Commission on Classified Staff Affairs
May 11, 2006
3:30 p.m., 325 Burruss Hall

Present: Judy Alford, Catherine Caldwell, Walter Hartman, April Hylton for Gerhardt Schurig, Kenneth Miller, Wyatt Sasser, Becky Saylors, Linda Woodard

Absent: Sue Ellen Crocker, Erin Cwick, Chanda Dodd, Carolyne Dudding, Mike Freel, Kellie Morris, Shelly Nickols-Richardson, Fred Piercy, Diane Reaver, Jon Wooge

Guests: Tony Gambill, Director, Director, Leadership and Employee Development; Doug Martin, University Benefits Manager

Chair Judy Alford called meeting to order at 3:30 PM. The agenda was approved as presented.

1. Human Resources Updates

- Higher Education Restructuring – Linda Woodard
  
The Governor has not yet signed the Higher Education Restructuring bill; however, he is expected to sign it soon. Input from the university community will be sought in preparing the policies and procedures for new staff members hired on or after July 1, 2006. For the present time, these will be identical to those for current classified staff, with minor exceptions. It will take time to do the research, get input, and design the new policies. It is expected that a preliminary timeline will be developed by mid-summer. A special issue of Spectrum will be mailed to all employees with updates on aspects of restructuring early this summer. This year’s McComas Leadership Seminar provided helpful feedback from employees on a variety of issues, such as the effectiveness of our performance evaluation systems in providing feedback and recognition, the importance of employee development, and staff opportunity for input. This information will be shared with the university administration and others involved in the design of the new HR systems.

- Benefits Update – Doug Martin
  
  Open enrollment for health care ends May 15. Informational meetings have been held, and particular attention was given to the new high deductible plan offered this year. The Benefits staff has received numerous calls from retirees regarding Medicare Part D. The state plan does include an approved plan that automatically folds around the Medicare supplement. Enrollment is automatic, and retirees are not required to take any action. Retirees continue to express concern over the cost of health care and reiterate the need for an increased state subsidy. VSDP now includes a return-to-work mandate for all disabilities, i.e. job related and non-job related.
Introduction of Tony Gambill, Director of Leadership and Employee Development

Linda introduced Tony Gambill, recently hired as the Director of Leadership and Employee Development. Tony comes here from Columbia, Maryland, where he worked for a large non-profit organization in a similar role. His primary focus for the next year will be management, leadership, and supervisory development. The most frequently requested training is for supervisors and managers. He is currently meeting with other departments, such as Multicultural Affairs, Equal Opportunity, and Information Technology, to see how these department can work together to identify needs and design programs that will have a valuable impact. Another focus will be looking on ways to deliver training to off-campus employees by taking advantage of technology. More information on the programs provided by University Leadership Development is available on their web page, http://www.uld.vt.edu/.

2. Discussion / Updates from Previous Meetings

- Alternative Transportation
  There is no news about the vanpool proposal. The Transportation Office is still waiting for a response from Richmond.

3. Reports:

- Benefits Committee – Wyatt Sasser
  The committee met on April 27. Topics included: restructuring; open enrollment and the new health care plans; return to work program; short-term disability for grant-funded faculty; and long-term care.

4. Next Meeting – September

Judy Alford will chair the commission again next year, and will send out note in August to plan the meeting dates. Members are asked to be thinking about issues to discuss for next year.

There being no further business, the meeting adjourned at 4:50 PM.