

## **Commission on Staff Policies and Affairs**

325 Burruss Hall

January 26, 2010

2:00 p.m.

**Present:** Judy Alford, Carolyne Dudding, Kathy Webb Farley, Hal Irvin, Cindy Koziol, Maxine Lyons, Robin McCall-Miller, Beth Osborne, Melissa Simpkins, Don Taylor, Tom Wertalik, Connie Wilkinson, Charles Sublett

**Absent:** Robin Atkins, Catherine Caldwell, Lay Nam Chang, Mike Naff, Brett Shadle

**Guests:** Tom Tucker, President of Staff Senate

**Recording Secretary:** Melissa Ball

### **Call to Order**

Chair Maxine Lyons called the meeting to order at 2:02 p.m. The agenda was approved as presented. The minutes from the November 24<sup>th</sup> meeting were approved electronically, and there were no minutes for December since the meeting was cancelled.

### **Virginia Governmental Employees Association Information**

A representative from VGEA gave a presentation at the Staff Senate meeting on January 21<sup>st</sup>. Tom Tucker gave an overview to CSPA regarding VGEA and discussed the benefits of joining the organization. VGEA is an advocacy organization for current, retired, and future public employees in the Commonwealth of Virginia. VGEA does the following:

- Represents the interests of public employees in matters relevant to health care, retirement benefits, competitive salaries, and appropriate protective insurance, as well as other issues of concern to members;
- Facilitates communication among public employees in the Commonwealth of Virginia;
- Serves as an information and referral source for the membership;
- Provides a forum for the discussion of ideas and problems;
- Serves as advisors to administrators of agencies of the Commonwealth when appropriate;
- Promotes high quality work performance and professionalism by all public employees to provide effective and efficient programs and services to citizens of the Commonwealth of Virginia.

The cost to join VGEA is \$48 per year and can be paid for through payroll deduction.

### **Staff Survey Results**

Hal Irvin gave an overview of the VT Employee Climate Survey results. The survey was conducted last fall by the VT Center for Survey Research and was distributed to 5,449 AP faculty, research faculty, and staff. The response rate was 45%. The results were presented to the President's staff on January 25<sup>th</sup> and will go out to senior management areas over the next 4 to 6 weeks. The responses on the survey reflect a lot of fear amongst employees regarding possible job loss and a lot of frustration brought on by the current budget situation. Employees feel that communication needs to be improved and that individuals need to be made more accountable for poor performance. Most employees reported that they are receiving a yearly performance evaluation, and employees are hopeful that the pay for performance system will be beneficial when the budget situation improves. Comments regarding diversity included a prevailing theme of reverse discrimination and also the feeling that the University goes overboard with regards to diversity programming. Plans are to do the survey every two years.

### **Winter Closing Policy Update**

Maxine and Hal visited the most recent Faculty Senate meeting to discuss the policy. There were several negative comments made about the policy; therefore, even though the policy has gained approval with all commissions, plans are to discuss the policy with the President's Office before taking it to University Council.

### **Staff Emeritus Status Question**

No new information was available.

### **Announcements**

The next meeting will be February 23<sup>rd</sup> at 2:00 p.m.

### **Adjournment**

There being no further business, the meeting was adjourned at 3:10 p.m.