

**Minutes**  
**Commission on Staff Policies and Affairs**  
September 28, 2010 ~ 2:00 p.m. ~ 325 Burruss

**Present:** Judy Alford, Carolyn Dudding, Velva Groover, Hal Irvin, Teresa Lyons, Richard Sorensen, Don Taylor, Sue Teel, Tom Wertalik, Lisa Wilkes, Connie Wilkinson

**Absent:** Lubna Chowdhury, Robin McCall-Miller, Beth Osborne, Wyatt Sasser, Wanda Smith

**Guests:** Maxine Lyons, Leslie O'Brien

**Call to order**

The meeting was called to order at 2:05 p.m. The agenda was approved as presented. The minutes from the last meeting on May 25, 2010 were approved electronically, and there were no minutes for the month of August since the meeting was cancelled.

**Welcome and introductions**

Chair Sue Teel welcomed everyone to the first meeting of the year, and everyone introduced themselves.

**Review of commission charge**

The commission charge, which is on the governance website, was read aloud.

**Commission goals for this year**

Sue Teel, along with other commission chairs, recently met with University Council to discuss this year's commission goals. Goal one for CSPA is communication. The commission plans to make it better known throughout the university community that staff are eligible for earning the honor of staff emeritus status. It also plans to make sure information about the new winter closing policy is well publicized before it goes into effect in December 2011. At the suggestion of Dr. Steger, the commission will be examining whether or not the communication system that is in place for employees who don't have computer access is working or not. Goal two is to come up with a solution to minimize the parking permit rates for those in lower pay bands. The commission feels that with parking rates continuing to rise and the budget situation not allowing for employee raises for the past several years that some folks are barely making minimum wage as a result. The commission hopes to gain support on this issue from other areas of governance. Goal three is to deal with employee frustration regarding the lack of accessibility to training opportunities. Even though there are numerous training opportunities available, many employees are facing roadblocks when it comes to taking advantage of these opportunities. Frustrations include employees being

required to take annual leave while they are in training, supervisors who aren't flexible with work schedules, and the feeling of inequity because departments have different rules when it comes to employee training.

**Discussion of proposal to dissolve the Commission on University Support**

Leslie O'Brien, Chair of Commission on University Support (CUS) discussed a proposal to dissolve CUS and requested feedback from CSPA members on the issue. The argument for dissolving the commission is that it has very limited power in making policy changes as compared to other commissions. Concern was expressed by several CSPA members regarding the fact that dissolving CUS would be taking an avenue of governance away from the committees and areas of the university that report to CUS. Leslie will share the feedback with the other members of CUS.

**Announcements**

Due to changes in her position, Melissa Simpkins has resigned from CSPA. She represented CSPA on the Employee Benefits Committee and on the VT Employee Spouse and Dependents Scholarship Fund Committee. Judy Alford expressed interest in replacing her on the Benefits Committee. Any CSPA member who is interested in filling her spot on the Scholarship Fund Committee should let Sue Teel know.

**Adjournment**

There being no further business, the meeting was adjourned at 2:53 p.m. The next meeting will be October 26, 2010 from 2:00-3:30 in 325 Burruss.

Respectfully Submitted,

Melissa Ball  
CSPA Support Staff