

# Commission on Staff Policies and Affairs

February 26, 2019

2:00-3:00 p.m.

## Attendees:

Sally Shupe, LaTawnya Burlison, 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](http://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

