

Minutes from Staff Senate Monthly Meeting of September 17, 2015

Location: Kaleidoscope Room, Newcomb Hall

Attending: See [Addendum 1](#)

Meeting Agenda

Welcome and Announcements	Amy Muldoon, Co-Chair; Maggie Stein, Co-Chair
Guest Speaker	Dr. Marcus L. Martin Vice President & Chief Officer for Diversity and Equity
Updates	
Sustainability Updates.....	Nina Morris
UVa Human Resources (UHR)	Joanne Hoagland; Alison Miller
Senate Business	
Vision for Staff Senate.....	Maggie Stein
Communicating with Constituents.....	Amy Muldoon
Introduction to Collab and Website.....	Amy Muldoon
Committee Introductions & Sign Up	

Welcome and Announcements

- **Amy Muldoon**, Co-Chair
Maggie Stein, Co-Chair

The formats for this year's meetings were presented. There will be a guest speaker at most meetings except for three meetings which we will set aside as working sessions. Cut from meetings this year is the "open floor." Instead, the anonymous form on the Senate Website or email can be used to suggest topics or raise issues. Also new: a feedback evaluation survey will be sent after each meeting.

Guest Speaker

Maggie introduced Dr. Marcus Martin.

- **Dr. Marcus L. Martin**
Vice President & Chief Officer for Diversity and Equity
View Dr. Martin's slides: [Meeting PowerPoint Presentation](#)

Dr. Martin shared some of his personal history and that of his office.

Driven by a number of racial incidents in 2003, then President Casteen created a Commission on Diversity and Equity who issued a report in 2004. Out of that came the establishment of the Office of Diversity and Equity. In 2006, Dr. Martin became the Assistant (under Bill Harvey) VP,

then became Associate, and then ultimately Interim. In 2011, President Sullivan appointed Dr. Martin to his current role as VP & Chief Officer.

In 2006, the Diversity Council was created. It currently has about 40 representatives pulled from the President's office, all VP units, students and staff. The Council meets monthly to exchange information and attempt to make UVa more welcoming.

Some Accomplishments to date:

- Commitment to diversity statement
- Diversity data dashboard: <http://www.virginia.edu/DiversityData/> — to promote transparency.
- Hosted dinners with the late Julian Bond began in 2007; held about 60 dinners with students, staff and faculty members.

The office coordinates over 25 events annually including the MLK celebration during the last two weeks of January. Sullivan was very supportive and asked to beef up the celebration.

The office has received National Science Foundation grants totaling \$8.5 million over the last seven years to support the Virginia/North Carolina Alliance for Minority Participation; a nine-school partnership that supports young people getting STEM [Science, Technology, Engineering, Math] degrees. The program increased the number of students getting such degrees by 60%. The office is looking for another \$5M to implement phase 3 of the program. The annual symposium will be hosted by UVa and PVCC this April.

Dr. Martin reviewed some of the 25 events held in the last two years, including presentations by Julian Bond and Harry Belafonte. The goal of the events is to bridge 'Town and Gown' to make UVa a more welcoming and inclusive place.

Dr. Martin presented some data on UVa Staff Headcount which can be found on the Diversity Dashboard. He also compared our numbers to peer institutions.

The President's Commission on Slavery & the University was formed in September 2013 to address, among other things, the question of how we recognize the contribution of slave laborers to the University. The official charge is:

To provide advice and recommendations to the President on the commemoration of the University of Virginia's historical relationship with slavery and enslaved people.

Dr. Martin explained the discovery and restoration of the African American Cemetery: In 2012, the University was planning to expand the existing cemetery. As part of this effort, an archaeological assessment located the site of a then hidden African American Cemetery where, history shows us, 67 people were buried. Headstones were found but no names (names were

dangerous because of grave robbers). The site was restored and preserved and marked with commemorative plaques. (See the slides for images.)

Dr. Martin concluded by telling the story of Isabella Gibbons, the first teacher at Jefferson School, and her husband, William Gibbons who served as a butler in Pavilion IX. They are honored with the naming of a recent dorm (Building 6) as Gibbons dedicated by Rector Martin, in one of his last official acts, last June.

Updates

- Sustainability
Nina Morris

Solarize Charlottesville is available for Charlottesville residents.
See: <http://solarizeville.org/> [deadline was September 22]
Covers 80% of your electrical bills.

- UVa Human Resources (UHR)
Joanne Hoagland; Alison Miller [*not attending*]

Update from Monica Petrich

“Ban the Box” status: the criminal conviction question will be taken off applications but applicants still will be asked this at the final interview and must disclose any criminal history. A background check will still be made.

Regarding the memo from Pat Hogan concerning early departures for the Friday (September 25) football game. There was some confusion... you don't have to take PTO. Basically, you have options should you choose to amend your schedule. Just work with your manager.

Elizabeth Carey: UVa has hired a firm that is creating a book of local discounts available to UVa employees with a UVa ID or Med Center ID. All employees will get a copy and there will be a (mobile-friendly) website. To save paper, Nina suggested an opt-out for the paper edition. Stores will display a sticker indicating they provide the discount.

“Belk Day” is Sunday -- KONA ice truck; 20% discount plus \$5 discount.

Question about a Costco discount. So far, nothing is in the works.

Joanne Hoagland — Health Plan update

View UHR's slides: [Meeting Powerpoint Presentation](#)

Open Enrollment is 10/5 - 10/31. Two wellness fairs are coming up.

Based on employee request, a new program is underway: "Who's Financially Well" There is a 10 minute optional and confidential survey run by a third party. This is intended as a service to employees.

The \$480 award structure is in place but there is a new way to earn it. The biometric screening has gone to an every other year model. Based on the screening aggregate data, HR sees the need to encourage more exercise, which is the first time this had been done on at this scale 52 work-outs must be completed by October 31.

The UVA Health Plan is self-funded which allows more control over costs. New to 2015, the College of Wise is now included. Currently there is a 96% participation rate for all employees; this is *very* high compared to peer institutions.

Health plan enrollment: Basic 5%; Value 28%; Choice 67%. Choice healthy has the highest claims paid at the highest dollar.

Total costs for the Health Plan have gone up 6.5% to \$170MM. High cost claims (over \$100K) also up to 6%.

Benchmark against peers: UVA employer share is 82%, which is the highest of all comparison groups. (Higher Education is typically 80/20.) UVA average health plan has increased 4.3% per employee versus the national average of 4.6%.

What Stays the Same in 2016

- \$480 wellness incentive
- Maximum Out-of-Pocket costs remain the same
- Aetna & Davis Vision

2016 Changes

- Mail order pharmacy *decreases*
- \$10 Tobacco free reward goes away in December
- Transgender surgery services will be covered
- Health premium increases range from \$0 to \$48

Choice Health members are moving from paying a copayment to paying deductible and coinsurance for emergency room and outpatient procedures.

Value Health members will pay a deductible for services provided at both UVA facilities and Aetna In-Network facilities. Those deductibles will be the same within your plan, regardless of provider.

Summary of 2016 Health Plan Monthly Active Employee Premiums (rates do not reflect employee Hoo's Well rewards earned in 2016):

Coverage Tier	Basic	Value	Choice
Employee	\$19 (same)	\$51 (same)	\$99 (+ \$9)
EE+Child(ren)	\$24 (same)	\$85 (same)	\$237 (+ \$22)
EE+Spouse	\$31 (+ \$1)	\$94 (+ \$3)	\$271 (+ \$29)
Family	\$59 (+ \$1)	\$153 (+ \$3)	\$476 (+ \$48)

- **Basic Dental** premiums remain the same in 2016
- **Enhanced Dental**, premiums increase from \$1 - \$4 per month

Now is a good time to review your current benefits information. When you get a social security number for a new baby, make sure to update the records.

Flu Shots will be here this year and will be on a similar schedule as last year, but it is not finalized yet.

Senate Business

- **Vision for Staff Senate**
Maggie Stein

Executive Committee's Vision for Staff Senate

- Establish the Staff Senate as a resource that university administration consult when developing university programs and policies that impact staff.
- Encourage Staff Senate efforts to be collaborative and inclusive, to recognize and harness the individual talents of all staff, and to broaden staff influence to accomplish positive change at UVa.
- Foster a Staff Senate that is focused on achieving tangible results that aim to improve the working lives of staff at UVa, and as a result, promotes a sense of pride in the work of the Staff Senate.

We want do great things and then draw attention to those things.

- **Communicating with Constituents**
Amy Muldoon

Every month senators are expected to send an email with a summary of the Staff Senate meeting and a link to website where staff can view the full version of the minutes.

Occasionally, solicit feedback, concerns, questions from constituents regarding issues that are important to staff (not just an individual), which you can share during our Open Floor time or with the Advocacy Committee.

In September, send a letter of introduction along with the September meeting minutes. This is true for all senators, not just newly elected senators.

Communication Methods: email; councils, bulletin boards; informal meetings & gatherings.

HR has provided a comprehensive staff list with contact information. Communications Committee will divide and distribute constituent contact information to all senators who need an email distribution list.

- **Introduction to Collab and Website**

Amy Muldoon

- Optional training available.
- All official Staff Senate documents must be stored in the Staff Senate Collab site.
- Contact Communication Committee if you need access to Collab.

Amy reviewed some of the key areas in our Collab site including the Resources section.

New senator John Rhea will look at redesigning/improving our current website (<http://staffsenate.virginia.edu/>). The Senate website has an especially rich resource section which Amy maintains.

Please remember to provide a current photo!

- **Committee Introductions & Sign Up**

The Nominating and Recruiting Committee, now not as important as in the formative year, has been folded and the work will be divided between the following committees: Executive, Membership and Communication.

Each committee presented their charter and solicited new members. All Senators are *required* to join at least one committee; alternates are *encouraged* to join.

The Advocacy and Issues Committee

The Advocacy Committee identifies objectives that will improve the work-lives and well-being of university and classified staff, sets measurable targets for progress, carefully researches related policy, and collaborates with appropriate groups and offices on grounds to implement positive change in university culture.

Plan to create several sub-committees:

- Pay (how to get raises)
- Education Benefits
- Rewards & Recognition
- Health Benefits

Communication

The Communication Committee assists in articulating the work and mission of the Staff Senate to the greater university community, researches and recommends best practices for effective communication with staff employees, and ensures that Staff Senate policies and procedures are clearly documented and communicated to staff senators.

In charge of website, Facebook, Collab site; also hoping to add Twitter.

External Partnerships

The External Partnerships Committee works to ensure that UVa staff are included fully and equitably in all aspects of life at the University. The Committee collaborates with University administration, committee chairs, and other groups on Grounds to promote priorities and initiatives of University staff; to provide staff representation on University committees, task forces, and ad-hoc groups; and to steadfastly examine, understand, and share the ways in which the Staff Senate can best serve the University.

Membership & Development

The Membership Committee creates and maintains best practices for membership, attendance, and the transition of seats (onboarding and offboarding) for senators and alternates; provides support and resources for new senators; and ensures accurate representation for each organizational unit.

The meeting concluded on time at 1:00 PM.

Next Meeting:

Thursday, October 22, 2015

Zehmer Hall Auditorium

This will be a working session with Sarah Collie and Mary Brackett from Organizational Excellence facilitating the meeting.

Addendum 1: Meeting Attendance

Schools/Business Unit	Senator	Attended?	Alternate	Attended?
Athletics & IM Sports	Schnell, Brett	X	Davis, Becky	
Audit/Compliance/Emergency/Police/Treasury			Castle, Molly	X
Business Operations/ Dining/ Housing/ Parking/ Printing/ Bookstore	Garwood, Cindy	X	Hunter, Katrina	
	Peek, Kathy	X		
College of Arts & Sciences	Stein, Maggie	X	Lamb, Jennifer	
	Zylstra, Mieke	X	Short, Rachel	
Curry School	Rhea, John	X	Kiley, Ryan	
Darden School	Weissman, James	X	Skriloff, Nick	
Engineering School	Cornell, Jan	X	Muller, Jennifer	X
Facilities Management	Bryant, Brett	X	Taylor, Duane	
	Campbell, Tony		Shifflett, Molly	
	Wenger, Jessica	X	Kevin Lawrence	
	Norman Werlitz		J.R. Richardson	
	Stinnie, George		Smith, Jamel	
	Thompson, Tosh	X	Covington, Richard	
	Birkhead, Michael		Rose, Reggie	

Finance/ Comptroller/ Budget/ Architect/ Procurement/ Real Estate/ Gov Rel	Doran, Chris		Galasso, Lynn	X
	Ludwick, Michael	X	Hoffman, Kobby	
Frank Batten School	Crombie, Amanda	X	Bainter, Hannah Rose	
Human Resources Central & HR Development	Small, Michelle	X	Ober, Diane	X
Information Technology: CIO/ ITS/ Communication Services	Buynak, Arlene	X	Cuadros, Pat	X
	Hyder, Brandy	X	Townsend, Tony	
Law School	Morris, Sherry	X	Bennett, Holly	
Library Services (excludes Health Sciences Library)	Corey, Bill	X	Amico, Lorenza	
McIntire School	Amos, Brandy	X	Ehrenberg, Peggy	
Office of Advancement (includes Development Office & Radio Station)	Davidson, AJ	X	du Pont, Westley	
President's Office (includes Diversity & Equity, EOP, Communications, and Miller Center)	Adkins, Lee Ann	X	Prailey, Tammy	X
Provost	Henriksen, Melissa	X	Carter, Nyshae	X
	Muldoon, Amy	X	Rorem, Anna	X

School of Architecture	Goldman, Melissa		Smith, Cynthia	X
School of Continuing & Professional Studies	Merryman, Kelly	X	Shugart, Dannelle	X
School of Medicine	Cross, Tina	X	Guy, Penny	
	Harris, Amanda	X	Logan, Elida	
	Johnson, Andrea	X	Clarke, Jill	
	Kriigel, Nancy		Blough, Elizabeth	X
	Stepanski, Mary	X	Sullivan, Diane	
	Yowell, Leslie	X	Kish, Alex	X
	Foster, Sandra	X	Strickler, Edward	X
School of Nursing	Marsh, Della	X	Oswalt, Jackie	X
Student Affairs / Student Health	Murray, Sandi	X	Eckert, Tim	
VP for Research (Environmental Health & Safety, Comparative Medicine)	Peairs, Bill	X	Mathes, Donna	X
Ex-Officio	Morris, Nina	X		
	Newsome, Eric	X		