/form/SV_5dvwZqelCYs0peK. The highest priority issues identified from the results of the survey will inform the priorities of the Advocacy Committee for the rest of the year.

Education Benefits

Nic (Bessette) Miceli, MBA, SHRM-CP

Senior HR Specialist, Benefits

*Please see the slide deck attached to the minutes and log on to the [HR website – Career Development](#)

Agenda

Education benefits

Tuition and Professional Development

Must be compliant with IRS

Advance funding available

Tuition

Degree program, courses, academic certificate

Earns transferrable credits

Accredited education provider

Up to \$5,250 each calendar year

Professional Development

Career growth

Recognized provider of professional development

Pays for classes, certification training, initial exams, conferences

Full benefit is \$2,000

Combines with Tuition if seeking a degree

Manager Conversations

Initiate conversation with manager to discuss needs of employee and team

2021 Metrics for UVA Contributions to Employees Education Benefits

- 2410 requests approved (1610 prof dev & 800 tuition)
- 1494 employees
- Professional Development (2021) = \$891,704
- Tuition (2021) = \$1,671,863
- Total (2021) = \$2,563,567

There were anecdotal stories shared about how the education benefits have worked in the past. Individual employees with questions should contact HR benefits.

Staff Senate Attendance Policy Working Group

Ashley Ayers called for volunteers for the group which could help ensure transparency, provide clear expectations, and increase engagement levels among Staff Senators. Contact Ashley ala5t@virginia.edu.

Meeting adjourned at 2:32