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Staff Senate Meeting

Thursday, April 18, 2024,

10:00 to 11:30 a.m. at RC Main Conference Room and Zoom

Agenda

* *Guest Speaker – Beth Danehy, Director, Employee Assistance*
  + **Questions to consider for discussion with Beth:**

1. What is their comfort level in discussing concerns about mental health and wellbeing with colleagues, with supervisors, with referring to FEAP? What barriers may exist?
2. What are you hearing is impacting UVA staff mental health?
3. What additional resources would you recommend FEAP consider providing?
4. What recommendations would you have for increasing awareness of FEAP resources?

* 2024 Hoos Making An Impact winner, Leslie Booren

Announcements – Adam Richard and Patrick Wood

* Staff Senate Forum
* Vice President’s Luncheon, April 26, 2024, 12:30 – 1:30 p.m. Harrison Institute and Small Special Collections Library
* Elections – Ashley and Chadae

Beth Danehy, Director, Employee Assistance

May is Mental Health Awareness Month

A [well-being walk](https://uvafeap.com/events/first-ever-well-being-walk) will be held to raise awareness

2 – 3p.m. May 3, 2024

Starts in front of Old Medical School courtyard. The walk is about a mile.

[FEAP](https://uvafeap.com/about-us) offers quality, professional, and comprehensive services, tailored to individual needs. For employees and their families, FEAP offers assessment, brief counseling, referral, and follow-up at no cost to the employee. The program is confidential.

* Try to meet the client where they are with the team of counselors and coaches.
* About a three day lag between request and offering/scheduling services

If the team sees themes of issues with staff, they will pass those up to Administration to the degree they can to be confidential.

* There are additional resources available for staff: financial, legal, elder care, and [Kultivate Konnection](https://uvafeap.com/events/kultivate-konnection-spring-2024) - for a wellness break.
* Younger and newer employees are typically less aware of services.
* There is some access to a translation service for non-English-speaking staff.

Staff Senate is working hard to orient new staff to all resources available.

Adam Richard mentioned John Kosky is looking to expand employee orientation.

There was general discussion concerning different aspects/offerings by FEAP.

[FAQ on the FEAP website](https://uvafeap.com/faq)

2024 Hoos Making an Impact winners, Leslie Booren

Cultivating Staff success – Retention and professional development of restricted research staff. More research money coming into UVA to fund research, but staff are hired into restricted positions with little room for advancement. (A growing body on Grounds that doesn’t have a real voice.) Currently, there is no way for UVA to fully track the number of how many staff are in place and how/what resources should be divided or needed.

[Interest form](https://uvafeap.com/faq) – please fill out if you are interested in following up on:

* earning communities & mentoring supports,
* pathways for staff to be retained across multiple grants,
* institutional improvements that will have a lasting effect across central administrative units,
* professional research staff (PRS) representation.

Elections – Ashley

The formal email will go out soon. Appreciate enthusiasm.

* Vice President’s Luncheon, April 26, 2024, 12:30 – 1:30 p.m. NEW TIME Harrison Institute and Small Special Collections Library basement auditorium. Take the elevator or stairs. Admin from HR, Finance, Operations, ITS and others.
* Holding the event to help the flow of communication downward and upward.
* Staff Senate Forum – Notes will go up on the web soon.

Adam Richard and Patrick Wood

The forum had 75 Staff Senators attending.

The four questions centered around parking, AI, Decentralization and Benefit costs. Turned into a discussion about HR in general. Heard some things from Administration we were hoping for.

* Parking cannot be rolled into the UVA umbrella as P&T is regulated by the state.
* AI can help staff be more productive.
* Decentralization: while the experimentation among individual units concerning workplace issues can lead to positives, it also leads to uneven training/onboarding.
* Health Ins.: The plans: marketing & naming are being revamped. COLA for employees is not in the future/budget for UVA.

The Staff Senate Luncheon is Monday, June 10 at noon at the Kimpton Forum Hotel.