



Minutes from Staff Senate Meeting #1 of November 13th, 2018

Location: Newcomb Hall South Meeting Room

Time: 11am - 1pm

**Housekeeping:**

- The next meeting is on December 11. Hoo's Well will be in attendance.
- For the January meeting, President Ryan has agreed to stop by.
- Kristy has prepared our mission statement. Once finalized, it will be printed and distributed. A copy will be sent to the Provost and President's office.
- Mike will be going to a meeting with the Provost on December 14.

Partnership Update: The partnership luncheon last Thursday took place for the first time. Student Council, Faculty Council and Graduate and Professional council were in attendance. In all there were 5 different representative bodies. This was the first time able these groups were able to compare how each organization is run. They were able to get to know each other and share goals for the 2018-2019 school year.

The luncheon was a way for the leadership of these organizations to get together. All of the councils want to keep meeting. They are hoping to bring in others at the January meeting.

Advocacy Updates: New projects on the way. The committee is especially paying attention to parking and more benefits.

The advocacy team will be meeting with Rebecca Christine regarding the benefit survey. If you have not filled it out, please do because they really need a good representation.

**Diversity Equity and Inclusion at UVA - Marcus L Martin MD**

(VP and Chief Officer for Diversity and Equity)

Fun Fact: Dr. Martin was the first African-American Varsity football player on the team at NC State!

Presentation:

- There are many programs and activities, but additional activities and programs will be added from time to time.

- Dr. Martin leads health fairs throughout the counties in July with free youth sports physicals.
- When Pres Sullivan came on in 2010, the Community MLK Jr. celebration was started. Ministers and reps from the Charlottesville community and Grounds get together and come up with themes around social justice. This year's theme is "women in a movement". Dr. Bernice King will be the speaker. There are 25-30 activities in the MLK celebration. Since Sullivan was here, 200 events were held.
- The members of the IDEA fund met this past weekend.
- The Virginia NC Alliance aims to increase minority students in STEM. This past year they got a grant to recruit graduate students as well. They will pay for graduate students to get their Masters. They receive funding by the National Science Foundation. UVA is the lead institution.
- Women's Leadership Council: The council looks at women's compensation. They will be doing a study regarding this over the next year.
- During the 2014 Ferguson incident, the President of the University of Missouri didn't make any comments. There were swastikas and anti-semitism, and he did nothing about it. Eventually the students took action, and he was forced to resign. This tells us that the power students can have when it comes to removing officials.
- After incident on the corner, UVA students sent demands. Of all the colleges to do so, the top 3 were to increase diversity of professors, require diversity training for staff and faculty, and to fund cultural centers.
- First year diversity: Minority student enrollment is up to 34% in 2018 from 27% in 2013.
- Pres Ryan is interested in first generation students, and how we can make progress there.
- Slavery and its legacy started in 2016.
- Where we are now:
  - In December, the groundbreaking ceremony will take place.
  - Memorial will include 1000 names we know - most of them first names.
  - Eto Ottigibe is the artist.
  - The eyes of Isabella Gibbons will be included.
  - Target completion date is March 2019.

### **UVA FINANCE:**

- Currently in planning and assessment phase.

- Looking into new financial system replacing Oracle. They are developing business case: Why should we do this? What are the benefits?
- Will be a multi-year initiative.

Right now:

- Taking a look into how we do finance. What do people like and dislike?
- After building business case, time will be spent getting ready.
- Estimated end date is July 2021.
- Deloitte was chosen as a consultant because they have worked with higher education transformations before.
- Currently leaning toward Workday for UVA Finance because HR will be using it. It is not a done deal, but it makes sense to have an integrated system.
- Have asked Deloitte to take a look at Oracle Cloud to see if it's a better system than Workday.

Governance:

- Finance wants to make sure to have the voices of the units as they proceed through the journey.
- Project status: Have a done a series of workshops outside of oracle. Have looked into what other systems do we have across the university to help us with finance.
- Feedback from survey on workshops:  
Positive - People felt like they were part of the process.  
Negative - People felt it could be more clear for the goals for the workshop itself, and that more schools should be involved in the asset workshop.

Closing:

- There are many communication channels to keep people in the loop. The UVA Jive link will be shared. That is how Finance will be sharing materials from every workshop. If you have any ideas on how to better keep people in the loop, shoot an email to **financeransformation@virginia.edu**.

Questions:

*Why have the balances not been correct?*

As we roll out the new budget tool, there have been a few glitches. We are still working on a few tweaks. If you go into Nov 1st they are there. We are looking into what is causing that glitch. It happened in the summer and on Oct 3st.

*How much are we working with HR and Workday with their transformation?*

We have been in contact w Shawn Jackson. Finance is a part of the transformation because payroll is in finance. We do a lot of testing. We are making sure we are included and addressing issues.

*What would be the moment that the partners from outside of finance at different levels of staff can take part?*

That is already going on. All of those workshops that are going on are opportunities to take part. It will take a while for actual implementation to begin. If you have an interest, see who is on advisory committee in your org and let them know.