



UVA Staff Senate Meeting November 16, 2022

2:30 p.m.

Hybrid and In-person

Carruthers Hall/Zoom

Agenda

Welcome/Opening Remarks – 3 min

- Announcements – 12 min
- Constituency Corner – 30 min
- Pipelines and Pathways HR – 45 min

1:02 p.m.

Opening remarks by UVA Staff Senate Co-Chairs:

Adam Griggs, School of Medicine

Patrick Wood, University Finance

Adam Griggs opened the meeting with an acknowledgment of the shooting. He will be emailing a Faculty and Employee Assistance Program (FEAP) flier out and a circular helping people to understand the emotion involved in tragedy and aid in finding resources during the aftermath of tragic events.

One more Staff Senate meeting this year, Dec. 12.

JJ Davis, COO and President Ryan will be at the January meeting.

The Staff Senate is submitting 3-5 questions to them in advance. Please submit to Adam Griggs and Patrick Wood any questions from constituents or Staff Senators before Dec. 6, and the Exec Committee will discuss them. If there are themes in the questions, those will be consolidated. At the general Staff Senate meeting on Dec. 12 those questions will be shared.

Patrick Wood said a survey coming out focusing on a blend of workday finance training and training in general. The Staff Senate is looking to get training and onboarding as a third element to Pipelines and Pathways. Wood is looking for volunteers willing to come up with very pointed questions for Finance and general onboarding/training. Done before we go home for the holidays.

Wood said he had volunteers and others interested could put their names in the chat.

New Communications co-directors

Gabrielle Laskey (Medicine) and Rick Willis (President's Office and Diversity and Equity) are the new communications co-directors. They are members of the executive committee as well. Meeting minutes, Websites, and any other communications as needed.

Hoos making an Impact.

Narrowing proposals to the top ten prior to Holiday Break. Once those proposals are finalized the submitters will be notified.

Constituency Corner

Adam Richard (Arts & Sciences) co-director Advocacy Committee

Richard opened up his time with a request for questions.

Joanne Meier (Darden School) – what's the best way to gather information from constituents. There was discussion of different ways to reach out. Generally, it's up to the senator. One idea was to check in with Senate peers.

Griggs encouraged folks to reach out to constituents via multiple ways. Staff Senate is working on making the List Serves more robust. Leigh Ann Carver (Provost) and Kendall Howell (Operations) are working on a script.

Tips: Once you get relationships going, ideas come in more quickly. Office Hours can help. Suggestion by Chadae Rush (Research) to use a drop box/suggestion box.

There was general discussion concerning the non-inclusivity/non-equitable way the aftermath of the shooting was handled by management as faculty and staff had to come into work. Some managers required non-essential people come to grounds. People were put in situations where they felt uncomfortable. What does essential/non-essential really mean? Senators mentioned that improved communication surrounding the need to provide necessary functions for students while still allowing space to process and grieve would have been appreciated.

Training and resources for staff to handle similar situations was also discussed.

Griggs thought it important that we think about everyone and how to make your community safe at work. Griggs and Wood will be meeting with John Kosky, vice president and chief human resources officer, and Mike Latsko, senior director, Strategic Initiatives.

A constituent mentioned a possibility for a commuter rail for UVA. Intra-ground transportation was a theme in **Hoos Making an Impact**. Griggs said there were multiple ideas regarding intra-ground transportation. Right of way was hold up.

Jon Bruneau said the state approved a \$1000 bonus to State employees. Merica Shepherd – HR, director for awards, said notes will go out to impacted managers with staff who will receive the bonus. **(A notice went out to eligible employees on Tuesday, Nov. 22)*

Richard said the top two issues from last month's survey were the **Benefits Package** and **Transparency for Compensation**. About 1000 people voted in the survey. There will be an email coming shortly to ask for collaboration with the survey.

The Staff Senate will also be asking for people to volunteer with research for and coming up with ideas to propose a staff emeritus program including, collecting data on other universities.

Pipelines and Pathways Program

Janet Turner-Giles – Director, Talent Flexibility at UVA

- Pipelines to jobs at UVA.
- Meeting with community and sharing jobs that are available.
- Communications Connection Hub for entry level jobs.
 - 10,310 entry level positions filled
 - 6,018 Academic
 - 1,621 entry level jobs open
 - 789 Academic

5-step process

Partner • Source • Connect • Employ • Retain

- Create a web portal for all entry-level jobs, a virtual gateway to external community
- Connect the internal UVA community with coaches to lead to upward mobility
- Grand opening – Spring 2023
 - Opening the doors of UVA to the community
- Path forward for the Communication Hub
 - Building team – Fall/Winter
 - Develop functionality – Winter/Spring
 - Grand Opening – Spring 2023

Merica Shepherd - Director for Awards

Career Job Mapping

- Clear purpose to bring everyone's job into a career journey.
- Framework
 - Job family, subfamily,
 - career stream
 - Executive, manager, professional, athletics, operations and service, technical and research – each characterized by unique responsibilities
 - Level
 - Placement in the organization-job scope, complexity & responsibilities
 - Job Profile
 - Unique job/record associated with a pay grade

People can progress at UVA without ever having to become management

Path Forward

Socialization

- Intro video

Mapping

- HR confirms accuracy mapping for elements in Career Journey

Go Live

- Communication to Employees

Carolyn Cullen – Director, Talent Management

Career Journeys

Pathways/Career Services – [2030 Strategic Plan](#): Creating robust career paths for staff

- The User Journey
 - Built with UVA academic staff input
 - Starts with a website/resources
 - Start here, go anywhere
 - Awareness of Resources
 - Meet with people where they are
 - Passive vs. Active searchers
 - Envisions Champions and catalyst group in units
 - Each division may have a go to persons to chat with
 - Outreach and engagement with managers
 - Love to have manager supportive and involved in the career path

Questions

- What is Mapping?
Answer: HR has mapped out for each position
 - Mapped the chairs the employees are in, not the employees themselves
 - Front facing, no notification to managers
- Will employees be notified of jobs without having to search the database?
Answer: There is an expected level of employee participation for the program. Working together as an organization and employee. Your career is your responsibility. Once an employee's talent profile is filled out you can flag specific positions, you're interested in.

Community: Pipeline will guide them through process so mapping with help the community understand what's at UVA for them.

Griggs said we will post this to the website on Nov. 30.

Dec. 12 is next staff senate meeting.

Staff Senate Mugs are still being distributed.

Ended 3:54 p.m.

