



**University Staff Council (USC) - A Presidential Committee**

Submitted by: Michelle Pickham, President

**Report to the University Faculty Council  
March 31, 2021**

**1. The Future of Working at UMW:**

The Staff continue to consider this topic to be one of the highest priorities for discussion. Prior to the creation of the Future of Working @ UMW Working Group, the University Staff Council Executive Committee sent out an informal, preliminary survey to their respective areas to gain a sense of how the UMW community is feeling about returning to work. This resulted in largely qualitative data but nonetheless useful information to help inform future suggestions on a more comprehensive and quantitative survey. Now that an official Working Group has been formed to discuss the Future of Working @ UMW, the USC intends to share any general data gathered with this group. The USC encourages this Working Group to use the responses already received to develop and conduct a more quantitative-focused survey for the UMW community.

The USC is also happy to announce the following individuals have been nominated and voted to serve on the Future of Working @ UMW Working Group: Tracey Funtanilla in Finance (Accounting), Maureen Aylward in Advancement, and Michelle Pickham, USC President and Procurement Services. We look forward to working with the Faculty appointed to this Working Group.

**2. Staff Awards:**

We recognize that staff recognition is not on par with faculty recognition in a variety of ways, and this topic is discussed a great deal among staff. Whether it is in verbal and written recognition or in assumptions made about how staff and faculty are treated, the disparity is also represented in the official awards available and when/how they are given to these groups (Commencement vs. Staff Luncheon). This hurts staff morale in many ways.

To highlight a few differences:

- Faculty Awards – 7
  - Staff Awards – 3, one of which was created and funded by the Staff Council itself, then called the Staff Advisory Council.
- Faculty Awards – each a cash prize of \$1,200 (Total = \$8,400)
  - Staff Awards (Total = \$1,950):
    - \$250 for the Larry Atkins Award, \$500 for the Charles Coleman Service Award, \$1,200 for the Richard V. and Rosemary A. Hurley Presidential Commendation Award.
- There is no BOV-level award for Staff equivalent to the BOV Faculty Leadership Award.

That Staff are very aware of this inequality particularly when a new faculty award is announced, such as the recently created BOV Faculty Leadership Award. While we realize that there are challenges in creating a funded award for Staff as Faculty awards are largely endowed by donors, we believe that with the University makeup being comprised of 2/3 Staff, there should be more efforts to provide official recognition to this group. As you know, student and family interactions with staff are frequent and contribute to their hopefully positive experience as a member of the Mary Washington family. Many departments and their staff are here



for our students every day playing various leadership roles across campus and deserve an increased level of recognition.

The Staff Council is presenting a possible solution to the BOV in its report for the April meeting to lessen this disparity, but feel it's important the Faculty are at least aware of this inequality.

**3. All Staff Email Access:**

Unlike the UFC has with All Teaching Faculty, the Staff Council does not have any direct access to use the All Staff email listserv to disseminate information to staff without going through various administrative approval hurdles. To truly be representative of the various staff voices across campus has been an ongoing challenge and the limited channels of communication contribute to this challenge. Therefore, the Staff Council has reached out to request that one to two individuals within the USC have access to use this listserv for very limited situations, being mindful of the volume of campus communication.