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Minutes from Staff Senate Meeting #4 on December 11th, 2018

Location: Newcomb Hall South Meeting Room

Time: 11am - 1pm

### Opening Remarks

Leah Hicks - Office of State Government Relations Announcements

- All are invited to the Annual Legislative Forum.
- Local delegates and VA reps are invited and they come to speak about issues.
- President Ryan will be there, moderating and answering questions.
- All students, faculty, staff, and community are invited to attend.
- The Forum is from 12:00 – 1:00 pm on Thursday, Dec 20.
- There is more information on their [website](#).

QUESTION:

### ***When staff go and speak, is it as the public or representing staff?***

As a staff member, you are welcome to speak, and you can introduce yourself as staff of your organization and present your questions. There will be no censoring and no need to approve your statements beforehand.

### Hoo's Well

Two Objectives:

- Provide a higher-level view for the strategy of Hoo's Well
- Review Senate strategy for Hoo's Well

Overall Strategy :

- Incentive strategy is separate from overall strategy
- Wellness strategy transcends Human Resources and the UVA Health Plan
- There were two components of what constitutes a world class wellness system that UVA doesn't have
  1. **A clear mission:** The team sat down and formulated what that mission is. It is not exclusive if you aren't on the UVA health plan. The mission is for everyone and includes everyone.

2. **Clear goals and how we were going to achieve the goals:** The team came up with goals and how we will achieve these goals. Physical inactivity, stress, activity, poor nutrition, and tobacco use are the main areas that are going to be focused on.

Health Impact Pyramid: There are four layers of interventions within the pyramid

- 1st Layer: Educational initiatives
  - 2nd Layer: Clinical interventions (example: disease management)
  - 3rd Layer: Long lasting prevention
  - 4th Layer: Contextual change (example: social environment)
- The top of the pyramid requires the most resources, but has the least impact.
  - It is most efficient to focus on the bottom of the pyramid.
  - Hoo's Well is trying to transform culture, develop capacity, and expand the influence of wellness through the organization. It is necessary to identify stakeholders throughout the university that share the mission, like Public Health Sciences and Kinesiology (anyone that can bolster the message that wellness should be a standard operating procedure)

QUESTION:

***Were you able to collaborate with the Health districts?***

There was not a lot of interaction outside of Grounds. We share a lot of spaces, especially with the community of Charlottesville. Those collaborations and relationships are in the long-term plan.

The team created a wellness task force that consisted of individuals from various departments; one of them is student health.

Incentive Portion of Strategy:

Things to do to maximize value

- Offer wider menu of opportunity to earn rewards: rooted in self determination
- Award you faster
- Develop social networks – Team-based activities where we could work on certain things together. Work on physical challenges, like counting steps, in teams

***Category 1: Earn Rewards***

Where do you stand?

- Health Assessment (worth \$100 reward)
- Wellness Exam: Takes the place of biometric screening. It is much more efficient to have the population see their own physician. If something is wrong, you can take action right away. Reward is \$200 and you have all year to complete it.
- There is a \$300 cap.

***Category 2: Physical and Nutrition***

- Journeys: Educational models you can complete at your own time and pace. You can choose what is meaningful to you. Each completion is worth \$50. There is a cap for each category.
- Challenges: The first is already planned. It is an 8-week physical challenge. There is a lot of flexibility with planning challenges.
- There is a \$200 cap.

**Category 3: Financial**

- Journeys - \$50 per journey

**Category 4: Emotional**

- Journeys - \$50 per journey

- The Interactive Wellness Portal is where you will be able to see your progress.
- It is much more interactive and high-tech than what we have seen in the past.

QUESTIONS:

***How does the wellness exam fit in?***

If you are in Be Well you will use the same exam.

***How did you put a dollar amount on the journeys?***

By what we have done in the past and benchmarking.

***Were there any successes in the past years with Hoo's Well? Anything to be proud of?***

There was a lot of energy behind brand and a lot of participation. There were a lot of people engaging in challenges and core activities. Programs were very well regarded. Those are hard to achieve!

***From what I've seen or heard, the rewards are now gift cards. I have heard there is a limited list.***

There are a wide variety of gift cards. Like Amazon, Nike, Visa, Home Goods, Whole Foods, Lowe's, etc.

***Why are they gift cards instead of cash?***

There was a long waiting period in the past because there were so many missing rewards. We had full-time employees dedicated to finding them. With gift cards, you can be rewarded immediately. The team partnered with a vendor to get the rewards to you faster. They are still taxable.

***It is important to let people know about the taxes.***

You don't get taxed at every point, just at the end when you redeem the cards.

***Can you split up cards?***

Yes, you can choose different gift cards for different amounts.

***Can they rollover?***

No.

***Do gift cards come physically or electronically? Can you re-gift them?***

You pay the tax when they are redeemed, but you can gift them. You will get a print out with a code emailed to you.

***Is your paycheck taxed for the gift card or is the gift card taxed?***

Paycheck

***Is there a revamp of the scheduling going into new journeys and challenges?***

With the challenges, there is one in the spring and one in the fall. Journeys are open all year.

***One thing that was a benefit was that everyone was going to the challenges. Is there a similar sense for collecting journeys?***

That is up to you.

***What do you have in place for staff that do not have access?***

Within the Culture Transformation there needs to be leadership accountability. We need to put mechanisms in place that are encouraging.

***Would you be open to getting feedback on these barriers?***

Yes.

***Is this site integrated in Workday?***

There will be a link on the site, but the portal is not embedded into Workday. There will be an app launched on January 15.

***How is Be Well different from Hoo's Well?***

Be Well serves a sub-segment of the population who identify themselves as having an extra health need.

**The New UVA HR Website**

- There are 2 principal ways of navigation.
  - By topic – the top primary navigation bar
  - By audience - search audience boxes at the bottom of the home page
- A Workday Login button will be added to the homepage on January 7
- The Self- Service button, linking to historical info, will be read-only
- The “Workday Central” page is highlighted on the HR home page’s middle box below the masthead, where you can find all information about Workday Go-Live as well as recourses such as training and cutover.
- There is also a link to the Workday blog.
- The boxes will change, but the Workday box will stay on the home page for a long time.

- The Medical Center HR website remains separate for now, but will have updated info on it for Workday access. The MC HR site will be incorporated into the UVA HR website in Q1 2019.

QUESTION:

***There are concerns that staff will be forced to change to Ustaff whether they want to or not. Will they be forced into Ustaff? The videos only mention Ustaff.***

We can't force anyone into Ustaff. We will go back and look at the videos.

\*Michael has been a great advocate for Staff Senate on the HR side! Thanks to Michael.

### **Workday Update**

- Workday Essentials training only takes 45 minutes – everyone needs to do it.
- Find the Workday training at [hr.virginia.edu/workday-central](http://hr.virginia.edu/workday-central).
- We are a little behind schedule on performance and development.
- Managers have a series of modules to complete.
- Leave balances will change just a bit. The policy for leave isn't changing, just the display. When you log in in January, you won't see all of your available leave. It updates as you accrue and you accrue every two weeks.
- Changes are being introduced because of the way Workday does things. Paycheck amounts can change by pennies, and up to a few dollars (no more than this).
- HR Solution center hours will be extended to support primarily Workday questions.
- Based on other universities and their Workday implementation, incidents will increase at week 3.
- President Ryan did a video for HR on the importance of Workday. It will go out tomorrow, December 12, and will be linked on the HR home page.
- There are plans to paint the UVA beta bridge!
- We have about 100 people working through the holidays. Be sure to thank your payroll, HR, and Workday staff! This is our second week operating 7 days a week.

### **Wrap Up**

- President Ryan is coming in January and he will be asking questions.

Activity to kick start the thinking process for this visit:

Ideas:

- Recognizing that Staff do play a role. UVA marketing materials often say students and faculty. We would love to see UVA embrace including staff in these print and electronic materials.
- Inclusion: It seems to be students, faculty, and staff in that order! There needs to be a shift.

- How can we better consider staff with students - tuition discount? Let them know we appreciate them building their family legacy at this university. It could possibly lead to a better retention of staff.
- It would be great to have the staff's role acknowledged in the role they play in the community.

FEEDBACK:

There are hard conversations that need to be had. There are meetings that are going on that many don't know about. Therefore, some don't know what's going on.

Please email for more input and ideas: [kristie@virginia.edu](mailto:kristie@virginia.edu)