

**Committee** 

Zehmer Hall, Conference Room		March 16, 2017 11:00 AM – 1 PM	
11:00	Welcome & Announcements	Maggie Stein, Co-Chair	
11:05	Senate Business: Election Update	Amy Muldoon	
11:30	Open Forum with representatives		

from the Presidential Search

Next Meeting:
April 13, 2017
South Meeting Room, Newcomb Hall



## Election Updates

### What's New?

- Centralized Voting
- Active Recruiting

### Why These Changes?

- Senate members can spend time recruiting talent rather than attending to admin tasks.
- Centralized voting ensures consistency across units, allows us to collect election data and streamlines the election process.





### 2017 Election Units

Unit	Need to Elect	Whose Seat is open?	Changes	Election Manager
Advancement	1 senator	AJ		AJ Davidson
Architecture	1 alternate	vacant		Melissa Goldman
Arts & Sciences	1 alternate	Jennifer		Jennifer Lamb
Business Ops	1 senator	Kathy		Cindy Garwood
Darden	1 senator, 1 alternate	James, Nick		Nick Skriloff
Facilities	1 senator, 2 alternates	AJ, Molly, Duane		Molly Shifflett
Finance	2 senators, 1 alternate	Chris	+1 sen & 1 alt	Chris Doran
IT	1 senator	Arlene		Brandy Hyder
Law	1 senator, 1 alternate	Sherry, Holly		Sherry Morris
Library	1 senator	Bill		Bill Corey
McIntire	1 alternate	vacant		Brandy Amos
Research	1 senator	Bill		Bill Peairs
SCPS	1 alternate	Susan		Kelly Merryman
SOM	4 senators, 4 alternates	Tina, Edward, Leslie, vacant	+1 sen & 1 alt	Amanda Harris
Student Affairs	1 alternate	vacant		Bruce Carveth



### **Election Timeline**



**Actively Recruit** 





Confirm nominations & collect bios/statements from nominees



July





Communicate results of election to unit & reach out to newly elected members

June

Send Ballot to Unit

August

Membership holds new member orientation

# 1

### **ACTIVELY RECRUIT**

### → Identify and reach out to engaged staff

Good candidate: staff who respond to your emails, ask you questions, provide input, seem interested in Senate work.

Good candidate: staff who are involved at UVA, who are committed to service, who would like to make UVA a better place

### → Enlist help

Reach out to other Senate members in your unit, supervisors, office managers and others who work closely with staff.





## Now-April Mtg

# Call for Nominations

- → 2<sup>nd</sup> Week in April: Send email to unit Ask people to nominate themselves or other staff they think would be strong representatives.
- → Use email template Election Coordinator will send you a reminder with a template email you can use.





### Resources



### Election coordinators

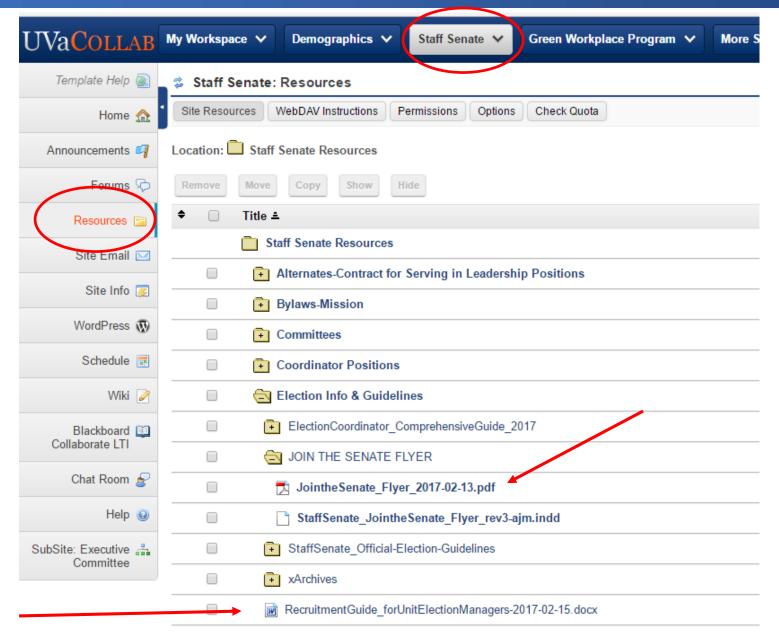
staffsen-elections@virginia.edu

### Election Recruitment Guide

- → Timeline
- → Recruiting Tips
- → Recruitment flyer
- → Template letters/emails



### Resources



## Staff Senate Election Recruitment Guide

### **for Unit Election Mangers**

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### Let's Do This



### Let's Ensure the Senate Endures

→ Need Senate members who are committed to our mission.

## Let's actively seek out strong candidates

- → Who do you know who would make a good senator or alternate? Can supervisors, office managers help identify strong candidates?
- → Brighten someone's day when you tell them you think they would make an excellent Senate member

### Let's tell our story

- → Serving on Senate is a privilege and an opportunity
- → It provides staff opportunities for leadership development, to become more connected to the university, to have conversations with University leaders.

# Questions?

About your role in the elections?

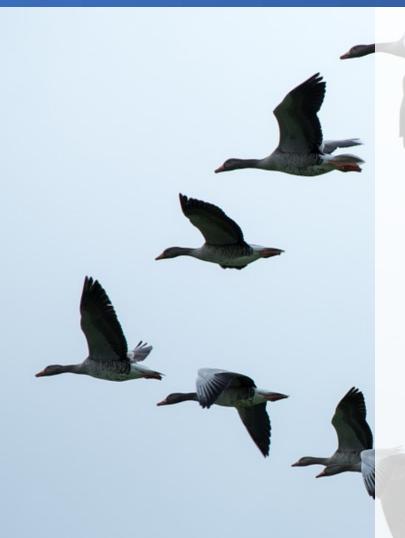
About what resources are available?

About the election process?





## leadership opportunity

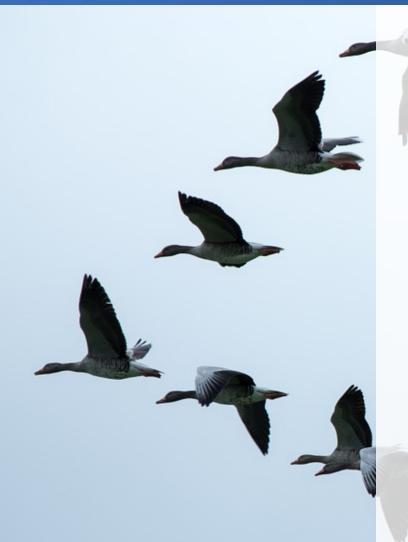


### Coordinator Positions

- Provide an opportunity to manage a project critical to Senate operations.
- You can put your own mark on the position with your unique skills, talents and perspective.
- Are open to alternates (signed agreement), senators and in some cases, alumni.
- Replace obligation to serve on a Senate committee
- Report to co-chairs (who also make final selections)
- Designed for 1-2 people (2 people preferred)



## leadership opportunity



### Available Positions

### Membership

Tracks attendance, manages membership list, manages collab permissions & staffsen-reps/alum email lists, determines unit elections.

### Election

Oversees senator/alternate and co-chair elections, refines election processes, develops ideas/materials to attract top talent to the Senate.



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**Open Forum with representatives** 

from the Presidential Search

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South Meeting Room, Newcomb Hall

March 16 2017



# Representatives from the Presidential Search Committee

Babur B. Lateef, M.D. Board of Visitors

Michael F. Suarez, S.J.
University Professor, English; Director, Rare Book School



# Representatives from the Presidential Search Committee

- 1. What opportunities and challenges do you see facing the University of Virginia in the next 10 years?
- 2. What qualifications/personal leadership characteristics should the next president possess to take advantage of the opportunities and address the challenges?
- 3. What other considerations should the committee bear in mind as we initiate this search process?

### → FINANCIAL

- Competing for private resources.
- State support decreasing.
- In-state cost of tuition keeping it low.
- Investments in infrastructure.

#### → WORKFORCE

"I see one particular opportunity/challenge in an aging workforce. As we approach and surpass traditional retirement ages for baby boomers, the University will need to replace those individuals and their institutional knowledge while at the same time catering to a new workforce with different ideals and priorities."

- Need more flexible work environments to recruit millennials.
- Attract and retain the best global talent.

### → DECENTRALIZED STRUCTURE

- Fostering collaboration among schools.
- Making the University less siloed and decentralized for the benefit of all.
- Aligning strategic plans of Academic and Health System.

"As the pace of chance continues to accelerate in higher ed, successful schools will have to be better at thinking and acting strategically, including learning and adjusting continuously. Our governance and organizational structures make this difficult. This suggests the next President will need to be skilled at not just strategic thinking, but at negotiating a different relationship with Richmond and the BOV, as well as different decision-making practices with the Schools and departments."

### → VALUE

"Universities will need to show their value, not in just numbers, but quality. There is an opportunity to be a leader in developing functional citizens."

"Maintaining a strong liberal arts character and participating in citizen formation; integrating life and career skills with deeply rigorous academics."

#### → TECHNOLOGY

"Not only are the tools for educators more overwhelmingly technological in nature, but the nature of the education provided at the University is increasingly wrapped in computer-based practices. None of this is news, but I think that the effects of producing a new generation of digital scholars among our graduates would bear some (further) consideration."

### → DIVERSITY

- Addressing diversity issues.
- Specific attention to increasing and supporting students underrepresented in certain fields.

"Adapting to the changing demographics of the state and country and preparing the next generation of leaders from diverse socioeconomic and ethnic backgrounds."



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#### → EXPERIENCE

"The president should be an academic (or former academic) with academic administration experience. This is so important to receiving support from schools and faculty."

- Experience teaching & doing research in an American College or University.
- A distinguished scholar/researcher who has the respect of the faculty.
- Expertise with a very large health enterprise workforce.

"The next president should be a scholar with excellent administrative capabilities. As President Sullivan and President Casteen exemplified, such people exist."

#### → COLLABORATIVE

- Ability to recognize and focus on smaller parts of this large institution.
- President who takes time to attend events, and meets with individual students.

"I would like for the president to be someone who interacts in an intentional way with students, faculty, and staff, with one of his/her goals being to learn about the challenges they all face and ways they might partner to meet those challenges."

- Should be collaborative and encourage dialogue.
- Needs the interpersonal skills to interact effectively with students, alumni, gov't representatives, and more.
- Ability to be an active listener.

"A necessary skill for any President ... is to create a working environment that attracts a world class, and yet cohesive group of senior leaders who can bring complementary skill sets to address these opportunities and challenges."

#### → STRONG COMMUNICATOR

"They should be able to articulate the value of a liberal arts education in terms of the virtues of citizenship and in terms of life skills."

"They should be able to speak eloquently about UVA's strengths and have a strong vision of what an ideal UVA will look like in 10 years and beyond."

#### → FUTURE-ORIENTED

"Can visualize a future we are not yet living in."

- A true visionary who will challenge us to change our thinking.
- We need a bold leader with fresh ideas.

"A president who appreciates the history here and finds a way to incorporate as we move forward."

### → ETHICAL

"Strong moral compass to fight for what is right, not just the expedient."

Commitment to educating ethical critical thinkers.



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"The president should have strong principals and an inspiring vision of the University going forward."

"Our next president should be articulate and eloquent in expressing the value of liberal education and free and open enquiry in a world increasingly skeptical of these values. UVA should be seen as leading the defense of intelligent public engagement."

"He/she should have the skills and adroitness to stay clear of both external and internal politics and yet manage it effectively to secure the best outcomes for UVA. Apart from strength of character, personal charisma and leadership, superior conceptual and people skills, integrity and accessibility are key attributes that one should look for in such a person."

"A commitment to diversity is too broad of a concept. I would be interested in finding a president who can encourage our students to embrace difference and learn to navigate among those difference without compromising core values."

"We do NOT need a CEO, we need someone who deeply understands the value of a university education beyond increased job prospects."

"I think we need someone who will be an example to the faculty and staff. President Sullivan was certainly a president for the people. I really enjoyed that during her term."

"The next President will have big shoes to fill in terms of being personally connected to the student body especially. It would be ideal to hire someone who has that same philosophy."

"The search committee should keep the Mission Statement in mind. It outlines the priorities of the institution."



The University of Virginia is a public institution of higher learning guided by a founding vision of discovery, innovation, and development of the full potential of talented students from all walks of life. It serves the Commonwealth of Virginia, the nation, and the world by developing responsible citizen leaders and professionals; advancing, preserving, and disseminating knowledge; and providing world-class patient care.

#### We are defined by:

- Our enduring commitment to a vibrant and unique residential learning environment marked by the free and collegial exchange of ideas;
- Our unwavering support of a collaborative, diverse community bound together by distinctive foundational values of honor, integrity, trust, and respect;
- Our universal dedication to excellence and affordable access.

"I've been around UVa in one form or another for 4 Presidential searches. I don't think the search process has changed very much in those 35 years. It seems to me we should consider the process itself - Is it designed to identify the best candidates? Does it get the best input at the right times? Does it result in a senior leadership team with the right skills and traits? Does it showcase the University in a way that makes the University appealing to the best candidates? Does it result in buy-in and momentum across the critical stakeholder groups? Does it maximize the chance of a successful presidential tenure?"



"A fair and equitable hiring process includes many typically underrepresented in presidential searches. Which and whose networks are being tapped? If the pool of candidates is not diverse are you willing to do the work to have a diverse pool prior to short listing candidates?"

### Questions for the Committee

- Has the web site been established yet?
- What is the schedule for the town hall meetings?
- Once the information is compiled and a profile established, will there be opportunity to react to it?
- How will you be incorporating our feedback?