

## Staff Senate Meeting Minutes

November 16, 2023

2:00 p.m.

North End Center, Room 2420 and via Zoom: [virginiatech.zoom.us/j/89618402157](https://virginiatech.zoom.us/j/89618402157)

**Present:** LaTawnya Burleson (presiding), Saadia Ali, Lisa Bishop, Zai Cook, Denise Crawford, Kristen Cox, Pat Donovan, Kari Evans, Nikki Gland-Turpin, Joseph Goodman, Amanda Hill, Dee Hopkins, Amy Ingram, Frank Kerr, Petie Martin, Lida Mitchell, Eric Newton, Sarah Owen, Amie Pendleton, Tasia Persson, Jasmine Phillips, Jennifer Pike, Michelle Raines, Amber Robinson, Sally Shupe, Becki Smith, Tamarah Smith, Mary Sullivan, Judy Taylor, Eric Tysor, Marty Wyatt, and Serena Young.

**Absent with Notice:** Callan Bartel, Jamie McElfresh, and Christina Winkeler.

**Absent:** Robin Cooley, Tracy Jones, Amy Linkous, Katrina Lockhart-Elfeky, Ron Mecham, Dennie Munson, Janet Murphy, Steve Nagle, and Chris Whitlock.

**Guests:** Kayla Angle, Abby Burris, Debbie Cash, Leslie Cherry-Marshall, Sonja Crockett, Jeanne Cummins, Kayla Dean, Kathy Flint, Bryan Garey, Laura Gazda, Gwen Ghee, Andrea Gobourne, Andrea Green, Amber Hagan, Allison Hamborsky, Sherry Hollandsworth, Robena Hughes, Danielle Kauffman, Lynda King, Amanda Marcum, Brandy McCoy, April Myers, Amanda Pester, Gabe Petry, Alicia Pierce, Tracy Price, Susan Sanders, Tim Sands, Dee Dee Somervell, Elizabeth Stanley, Brandi Webb, Janie Wood, and Chenaye` Woods.

President Burleson called the meeting to order at 2:00 p.m. A quorum was present.

### 1. Adoption of Agenda

The agenda was adopted.

### 2. Announcement of approval and posting of minutes of October 19, 2023

President Burleson noted that these minutes have been voted on electronically and can be publicly accessed on the Governance Information System on the web (<http://www.governance.vt.edu>).

### 3. Old Business

#### **CSPA Resolution 2023-24A**

Resolution to Add a Statement of Support for Participation in Governance and Professional Development to Staff Job Descriptions

Amanda Hill presented the resolution for second reading. A motion was made and seconded to approve the resolution and the motion carried. The resolution is attached.

### 4. Presentation

Dr. Tim Sands, President, presented the two main initiatives that the university is focusing on; The VT Advantage ensures access and affordability to all Virginia students. He said the university is working to integrate paid internships and undergraduate research opportunities and hopes to raise \$50 million a year to fund the plan. The second initiative is aspiring to be a Top Global 100 school. In order to do this, VT needs to be a magnet for talent and grow our research program, which means a bigger and better workforce (20% increase). President Sands also answered questions from the floor. Mr. Bryan Garey joined President Sands in addressing questions regarding pay equity and exit interviews.

### 5. Announcements

- The January Staff Senate meeting will begin at 12:00 p.m. and an Outlook calendar invitation will be sent out prior to the meeting.

## **6. Adjournment**

There being no further business, President Burleson adjourned the meeting at 2:52 p.m.

**Commission on Staff Policies and Affairs**  
**Resolution to Add a Statement of Support for Participation in Shared Governance**  
**and Professional Development to Staff Job Postings**  
**CSPA Resolution 2023-24A**

Draft Notice Sent to University Council Cabinet	September 12, 2023
First Reading by Commission	September 26, 2023
Approval by Commission	October 24, 2023
First Reading by Senate	October 18, 2023
Approval by Senate	November 16, 2023
Faculty Senate Comment	Date
Staff Senate Comment	Date
Administrative and Professional Faculty Senate Comment	Date
Graduate and Professional Student Senate Comment	Date
Undergraduate Student Senate Comment	Date
First Reading, University Council	Date
Approved, University Council	Date
Approved, President	Date
Approved, Board of Visitors	Date
Effective Date	Upon Approval or Date

**WHEREAS**, in the spirit of Virginia Polytechnic Institute and State University's (University) motto, *Ut Prosim* (That I May Serve), engagement in community through participation in shared governance is valued; and

**WHEREAS**, as mentioned in a statement from President Sands to the University community on August 28, 2023, the University's shared governance system requires an informed and knowledgeable community and allows for transparent, comprehensive, and open communication amongst governing bodies and the University community; and

**WHEREAS**, staff participation in the shared governance system promotes collaboration and inclusiveness among the University community; and

**WHEREAS**, support for professional development opportunities should be encouraged at any higher education institution where the pursuit of knowledge is the basis of the institution's mission; and

**WHEREAS**, job responsibilities and in-person staffing concerns can hinder staff participation in shared governance and professional development opportunities.

**NOW, THEREFORE, BE IT RESOLVED** that a statement of the University's support for staff participation in the University's shared governance system and professional development opportunities be added to staff job postings as an enduring and unifying invitation to the community.

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## A statement from President Tim Sands on staff participation in governance

Dear colleagues,

Navigating Virginia Tech's opportunities and challenges over the past few years has given me great appreciation for our robust system of shared governance and the collaboration and inclusiveness that comes from having staff working alongside students and faculty.

Participation in governance brings value to our staff members and the university, providing important representation and perspective, along with opportunities for unique and impactful professional development that can cultivate future leaders. While ensuring individual primary job responsibilities are completed, it is important that we endorse and support staff participating in our shared governance system. Staff members who have an interest in serving on committees and commissions should be encouraged to participate. The Division of Human Resources is available to help supervisors through conversations centered on balancing job responsibilities with university service. It has been our long-standing practice that employees serving the institution through committee participation are not required to use leave.

Maintaining our momentum and achieving our goals for the future will be challenging and complex, requiring all the tools and resources we have worked to develop. Active engagement in our system of shared governance, by all our constituency groups, is essential for the university to thrive.

I look forward to meeting with chairs and learning more about each commission's plans for the year. We have much to do and some exciting work ahead of us. Thank you for everything you do to support Virginia Tech and represent the perspectives of staff, students, and faculty.

Sincerely,

Tim Sands,  
President

**Commission on Staff Policies and Affairs**  
**Resolution to Add a Statement of Support for Participation in Shared Governance**  
**and Professional Development to Staff Job PostingsDescriptions**  
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