Commission on Staff Policies and Affairs
February 26, 2019
2:00-3:00 p.m.

Attendees:
Sally Shupe, LaTawnya Burleson, Betty Wilkins, Rosemary Blieszner, Cassidy Boyles, Judy Alford, Lori Buchanan, Marie Bliss (for Bryan Garey), Margaret Radcliffe, Tamarah Smith, Susanna Rinehart, Hazem Sharaf, Sue Teel

Minutes:
Call to order and Welcome by Tamarah Smith – 1:58

Approval of February Agenda – with addition below
  • Adding information about “Giving Day”

January Minutes electronically approved and sent to Governance Office

Subcommittee Reports and Next Steps
Pay Benefits
  • Started Google doc and is in SharePoint
  • On orientation website adding resources for people who might need any type of public assistance
  • Also want to see if there is any kind of parking assistance – hope to get to that next month

Recruitment/Retention/Trainings (report uploaded to SharePoint)
  • Issue getting list of supervisors –
    • Can get list of anyone who approves a performance plan...problem is many are faculty and how to reach them
    • John Massey has ideas about how to reach more supervisors
    • Margaret suggests that it be added to Business Practices Seminar next year
    • John offered to do a presentation at CSPA...suggests May since he will have completed all 4 trainings at that point
  • Lori was put in touch with Christine Luketic to develop list of staff...will need to think through how to update as new staff are hired

Giving Day – March 19-20
  Can choose anything you are passionate about
  Givingday.vt.edu
  Minimum is $5 donation
Benefits Committee Report by Sally Shupe

Jeri Baker – issues addressed in NEC parking garage
- Student parking in parking garage - $5 per day
- Propose citation amount be increased so it isn’t cheaper to pay per day than getting parking permit
- Lights need to be brighter in garage
- Place mirrors in corners in garage
- Enforced speed limit in garage

Winter closing – HR reps on committee are working on creating survey

Compensation Planning Committee Report by Robert Sebek

Will be giving presentation to BOV in March –
- focusing on pay for pay bands 1 and 2
- Have talked about parking – pay raises proposed will go a long way towards solving the parking situation
- Pay band 1 starts at approximately $10 per hour – living wage in Montgomery and Giles counties is just a little under $12; administrators decided to propose $12 in presentation
- Will also pull in some lower level pay band 3s
- Decided to not address student wage because they are all over the place…but need to look at being more consistent
- Will take this to Board but no idea if they will approve or if there will money to do this
- Robert will come back to April CSPA to report what the Board votes

Updates: Faculty Senate, CAPFA, GSA, SGA

Faculty Senate –
- Living wage issue has been talking a lot about this – faculty is unanimously in support of this; recommendation that there would have to be increase in salary budgets
- Involved with Provost Search – faculty had place on itineraries
- Committee work around governance structure and voice of faculty on academic issues
- Working groups around research, teaching (teaching assessment), P&T
- Strong support for Indigenous Peoples’ Day
- Menah presented Strategic Plan – conversation around being recognized nationally and internationally and around implications of growth
- President and Provost will meet with Faculty Senate – having a lot of conversation about what questions they want to put in front of them

CAPFA – by Margaret Radcliffe

CAPFA met on 2/13/2019. I was on vacation and unable to attend. Based on the minutes, the following discussions are of interest to CSPA:
• Greg Fansler reported on activities to improve communications with AP Faculty. A Listserv has been set up and a working group established to recommend scheduling and content of messages, with the first message likely to be sent in early March. Only the chair/vice chair can respond to the listserv. Individuals can opt out of the Google group.

• Erin McCann, Director of Strategic Planning, presented the Virginia Tech Strategic Planning Priorities.
  1. Increase global and national recognition
  2. Demonstrate the Ut Prosim (That I May Serve) difference
  3. Invest in talent development

GSA –
• Resolution – Indigenous Peoples’ Day; Creation of new full time student status; policy of graduate assistantships and tuition remission (prorated if withdraw rather than losing full tuition)

SGA –
• Ad hoc committee to impeach president, vp, and perhaps administrative chair – broke constitution more than once and not doing their job; brought to executive committees attention that advisor was delaying legislation that he didn’t agree with and he was removing reps from appointed spots
• Amending constitution around advising
• Parking – sensors in Squires lot...how many open spots to help with flow
• Working on funding donations for Relay for Life
• Susanna offered to talk about how Faculty Senate addressed non-working standing committees

Adjournment
Next meeting March 26, 2019; 2:00-3:00; 3600 North End Center