



UVA Staff Senate Meeting August 24, 2023

11 a.m.

Hybrid and In-person

Carruthers Hall/Zoom

Agenda

Welcome and Announcements

- Advocacy – Leah Gould
- Rob Allen, Associate Vice President, Development (The University's Endowment)
- Co-Chairs -Goals, "Hoos Making an Impact" update, Work in progress with J.J. Davis, John Kosky, Brian Cullaty, and Shernita Rochelle
- Constituency Corner – Michelle Busby and Leah Gould

UVA Staff Senate Co-Chairs:

Adam Richard, Arts & Science.

Patrick Wood, University Finance

11 a.m. Patrick Wood opened the meeting. Wood asked the Executive Committee to introduce themselves.

- **Co-chairs:** Adam Richard and Patrick Wood
- **Past Chair:** Adam Griggs (Medicine)
- **Advocacy:** Michelle Busby (Engineering and Applied Sciences) and Leah Gould (Law School)
- **Communications:** Gabrielle Laskey (Medicine) and Rick Willis (President's Office and Diversity and Equity)
- **Membership:** Ashley Ayers (Medicine) and Chadae Rush (Research)
- **University Partnerships:** Andrea Kester (Data Science) and Leigh Ann Carver (Provost Units and Centers)

Guest: Rob Allen, Associate Vice President, Development

The Endowment and How It's Used.

Advancement: we do more than ask people for money. Half of Advancement is people-facing. The other half support. Research, data, communications, direct marketing, and stewardship.

Providing a lot of resources, training, and support. Focus is on Administration priorities.

Richard asked about how endowments work.

An endowment is not one thing but a collection of hundreds. Money donated and earned through investments. UVA has a large endowment allowing us to do a lot of things we couldn't.

The donor decides how the money is to be spent.

Unrestricted – no strings. May be spent anywhere.

Restricted – specific use. Scholarship, faculty chair, internships, starting new programs...

Minimum endowment is \$100K. May be donated over time.

Quasi endowment: We can spend income and principal.

Traditional Endowment: Spend income only. The endowment lasts forever. This helps for planning. We'll always need teachers, employees, etc. so endowments can mean security.

Endowments are invested in all sorts of industries.

Investment income goes back to the school about 5% a year.

Advancement gives a financial report to donors each year about how money was spent.

The President's office decides on priorities to raise money. Often a donor will come to advancement with a great idea that will work with the administration's priorities.

Questions:

How does the university interact with foundations?

29 foundations – Most state schools have 1-2 foundations. Foundations can do some things that UVA can't as a state institution, providing some types of scholarships based on demographics, for example.

UVA donors typically give to several of the 13 units across Grounds.

Advancement coordinates that giving or the requests for giving, so donors are not inundated by requests.

Why do staff members get solicited by UVA?

Generally, you only get solicited if you have given money to UVA before.

Why do we get all the promos? Can we opt out of the Beanies, frames, etc..?

We have metrics for fundraising. The mini-campaigns add new donors. We are exploring inexpensive ways to raise money as well, some are software options.

Are there plans to ask past donors to change those to unrestricted funds?

Sometimes we do. Some endowments that are purposed for something outside of current research, like polio, can be changed to a purpose in line with modern research. Donors are generally donating money for very specific things. If a donor does not feel the money is being used for the purpose specified, they can claw the money back.

Endowments are fungible. For example, the money originally allocated for an already budgeted professorship may be used somewhere else. A professorship endowment does not just pay for the professor's salary, but also for grad students, lab space, research costs, and work.

Unrestricted gifts are going down.

Couldn't we endow staff and raise money for Cost-of-Living Adjustments?

We do have endowments that support staff and programming in some areas like Student Health. Whenever we get a building, we add an operating budget to offset some of the costs. A mix of the largest buckets. Staff are supported by the endowments. Donors will not put their names on a parking garage.

Donors look at their assets and want to give to make the largest impact. We try to focus on priorities and big ideas that donors understand or has a passion for. The more complicated the ask gets the donor does not connect.

State Funding

We have a list of appropriation requests for the state legislature each year. The federal government used to be the largest funder of research. Funding has shifted.

Philanthropy seems to be the bucket everyone is trying to access for revenues to fund individual programs from a \$12,000 academic program to a billion-dollar initiative.

Hoos Making an Impact – Adam Richard

Sustainability was the focus last year, this year [Hoos Making an Impact](#) is focused on Cultivating Staff Success, but any proposal will be accepted.

Leah Gould – Working Groups

- Health Benefits – Continuing: 1/3 of eligible staff replied to the Health Benefits survey. Working on costs in relation to staff salaries. The first step is to parse the data.
- Staff Emeritus – Continuing: looking at other university's emeritus programs
- Parking and Transportation – setting one up. Need to add someone from the Office of the Architect.
- Flex Working Group – HR is working on standardizing flex/remote work across Grounds. Staff Senate is looking at how to move forward.

You do not have to be a Staff Senator to be on a working group.

To join a Working Group please reach out to Leah Gould at lgould@law.virginia.edu.

Adam Richard adjourned meeting.

