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Staff Senate Meeting

Monday, March 18, 2024,

10:00 to 11:30 a.m. at Carruthers Hall and Zoom

Agenda/Announcements

* + - Hoos Making an Impact - Leslie Booren and Melissa Goldman are the 2024 Hoos Making an Impact Competition winners.
    - Staff Senate Forum, April 4, 2024, from 10:00 - 11:30 a.m., Rotunda Dome Room with President Ryan, J.J. Davis, and John Kosky
    - Staff Senate Vice President's Luncheon at Harrison Small Library, April 26, 2024, from noon to 1:00 p.m. with John Kosky, Alice Raucher, Colette Sheehy, Augie Maurelli, Kevin McDonald, and Kelly Doney.
    - Staff Senate Luncheon, June 10, 2024, from noon to 1:00 p.m. at the The Kimpton Forum Hotel. President Ryan, J.J. Davis, John Kosky, and Augie Maurelli will attend.
    - Elections - Please recruit new Senators in your respective departments/units and think of running for the Senate's Executive Board and getting more deeply involved.
    - Advocacy Co-Director - Kendyl Bilenkij will complete Leah Gould's term.
    - Elections - Ashley and Chadae (15 minutes)
    - Julia Monteith, Associate University Planner (40 minutes starting at 10:30 a.m.)
    - Cory Paradis, Deputy ADA Coordinator (15 minutes, 11:10 a.m.)
    - Adjournment

Hoos Making an Impact winners are two former Staff Senators – Leslie Booren and Melissa Goldman. They will get a lunch, $1,000, and their projects will receive $100,000 in seed money.

The Staff Senate Forum is moving ahead. We’ve submitted questions and are working with Administration Staff.

The VP luncheon is April 26, please attend. This is a great opportunity to ask administration questions. 42 senators have RSVP’d.

The Staff Senate luncheon is, June 10, 2024, from noon to 1:00 p.m. at the The Kimpton Forum Hotel

Elections are coming up. Exec council will become two-year terms starting in July. Some duties will have to change to help ease the load.

[Ashley Ayers](mailto:ala5t@virginia.edu) and [Chadae Rush](mailto:cbr3b@virginia.edu) are Membership Directors coordinating the elections. Staff Senators completing their terms in July may run again if they are not term-limited out. Please check with Ashley or Chadae to see about your term. If you are an election manager for your unit, please work at recruiting and informing your constituency about the elections.

Begin informal recruiting in April and May. Chat with co-workers. Have interested candidates send you their nominations. The actual election is June 10 – 14th. There will be official calls for nomination emails sent out later.

There was general discussion about length of terms, and particular rules about co-chairing.

Patrick Wood – If you are thinking of running for Co-Chair. Co-Chair has been really great over the past three years, but the process can be frustrating. There’s a lot to do and you have to work well with other people. Realize the job is volunteering and time-consuming. You will have to love what you’re doing and you’re doing it for 7,500 people. I enjoyed it immensely.

Cynthia Douglas

Talent and Acquisitions is asking Staff Senators to do a 45-second video about the work we do at the university in a way to promote UVA as a workplace. If you are interested click on one of three links to begin the process – they will send you a $25 gift card when you complete your video.

* [What school/unit do you work in and what do you like most about working in that school/unit?](https://vocalvideo.com/c/favoritepartofyourjob)
* [Can you share a little about your career journey at UVA or UVA Health?](https://vocalvideo.com/c/careerjourney) (Have you changed roles in your time here? Have you used educational benefits during your time at UVA?)
* [What are your favorite things about working at UVA and living in Charlottesville or Central Virginia?](https://vocalvideo.com/c/SS_UVA_Cville)

Speaker Julia Monteith, Associate University Planner for the Office of the Architect at UVA.

[The Office of the Architect](https://officearchitect.virginia.edu/) - a team of architects, landscape architects, planners, historic preservation that manage hire and manage all of the design for UVA. Please look at the website for [Plans and Documents](https://officearchitect.virginia.edu/plans-and-documents).

The office is working off the Master plan updated in 2023, regional in scope.

UVA has land in C’ville and Albemarle County.

Three precincts: Central, West, & North.

* Always thinking to the past legacy.
* More flexibility in design the further away from the Academical Village.
* Try to integrate different land use across the precincts.

Redevelopment

Residential mixed use

Already in housing areas

Increasing density in some areas allows additional greenscape

Bond House

2016 approval

A public realm. Multi-purpose and multi-disciplinary student neighborhood that continues circulation interconnecting with Grounds. Looking at a more multi-modal support system that supports pedestrian and bicycle activity

New Grounds Plan

Academic space plan, a landscape framework plan, and a parking and transportation plan. Look at UVA as a landscape first, focusing on academic investment, and student housing next. Student Housing as a cultural entity…

There are several nodes on Grounds.

Managing Land

UVA has a private foundation that acquires, manages and develops land for the university, and some of those lands wrap around the grounds. Fox Haven, Birdwood, Westover, and Blue Ridge all wrap around the edge of grounds. For now, UVA is retaining these green spaces.

Ongoing

UVA, the city and the county, and meets monthly to discuss development in our communities. Sustainability focused partnerships.

Large climate action planning process.

Question about Parking

There were parking plans in 2007, 2011, 2018 and there was availability – a buffer of parking. In 2019 with new Athletic Fields eliminating parking (-225 spaces) the issue cropped up. Two parking garages are being designed to add spaces.

Question about affordable Housing

There are three sites which may be used for affordable housing.

Wertland, Piedmont, and North Fork.

Cory Paradis

ADA Coordinator at UVA

Paradis’ team coordinates efforts concerning the Americans with Disabilities Act, by providing guidance at a high level with UVA departments.

The term Disability is defined as a physical or mental impairment that limits one or more major life activities: communicating, learning, walking, breathing, seeing, hearing…

The Equal Employment Opportunity Commission is applicable to employers with +15 employees, requiring employers to make reasonable accommodations unless creating an enduring hardship.

Shift changes, relocation of some tasks, work from home alternatives are just a few accommodations.

Employees can make requests for acommodations at any time and do not have to do so prior to employment.

There are also provisions to provide access to programs: dining, classrooms, recreational facilities…

Digital Access – especially to those with low-vision or are blind.

Question: How can we ensure we are in compliance when presenting?

Answer: Look at the [Digital Access Website](https://eocr.virginia.edu/DigitalAccess)

The site has guidelines for: Invites, live-captioning, or informing people how they can request an accommodation.