



UVA Staff Senate Meeting
Thursday, March 16, 2023, from 1:00 p.m. – 2:00 p.m.
Hybrid and In-person
Carruthers Hall/Zoom

Agenda

- Announcements:
 - University Partnerships project opportunity – Staff Senate connections across Virginia universities
 - Attendance Policy
 - "Hoos Making an Impact" results.
- 2023-2024 Staff Senate Elections
- Constituency Corner
- Adjournment

UVA Staff Senate Co-Chairs:

Adam Griggs, School of Medicine
Patrick Wood, University Finance

Adam Griggs (School of Medicine) opened the meeting with the announcement of the Hoos Making an Impact 2022-23 winners: Ethan Heil & Patrick Clark, Rachel Sligar, and Kendyl Bilenkij (Staff Senator ITS).

Ashley Ayers (School of Medicine) spoke briefly about the work on a new attendance policy. The policy will be sent to the staff senate to review and vote on. Please let Ayers or Amy Muldoon (Provost Units & Centers) know if you have any questions.

Griggs said Patrick Wood (University Finance), and he are collaborating with John Kosky to evaluate the results from the Flex Work Survey. There is back and forth, but the hold-up is setting up rules and policies for everyone; this must come from University Leadership. The administration believes the policy should come from individual units. The co-chairs are holding out for university-wide fairness and equity of policies and training for management in settling flex/hybrid/remote work and for managers to become comfortable with flex work.

Wood said, "The university can turn quickly, as we saw during Covid; however, the will for remote work across the university is not there yet."

Leigh Ann Carver (Provost Units & Centers) Looking for senators to help with a University Partnerships project opportunity – Staff Senate connections across Virginia universities. The idea is to have more regularly established communications between staff senates across the state. The partnerships could be an excellent source and support for us for projects. If interested, please get in touch with Leigh Ann.

Ayers and Muldoon discussed the Staff Senate Elections coming up in June. There are several openings available on the Staff Senate website [HERE](#). Full- or Part-time employees with a year's service are eligible. We are looking for election managers to help run the elections in each unit. The managers would help identify and recruit senators to run. These folks interact with you(senators), with senate business, or are passionate about people. 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. The Senate is comprised of sixty-seven senators and represents twenty-four organizational areas in the academic division and 7,000 staff at UVA. Elections are June 12-16. Toward the end of April, senators are asked to send a general email to the entire unit (constituency) to inform them there is an open seat.

Constituency Corner

Adam Richard (Arts & Sciences) opened the discussion.

- An anecdotal remark discussing the poor treatment of Aramark employees was brought up. It was pointed out Aramark employees are working for a separate company. Students pushed for years to increase vendor employees' pay, and recently wages were increased to \$15/hr.
- A constituent submitted a letter concerning the transparency of salaries in positions. We need to be more transparent with our workforce in hiring. Adam (Richard) said Pipelines and Pathways will roll out the transparency in jobs. The process is part of the equity issue. He pointed out that units determine what will go into the job descriptions, including salary inclusion. Transparency will help people filter for jobs they want to apply for.
- In chat a question about getting an increase in matching \$ for retirement from UVA. It has been \$40 for quite a long, long time. Who can decide to raise that amount? There are two ways of investing in VRS or Optional Retirement Plan. Optional pays 8.5%.
- There was some discussion about how to change retirement benefit options. The orientation received by new employees could be better to differentiate between the pros and cons of different retirement plans, especially for people entering the workforce for the first time. Do retirement specialists come to orientation? The Academic side's orientation is mostly done via learning modules. We will look into having a retirement specialist come to a future Staff Senate Meeting.