Chair Tom Tucker called meeting to order at 1:00 PM. He thanked Linda Woodard for her support for staff governance over the past ten years and introduced Hal Irvin, the new Associate VP for Human Resources. Commission members then introduced themselves. The agenda was approved with one addition. The minutes for the February 19 meeting were approved with two corrections.

A. New Business

- Human Resources Restructuring

The commission reviewed the final versions of the two resolutions for approval: Resolution 2007-08A—Compensation and Merit Pay for University Staff Under Higher Education Restructuring, and 2007-8B—Approval of the New Human Resources Policies for University Staff. The first resolution proposes merit pay implementation for university staff, with differentiation in pay based on the level of performance. The structure will be similar to the system used for faculty. The current classified benefits, salary and job classification system will be adopted for university staff, except those in Pay Bands 5 through 7. Employees in those positions will be converted to AP faculty. A resolution for this change will come from the Commission on Administrative and Professional Faculty (CAPFA).

The second resolution proposes that most current human resources policies for classified staff be adopted for university staff. The performance management policy, however, will change for university staff. Communication is critical and information sessions for employees will be scheduled throughout the summer and fall. It was moved and seconded that both resolutions be approved. The motion passed unanimously.

- Human Resources Restructuring – AP Faculty Definitions

CAPFA’s Resolution 2007-08B deals with changes to AP faculty definitions and the conversion of positions in Pay Bands 5 through 7 to AP faculty positions. Classified employees affected will have a choice to convert or not; university staff will have no choice. The commission has been asked to review and endorse the resolution since it
affects staff. It was moved and seconded that the resolution be endorsed by the commission. However, it was noted that since CAPFA has not yet voted on the resolution, there could still be changes made to the resolution. The motion was rescinded. Since the chair will attend the CAPFA meeting where the resolution will be voted on, it was moved and seconded that the chair be given approval to use his discretion on supporting the resolution should there be changes. The motion was approved unanimously.

B. Old Business

- Staff Leadership Award - Subcommittee Update
  The subcommittee will review the nominations and select the top candidates. If the subcommittee cannot agree on the award recipients, the full commission will be asked to choose.

- Employee of the Week Program - Subcommittee Update
  The nominees for the Staff Leadership Award will be added to the list of people to be featured.

- Emeritus Policy for Staff - Subcommittee Update
  This item will be tabled until next year.

C. Reports

- Minutes
  Minutes from the Commission on Equal Opportunity and Diversity have been forwarded. The Benefits Committee did not meet in February or March.

- Staff Senate
  Representatives from Human Resources will attend the next meeting to review the resolutions with the senate. The Staff Senate officers for next year are: Tom Tucker, President; Maxine Lyons, Vice President; Jennifer Hundley, Secretary; Jean Brickey, Parliamentarian. As Vice President, Maxine will chair the commission next year.

- Virginia Tech Employees' Spouse and Dependent Scholarship Fund
  A total of 22 students have applied for the scholarship this year. Each student will be given $350 per semester. Letters will go out May 1.

There being no further business, the meeting adjourned at 2:20 PM.