

PROVOST LEVEL EMPLOYEE COMMUNICATION COUNCIL
March 14, 2001
Meeting 92

The 92nd meeting of the Provost's Employee Council was called to order at 8:30 AM by Chair, Jan Cornell.

Attendees: Cheryl Adams, Jan Cornell, Diane Cronk, Susan Fogler, Debbie Gausvick (for Bill Vining), Kim Gregg, Vincent Kois, Douglas Moseley, Kathrine Reed, Michelle Reiss, Diane Russell, Lorraine Settimo, Barbara Spangler, Lewis Steva

HR Report: Debbie Gausvik

Outstanding Employee Contribution nominations are still being accepted. Anyone in the University community can make a nomination. Nominators should contact references before they list them on the form, but that is just a courtesy. There is no limit to the number of nominations a person can make or the number of references someone can prepare.

Evaluations will come again in the September/October timeframe. HR is still working on the evaluation process and the awards system for the performance plan. Reallocations are still being processed and the administration is working through that process as fast as possible. Equity issues were the heaviest reallocation initiatives in the first round. Quarterly reminders are sent to the department heads about the reallocation process and the necessary paperwork. The paperwork goes to the Provost for a final review.

In-band adjustments recognize new skills and abilities, forestall offers, act as equity adjustments; they were not intended for longevity or satisfactory performance. It was discussed that employees needed to be proactive in securing their in-band adjustments for new skills, etc. Evaluations are only one tool in the classification and compensation plan.

Provost Report: Kathy Reed

Most everyone is through navigation training now for Oracle. Anyone who will be approved to go into Oracle will have gone through navigation training or they will not be allowed to use the system.

Responsibility statements are being prepared. There are approximately 500 trainers throughout the University community. Training will continue

on through the summer. Account conversions are almost complete. Employees should be going through application training and trying to get the information they need to complete their jobs effectively.

They are working on the payroll systems now and trying to get everyone into the system as they need to be. The goal is to get this system set up and tested for July 1 payroll.

We will upgrade to the next version of Oracle about January 2002. There is never any good time to convert. There is information out there about what Oracle is able to do. Some people are having browser problems, etc. Employees should contact their LSP (Local Support Person) for information on how to make the system work in their particular environment. Information should have been distributed or is available for these personnel to assist the users. LSPs should be aware of the limitations of Oracle to interact with Windows 2000.

Budgets:

Budgets are due to the Budget Office in Oracle format. There are many issues to work through. We do not know about the external budget situation - but should know before our next meeting.

The Governor put all capital construction without contracts on hold. That has an impact on us. It looks like we have been spared on operating budget cuts. We are still trying to find out what total impact the state budget situation will have on us. There are currently, no cost of living raises in the second year of the biennium for faculty or staff.

There is always a possibility that raises could be awarded retroactively. We will have to wait through this and see what happens. We are in a position that our capital improvement projects are not funded 100% from the general fund. We can, hopefully, recuperate from this delay in the budget negotiations and take care of our obligations to the community in a reasonable time.

Changes in the VRS contribution:

VRS is a defined benefit plan. This means that enrollees are guaranteed a particular amount upon retirement. The cost of providing those benefits is a very complicated actuarial one. If the funds that have been put into VRS are doing very well, (yielding more than anticipated), then you might be in a position to reduce the contribution in order to provide the promised benefit. The reduction in the VRS contribution from the state does not reduce the benefit; it only reduces the current contribution, based on the calculations of what it will reasonably cost to support the program.

Retirement benefits at the University were discussed. VRS, Matching programs, etc. Employees with questions about their benefit options should contact Human Resources, Benefits Office. If employees are changing jobs, or classifications, they should check with the Benefits Office to see what options they have for retaining their retirement position. Retirement options and benefits are a very personal issue and each employee should take an active role in deciding on the best combination of retirement plans for them.

Business:

Proposed speakers:

Leonard Sandridge

Delegates - to talk about how the recent budget snafu might have been handled differently

Mark Doherty - faculty/staff housing

Bob Dillman - Facilities Management

Meeting adjourned at 10:30



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