



Annual Report Advocacy and Issues Committee

Highlights from 2015-2016

- In order to help staff understand UVA compensation policy and practices, the committee requested that UHR provide a “Compensation 101” presentation to the Staff Senate (SS). This presentation was done in November 2015 and included a discussion about Reward and Recognition (R&R) programs. The powerpoint presentation was posted to SS website and a voice-over videopresentation is now available on the UHR website and SS resources page under Compensation.
- The Pay Subcommittee developed a document to help staff advocate for themselves regarding pay issues. The document was presented at the May 2016 SS meeting and will soon be sent to Senators and posted on the SS resources page.
- In order to help staff under the Education Benefits (EB) program, the committee requested UHR provide a presentation on the subject. UHR gave a presentation to the committee at its January 2016 meeting and a presentation was given to full SS in February 2016. The powerpoint presentation is available on the SS resources webpage.
- The EB Subcommittee conducted research on EB programs at many other universities and met with UHR on January 15, 2016 to discuss the program and the research it conducted. The EB Subcommittee sent UHR a letter stating its recommendations regarding a credit-based approach to educational benefits while retaining the dollar value benefit for professional development and personal enrichment. This letter and research data was also provided to EVPCOO Pat Hogan at his request.
- A “parental leave” document outlining existing benefits that was adapted from previous staff efforts was submitted to UHR for review in November 2015. UHR plans to incorporate this information into its website which is being revised. In addition, UHR has created a working group to examine parental leave benefits. To help inform this group, the committee was asked to research parental leave benefits at the “Top 25” schools nationwide and selected schools in Virginia. This information has been collected and will soon be provided to UHR.
- The Wellness Subcommittee met with IM Rec Sports contacts in March and May 2016 and discussed subcommittee priorities to expand gym access for staff and other wellness programs. Research on the cost of gym access at other ACC schools was done and the information was provided to Rec Sports.



Looking Ahead

- The Education Benefit program may be changing due to IRS compliance issues. The committee should continue to discuss this matter with UHR, monitor progress based on the committee's recommendations, and continue to provide input as the new program is being developed.
- The committee should continue to monitor progress on the UHR working group on Parental Leave so that the UHR website incorporates up-to-date information on benefits related to maternity leave, while it also advocates for overall expanded parental (and even family) leave.
- The committee should examine the overall basis and funding for the current R&R program, collect R&R policies from around grounds (noting potentially "model" programs) and work with UHR to make sure staff and managers are aware of the program so that the program is utilized.
- The committee should continue to monitor the possibility of a gym at the Medical Center and work with the Medical Center employee council to advocate for such a facility for staff in that area as well as other wellness programs.
- The committee should work with UHR to ensure that managers are properly trained and utilize proper procedures to pay, reward, and evaluate staff.