



UVA Staff Senate Meeting October 19, 2023

10:30 a.m.

Hybrid and In-person

Carruthers Hall/Zoom

Agenda

- Announcements:
 - Patrick Wood and Adam Richard
 - Leigh Ann Carver – University Partnerships
- Liz Menter, Senior Career Advisor and Coach (Human Resources – Talent Management)-30 minutes
- Leah Gould – Staff Emeritus-15 minutes
- Constituency Corner
- Adjournment
- Next Staff Senate meeting is on **Thursday, November 16, 2023, at 10:00 a.m.**

UVA Staff Senate Co-Chairs:

Adam Richard, Arts & Science.

Patrick Wood, University Finance

Adam Richard opened the meeting with remarks.

Co-Chairs met with HR administration to chat about remote work status. The administration is still working with all the deans and directors to see if there are any issues. No final resolution to the proposal from 18 months ago.

Because of recruiting and software to keep track of the candidates UVA is trying to recruit, UVA is losing good candidates as it's taking too much time to get back to those we are interested in hiring.

In comparison to State employee benefits vs UVA it seems the state has a better deal. John Kosky, Vice President and Chief Human Resources Office, has completed an actuarial study to prove the benefits are comparable.

Still working through the benefits survey. This will come out with qualitative and quantitative information. That will go out to the Senate and constituents.

Co-chairs met with JJ Davis and talked about the Senate proposals. The top one is a forum with VPs available to answer staff-submitted questions to employees of the university. Hopefully to

be held in the Dome room Questions picked as a lottery from all folks. This is important to have staff be able to reach out directly to the administration.

President Ryan and JJ Davis have been invited to attend the November Staff Senate meeting.

Training and onboarding: hopefully make progress.

Patrick Wood said there is an inconsistency in training. UVA is working with a company to look at the onboarding and training. UVA needs to work to foster an environment where managers will be held accountable for the lack of training.

Wood was told there is no money or staff in HR to take care of training. HR seemed open to asking for resources from the administration for training. The administration has suggested creating a template/model from a division that has a formalized/excellent training process.

Leigh Ann Carver (Provost Units) previously asked for a volunteer to take the notes at the monthly UVA Chair Summit and Myron Ballard (Finance) took up the call.

Human Resources – Talent Management – Career Navigation

Liz Menter, Senior Career Advisor and Coach (Human Resources – Talent Management)
Housed out of HR to support the career development of all staff members including UVA Health.

Lack of Career Development is one of the top reasons employees leave organizations. Universities need to provide staff the same support they provide students. A recent UVA survey noted three top barriers to career development at UVA:

- Career Pathways
- Career Conversations
- Career Resources

Soft Launch was in May 2023 to serve **current** employees.

*This is a sister program to Pipelines and Pathways.

Pipeline and Pathways is for people who **are not employed** by UVA.

Services

Career Coaching

1+1 appts. with Career Advisor

Private – 30-minute meetings virtual or in-person

Resumes, interview coaching

Team Workshops

Program website

hr.virginia.edu/my-career

So Far:

4,000 engagements

200+ coaching clients

100+ managers and teams

Question:

How much is the employee career progression driven by the need for higher wages?

Answer:

We work with employees to learn to discuss/advocate for their worth.

Working Groups/Constituency Corner

Leah Gould (Law School)

Staff Emeritus working group update. They prepared a working document (attached to minutes.) The group has looked at other universities using a lot of different parameters.

- How do we define what staff is? (Contractors or full-time FTES?)
- Do emeritus staff keep: IT, Library, employee discounts, or UVA credentials?
- Who decides to nominate a staff member for emeritus status?