

**Employee Benefits Committee Meeting Minutes**  
**August 22, 2024**  
**2:00 p.m.**  
**Via Zoom: <https://virginiatech.zoom.us/j/87150906361>**

**Present:** Teresa Lyons (presiding), LaTawnya Burleson, Rodney Gaines, Sandra Gabbert, Amanda Hill, Jennifer Jones, and GQ Lu.

**Absent with Notice:** Christine Smith

**Absent:** Jessica Crawford, Lauren Pollard, Leisa Shelor, and Jeff Walling.

**Guests:** Kari Evans

Teresa Lyons called the meeting to order at 2:05 p.m. As this was the first meeting of the year, Teresa led introductions of committee members and reviewed the charge of the committee.

**CHARGE:** To recommend policies and to advise the University Administration in matters relating to employee benefits. Reports jointly to: Commission on Staff Policies and Affairs, Commission on Faculty Affairs, and Commission on Administrative and Professional Faculty Affairs.

**1. Welcome**

**2. Other Items**

- Teresa discussed how last year's EBC committee established identity theft protection, an optional benefit for faculty and staff at the university, costing \$8 per individual and \$18 per family. The protection includes credit monitoring and up to \$1 million in insurance and will be rolled out during the next open enrollment period this fall (supplemental documents attached).
- Additionally, Teresa mentioned ongoing discussions about a long-term care and life insurance hybrid plan.

**3. Announcements**

No announcements

**4. Discussion**

- Teresa asked for suggestions for benefits that the committee might discuss this year.
- Suggestions included:
  - Concerns about the ability for faculty members working on a 12-month contract to utilize their leave. It was mentioned that faculty often have to teach during the summer, making it difficult to find time for extended breaks.
  - The committee should produce a monthly highlight of existing benefits to inform employees of what is available to them.
  - Provide turkeys or other gifts to faculty and staff at holidays as a gesture of goodwill.
  - A scholarship for dependents of VT employees.
  - An annual holiday party for faculty and staff.
  - Teresa encouraged the team to think of other ideas and to communicate them via email.

**9. Adjournment**

There being no further business, the meeting was adjourned at 2:28 p.m.