

**Minutes**  
**Commission on Staff Policies and Affairs**  
September 25, 2013 ~ 2:00 p.m . ~ 325 Burruss

**Present:** Dan Cook, Hal Irvin, Judy Alford, Jay Crone, Becky Saylor, Mike Muldoon (SGA),  
Denise Jones, Carlyne Dudding

**Excused with Notice:** Catherine Caldwell, Tom Kaloupek, Amy Tunison

**Guest:** Leslie Thornton – O'Brien

Called to order at 2:04

-Need someone to serve on CEOOD  
Judy Alford may do it

- Hal Irvin – need to understand the hybrid retirement plan
  - Attempt is to minimize the burden on the state for retiree's
  - Faculty could choose this program
  - Only for new employees
  - The plans we are under now are better than the new plan
  - Hal feels its important to educate people around campus
  - Comes into effect Jan 1
  - New employees have no choice
  - Reduces by one third what an employee has after thirty years of service
  - Means the employee has to be much more aware of what they have to add of their own money
  - State plan and they want people to call the people to call the state
  - Communications coming out about it
  - Dramatically changes the whole nature of retirement
  - State will not supplement salaries to make up for this
  - Angie King can come in and give a presentation about this if we'd like to hear from them
  - More variables
  - More of your own money at risk
- News coverage on data breach in HR
  - Credit monitoring for a year who those who choose it
  - 500 applicants so far have asked for credit monitoring
  - Lot of press (Roanoke Times, Computer science)
  - Hackers only got drivers license and names
  - Spending lots of time figuring out a way to make sure it doesn't happen again
- Employee awards
  - Would like to continue on with this at some level this year

- The University has a lot of awards; last year they tried to make the process more efficient and streamline it; identified things that could be done
  - Establish better web presence
    - Brought up with Laura Neff-Henderson and Kirk Wehner
    - On HR website
  - Use school of business and marketing department; Spoke with Donna Wertalik
    - She has a lot of great ideas
    - Knows social media
  - Lack of free time on behalf of potential nominators
  - Come up with a universal form
  - Same time frame for multiple awards
  - Many have different window of opportunity
    - Award process open all year?
  - Suggestions:
    - Are there any other avenues to discuss? Brainstorm!
    - Have some sub committees that branch out (2 at most):
      - What are the mechanics and how can they be changed?
      - Marketing
      - Educational aspect
      - Other topics or subcommittees?
    - Judy suggested that unless other business dictates a priority that we use CSPA meetings to have work sessions (Dan said maybe ½ or 2/3's of meeting in future)
    - Mike: is everyone aware of the benefits of the awards to the mission of the university?
      - Judy – nice to be recognized
      - Hal – recognition by your peers
    - Hal - Each year, the first BOV meeting, could take the list of awards, segment them and then when the season is upon us, put together a piece of communication that lists them all (calendar of these sorts of things)
    - Dan – do you see why it's not open year round?
      - Becky – have to get people together that are going to hold it for six to nine months
- Dan:
  - For the staff side, there are hundreds of awards and some are defunct
  - Engineering has some awards that are internal, but we're trying to deal with university wide awards because the whole point is that if there are (ex) 160 awards, but only certain ones are university wide
  - Several different departs have individual awards (vet med, facilities)
  - Think about which committee's you'd like to serve on and it will be addressed next time
- Hal:

- Ciji Good could give the past programs from the BOV faculty staff awards dinner
  - Mike: Target number of how many people should be at each sub committee?
    - Dan: No, it will ferret itself out
  - Judy – first order should be just to jump in and separate what we are looking at: university wide vs. college and dept. awards
  - ? – might help if Donna would come about what she has in mind to market
- New retirement system:
  - Do new employees have a choice to join or not join the VRS new hybrid plan? (Judy)
  - Answer: No. It's mandatory
- Group decided they would rather have Donna come and speak first then the VRS person
- Judy would like the group to become aware of the winter session – how does it grow? How does it affect staff? Etc.
  - Morale issue (salaries aren't great and they're now having to work during winter break)
  - Having to figure out how not to lose time before Jan 9
- Becky: How is the new insurance working out for people? (medical insurance)
  - No
  - People going to ER for colds, driving up rates
- Mike: Is there anything that they would like to deliver to the SGA?
  - Not at this time

Meeting Adjourned at 3:10

Next Month, meeting is October 23<sup>rd</sup>, 325 Burruss Hall