



Minutes from Staff Senate Meeting #1 of September 18th, 2018

Location: Newcomb Hall South Meeting Room

Time: 11am - 1pm

Meeting Summary :

Welcome to Staff Senate: Michael Phillips and Leah Beard

Parental Leave Updates: Scott Seal

UHR Updates: Erica Perkins

Talent Development Updates: Lisa Harris

Intro to Committee Brainstorm Sessions : Nicholas Williams

Roundtable Discussions with Rotations between Groups:

Advocacy: Brandy Amos and Nick Williams

Partnership: Rachel Kiliany

Membership: Patrick Wood

Co-Chairs: Michael Phillips and Leah Beard

### Welcome to Staff Senate

- Some of the Staff Senate will be meeting with Pres. Ryan on 9/19 at 4pm.
- October 28th - October 30th: Bicentennial Sustainability Leadership Summit: There will be different areas, and you will be able to contribute different ideas and perspectives. Anyone can register for the summit. You are able to register for specific events if you do not want to spend the entire day. To get more info, Google "UVA Sustainability".
- There is an Organizational Excellence Complimentary Workshop. If you would like more information, please contact Christi.

## Parental Leave Updates

- Gov. issued exec order in June.
- Classified Staff are able to see current policy. A broader UVA Policy, which includes more than classified staff will be coming out soon.
- We are awaiting news from Pres. Ryan with the mechanics of the policy
- Look out for another announcement in Mid-Late October
- This will be department funded
- Policy will not be retroactive, but it is still being looked into. It is a prospective benefit starting January 1st.
- The policy needs to be used within 1 year.
- Policy will be piggybacking off of the states policies in terms of benefits.

## UHR Updates

- What is Ufirst? Ufirst is transforming HR function at a UVA. Everything will be in one place. There is a mobile option, or you can use it in a browser. Ufirst will not be perfect on its first day.
- Trainings: Oct - Dec 2018, Workday Trainings begin. Trainings are NOT required for access, although highly recommended, especially for managers. There are instructor led trainings that take you step-by-step.
- With this program, if you need reports, reach out to Impact team or fill out the request form on the website.
- Open Labs: They are like Office Hours. Can utilize this after Go Live.
- HR Business partners are a great resource
- NEXT STEPS: Activate Duo. Subscribe to the Ufirst blog.

## Talent Development Updates

- Free classes on Building Accountability, Decision Making, Leadership Essentials, Healthy Dialogue, Bridging the Generations Gap etc..
- If interested, go to [leadershipexcellence.virginia.edu](http://leadershipexcellence.virginia.edu)
- You will be able to view the entire list of all classes under "Our Offerings". You can see classes until Dec. More will be posted in 2019.
- Classes and coaching are FREE.

## Roundtable Discussions:

**Advocacy:** Advocacy looks at different ways to best service and advocate for staff. Ex: Increasing Education Benefits.

If there are any ideas regarding areas that are lacking, email them to Nick and Brandy. If you would like to become more involved with Advocacy, you will receive an email soon with instructions on how to get involved. Meetings are every other week in the 315 building on Old Ivy. There is free parking, water, and coffee.

**Partnership:** Partnerships strives to create meaningful partnerships and relationships with other organizations on grounds like the Student Council for example. Partnerships currently works with The Student Council, Graduate Student Council, and Faculty Senate. Other suggested organizations to get involved with are Safety and Preparedness, Parking and Transportations, Board of Visitors, Athletics, Medical Center.

Liaisons are needed to reach out and make these relationships. Contact Rachel Kiliany if interested, or if you have any other suggestions!

**Membership:** Acclamation and maintaining membership are the goals of Membership. Understanding how many representatives each department should have. The goal of the Senate is to pose solutions. Every decision made is holistic.

**Co-Chairs:** The Co Chairs handle the logistics for these meetings and the Exec Senate meetings. There are 2 quarterly meetings with HR. Ideas included possible mentorships between a veteran senate member and new member. If anyone has ideas for possible keynote speakers, reach out to Michael and Leah. A email went out with hyperlinks to all Exec email addresses if you need to get in touch with anyone.

## Closing

- Next Meeting is Tuesday October 9th
- Newcomb Ballroom South
- 11am-1pm