



Staff Senate

Minutes from Staff Senate Monthly Meeting of May 7th, 2019

Location: Newcomb Hall, South Meeting Room

Time: 11:00 AM – 1:00 PM

AGENDA

1. Welcome and Announcements
2. Staff Senate Elections
3. New Staff Senator Orientation
4. Curry School of Education Working Group Update
5. Data Science Institute
6. Strategic Plan Update
7. Staff Senate Elections: Executive Board Speeches
8. Constituency Corner

Item 1: Welcome and Announcements

- The Department of Safety and Security is filming a training video about what to do if an active shooter is on Grounds. They have asked for the Staff Senate to be in the video. Filming will take place May 20 – May 24. If you are interested, please sign up by Thursday, May 16. An email with all of the information has already been sent out.
 - Q: Should we send an email with this information to constituents?
 - A: Right now, the opportunity is only open to staff senators.
- Portions of the video will be filmed at different times in order to fit everyone's schedule. The scene breakdown is in the email that was sent out.
- The Senate is waiting to hear from the BOV about a luncheon meeting that is expected to occur on June 7. They should hear back in the next few days.
- The June Staff Senate meeting will be canceled due to the luncheon. However, Megan Lowe might be giving a special debrief about the strategic plan in June. It is not required that you come, but you will have a chance to hear more about the strategic plan. The Senate is waiting to hear back from Megan re: date and time.

Item 2: Staff Senate Elections - Kendall Howell

- The current Election Coordinators are Kendall and Joey. Amy has also been very helpful.
- At this point, Election Managers should have a handle on the available seats in their unit.
- The Senate's goal is to have 2 nominees for every seat in order to have an effective election.
- If you know any people who would be great fit for the Senate, let the Election Managers know.
- There are working groups for units with no elections this year. (Ex: School of Medicine). Interested parties from departments like these can participate in working groups.

Item 3: New Staff Senator Orientation – Glenda Notman

- The Senate is planning an orientation for new Staff Senators and is looking for volunteers. There is information about orientation on Collab. If you have any good ideas, or have participated or helped organize the event before, we could use your help!
- It is important that the new executive group is a part of it as well.
- Orientation is in August.
- Comments from Senators:
 - The orientation should include more information about how to participate in committees and working groups, and have less icebreakers. It should be primarily about delivering information.
 - Last year, the orientation was cut short and working groups were not discussed.
 - A calendar invite will be sent out next week to senators who volunteered to help.

Item 4: Curry School of Education Working Group Update– Amanda Turner

- The working group is looking into a staff advisory issue at Curry. The current policy is that staff are not able to be paid outside of their regular compensation. Their supervisor approves their request to teach courses, and staff must scale down their duties outside of teaching that one course.
- This policy can be limiting, as it is hard to take something off of one's plate. It is especially limiting for those who don't want to teach for fun and need the compensation.

- Adam is crunching numbers. Amanda sent out a survey to Program Coordinators at Curry (people responsible for finding faculty to teach a course).
- The group has found that the policy has a hiring barrier. So far, Adam has found that there is a \$600 savings per course by hiring current staff members rather than an adjunct professor.
- The group is looking at course evaluation data. With it being this time in the semester, they haven't been able to aggregate and then break it down.
- Courses taught in Batten had higher evaluations when taught by a UVA professor than by an adjunct.
- They are trying to put forth a revised policy. When the working group returns in June, they will have full and complete data.
- UVA is one of the few institutions who do it this way. This is not a state policy.
- If anyone is interested in this working group, feel free to reach out to Amanda (abt6r@virginia.edu) for information.
- Comments from the Senate:
 - Knowing who wanted the policy changed in the first place will help us understand why it is in place. That should be looked into.
 - More part-time opportunities for full-time staff outside of teaching should also be looked into such as bus driving, etc.

Item 5: Data Science Institute – Phil Bourne

- There was a unanimous vote by the Faculty Senate to move forward with the Data Science Institute.
- Proceedings will continue as if it will become a school in the Fall.
- The Institute is an intersection of math, computer science, and statistics, and will work to combine those fields to create innovative solutions.
- Why now? This is a 3-fold answer: Digital data is growing exponentially. Everything you look at is generating data in some way. There are improvements in computer capability that allow data to have more improved algorithms.
- The Institute is expanding the Master's program to an 11-month program.
- Undergraduates can obtain a Certificate in Data Science.
- Phil went to the 11 deans and they all signed off on the institute.
- The idea is to create an interdisciplinary environment.
 - Q: What's the difference between data science and data analytics?
 - A: Data science is based on 5 pillars:
 - 1) Data Acquisition
 - 2) Data Engineering
 - 3) Data Analytics
 - 4) Visualization and Dissemination

5) Ethics Policy and Law

- The Master's Degree is a Master's in Data Science – MSDS. There is a dual degree program with Darden that is a Master's in Data Science and an MBA.
- The online program just started.
 - Q: Is it doable as a full – time staff employee?
 - A: It is generally taken over a longer period of time which is about 2 years. You take it at your own pace. If you are interested, reach out to Phil (peb6a@Virginia.edu), who will put you in touch with Cathy. There is a current staff member at Darden taking it.
 - Q: Is data science unique to UVA?
 - A: There is a Data Science Summit. Last time, 61 institutions attended. UVA is the only school in Virginia so far.

Item 6: Strategic Plan Update

- Megan Lowe was unable to attend the May meeting and sent information to share.
- Opportunities were sent out to solicit feedback about the strategic plan.
- Phase 1 involved gathering information from many constituent groups around the University.
- The main themes were diversity and inclusion, sustainability, technology, supporting staff, UVA's history, and relationships with our neighborhoods.
- There should be a published version of the plan by the summer.
- Most of the Senate did not know they could give input on the strategic plan, and were not asked to engage in the feedback process.

Item 7: Staff Senate Elections: Executive Board Speeches

- The Senate is looking for more people to run.
- You can run for more than one position, but can only hold one position at a time.
- The Membership position includes overseeing the election process, attendance, orientation, and luncheon planning.
- Elections are the week of June 3.
- Please sign up for the luncheon. There are 40 people confirmed, 4 maybes, and 28 regrets. May 20 is the cutoff. Parking and food are free. RSVP is necessary in order to address any dietary restrictions. If you need the invite again, send Nick an email (naw8pu@virginia.edu).
- Directorships are great for 2 people.
- President Ryan will be coming to speak at elections.

Current Nominees:

Nick and Brandy - Advocacy

Rachel, Nick and Adam - University partnerships

Joey and Patrick – Membership

Kristie and Leah – Co-Chair

Co-Chair Nominees:

Leah: She is starting to feel more comfortable in her position as Co-Chair, as it is an intense position. She has a job where she has flexibility to work on her own job and on Staff Senate. Her goal is to have less information-gathering meetings and a more proactive approach!

Kristie: She has previously worked as a communications specialist with HR. She has observed the Senate as a note-taker, so she has experience with the Senate. She is passionate about increasing awareness of Staff Senate. She feels people are starting to catch on to the Senate's importance, and she wants to engage with constituents more.

Membership:

Patrick: He is currently a Membership director. He feels the Senate needs to be more proactive and not wait for people to reach out to them. He also wants to ensure the Senate is part of the strategic planning process.

Joey: He was on the Staff Senate at George Mason, and can apply that experience to this role. He would like to put the Senate out there in staff orientation; it is important for staff to know about it from the beginning of their time at UVA. He also wants to ensure the Senate is structured in the best way possible and has enough seats to represent the entire university.

Partnerships:

Adam: He is from the School of Medicine. This was his first term in Staff Senate, and he worked on a team. He wants to continue collaborating with groups and has a 3-pronged approach for better partnership. He wants to improve relationships with groups like the Student Council; to work with constituents to support their needs; and to work directly with staff senators to improve the success rate of the Senate.

Rachel: She is from Student Affairs and works in Student Health. She finished her second year as Director of Partnerships this past term. This year she brought together leadership from different bodies for the first time like the Medical Center Employee Council, Student Council, etc. Partnerships also developed Constituency Corner this year.

Advocacy / Partnerships:

Nick: Nick has three words he wants to work toward: *solidify*, *expand*, and *connect*. Nick wants to take all of the small unique pieces and bring them together. He feels University Partnerships is a great way to bring people to the table, and he wants to take that a step further. He feels budget is a limitation and wants to find ways to get sponsorships.

For Advocacy, he wants to empower those on Advocacy to pursue smaller projects.

Advocacy:

Brandy: She has been overseeing advocacy for the past two years. She is looking forward to working with Rebecca Gristina in HR on the health insurance plan, which is coming up for renewal. Advocacy was able to build more partnerships and relationships that were not there before. She would also like to address other health insurance plan concerns.

Item 8: Constituency Corner

- To join a sub-committee, share your interests and you will be added to an email list.
- Kylie (kwc8e@virginia.edu) will be creating a feedback survey. Please contact her if you would like to help.
- The Senate will be gathering information on salary-based permits. It will be tabled until the Fall. The Senate likes the idea, but will look into it later.
- Not everything that comes up in Constituency Corner has to become a working group.
- Facilities Management is hosting Girls Day on June 13 for girls 10-16. It will introduce them to “traditionally male trades.”