



UVA Staff Senate Meeting
Thursday, April 19, 2023, from 1:00 p.m. – 2:30 p.m.
Hybrid and In-person
Carruthers Hall/Zoom

Agenda

- **Announcements:**
 1. Attendance policy (review and comment; Analysis of commentary; Voting)
 2. Advocacy Survey
 3. Staff Senate Luncheon, June 8th at Kimpton The Forum Hotel
- **Executive Committee Election Recruitment** - Please read the overview of Executive position descriptions before next week's meeting [here](#) and [here](#). We have one Co-Chair position open (2-year term), and all Directors' positions are open (1-year term).
- **Constituency Corner** - Adam R. and Leah
- **Presentation on Retirement and Cash match programs at the University** - Dave King, Senior Human Resources Specialist, Benefits

UVA Staff Senate Co-Chairs:

Adam Griggs, School of Medicine (On Leave)
Patrick Wood, University Finance

Patrick Wood (University Finance) opened the meeting with the announcement of the attendance policy. The proposed Staff Senate attendance policy [here](#). *There was a voting session for 5 days.*

Adam Richard (Arts & Sciences) addressed the Advocacy Survey(s). They have two working groups – Staff Emeritus and Health Benefits. A Health Benefits survey will be rolling out in the future. Results will be used to advocate for Health Benefits in the future. The survey will be smaller to achieve a higher participation rate.

Staff Senate Luncheon will be June 8th at Kimpton- The Forum Hotel. President Ryan, COO JJ Davis, and Vice President and Chief Human Resources Officer John Kosky will be there.

Wood asked directors to share about expectations for Senators in a specific director position.

Amy Muldoon (Provost Units & Centers) gave a brief overview of the roles available. All director positions are open. There is one co-chair open. There are commitments of up to 12 hours per month for director positions. By taking a role on the executive committee (director positions) you can help to develop new initiatives and develop project management goals.

Richard: **Advocacy Director** – Work to identify objectives that improve the work lives of staff and set measurable goals to measure progress therein. Affects positive change on university culture. Get to meet people across the university and in all positions.

Gould (Law School): It is rewarding and people who may have joined the Senate to change something, the Advocacy Director is where you go to affect change.

Leigh Ann Carver (Provost Units & Centers): **University Partnerships Director** – codirectors are in touch with all the other directors and other governing bodies Employee Resource Groups and Student governing groups across Grounds called The Chair Summit. Serves as the facilitator for Chair Summit. Wood said the Chair Summit allows the groups to see commonalities with issues.

Muldoon: **Membership Director** – Like the COO of the company. Operations-oriented to keep the senate moving smoothly and efficiently. Good project manager, like process-driven things, this would be a good fit. Onboarding new members, running the elections, and revising bylaws.

Ashley Ayers (Medicine): A great way to experience connectivity broader than your own division.

Gabrielle Laskey (Medicine) **Communication Director**: Ability to work with diverse, passionate people apart from your own department. Share the enthusiasm for job and career. Want to help Staff Senate to become more broadly known. You get to learn things you may not have used in your normal job. Free Training and free friendships.

Wood – **Cochair**: this is a relational position. Everyone has different gifts and needs to work together. Patrick said that he and Adam Griggs are collaborative and transparent with one another. Meets at least once per week if not more. Planning the Exec meeting. More like 15-16 hours per month. You will develop relationships and need to understand the need to have a positive relationship with the administration.

Amy and Ashley are the two folks to contact if you are interested in being a director. The election managers have sent out the information to all the units.

Presentation on Retirement and Cash match programs at the University - Dave King, Senior Human Resources Specialist, Benefits

Retirement Planning Simplified – UVA Retirement and Saving Plans: *******Please see Powerpoint slide presentation attached to the minutes on the website.*******

Retirement is part of onboarding. When you enroll in Workday you are required to enroll. Dave supplies several graphs of what different withholding/investing strategies make over time, including saving \$125 monthly at different ages.

There are three legs to the UVA Retirement and Savings Plans Structures

- Employer-Provided Mandatory Retirement
- Virginia Retirement System
- Employee Supplemental Savings

Highlights

Nothing is super-simple

Staff control the defined benefit component. There is a 1% mandatory employee contribution with UVA matching up to 3.5%. If you save a minimum of \$80 per month UVA will give you a \$480 per year match.

Staff have three tiers to the investment Platform and you choose the plan where you can put your money:

- Target Date Funds (Default position based upon employee age)
- Index Investing – track benchmarks in market
- Brokerage window (actively managed funds)
 - Not overseen by UVA

Benefits of Saving at work:

- Easy
- Investment choice
- Potentially lowers tax bracket
- Tax-deferred growth
- Roth
- Compounded growth

Historically, the earlier you invest principle the more earnings on that initial investment.

Staff may find information about current benefit elections by going to Workday. Click on menu. Click on Benefits. Click on Benefit Elections.

