

PROVOST EMPLOYEE COMMUNICATION COUNCIL
Meeting Minutes - April 10, 2007

Present: H. Booker, A. Burns, S. Chisholm, A. Cohn, K. Craddock, S. Edinger; P. Ehrenberg, D. Fetko, B. Gainey, R. Garver, I. Gillet, S. Haas, J. Lassetter, S. Morris, L. Miller, E. Olmstead, K. Olsen, B. Rugo, R. Schuett, J. Varner, D. Waller, and S. Wharam.

OPEN SESSION

Guest Speaker: Mr. Leonard Sandridge, Executive Vice President and Chief Operating Officer

Mr. Sandridge gave a general overview of the current capital construction taking place on the University Grounds as well as other significant developments for the University community. The amount of planned construction continues to develop at a rapid pace. The next profound impact will be felt by the South Lawn project, which takes the historical part of Central Grounds and integrates it with areas adjacent to Jefferson Park Avenue. This project will take approximately two-and-a-half years to complete, and is scheduled to begin in the fall of 2007. It will add 140,000 SF of classroom space.

There will be several phases of this project which includes the redevelopment of New Cabell Hall. Great consideration has been given to whether to tear down New Cabell Hall or to renovate the existing structure. Renovating the current structure could save \$46M and free private dollars for programs

The parking garage on West Main is designed to improve quality of patient access to the hospital and increase parking capacity. A hospital bed expansion project will add 95 beds in the same footprint that the hospital currently occupies. Projects about to be underway include the new Emily Couric Clinical Cancer Center.

The University is currently conducting a search for the Dean of Arts and Sciences. The committee has received good candidates and selection process is progressing well.

There will be a selection for the University's Provost this month. Mr. Sandridge shared that all the current changes in leadership will provide a secure transition for the university when President Casteen and he retire in the next five or six years, and he is optimistic and encouraged that when the shift in leadership does happen, it will be a seamless change.

The Commission on the Future of the University will be the roadmap for the new administration. There are many possibilities for us to build on our strengths and affect change in the next 7-10 years. Mr. Sandridge also stressed that every person at U.Va. has the opportunity to provide input either through the website or by calling someone on a

planning committee. He encourages all to seize the opportunity to get involved. Town meetings about the commission's work are planned for the fall.

Public transportation will continue to be an issue that the University will address and try to make more attractive. City and UTS buses are free to faculty, staff, and students. In the near future CTS and UTS buses will have GPS systems at each bus stop so that people waiting for a bus will know when the next bus is due to arrive. Public transportation for surrounding counties continues to be researched. As we have grown to attract more big events, parking has become less convenient.

Mr. Sandridge addressed questions from constituents and they are as follows.

1. In regards to the expansion they are planning for Fontaine Research Park- They are going to re-zone Fontaine so that they can build more buildings on the current parking lots and then build a parking garage. What I want to know is WHY don't they use the huge acreage on the other side of the street where the FM has their mulch piles? That land is such a waste of a perfect location for buildings for UVA. It might be a little steep in spots but that doesn't seem to bother them elsewhere. I just can't believe that looking down the road 20 or 30 years from now (instead of the 2 or 3 that they seem to be planning for now) that they wouldn't want to expand there. They could still leave a lot of the trees if they planned right.

There has been careful consideration made to the development of the acreage across from Fontaine Research Park. Development to the acreage is limited as this is the foot of the Observatory Hill Mountain and water shed from this landscape has to be considered. Redeveloping faculty and graduate student housing is under consideration as well as a road that extends from Stadium Road to Fontaine Avenue to provide easier access to the Route 29 by-pass, helping the flow of event traffic and rush-hour traffic. A fire substation may fit in across from Fontaine.

2. With all the construction going on, when we deliver radioactive packages, we seldom have a place to park, especially at the Old Hospital. When we have patient care packages, it is essential that we get them delivered ASAP. There is not always two people available (one to do leg work, the other to drive around). We also have trouble delivering to Cobb Hall. Can there be special parking arrangements made?

Health System P&T works with departments in the Health System for temporary/ short-term parking needs (i.e. deliveries, etc.). The service areas and delivery locations (loading docks) are heavily used at both the East Hospital and the West Complex. Thus, accessing a space on any day may pose a challenge.

Those requesting a special pass should provide details a day or so in advance of the need, if possible. With prior arrangement, they are able to prepare a Dashboard Permit for a specific area for temporary parking need. They can be reached at 924-5147.

3. How much revenue is generated by parking fees at a typical event @ JPJ? Why can't this money be used to offset parking fee increases instead of raising rates that faculty and staff have to pay?

This money does offset increases in parking fees. Parking fees generated at John Paul Jones (JPJ) arena are split to cover the costs associated with the traffic enforcement for the event, the rental of the facility, and part to P&T. Only about 30-40% of P&T's budget comes from permit sales. 1500 parking spaces were paid for by JPJ, and employees get use of spaces. The high quality of entertainment and sport brings parking inconvenience.

4. Why is it that the faculty and staff that have to pay for parking around the stadium/Thornton Hall area are at the absolute bottom of the food chain? i.e.: The aquatic and fitness center, construction people, seminar visitors, etc. are all allowed to take these parking spots with the tacit approval of P&T.

Aquatic Center swim meets that start on Fridays, Thursday night football games, which occur every two to three years, and conferences that occur mostly through the summer attract patrons who use this area of parking. If we are going to have the sport venue facilities that we have, the quality of an NCAA football game that is televised, concerts of the caliber of the Rolling Stones, which we are all striving to support, there are going to be inconveniences. We must keep our focus and help identify problems. Contact Becca White and give us a chance to work on problems during these busy times.

5. I'm not the most eloquent in trying to present my question though several of us have tried to express our concern about expansion in facilities and yet maintaining staff positions at current levels (particularly infrastructure support positions like our office and Facilities Mgmt.). As Mr. Sandridge looks into our future does he see expansion in the number of positions it takes to successfully support all of UVA's growth?

With expansion there will be a demand for more staff and faculty. We do have prospects of growing over time. There is an identifiable pattern regarding state funds of approximately eight years' growth followed by two years of cutback. Mr. Sandridge believes all UVA employees are working harder than ever and this is a reflection of the advances of technology (i.e. e-mail communication) that has added to everyone's workload. Our work pace is faster than ever. We have added 600 employees (8%) in the last 5 years and still need more.

6. I was at a meeting this a.m. that focused on catering events. It seemed to be a consensus of the group that a lot of places will not deliver food because of parking issues. And, when an employee has to go pick the food up, again, there is no place for parking and they get a ticket. This is mainly at Jordan, the Hospital, Mr-4 and Mr-5.

Use a caterer that is either on site or on contract. These caterers can then probably use the hospital loading dock as a delivery point. If the dock cannot be used, when the delivery is set and will be done either by the caterer or an employee on behalf of the department, give a call to P&T at 924-7231 to arrange short term parking for delivery (i.e., 30 minutes) in one of the surface lots nearby. P&T can provide what we call a

“prior arrangement” to allow the delivery to be made. ARAMARK is familiar with the University and is able to deliver food and drinks all over Grounds. If firms regularly do business with the University it is possible for them to purchase a service pass that will let them park in designated spaces while on University business.

7. In recent months, both Virginia Tech and VCU have welcomed staff members to their Board of Visitors. Why doesn't UVA have a non-voting faculty member on the board? A non-voting graduate student? And a non-voting staff member? In the past we have been told that this would not be beneficial for the staff to be on the board. Now that the BOV will be making HR decisions with restructuring, wouldn't it be beneficial to have a report from the staff to hear their concerns and issues?

Mr. Sandridge has over 20 years experience with interacting on behalf of staff with the Board of Visitors. His perspective is that often when a group has a person at the table representing them, the responsibility for representation often rests more on the shoulders of this person than with the members of the group as a whole. Mr. Sandridge takes seriously his responsibility of representing staff.. He has not witnessed a time where the Board has not acted with the best interest of the staff in mind– in fact the board feels a keen responsibility to represent staff. It was also noted that the Board members have been responsible for establishing the pool of funds that allowed in-band pay adjustments for Classified Staff.

8. Restructuring, how will it benefit classified staff?

We will see the answer when we have a new Human Resources system. The new Human Resources system will oversee the policies, compensation, etc. for our staff in a way that will be more focused on university employees than a system for employees who work for state institutions ranging from state colleges and universities to state prisons. The HR system will give clear and purposeful thought to making changes. There is no incentive but to make this University the most desirable place to work in central Virginia.

9. Will semi-monthly paid monthly employees ever be given the opportunity to change to being paid bi-weekly? If so, when?

This question is sometimes raised, but there is not a clear consensus among employees about the pay schedule that works best for everyone. There is a cost to change employees from semi-monthly paid-monthly to the semi-monthly payroll. To make this change, the University would be adding one extra payroll, approximately \$5 million dollars, from the next fiscal year to current fiscal year. There are currently no plans to make this change.

10. Do you anticipate further development of benefits for same-sex domestic partners under restructuring? How can/should that differentiation be separate from common law couples?

Restructuring does not grant us any more authority in this area. The Attorney General has repeatedly advised us that universities do not have authority to provide benefits for same-sex domestic partners. Recent action by voters in the Commonwealth in the form

of a constitutional amendment has served to make it constitutionally unlawful for state agencies to offer benefits usually conferred to married partners to unmarried individuals.

11. Has there ever been consideration given to having classified staff as members of search committees for such positions as the Dean of the College or the Provost, since so many classified staff are part of these area?

The EVP/COO includes staff on searches in his area.

The most recent EVP/COO-led search committee to include classified staff was for the vice president and chief information officer.

12. Choice/input makes for happy employees. When possible under restructuring, could a cafeteria style plan for benefits be possible, where we could choose certain benefits which would be of value to us could be chosen, and others not of value to us not are included. So, for example, if we had \$500 worth of benefit value per month, we could choose between parking, gyms, child care at a university center, charitable giving, Culbreth/ Heritage events, athletic events, etc.

While Mr. Sandridge likes this concept, it does have its limitation. This could give flexibility of selection to a certain amount of resources offered as benefits to employees. However, it is also in the employee's best interest to have an employer research and offer retirement and health benefits. Not all employees are going to be or want to be proactive in such a selection process. It is important to offer retirement and health insurance.

13. It is my impression that the construction barriers erected around building projects are intended to be temporary and that they are normally removed at the completion of the project that they shield. There has been a construction barrier in front of Gilmer Hall on McCormick Rd for many years now, but there seems to be no active construction project on that site now. Why is the barrier still in place? Do you anticipate having it removed at some future date?

The EVP/COO is personally interested in when this barrier will be removed and raised this question with Facilities Management last year. The fenced area is being used as a storage/staging area for the various projects within Gilmer. The current slate of projects is scheduled for completion this fall –late in November 2007 – and the fence will be removed then.

14. What efforts are UVA administrators making to provide a living wage of \$10.72 /hr to UVA's lowest paid workers?

The university voluntarily exceeds state and federal minimum rates. The university pays \$9.75/hour entry rate plus benefits worth \$3.59, which bring total compensation to \$13.34. Market research has proven that UVA pay bands are comparable with the rest of the state. UVA does value its commitment to pay people fairly. We offer one of the

highest, if not the highest, levels of entry wages in the area. In addition, we offer an exceptional level of benefits – including health and retirement – to our employees.

15. In the past, you have expressed support for a salary differential for Charlottesville workers, similar to the differential in place for Northern Virginia workers. The cost of living in the Charlottesville area has risen dramatically over the past few years, yet our salaries have not kept pace with those increases. UVA possesses a considerable amount of influence in Richmond, as evidenced by the passage of the recent Restructuring legislation and Management Agreement. What would it take for UVA administration to apply some of its influence and resources to have a bill introduced in next year's Legislative session to institute a salary differential for Charlottesville workers?

The General Assembly has not indicated any interest in considering other salary differentials. Because the University pays competitively, I believe that if we were to compare markets with George Mason University indexing for cost of living in Charlottesville or Northern Virginia, our employees would fare equally as well or be better off.

16. The following question has been posed to Yoke San Reynolds, but I am interested in Leonard Sandridge's response as well.

The new Parking Replacement Policy was put into effect in January 2006. This policy puts the responsibility for funding new parking facilities on those departments, activities, and construction projects that create increased demand, instead of on parking permit holders. In retrospect, it is clear that this policy should have been in effect a long time ago.

A considerable portion of the Parking and Transportation budget goes toward debt service incurred in the construction of parking garages prior to the adoption of the Parking Replacement Policy. Parking permit holders bear the brunt of this obligation. In an effort to reduce parking permit fees, would you endorse reduction of Parking and Transportation's debt service through the use of other University financial resources?

Do you see any other ways to reduce parking fees across the board?

The Ivy Parking Garage does generate its own funding (less 20% which comes from employee parking fees). It has always been the policy of the athletic department to work into a building project budget the cost of parking facilities. This is fair and reasonable and is done on an ad hoc basis. All future parking development should be treated the same.

17. My issue: Due to space issues, half of my office moved to Morton Drive, where parking is free. So essentially, those people got a \$500 raise per year. Is there anyway the office could compensate those of us that were not "chosen" to move for our parking?

Space and on-Grounds parking space is an on-going challenge. P&T does not provide parking at Morton Drive.

18. Is there any chance that faculty and staff at U.Va. will ever have the opportunity for lesser tuition if their children attend the university?

The General Assembly does not allow the university to enroll a student in class without receiving tuition for the student.

QUESTIONS AND ANSWERS

Mr. Sandridge also took some additional questions from those present and they are listed below.

South Lawn Project Traffic

How will the South Lawn Project construction affect traffic on Jefferson Park Avenue (JPA)?

The final outcome of this project is designed to eliminate the pedestrian traffic crossing JPA and helping future traffic congestion. There are no plans for closing JPA and there will be five nights where there will be only one lane open. Underground cables are already in place for this construction and contractors will need to keep roads open for the truck traffic. There should be minimal disruption to normal traffic.

B-1 Parking Lot

How will those who now park in the B-1 parking lot be affected by the South Lawn Project construction?

Below is a forwarded response from Mr. Sandridge that he received from Ms. Becca White of Parking and Transportation.

1. Lot B1 Vacate Time and Notice - The B1 lot will need to be vacated by mid-summer. P&T has initiated contact with the large departmental groups represented in the lot (College, Commerce, Provost, and Student Health) to discuss their complex issues and options. These permit groups represent 230 out of the 250 permit holders in the lot. For the 20 or so permit holders who do not fall into one of these categories (ITC, Registrar, HR, Facilities, etc.), P&T is contacting them directly. The communication to the 250 will come from the leadership of their entities. I have been working with them since early February.

2. Reassignments - Two temporary lots will be constructed on Brandon Avenue prior to B1 closing. These lots put together will replace 80 of the 250 spaces lost. Therefore, one out of every three permit holders will be able to be retained in new lots while two out of every three will be offered relocation. The priority for assignment in these spaces will be based on disability, seniority, etc. The large departmental groups are setting

their own priorities. Those persons not assigned into the spaces on Brandon will be offered assignment in the lots on either side of Whitehead Road, the Emmet/Ivy Garage, or University Hall/JPJ. They can self-select. When the Arts Grounds Garage is complete in January 2008, permit holders can move into that facility if they would like.

3. The 2007/2008 parking permit renewal forms will be mailed in mid- and late April and into each B1 renewal envelope will be an insert describing the situation and a survey describing the parking choices.

Symphony Parking at Old Cabell

How will parking work for Old Cabell with the South Lawn Project construction?

The use of Bryant Hall parking spaces will have to be used as an alternative. However, when this project is completed, future access to Old Cabell will be more conducive to pedestrians and be more handicap-assessable. The plaza will have both elevators and stairs to transport patrons from their parking space to the terrace level.

CLOSED SESSION

Rob Schuett, member of the parking subcommittee, gave an overview of the research conducted so far and included below are his comments with pie charts of research data.

Pie Chart permit 41%, if staff & faculty are the 77% of the 4 types (P-Res, NonP-Res, F&S Commut, & CG Garage), equals about 31.6%.

Assumptions

More data to be acquired and should be available for break-down of:

- Non-payroll revenue for P&T, number of staff/faculty with parking pass & type.
 - HR info/payroll info (open item) of numbers of staff & faculty in each of the salary ranges.
- Working on break down of subsets within <\$50K salary.

P&T data, assumed 12 month cycle for each parking type for cost for Pie chart. Difference of \$300K between P&T 05-06 Budget and my calculations of revenue by Permit Type. (\$3100K vs. \$2809K)

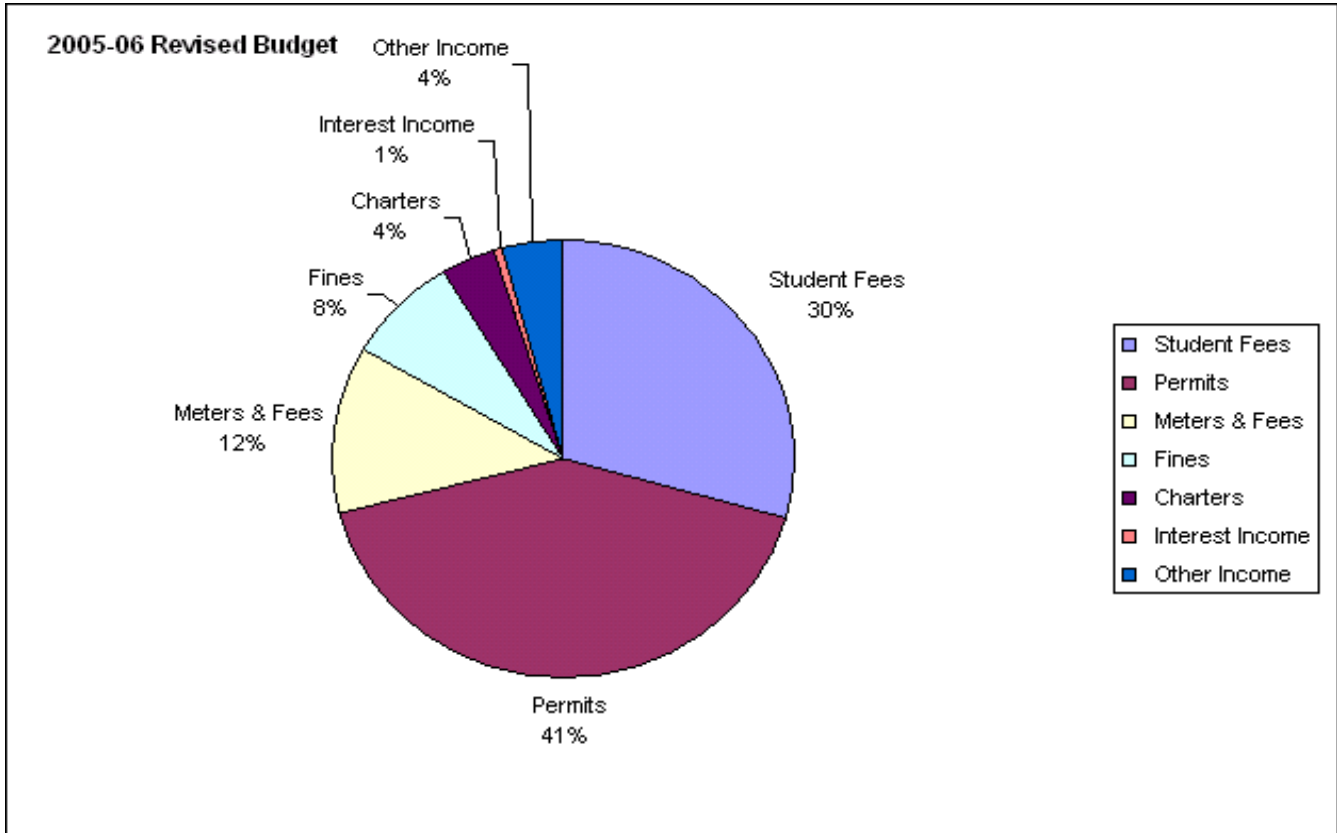
Open Tasks

Actual numbers from our schools/colleges to compare to UVA numbers. Schuett will work with Darden numbers. He also owes the subcommittee questions he will use in his survey.

A request to all PECC reps to have a petition circulated to stated parking fees are excessive was presented. Verbiage was stated. Members tabled this item until more info is provided by the subcommittee.

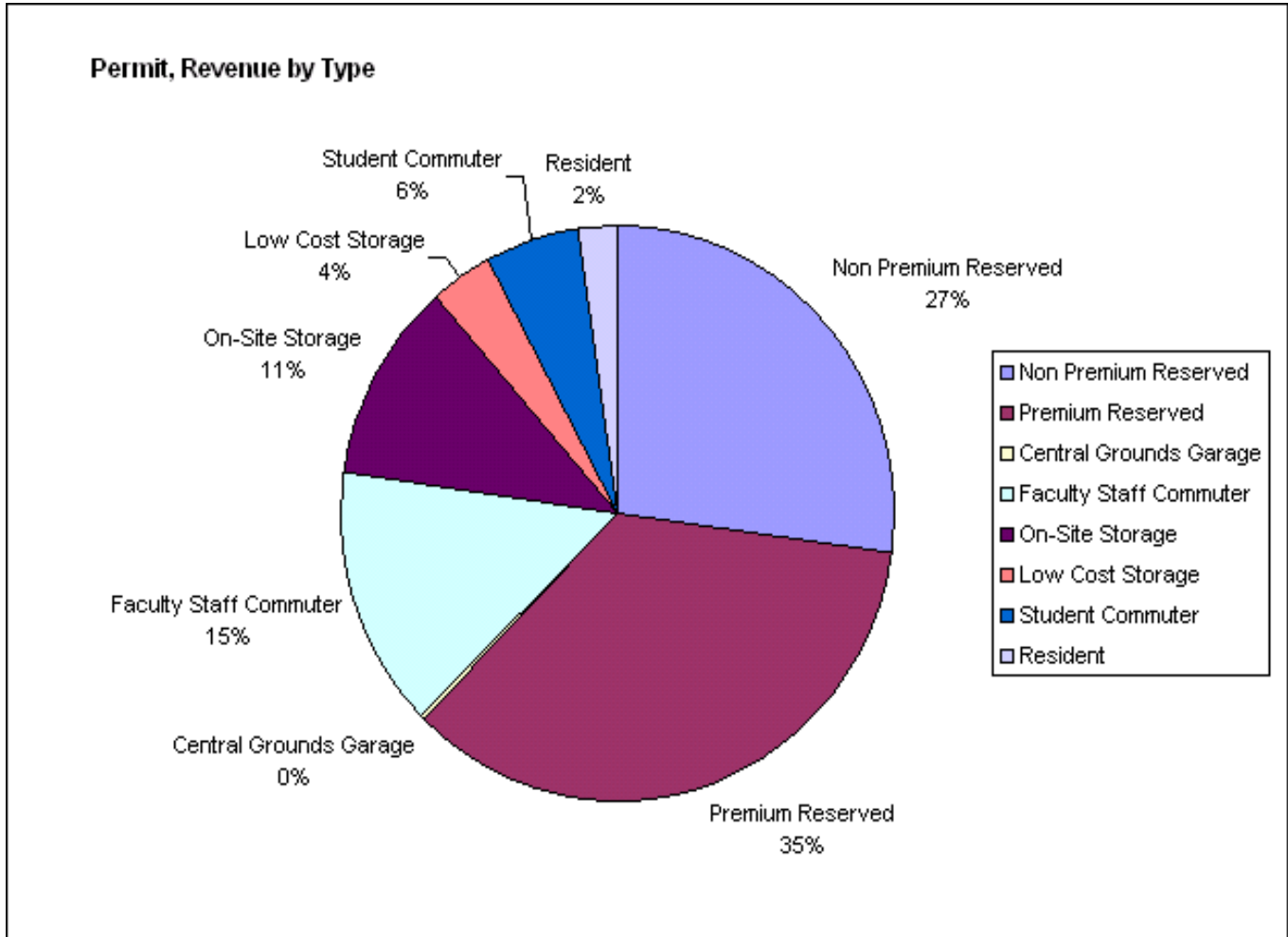
Note to Members: Payroll Parking Fees are Pre-Tax dollars! Individual getting an 8%-27% saving depending on their tax bracket. Mr. Sandridge's comment of 30% of P&T's parking fee revenue from staff & faculty was inline to our pie charge info.

I. 2005-2006 P&T Revised Budget Data

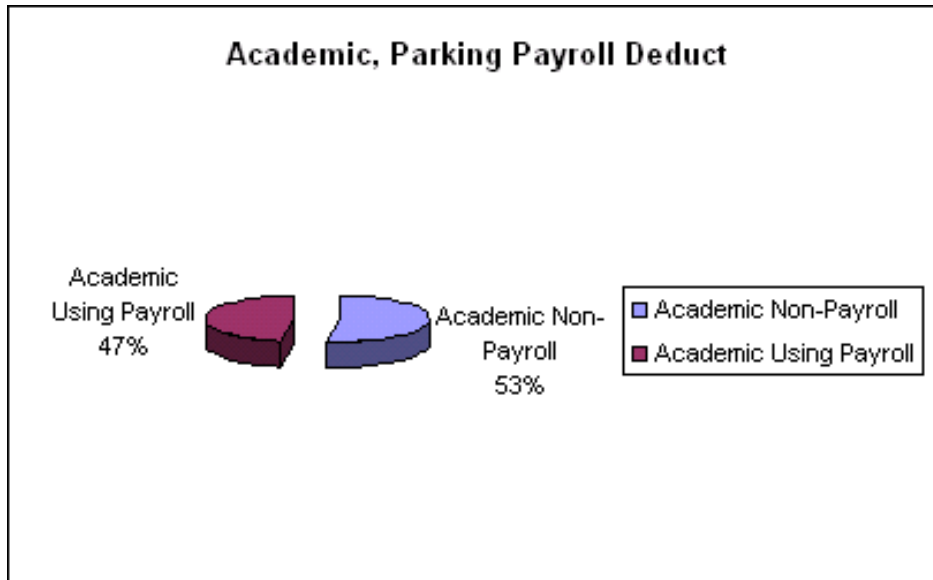


II. Permit, Revenue by Type

Permits: 77% generated by 4 Revenue Types Prem-Reserve, NonPremResrv, FacStaff
Commuter and Central Grounds Garage



III. Academic, Parking Payroll Deduct



III. Academic, Salary Range Using Payroll

