



## Staff Senate

Minutes from Staff Senate Monthly Meeting of February 18, 2020

Location: Newcomb Hall, South Meeting Room

Time: 11:00 AM – 1:00 PM

### AGENDA

1. Announcements
2. UVA Sustainability Plan 2020-2030
3. Old Ivy Shuttle Pilot
4. Chair Summit Update
5. Constituency Corner

### Item 1: Announcements

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- Staff Senate Announcements
    - **Proposal for change to Staff Senate bylaws – Michael Phillips, Past Co-Chair**
      - Change length of elected terms for Co-Chairs
        - Co-chairs currently elected for a one-year term but customarily get re-elected for a second one-year term
        - Goal has been to have one new co-chair and one returning co-chair for continuity
        - Propose officially changing bylaw to reflect unofficial precedent
      - Staff Senate Directors
        - Currently, there is no term limit for directors
        - Propose setting limit at two consecutive one-year terms
      - Removal of executive committee members
        - Propose adding a method in case this should ever be necessary; all other executive members would have to vote unanimously for removal
    - University Partnerships Co-Chair spot still open, contact Adam Griggs at [ag3hm@virginia.edu](mailto:ag3hm@virginia.edu) if interested
  - **UVA Community Resource Service – Stuart Munson, Community Resource Specialist**
    - What is UVA Community Resource Service?
      - Assists UVA, UVA Health, and UPG employees

- Engages with federal, state, community, and UVA resources to meet basic needs like housing, food, debt management and credit repair, and emergency childcare
    - Assistance is free and confidential
  - What does it look like in action?
    - Meet with employee to identify concerns and connect with resources
    - Follow up until issues are resolved
    - Meet on Grounds or at offices on Old Ivy Road
    - Group doesn't have its own funding but connects employees with people who do
    - Provides assistance with debt management and budgeting
  - Example: "Mary"
    - Couple with one child, Mary's partner left and took his income with him
    - Rent was past due, and she couldn't pay for food for herself and her daughter
    - Stuart connected her with FEAP (counseling), AIM (grant for rent past due), University Community Credit Union (helped her create budget), Loaves and Fishes (food bank)
  - Contact: Stuart Munson
    - [scm5rw@virginia.edu](mailto:scm5rw@virginia.edu)
    - 434.243.3872
    - <https://hr.virginia.edu/benefits/community-resources-service-uva>
- **Disability Accommodation Fund – Melvin Mallory, ADA Coordinator and Alexis Lomax, Deputy ADA Coordinator, Office for Equal Opportunity and Civil Rights**
  - <https://eocr.virginia.edu/disability-accommodation-fund-0>
  - Departments are currently responsible for ADA workplace accommodation
  - Office for Equal Opportunity and Civil Rights is creating a fund to assist departments with workplace accommodations
  - Approval Process
    - To receive funding, an employee must complete Request for Workplace Accommodations
    - After approval, the employee's department can apply for funding to assist with cost of accommodation
    - Form on website, must be approved by Department Head, Department's Fiscal Administrator, Associate VP for Equal Opportunity and Civil Rights, and ADA Coordinator
    - If approved, the department is required to fund the first \$500
    - All items purchased through the fund are owned by the Equal Opportunity Office and may be used for employees in other departments
  - Fund doesn't support accommodations for events, just workplace-related accommodations
  - Will use funds until they run out
  - Contact [adacoordinator@virginia.edu](mailto:adacoordinator@virginia.edu)

## Item 2: UVA Sustainability Plan 2020-2030 – Cheryl Gomez and Phoebe Chrisman

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- Framework: Steward, Engage, and Discover
  - Steward our resources on Grounds and beyond by living our values through our actions and operations
    - Incorporate environmental, economic and equity considerations in decision-making
    - Build accountability for achieving sustainability goal at every level of the University
    - Develop school and unit-level action plans, aligned with the UVA 2030 strategic plan and the UVA 2020-2030 Sustainability Plan
  - Engage in our community, serve our community, and build sustainability awareness
    - Partner with our community on regional sustainability planning and climate action, including transportation planning
    - Increase sustainability awareness and action through outreach programs such as Green Workplace, Green Labs, Green Living
    - Provide opportunities for collaborative learning– events and training
    - Work with schools and units on school/unit-specific initiatives
    - Collaborate regionally and across higher education to expand replicable models
  - Discover new solutions to global challenges through research, curriculum, and use Grounds as a learning tool
    - Teaching & Degree Programs
    - Trans-disciplinary Research
    - Grounds as a Learning Lab
- UVA Sustainability Structure
  - EVP & Provost
    - 350+ faculty engaged in sustainability-related research
    - 160+ sustainability-related courses
    - Environmental Resilience Institute
    - Global Sustainability Major and Minor
    - Darden Business Innovation and Climate Change Initiative
    - McIntire Sustainability Certificate
    - Morven Sustainability Research and Summer Institute
  - VP and Chief Student Affairs Officer
    - Student Council Sustainability Committee
    - 30+ sustainability-related student organizations
  - EVP & COO
    - Facilities Management
      - Office for Sustainability
      - Environmental Resources
    - Transportation Demand Management Program
    - Green Dining Program
    - Office of the Architect
  - EVP for Health Affairs
    - Health System Sustainability Committee

- UVA Sustainability Strategic Planning Milestones
  - 2007: BoV LEED Resolution, Student Council Sustainability Committee
  - 2008: UVA Committee on Sustainability
  - 2011: BoV Sustainability Resolution
  - 2013: Office for Sustainability
  - 2014: Global Studies Program
  - 2016: First Sustainability Plan: 2016-2020
  - 2017: Environmental Resilience Institute, GHG Action Plan
  - 2018: Nitrogen, Food, Waste Action Plans
  - 2019: Climate Action Together (with City and County), BoV 2030 Sustainability Resolution
- 2020-2030 Goals: Serving our Community & the Environment
  1. Be carbon neutral by 2030 and fossil fuel free by 2050
  2. Achieve the “30 by 30” goals by 2030 (relative to 2010 levels)
    - Reduce water use and reactive nitrogen losses by 30%
    - Reduce our waste footprint to 30%
    - Increase sustainable food purchased 30% by 2030
  3. Partner with our community to accelerate collaborative initiatives to advance sustainable, equitable, and healthy places for all
  4. Enhance sustainability-focused research and curriculum
- Discussion & Ideas from Staff Senate
  - Individual composting stations
    - Currently there are pilot programs in some buildings
    - Aramark, Darden starting to offer front and back of house options
    - Big dumpster at Carruthers, want to compost paper towels in bathroom
  - Recycling
    - Increase awareness about recycling and composting programs and reuse store
    - Allowing staff to pick up shredded material and compost, also bring materials from home
  - Water
    - Some toilets have two option flush
    - McIntire not allowed to use card to purchase water bottles, more water bottle refilling stations
    - Rainwater collection barrels
  - Food
    - Bins for composting too small
    - Working with America To Go
  - General
    - Education for composting and multi-stream recycling
    - Education on local impact of sustainability
    - How to get green bags for university events
    - Support for non-UVA buildings where UVA employees work
    - Use more tech for recycling
    - More top-down initiatives
    - Carpool and vanpool
- Contact <https://sustainability.virginia.edu/> with more ideas or barriers

- Additional specific links provided by Sustainability based on Senate discussion:
  - [Recycling at UVA Guide](#)
  - [Zero Waste Events Guide](#)
  - [Local Recycling Guide](#)
  - [Green Workplace Program](#)

### **Item 3: Old Ivy Shuttle Pilot – Patrick Clark, Mobility Manager, UVA Parking and Transportation, and Staff Senator**

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- Parking and Transportation recently received funding for a pilot program to offer a shuttle that connects Old Ivy to Central Grounds
- Purpose: To connect Central Grounds and UVA Health to the Old Ivy Corridor
- Pilot Details
  - Start Date: 3/2/20
  - Duration: 16 weeks
  - Schedule: Monday-Friday from 8 a.m. – 6 p.m.
- Route
  - 2 safe ride vans, wheelchair accessible van is available
  - 40-minute loop
  - 20-minute headways
- Stops
  - 2420 Old Ivy Road
  - 2405 Old Ivy Road
  - Emmett St @ Ruffner Hall
  - Lane Rd at MR-5
  - Emmet St @ Central Grounds Garage
  - 2405 Old Ivy Road (outbound)
- Riding the Shuttle
  - No UVA ID required
  - Drivers will ask passengers their desired stop and Old Ivy department affiliation and record that data

### **Item 4: Chair Summit Update – Kristie Smeltzer, Co-Chair**

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- Chair Summit consists of leaders from different leadership groups around Grounds
- \$15/hour for non-benefits eligible employees
  - Several groups are interested – Student Council, Graduate Student Council
  - HR still interested in expanding \$15/hour wage, is at information gathering stage
  - Sometimes extra cost is covered through student fees
  - Expanding dialogue about equity
  - To be priority discussion #1 in March Chair Summit
- Vice Provost of Academic Outreach Lewis Nelson
  - <https://academicoutreach.virginia.edu/>
  - Increase awareness that Academic Outreach website exists

- To Staff Senate members: Are there things we're doing that aren't already on the site?
- New community engagement week in April

### Item 5: Constituency Corner

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- Announcements
  - Following through with Constituency Corner ideas going away and splitting between collecting constituent concerns and ideas digitally, and awareness of pending and ongoing, and completed work
  - Starting in March, Staff Senate will take 30 minutes to gather everyone's thoughts in one working group, and then take thoughts back to working group
- Discussion
  - Interest in early retirement and bereavement, Advocacy in conversation with HR (Email Nick Williams at [naw8pu@virginia.edu](mailto:naw8pu@virginia.edu) if interested in attending Advocacy)
  - Parking Accessibility – connected to Parking and Transportation (Kendall Howell), also a committee about parking issues at the university <https://parking.virginia.edu/transportation-and-parking-committee-notes-and-membership>

### Final Comments:

- Next Staff Senate Meeting
  - When: March 19, 2020 from 11 a.m. – 1 p.m.
  - Where: South Meeting Room, Newcomb Hall