



Staff Senate

Minutes from Staff Senate Monthly Meeting of December 3, 2019
Location: Newcomb Hall, South Meeting Room
Time: 11:00 AM – 1:00 PM

AGENDA

1. Staff Senate Business
2. Staff Senate Mission/Vision Wrap-Up
3. Staff Senate Goals
4. Constituency Corner
5. Inclusive Excellence Framework

Item 1: Staff Senate Business

- New Leave Vendor: Unum
 - Unum will handle specific types of leave for several employee types. Process changing, leave benefits unchanged (FMLA, parental, military, some disability)
 - Intended to make process easier for employees and leave team
 - Effective Jan. 1, 2020
 - For more information, visit <https://hr.virginia.edu/unum-leave-administration>
- Upcoming Committee Meetings
 - Advocacy
 - When: Wednesday, December 11, 2019 at 11 a.m.
 - Where: 2400 Old Ivy Road, Room 125
 - University Partnerships
 - When: Thursday, December 5, 2019 at 2 p.m.
 - Where: Newcomb Hall, PAC 164H

Item 2: Staff Senate Mission/Vision Wrap-Up

- Vision
 - Proposed before: To facilitate influential and valued partnerships between staff and the University community.

- Proposed after: We envision a university where staff voice is universal and respected. We envision that we will break down the silos between staff, faculty, students, and executive leadership.
- Feedback
 - “Facilitate” in the before statement is more active, after doesn’t have action word
 - In after statement, leave first “envision” and change second to “facilitate”
 - A lot of people still don’t like “facilitate”
 - “break down silos” is too negative, maybe change to “build bridges” or “strengthening partnerships”
 - Take out “and respected”
 - “We envision a university where staff voice is universal by expanding collaboration between staff, faculty, students, and executive leadership.”
- Staff Senate leadership will send out survey to Senators incorporating this feedback for further input on Vision and Mission.
- Mission
 - Proposed before: As a representative voice, Staff Senate continually advocates for the integration of staff within University governance and affairs.
 - Proposed after: Staff Senate develops valued partnerships between staff and the university community, and acts as a strong, advocating voice for staff needs and concerns.

Item 3: Staff Senate Goals

- Proposed Senate Goals
 - 1. Connecting with executive leadership
 - President, EVPs, BOV
 - Consistent meetings with J.J. Davis
 - 2. Increase value of Staff Senate both internal and external to the University
 - Increase visibility of said value
 - Improve marketing and PR efforts
 - 3. Continually improve engagement and participation as a senator
 - Membership and elections innovations
 - Improved connection with constituents
 - 4. More productive/impactful monthly meetings
 - Move to a position where speakers come to the Staff Senate meetings to specifically seek feedback or ideas
 - Meeting structure innovations
- Senators broke into groups to discuss the proposed goals and decide if there were any goals missing
- Feedback
 - Goal 1
 - Include Deans in list of people to meet with, change J.J. Davis to her title

- Add in part about partnerships with other governing bodies around Grounds
 - Meet with all leadership, like the President's Cabinet
- Goal 2
 - Needs to be more quantifiable
 - Be at the table for pan-university initiatives
 - Insert selves into University org chart
- Goal 3
 - Incorporate 3 into 2 and 4 and cut out
 - Make more about empowering Senators
 - Add part about being included in strategic committees around Grounds
 - Educating skills about how to better connect with constituents
 - Advocating for change as a Senator
- Goal 4
 - Make guidelines for Staff Senate meeting visiting speakers
- General Feedback
 - Goal 3 is possibly the most important, makes all the other goals possible
 - Do we need a timeline or plan for these goals?

Item 4: Constituency Corner

- Extra charge for child support payments
 - Limit on how many accounts we can split automatic deposits into
 - Even though constituent is below cap, there is still an extra charge for deposit into child support account
 - Check with Child Support Enforcement, charge could be external
 - Check in with payroll is problem is not resolved
- Pet daycare at UVA?
 - University buildings already allow pets, foundation buildings do not
 - Ask a local pet daycare for a discount for UVA employees
- Working group on work logistics?
 - Work life balance and more flexible work schedules
 - Update university policy on remote working
 - Alternate work hours and days
- Librarians becoming faculty
 - New librarians currently go under University staff, old librarians considered faculty
 - Also the case in other departments
- Parking rates
 - Parking rate amounts taken out of paychecks have been incorrect
 - Has been brought up in the business council meeting
 - Check your parking rates!
 - Problems? Contact Ask HR

Item 5: Rachel Spraker, Senior Director for Equity and Inclusive Excellence, Office for Equal Opportunity and Civil Rights - Inclusive Excellence Framework

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- What do we want to be known for?
 - Developing individuals to “Their Full Potential”
 - Being for the “Public Good” and an “Educated [Democratic] Citizenry”
 - Delivering “Culturally Competent and World-class Patientcare”
 - Being “Great and Good”
 - Being a “Good Neighbor”
 - What is Inclusive Excellence?
 - Inclusive Excellence is a *systemic, institutional, cultural transformation* approach to organizational diversity that is designed to engage a rich array of students, staff, faculty, administrators, alumni, and the public in the work of conceptualizing inclusiveness and excellence as one and the same.
 - The Inclusive Excellence (IE) model for institutional change has been a national movement in postsecondary education since 2005 and calls for higher education to address diversity, inclusion, and equity as critical to the well-being of democratic culture.
 - Pillars
 - Diversity: The full spectrum of human attributes, perspectives, identities, backgrounds, disciplines.
 - Equity: Fair treatment, equal access, attending to socio-historical structures and lived context – particularly focused on justice for historically underserved or underrepresented groups in a specific context
 - Inclusion: Active, intentional, ongoing process to build community well-being and belonging
 - Equity-mindedness: Taking notice of inequities, their contexts, and the institution’s agency and responsibility in critically reassessing our own practices
 - The Association of American Colleges & Universities (AAC&U) has been a national convener and catalyst in extending the IE model through skill and IE capacity development for the last 15 years.
 - Our community is not alone in this work and we can learn from the many institutions implementing the IE model.
 - 2030 Plan
 - 1. Strengthen our foundation (our people and culture)
 - Excellent
 - Diverse
 - Innovative
 - Efficient
 - 2. Cultivate the most vibrant community in vibrant education
 - Inclusive
 - Engaged
 - Service oriented
 - Values driven
 - Good neighbor
 - 3. Enable discoveries that enrich and improve lives
 - Productive

- Collaborative
 - Distinguished
 - Impactful
 - Experimental
 - 4. Make UVA synonymous with service
 - Affordable education
 - Accessible programs
 - Healthcare
 - Economic growth
 - Servant leaders
- Planning Phases + Timeline
 - Preparation (Mid Sept. – Mid. Oct. 2019)
 - Align divisional resources to support planning process
 - Develop a plan of action
 - Identify initial groups to meet with and initiate open pathways for feedback through multiple modes of communication
 - Initiation (Late Oct. – Nov. 2019)
 - Broadly communicate that the work is beginning
 - Build energy and passion for the work
 - Invite input from students, faculty, staff, and community on the IE framework and focused goals
 - Co-Creation (Dec. 2019 – Feb. 2020)
 - Build broad-based understanding of the IE model (principles, areas, terms, etc.)
 - Facilitate IE dimension specific ideation and metrics meetings/opportunities
 - Broadly communicate emerging themes/results
 - Confirmation (Mar. 2020 – Apr. 2020)
 - Verify action and accountability frames will be relevant and meaningful to priorities and context of UVA
 - Deploy tools and supports needed for each school/unit/area to implement the framework and engage in planning
 - Planning (May – Oct. 2020)
 - Planning in Schools/VP Areas & Units which will include broad constituent participation (Plans complete Oct. 2020)
 - DEI Division consultations and community reviews
 - IE website to publish plans & promote public accountability
- Five Dimensions (Inquiry → Action → Accountability)
 - Access + Success
 - Questions
 - How do we invite people to join us?
 - Who gets to be here?
 - How do we provide support?
 - Who benefits and how?
 - What do we want to be known for?
 - Key Metric/Indicator (Staff)
 - Total Number of Employees by Job Family

- Total Number of Employees earning at or above living wage
 - Employee Retention Rate
 - Total Number of employees making use of career advancement programs
 - Average wage gains for frontline employees
 - Sense of belonging
 - Job Satisfaction
- Equity Characteristics
 - Race/ethnicity
 - Age
 - Sexual Orientation
 - Gender Identity
 - Veteran Status
 - Disability Status
 - Education Status
 - Zip Code
 - VP Area
- Climate + Intergroup Relations
 - Questions
 - What is it like here and how do we know?
 - How do we relate to one another?
 - Who is thriving and why?
 - What do we want to be known for?
 - Example: Facilities Management Diversity Survey, FM Feedback Corner
- Education + Scholarship
 - Questions
 - What do we teach? How do we teach?
 - What do we research? How do we research?
 - How do we disseminate knowledge? Where?
 - How do we develop our faculty and staff?
 - What do we want to be known for?
 - Example: UVA HR Pathways to Inclusion Pilot
- Infrastructure + Investment
 - Questions
 - How are we organized?
 - Where do we invest our energies and money?
 - What “governs” our work?
 - How do we communicate?
 - How do we build capacity?
 - What do we want to be known for?
 - Example: UVA President and Provost’s Fund for Institutionally Related Research
- Community + Partnership
 - Questions
 - Where are we? How did we come to be here?

- What impact do we have in this place?
 - How does the community contribute to our success and knowledge?
 - What is a “good neighbor”?
 - What do we want to be known for?
- Example: Democracy Collaborative, “Anchor Dash”
- Next Steps
 - An announcement letter to the University Community
 - A website to host IE definitions, process information, and emerging resources/tools
- “Tools” Includes Things like the following:
 - Planning toolkits with guides on facilitated inquiry – action development – accountability metrics development
 - Thought guides for mapping data assets and how to tell stories and make meaning from the data
 - Plan reporting templates to allow for dynamic navigation/“roll-up” of plans on convening website
- Contact Rachel Spraker at ras7c@virginia.edu for more information
 - How can Staff Senate participate?
 - Once toolkits are drafted in the spring, there will be workshops that representatives from constituencies can attend

Final Comments:

- Working groups
 - Collecting Constituent Concerns and Ideas Digitally
 - When: Friday, December 6, 2019 at 10 a.m.
 - Where: PNC Building, 1101 Millmont St.
 - First meeting will be general brainstorm, establishing a plan, goal of having actionable items by the holidays
 - If interested, contact Kendall Howell, klh3t@virginia.edu
 - Following Through with Constituency Corner Ideas
 - When: Tuesday, December 17, 2019 at 11 a.m.
 - Where: Zoom Meeting
 - If interested, contact Patrick Clark, pac9ve@virginia.edu
 - Better Awareness of Ongoing/Completed Work
 - If interested, contact Heather Landes, hal4ca@virginia.edu
- Next Staff Senate Meeting
 - When: January 16, 2020 from 11 a.m. – 1 p.m.
 - Where: Newcomb Hall, South Meeting Room