

Minutes from the Provost Employee Council Meeting December 12, 2006

The Provost Employee Communications Council met in Executive Session with the following issues discussed: eVA concerns, Executive Council update, Employee Resource Fair update, the selection of a new secretary, and clarification of parking committee progress. We also revisited topics of concern from our first meeting which included: effective communication with constituents, promoting the involvement and educating them about the Council, solving problems and morale issues, bridge building with staff, administration and faculty, and providing and receiving information about benefit and restructuring. Susan Carkeek, Chief Human Resources Officer, attended to introduce herself to us and to familiarize herself with what our council does. Finally, gifts were collected for donation to the Cedars Nursing home.

Please visit our website,

<http://www.virginia.edu/employeecouncils/provost/#meetings> for the full details of our monthly meeting minutes posted approximately two weeks after the meeting date. *Minutes are not a verbatim transcript of council meetings.

Alan Cohn, ex-officio, reported:

In mid-January there would be an Executive Council meeting for chairs and co-chairs to discuss marketing for the five councils on-grounds.

In February it is hoped that there would be an article in *Inside UVA* that talks about the roles of the councils and the roles of councils with restructuring.

The data that was collected by Segal Company during their sessions with different groups on-grounds about the current HR policies has been consolidated and given back to Vice-President Yoke San Reynolds. This data is being turned into an on-line survey to be distributed in March/April to get feedback from all employees as the University moves forward in developing new HR Policies. If an employee does not have on-line access, a paper survey will be used. It is to be handled privately by the Center for Survey Research.

Mr. Cohn asked for feedback on how those who attended the last resource fair thought things went. It was mentioned that the food ran out too early. There was discussion about a better display board for the councils. He will be looking for feedback at his January Executive Council meeting on how to promote council information.

Susan Carkeek, Chief Human Resources Officer, introduced herself to the council. She discussed the proposed compensation plan. The proposed plan is a systematic plan instead of the current segmented plan that is currently in place. A pilot of this proposed plan will go into affect in UHR, Student Affairs and the Police Department.

There was discussion about the eVA surcharge that has been implemented by the State and its affect on employees who are departmental purchasers. Concern was shared that there are no measures in place for the employees who maybe evaluated on their complying with the state mandate of 75% of all purchases must be with eVA

vendors and of those purchases 45% must be with a SWAM/DMBE vendor. Those on council who are departmental purchasers gave feedback on things they have run into with the Marketplace and being in compliance with the eVA mandate.

A HUGE thank you went to Peggy Powell who has served as the council's secretary for the past year and half. Peggy is retiring from UVA at the end of the month and the council is grateful to her for her service to the council.

Peggy Ehrenberg has stepped forward to serve as the secretary until elections are held in July. Thank you Peggy!!

Rob Schuett and Carol Garges reported that the parking subcommittee met and they have set a short term goal of gathering information from UHR and other offices about general salary information. There are five active members on the sub-committee who are meeting regularly. The sub-committee will be going back to Becca White, Director of Parking and Transportation, to gather more information about the current parking for classified employees. They have a working plan with a mission statement to be forthcoming once the committee reviews the data that they are collecting.

At a future meeting, it is hoped that representatives from the Faculty Senate and the General Faculty Council will attend a Provost Employee Communications Council to see what issues these two entities are working on. We hope that we can see what concerns each of our groups might have in common.

The council will be meeting again on January 9, 2007 in Newcomb Hall, Room 389. The guest speaker will be Becca White, Director of Parking and Transportation.