

Minutes
Commission on Staff Policies and Affairs
September 25, 2012 ~ 2:00 p.m. ~ 210 Burruss

Present: Mina Choi, Dan Cook, Jay Crone, Carlyne Dudding, Velva Groover, Hal Irvin, Denise Jones for Richard Sorensen, Wyatt Sasser

Absent: Judy Alford with notice, Mary Christian with notice, Kim Dulaney with notice, Judy Jones, Tom Kaloupek with notice, Teresa Lyons, Allison Rubio, Amy Tunison

Call to Order

The meeting was called to order at 2:02 p.m. The agenda was approved as presented. The minutes from the last meeting on April 24, 2012 were approved electronically.

Welcome and Introductions

Dan Cook welcomed everyone to the first meeting of the year, and everyone introduced themselves.

Leave Reform Issues

There was no new information to report on the leave reform that was proposed by the Governor earlier in the year. The proposal was tabled by the Governor; however, DHRM has indicated that it will likely be revisited in the future.

McComas Staff Leadership Award and Staff Career Achievement Award Selection Committees

Dan Cook asked for volunteers to serve on the selection committees for the McComas Staff Leadership Award and the Staff Career Achievement Award. Wyatt Sasser volunteered for the McComas Staff Leadership Award committee, and Velva Groover and Carolyn Dudding volunteered for the Staff Career Achievement Award committee. Several more volunteers will be needed for the committees, and it will be discussed again at the next meeting. Any CSPA member who is interested in serving should let Dan know.

New and Inventive Ways to Highlight Staff

Highlighting staff in new and inventive ways was one of the goals CSPA set for itself for this academic year. Hal Irvin indicated that Laura Neff-Henderson, HR Communications Manager, has begun an ongoing feature in VTNews entitled *Extraordinary Employees*. Hal suggested having Laura attend an upcoming meeting to discuss her efforts. He also suggested having Kirk Wehner, Executive Director for Total Compensation, speak to the commission about the employee awards program. It involves university- wide awards and departmental awards. The idea of developing a staff honorifics committee, similar to that of faculty, was also suggested so that award nominations are more of a priority.

Ways to Engage Off-Site Staff

Another goal CSPA set for this year was to find ways to engage off-site staff. Members were asked for suggestions and amongst those were Adobe Connect, Skype, and Vita Conferencing. However, some felt rather than trying to come up with ideas, it may be better to ask the off-campus employees what they want and what would work best for them. This will continue to be a topic of discussion at upcoming meetings.

Topics from Last Year

The following carry-over topics from last year were discussed:

- Accommodating hearing impaired with podcast information – members felt that the majority of hearing impaired employees already have a special accommodation in place with assistive technology and that the issue does not need to be pursued further.
- Invite Employee Benefits Committee chair to discuss if more can be done for non-student wage – members felt this would still be a good topic for a future meeting.
- Invite Debbie Freed and/or Steve Mouras to discuss alternative transportation and future parking costs and explain the benefit staff are receiving from the growing campus infrastructure – everyone thought this would still be a good idea but perhaps go a step further and discuss the master plan.

Other Comments, Questions, or Concerns

Carolyne Dudding presented the idea of trying to get on-campus employees from the custodial and dining hall staff involved in shared governance by allowing at least one from each division to take an hour per month to serve on a commission or committee.

Adjournment

There being no further business, the meeting was adjourned at 3:18 p.m. The next meeting will be October 23, 2012 from 2:00-3:30 in 325 Burruss.

Respectfully Submitted,

Melissa Ball
CSPA Support Staff