

Commission on Staff Policies and Affairs
April 27, 2021
2:00 p.m.
Zoom Videoconference

Attendees: Serena Young, Curtis Mabry, Rajesh Bagchi, Patricia Donovan, Judy Alford, Tami Foutz, Bruce Harper, Nicole Akers, Lisa Boothe, Sue Teel, Joseph Baker, Margaret Radcliffe, Dryden Epstein, April Myers, Debra Stoudt, Ellie Monnig

Absent: Mary Helmick (with notice), Laura Belmonte

Guests: Jeff Cumberland

Opening:

The regular meeting of the Commission on Staff Policy and Affairs was called to order at 2:01 p.m. on Tuesday, April 27, 2021 by Chair Serena Young.

Approval of Agenda

A motion was made and seconded to approve the agenda as distributed.

Approval of Minutes

The minutes of the previous meeting were unanimously approved as distributed and can be publicly accessed on the Governance Information System on the Web (<http://www.governance.vt.edu>).

Discussion

Margaret shared that nomination numbers were good and elections are underway for AP Faculty senators.

Jeff Cumberland, Talent Acquisition Manager, provided a presentation about the Reinventing Diversity Recruitment initiative. A discussion about diversity recruiting practices and how they impact internal and external opportunities followed.

Rajesh addressed adjusting salary inequities and the importance of doing so, as well as providing development paths for staff employees. Bruce mentioned the use of the pay band system that offers more flexibility with pay. However, some employees have difficulties seeking development opportunities when they lack the support of their supervisors. Rajesh offered that a cultural change needs to occur to encourage supervisors to support employee development.

Margaret mentioned an internal service that could be offered to discretely match employees seeking new opportunities with departments that have a job opening. Rajesh suggested that employees who have demonstrated strong performance should be promoted into a pathway automatically based on their performance. He stressed the importance of having these conversations with senior leadership.

Serena distributed the Commission's charge earlier, and the suggested change received has been noted and forwarded.

Agenda for Next Meeting

The next meeting is scheduled for May 25, 2021. As there are no agenda items, the May meeting has been cancelled.

Serena thanked the group for their contributions and participation as she will not return as Chair next year.

Adjournment:

The meeting was adjourned at 2:56 p.m. by Chair Serena Young.