

Commission on Staff Policies and Affairs

Tuesday, September 24, 2024

11:00 am

<https://virginiatech.zoom.us/j/83285387815>

Present: Callan Bartel (presiding), Judy Alford, Brent Bowden, Lacey Doyle, Dwayne Edwards, Amber Hagan, Sarah Henderson, Curtis Mabry, Jamie McElfresh, James Perkins, Michelle Raines, Julie Ross, and Jillian Waller.

Absent with Notice: Amanda Hill

Guests: LaTawnya Burleson, Rebecca Hubble, Kari Evans, Leisa Shelor, and Dee Dee Somervell.

Callan Bartel called the meeting to order at 11:00 a.m. A quorum was present.

1. Adoption of Agenda

A motion was made and seconded to adopt the agenda. The motion carried.

2. Approval of or Announcement of approval and posting of minutes of August 27, 2024

A motion was made and seconded to approve the August 27, 2024 minutes.

3. Unfinished Business

No unfinished business.

4. New Business

No new business.

5. Senate Updates

Callan provided updates from the Staff Senate. She shared that CSPA's resolution to study non-student wage compensation had gone through first reading at University Council with second reading expected at the October 7 meeting. Judy Alford shared the A/P Faculty Senate's plans to address student food insecurity by contributing to a local charity, and Callan mentioned supporting the Corps of Cadets' pantry through Staff Senate.

6. Other Items

- From Human Resources, Leisa Shelor, Senior Director of Benefits, and Rebecca Hubble, Leave Programs Manager, led a discussion on bereavement leave. Leisa discussed the current bereavement leave policy for faculty, which is a subset of their sick leave and not replenished when used. She suggested that staff could use family personal leave for bereavement. Rebecca added that family personal leave is available for 48 hours a year. Leisa and Callan discussed the need for a detailed comparison of bereavement leave policies across different institutions, suggesting the use of a grid to outline the differences. Leisa stated that CSPA's bereavement leave request should be specific and potentially up to a certain number of hours per year. Callan agreed to explore this idea and noted that she's joining a meeting with the Employee Benefits Committee later this week and would be discussing ideas and potential improvements. The goal is to develop a resolution to present to the University Council during this session.
- A concern was raised about the lack of standardization for remote work across the university. Callan agreed to look into this issue, potentially inviting experts to speak at the next CSPA meeting.

7. Announcements

The next CSPA meeting will be Tuesday, October 22, 2024 at 11:00 a.m. Our guests will be the Compensation Team from Human Resources.

8. Adjournment

There being no further business, a motion was made to adjourn the meeting at 11:36 a.m.