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
• What do we want to be known for?
  o Developing individuals to “Their Full Potential”
  o Being for the “Public Good” and an “Educated [Democratic] Citizenry”
  o Delivering “Culturally Competent and World-class Patientcare”
  o Being “Great and Good”
  o Being a “Good Neighbor”

• What is Inclusive Excellence?
  o 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.
  o 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.
  o 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

  o 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.
  o Our community is not alone in this work and we can learn from the many institutions implementing the IE model.

• 2030 Plan
  o 1. Strengthen our foundation (our people and culture)
    ▪ Excellent
    ▪ Diverse
    ▪ Innovative
    ▪ Efficient
  o 2. Cultivate the most vibrant community in vibrant education
    ▪ Inclusive
    ▪ Engaged
    ▪ Service oriented
    ▪ Values driven
    ▪ Good neighbor
  o 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
  o 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
  o 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
    - 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
  o 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
  o 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)
  o 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
  o 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
  o 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
  o 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
  o 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
  o An announcement letter to the University Community
  o A website to host IE definitions, process information, and emerging resources/tools
  • “Tools” Includes Things like the following:
    o Planning toolkits with guides on facilitated inquiry – action development – accountability metrics development
    o Thought guides for mapping data assets and how to tell stories and make meaning from the data
    o 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
    o 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
  o 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
  o 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
  o Better Awareness of Ongoing/Completed Work
    ▪ If interested, contact Heather Landes, hal4ca@virginia.edu

• Next Staff Senate Meeting
  o When: January 16, 2020 from 11 a.m. – 1 p.m.
  o Where: Newcomb Hall, South Meeting Room