

Virginia Polytechnic Institute and State University
Staff Senate

Minutes of the Regular Meeting
Thursday, June 26, 1994
Room 102 - Phase II, Veterinary Medicine

Senators Present: Carolyn Alls, Joann Craven, Judy Davis, Marge Dellers, Spencer Foster, Les Fuller, Leslie Graham, Betty Greene, Patty Hall, Mary Holliman, Richard Lovegrove, Don Massie, Bhaba Misra, Valerie Myers, Diane Patty, Carlile Price, Rocky Price, Peggy Rasnick, Wyatt Sasser, Lynne Schaefermeyer, Widget Shannon, Elaine Southworth, Charlie Stott, Lorrie Sumpster, Tony Sutphin, Sarah Wheeler

Alternates and Guests Present: Barbara Hise for Patrick Donohoe, Nancy Looney for Deb Williams, Rebecca Scheckler for Pat Ballard, Paula Van Curen for Joyce Bohr, Netta Eisler, Eileen Moccia

Call to Order

Meeting was called to order at 5:36 PM.

Vice President Stott was filling in for President McConnell.

Guest Speaker

Ann Spencer, Associate Vice President for Personnel & Administrative Services, explained the decentralization plan. The plan must be submitted to the state secretary of finance by July 1. It will take approximately three years to phase the entire plan in. The plan would allow Virginia Tech to administer its own purchasing, accounting, and personnel departments. She stated that we can do a better job meeting our human resource needs locally than can offices in the state that are trying to deal with over 100,000 different positions. DPT does not have a good understanding of the university environment.

Excluded from the plan are purchases from the Department of Corrections, telecommunications services, and the capital outlay process.

The plan would eliminate duplicative work, and there is the possibility of administrative savings, but there will also be additional costs in some areas.

As soon as the plan is approved, Virginia Tech would have complete authority for local decision making utilizing all existing personnel policies, programs, laws, etc. In the long term, we could have approval to develop our own personnel policies and programs, including--but not limited to--compensation and classification, performance management and incentive pay programs, benefits programs, and developing such institutional policies as educational aid, layoffs, and recruitment.

Senator Shannon asked if Tech planned to eliminate the two-week waiting period in recruitment. Spencer replied that is the goal. Our applicants, given our location in the state, do not use the state

recruitment system. We want exemption from having to advertise every position through the state recruitment system.

Senator Lovegrove asked if the final plan will look like the outline we received. Spencer replied that this is generally the outline, but that the full plan is 17 seventeen pages long.

Senator Stott suggested that senators read the outline in its entirety and share with constituents.

Announcements

Senator Holliman reported on the Task Force on Grievance Policy as follows. So far there have been four public hearings, but there has been low turnout for the meetings in our area. There are some good ideas coming out of the meetings. An interesting observation that came up in Roanoke was that if the state had handled changes in pay for performance the way it was handling the changes to grievance procedure, then pay for performance would have worked better.

Senator Donohoe previously had sent Stott a note concerning carpal tunnel syndrome. Repetitive motion injuries are no longer being covered under workmen's compensation. Senator Stott requested that he be able to put this item on a future agenda and get appropriate people to come to senate to address this.

Senator Scheckler reported that her primary care physician sent out an electronic newsletter about the fact that he was not a participant in the Carilion Plan, therefore he could not be a primary care physician at Radford Hospital without applying for privileges at Radford Hospital. She talked to Doug Martin and asked if this would be a problem. He said it would not be because Va Tech staff would be able to choose an HMO (such as Carilion or another plan). She then saw an article that said that HMO's keep their prices down by passing on the costs to non-HMO users. She feels that we need to keep a close watch on HMO's and other health insurance options.

Senator Stott stated that in April we got a letter from the governor requesting help to reinvigorate state government. If you have good ideas, send them to the governor.

Approval of Minutes

Minutes of the May 19, 1994 meeting were approved with the following additions and corrections. Page one, under Senators Present, Widget Shannon should be added; under Alternates and Guests Present, Vicky Graham should be corrected to Vickie Graham, Cindy Harris should be corrected to Cindy Harrison.

University Council, Commission, Committee Reports

Communications Committee had nothing to report.

Elections and Nominations - Senator Massie reported that minutes of the April 20, 1994, meeting and the Annual Report of Activities

for 1993-94 were available at the front of the room. The vice president of the Staff Senate chairs the Commission on Classified Staff Affairs, which means that for the 1994-95 year Wyatt Sasser takes over as chair. He has served on the commission from the Administrative area. Neal Shambaugh has agreed to take over in Senator Sasser's place to fulfill his unexpired term next year. Senator Massie thanked the members of his committee for being so faithful and for the hard work that they had put into the committee.

Policies and Issues - Senator Sumpster distributed a proposed letter prepared by Policies and Issues and the Council of Staff Association Officers. The letter expressed concerns and gave suggestions concerning inclement weather policies. Senators were asked to read the letter and send their opinions and suggestions to Senator Murray (PROTOCOL), Senator Williams (DEBW), or Senator Sumpster (0112). Senators need to be prepared to discuss the letter at the July meeting, and be prepared to vote on it.

Old Business

McComas Leadership Scholarship - Senator Massie read the resolution to Senators. Motion was made and seconded to approve the resolution. Looney questioned whether "Virginia Tech" should be "Virginia Polytechnic Institute and State University"; technically it can be either way. Vote was taken and carried to approve the resolution.

Senator Holliman moved that we ask the president appoint a committee tonight. Motion failed. Motion was made that the vice president and the acting president consult with the Nominations and Elections Committee to appoint a standing committee expeditiously. Vote was seconded and carried. Massie stated that basically this committee would work toward developing topics and dates for the seminars. The standing committee will be comprised of senators and non-senator classified staff members, with the chair being a senator. Anyone interested, please contact the Elections and Nominations Committee.

New Business

Senator Shannon asked where to go to get action on a Workmen's Compensation claim. She was informed when she filed the claim in October that action would be taken in approximately two weeks. She wants to know why it has not been paid. She indicated to the person she talked to that she had tripped going up a flight of stairs at work, and they responded that they don't pay claims for people who trip on stairs or walking in hallways. Senator Sasser responded that they do pay such claims, and that she needed to contact Cathy Gibson in Benefits.

Senator Sasser stated that as the new chair of the Commission on Classified Staff Affairs, he would like to solicit thoughts and concerns of senators. He would like to determine two or three issues for the commission to concentrate on. If you have such

concerns or issues, please contact him and he will see that they are put on their agenda.

Meeting adjourned at 6:40 PM.