Radford University Staff Senate

**AGENDA**

**January 19, 2023**

**9:00 a.m. – Zoom**

**Meetings are recorded**

**Welcome**

**Determination of Quorum and Call to Order** – Open Staff Senate Meeting

**Approve Minutes:** November minutes, No December meeting.

**Introduction-** Leah Taylor, Assistant Vice President for Human Resources

**Coffee with the President forum held on February 10th via zoom link**

* Send questions to Sharon Proffitt, [skproffit@radford.edu](mailto:skproffit@radford.edu). Questions from classified staff that was not address, will be move to the top of the list. We had three questions that were not answer.

**VGEA’s Approach: Tiered Pay Rase**

* The VGEA will lobby for a tiered approach to additional compensation adjustments in the budget this year. In other words, our request is in addition to the 5% across-the-board raise employees are already slated to receive.
* A tiered approach better addresses the Commonwealth’s longstanding compression issues and would be particularly helpful in pay bands 1-4. (Compression is the lag in pay between new employees and those with more years of service.)
* Additionally, since every 1% across-the-board raise would come at an annual cost of $43.5 million, a tiered approach would result in a lower cost to the Commonwealth and has a better chance of passing vs. an across-the-board raise.
* That said, the VGEA will request an amendment to HB30, Chapter 2 (the “Budget”), [Budget Item 483](https://r20.rs6.net/tn.jsp?f=001WwlHVGOc-D9-fx8WNbMuiaeUE6CPSsegUZYXvECGvQoEnzKsPrU6c2RkRYIcgGALJVknE_320-vFfnxUYsqJLKXtBTEuuLcjEc6jcOX9jrvbfgg86O7c3xN8iGiWbX65UoENhM0nHaaNStmXmO1oGO5jd--nyDLqAnlb_bxLyn5cGa2v2qBO_QjuTTR-2gpC3glORDW6_niw71x8HhK7Rg==&c=cexbhPI25qC7yHL91-jOyixJ1VJWHv3rhUSMYFbfTOyh_LKNGLIubA==&ch=2zZXkk58V_HBsIcMfdDVAvuCdLUJvw5bHLuyoDrOfTK3D5Danar9pA==), as follows:
* State employees with 1-3 years of service: 5% + additional 3%
* State employees with 4-10 years of service: 5% + additional 4%
* State employees with 10+ years of service: 5% + additional 5%

**Senators’ announcements (news from Divisions, concerns from constituents)**

**From Procurement and Contracts:**

* eVA notifications if you are not receiving your notifications due to the new eVA platform. Notifications used to come from PROD Ariba, now they are coming from "Virginia" < noreply@cgieva.com>. Emails are going into the junk folder. If this is the case, go into your junk and specify that these messages are not junk.
* Ad-Hoc, State Entered, and SPCC-confirming orders- no notifications sent
* Procurement will be providing eVA Refresher Training and Introduction to eVA Training each month. If you would like to participate, go to D2L (Desire 2 Learn) on One Campus.
  + eVA Refresher Training for current employees will take place first Friday of the month beginning January 6th.
  + Introduction to eVA Training for New Employees will take place second Monday of the month beginning January 9th.

**Reports from Standing Committee**

* **Elections & Nominations**, Chair: Christi Wayne  
  Committee Members: New members
* **Policies & Issues**, Chair: Sharon Proffitt- Committee Members: Amanda Lawson, Scott Shaffer, Pam McCallister, and Jim Williamson
* Next meeting **March 14th**
* **Communications**, Chair: Pam McCallister. Committee Members: Lynn Arnold, Ann Cox
  + Due to the departure of Ruby Dwyer, Pam has stepped into the role of Chair for Communications. Thank you, Pam!
* **Staff & Community Relations**, Chair: Lin Martin   
  Committee Members: Connie Leathers. New Members-Fallon Kreye, and Kate Smith
* **Recruitment & Membership**, Chair- Fallon Kreye. Committee Member-Sharon Proffitt,
* Due to the departure of Ruby Dwyer, Fallon has stepped into the role of Chair for Recruitment & Membership. Thank you, Fallon.
* New Member-Kristy Hudson

**Reports from University-Wide Committees/Internal Governance**

* Diversity & Equity Action, SS Representative: Katie Smith
* Intercollegiate Athletics, SS Representative: Noah Bieker
* Parking & Traffic, SS Representative: Noah Bieker
* University Executive, SS Representative: Christi Wayne
* Dining Services Advisory Committee, SS Representative: Fallon Kreye
* Bookstore Advisory Committee, SS Representative: Kara Pfaff, meet at beginning/end of each semester
* Library Committee, SS Representative: Amanda Lawson

**UPDATES**

**Compensation Committees**

Currently meeting, working with Gallaher. Three committees- Steering, Project Team and Working Group.Compensation Steering Committee, I am serving, meets monthly and Project Team meets Bi-weekly. Working Group meets when needed. Project Team is reviewing job lists, familiar characteristics, other industries, salary match not salary range, pay grade, and job descriptions- is everyone in the right category.

* Campus Webinars held November 29 and November 30.
* T&R Faculty – 30 attended, AP Faculty – 56 attended, Classified -65 attended
* Webinars recorded and access to view will be available soon, an email will go out to campus on how to view.

**REMINDERS**

Due to the holiday break, there are no reminders

**Guest Speaker- Dawn Taylor and Margaret McManus-**Audit & Advisory Services

**Adjournment** – Close Staff Senate Meeting

**Next Staff Senate meeting:  
February 16, 2023  
Guest Speaker -**President Bret Danilowicz