

# Staff Senate

<http://www.staffsenate.vt.edu>

February 21, 2020  
Noon – 1:00pm  
2470 North End Center

## MINUTES

***Attendees:** Judy Alford, LaTawya Burluson, Angel Carter, Justin Dalton, Velva Groover, Laura Hagy, Bruce Harper, Amy Ingram, Zerita Montgomery, Sarah Owen, Tasia Persson, Kimberly Ridpath, Pris Sears, Raksha Sharma, Leisa Shelor, Sally Shupe, Robert Sebek, Serena Young, Jennifer Hedrick*

***Zoom Attendees:** Jamie Stien, Chris Whitlock, Brandy Morse, Leslie Sullivan, Sarah Woodyard, Becki Smith, Jonathon Poff, Sheree Montgomery*

***Excused:** MaDonna Overstreet, Jennifer Pike, Sue Ellen Crocker, Patricia Donovan, Lisa Bishop*

### **Call to order by Tammy Smith at 12:00 pm**

The agenda was sent out electronically with a change to the minutes of the last meeting date being corrected, the agenda was approved at the meeting.

**Attendance sheet for check-in was available near room entrance.**

### **Approval of Minutes**

Approval of January 2020 minutes was done electronically and is now posted on the Staff Senate Website.

**Presentation on Sesquicentennial Plans:** Rosemary Blieszner, College of Liberal Arts and Human Sciences

- Celebration marking the 150<sup>th</sup> year since Virginia Tech's founding
- President Sands and Vice President Phlegar asked Rosemary Blieszner and Anne Khademian to Co-Chair
- They want to recognize our Roots, our Past and our Present, however they want to be more future oriented
  - How will we achieve our Beyond Boundaries Goals
- Begin around July 21 of 2021 thru all of 2022
- All areas to celebrate including our corporate partners and off campus areas
  - Would like for Staff Senate to put something together (perhaps focus on our timeline)

- Each college will have a focal Month
  - There will be guidelines to follow
- Kick-off will begin with President Sand's State of the University Address
- Swag will be available
- Projects-Ideas
  - Plays
  - Books
  - Music
  - Virtual Reality Project
  - Projection Light Show
  - Corps of Cadets
- Please see the attached hand-out from Rosemary and Anne and contact them if you have any ideas

**Notes from President:** Our April meeting falls on the anniversary of April 16<sup>th</sup>, we voted to have a lunch social. Please bring your lunch to socialize and spend time with other Staff Senate Members. Tammy will provide deserts. Please let us know if you cannot attend when an email reminder is sent out. We will have no agenda for this meeting.

**Staff Senate Standing and Ad Hoc Committees:** Updates and Membership, Chair elects

- Communication: Mr. Harper – Working on website tweaks, getting ready for McCommas and Staff Appreciation Day. Need a backup for Bruce Harper.
- Elections & Nominations: Ms. Taylor – Working on Open Positions, will send out a Qualtrics Survey to nominate (either yourself or others) and to fill out biographical information
- Policies & Issues: Ms. Alford –Reviewed and supported one Resolution to change the name of non-tenure track to career-track faculty and change the wording in the handbook. Tammy had asked this committee to work on a resolution for climate change, Judy asked for help with this. If you can help please contact Judy Alford.
- McCommas Leadership Seminar: Ms. Ingram –We are at max capacity for registration. However, a few have started canceling and some will no longer be staff once the seminar is held, therefore we are beginning to pull from the waitlist.
  - Waitlist had 41
  - 265 total signed up for the seminar.
  - Location: Squires Commonwealth Ballroom with Breakout Session Rooms
  - Food: Blue Ridge Mountain Catering
  - Continental Breakfast- mini bagels with butter, jelly, cream cheese, mini Danish, mini muffins, fruit salad, and scrambled eggs.
  - Lunch- Lasagna Buffet (Half meat and Half veggie), Garden Salad, Dinner Rolls. Potato Soup, and Sausage Gumbo

- Brownies for Dessert.
- Afternoon Snacks
- Assorted cookies and Wiki Chips

Swag has been ordered:

- Tote Bag
- Journal Book with Pen
- Large Tumbler

Judy Taylor is working with the Award Committee on the selection of the award recipient. We have received nominations and in the process of making sure the nominees are eligible.

Speakers will be:

Dr. Cyril Clarke, Dr. Dwayne Pinkney, Mr. Bryan Garey  
 CAFM and HR Leadership Continuous Fasttrack Program introduction.  
 Program and Braille Printing is in progress.

Vendors:

HR  
 Office for Inclusion and Diversity  
 CAFM  
 Hokie Wellness  
 Taylor Office Supply  
 NRV TimeBank  
 Schedule is as follows:

7:30 a.m. - 8:30 a.m. - Registration  
 8:45 a.m. - 9:00 am.- Welcome  
 9:00 a.m. - 9:45 a.m. - Dr. Cyril Clarke and Dr. Dwayne Pinkney  
 9:45 a.m.- 10:00 a.m - Break / Transition Time  
 10:00 a.m- 10:45 a.m.- Breakout Session I  
 10:45 a.m.- 11:00 a.m. - Break/ Transition Time  
 11:00 a.m. - 11:30 a.m. - CAFM and HR Talent Development -Certificate Program  
 Introduction  
 11:30 a.m.- 12:45 p.m. - Lunch  
 12:45 p.m.- 2:00 p.m.- Speaker and Award Presentation by Bryan Garey  
 2:00 p.m.- 2:15 p.m.- Break/ Transition Time  
 2:15 p.m.- 3:00 p.m. - Breakout Session II  
 3:00 p.m.- 3:15 p.m.- Break/ Transition Time  
 3:15 p.m.- 3:45 p.m.- Closing / Door Prizes  
 3:45 p.m. - 4:00 p.m.- Vendor Time

\*Donations this year will be sent to the Women’s Resource Center. Will send information for donations in the reminder email to all registrants the week before the seminar.

- \*Checking on IAAP recertification points. Tammie Smith- need information for contact.
- \*Need to contact Parking Services- for those traveling from extension offices.

- Child Care (ad hoc): Robert Sebek – The Child Care Working Group has written a draft report that states the issues surround access to affordable, quality childcare in the NRV and other campus locations, and makes recommendations for actions by the university. (Once the draft is finalized, it will be shared university wide.)

We partnered with Kinder Care, the operator of the new facility behind the South Main Kroger, to survey local households on childcare needs. It identified over 6900 "slots" for which no local capacity exists. About 46% of NRV families with children are below 200% of the federal poverty level and could qualify for state subsidies, but most of the subsidized programs are "school hours" programs and don't offer before school, after school or summer child care options, which greatly affects our employees and students.

As noted in our Staff Senate report, our entire peer institutions offer an on- or near-campus child care facility (that prioritizes access for children of employees and sometimes students) and most offer subsidies or funded-discount programs. Many of our peer institutions offer back up care options for when children are sick or otherwise cannot attend their usual childcare facility. VT is currently exploring backup care providers.

Recommendations include:

- Incorporating childcare needs into philanthropy goals (also in Staff Senate Report)
  - Changing culture to support flexible scheduling
  - Leverage university programs to increase educator pipeline (also in Staff Senate Report)
  - Reinvigorate community partnership efforts (VT, town, Carillion, other local nonprofits)
  - Investigate stipends or subsidies (also in Staff Senate Report)
  - Promote legislative platform to change tax structure for users, grant support, loan availability or debt relief for educators (also in Staff Senate Report)
- Strategic Planning (ad hoc): Ms. Burleson – email Ms. Burleson if you want to join; has not met yet

**Ut Prosim Opportunities:** Please share any opportunities as they arise.

**Next meeting:** March 19, 2020 - 2470 North End Center, Speaker to be announced

**Adjournment** at 12:49 pm

Respectfully submitted:  
Angel Carter