

Employee Benefits Committee

November 9, 2016 Meeting

2:00 PM - NEC Room 3600

Attendees: Dwight Viehland, Kirk Wehner, Godmar Back, Katrina Loan, Danette Poole, Tami Watson, Rami Dalloul, Brad Klein, Sara Leftwich, Ana Agud and Marin Riegger

The meeting was called to order at 2:00 PM.

Dwight Viehland welcomed the members and reviewed the minutes from the last meeting. Katrina Loan made the motion to accept the minutes as submitted with a second made by Tami Watson.

Old business:

Marin Riegger was asked to speak to the committee regarding the childcare concerns in the New River Valley. She proceeded to discuss in details the Little Hokie Hangout program and the issues surrounding childcare in the area with the following bullet points:

- Little Hokie Hangout is held at the Lutheran church on the corner of Toms Creek and Prices Fork Road.
- Clients pay for hours used/need per semester so if only need after school care or only morning care, they are charged for those hours.
- The staff are students here at Virginia Tech in partnership with the lab school in Wallace Hall.
- This is a cooperative program which means the parents work in the classroom as aides or the parents have the option of “buying out” their hours and hiring a student to work the parent hours.
- The program is open Monday through Friday from 8:30 AM to 6:00 PM and usually close at 2:30 PM on Fridays.
- Clients must have some type of relationship with Virginia Tech (faculty, staff, student) since the program receives a subsidy from Virginia Tech.
- Currently, there are 21 different families participating – three faculty members, one staff member and the remaining students.
- Detailed information is located on the graduate school’s website since currently part of a graduate school initiative.
- The program has a capacity of twelve children at any given time and are limited to two to six year olds.
- There are very little childcare options in the New River Valley area, especially for newborns.
- Radford University recently opened a childcare facility, Rainbow Child Care Center, which was a \$30 million project to build and operate

- Data has been collected from 1995 and there has and continues to be a shortage of providers in the area.
- There is a committee, the alliance for better childcare, which has not met recently but President Sands and some deans are on the alliance.
- The NAEYC (National Association for the Education of Young Children) does accredit childcare facilities, however, there is no oversight/approval of quality.
- Virginia Tech is the overseer of the lab and the Little Hokie Hangout program – the Department of Social Services does not regulate since another state agency.
- There is no preference to departments – the cost for three days a week care is \$1700 per semester.
- The budget is from private donations and outside funding.
- There is currently a proposal on President Sands desk requesting on-campus infant care rooms.
- Virginia Tech has 60% of the slots held at Rainbow Riders per an agreement with the them.
- Katrina Loan requested Marin Riegger to speak at one of the faculty and staff senate meetings to share the information regarding childcare in the area.

New business:

Dwight Viehland provided a handout from TIAA discussing the aging workforce and issues facing higher education. He reviewed the information regarding the demographic changes and how to offer more benefits for the aging population now and in the future. Jack Finney had previously discussed during a meeting of the faculty policy and affairs meeting a step-down process in which employees work a certain percentage of time each year until retirement. The proposal was tabled and did not go forward. The need for this committee to highlight and bring this issue back to the forefront was discussed. Kirk Wehner will contact Jack Finney regarding the initial proposal and to request he speak with the benefits committee. In turn, the benefits committee could possibly bring it up at a university council meeting to discuss in the future.

The meeting was adjourned at 3:05 PM.

Next meeting is scheduled for 2:00 PM on Wednesday, December 14, 2016 at NEC Room 3600