

**Commission on Staff Policies and Affairs
Resolution to Form a Task Force to Review Compensation for Staff and Non-
Student Wage Employees
CSPA Resolution 2024-25A**

Draft Notice Sent to University Council Cabinet	February 12, 2024
First Reading by Commission	February 27, 2024
Approval by Commission	March 26, 2024
First Reading by Staff Senate	April 18, 2024
Approval by Staff Senate	May 16, 2024
Faculty Senate Comment	N/A
Administrative and Professional Faculty Senate Comment	February 28, 2024
Graduate and Professional Student Senate Comment	N/A
Undergraduate Student Senate Comment	N/A
First Reading, University Council	September 16, 2024
Approved, University Council	October 7, 2024
Approved, President	
Effective Date	Upon Approval

WHEREAS, Virginia Tech (University) staff employees perform important and varied roles across the university in support of the University’s mission and initiatives;

WHEREAS, the overall cost of living in the University vicinity and the rapidly increasing cost of parking and insurance has outpaced compensation increases;

WHEREAS, staff and non-student wage employees are facing salary or wage compression related to recruiting and retaining staff; and

WHEREAS, there is a need for the University to reevaluate staff and non-student wage employee compensation to ensure that the University maintains its talented and varied workforce.

NOW, THEREFORE, BE IT RESOLVED that the President of Virginia Tech shall create, with the advice of all constituent groups, a Staff and Non-Student Wage Compensation Task Force consisting of members of the undergraduate and graduate student bodies, faculty, staff, and university administrators. The President will choose the chair of the Task Force in consultation with the Staff Senate. The Task Force shall be charged with studying compensation levels for staff and non-student wage employees by reviewing cost of living increases in the University’s vicinity and current compensation at peer institutions and other local employers. The Task Force shall be convened in the Spring semester of 2025 and shall deliver a report no later than twelve months after its formation that details its findings and recommendations for addressing staff and non-student wage compensation.



Administrative and Professional Faculty Senate

<https://governance.vt.edu/ap-faculty-senate.php>

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February 28, 2024

To: Vice President of Policy and Governance

From: A/P Faculty Senate Polices and Issues Committee

The A/P Faculty Senate Polices and Issues Committee has reviewed and approves/endorsees the Commission on Staff Policies and Affairs Resolution 2023-24B to Form a Task Force to Review Supplement Program for Eligible Staff and Compensation for Staff and Non-Student Wage Employees.

We received the following feedback from senators for your consideration:

Is a task group necessary for this or can it be a collaboration between the Staff Senate, HR, and the Budget Office?

I approve with the suggestion that the task force work swiftly in order to deliver future approved supplement(s) to employees as soon as possible in order to avoid any gap between fiscal years.

We have no further comment.