**University Staff Council - A Presidential Committee**Submitted by: Justin Wilkes, University Staff Council President

**Report to the Board of Visitors  
March 2022**

1. **2021-2022 USC Objectives:**

The 2021-2022 USC objectives are to:

* 1. Work with administration to help them better understand the basis for staff concerns and give more perspective.
  2. Work more collaboratively with faculty and the UFC to provide a united front on matters of shared concern.
  3. Continue efforts to increase communication to staff about a variety of matters and information across campus.
  4. Continue to work on trying to create less disparity between the perceived value of staff versus the faculty.
  5. Continue to encourage transparency and urgency in communication from the administration, to the most possible extent, as related to university matters that may impact individuals’ work functions, morale, and the overall state of the UMW community.

1. **Member Spotlights**:

The University Staff Council (USC) is devoted to being an essential voice for university staff through joint efforts and involvement in various capacities across the campus community. Some USC highlights for the months of February include:

* 1. Thank you to President Paino and Cabinet for modifying the format of the February ‘Conversation with President Paino’ event to collaborate with the USC and UFC for discussion questions and topics!

1. **Accomplishments & Happenings:**
   1. USC plans to organize a “Lunch and Learn” training series in Summer 2022 with the Office of Human Resources to provide UMW employees with a space to learn about and better discern University and state-level human resource policies. Topics may include but are not limited to:
      1. Meet & Greet with HR team
         1. Particular points of contact for various employee services
      2. Distinguishing UMW-based policies versus DHRM-based policies
      3. In-Band Pay Increases / Temporary Stipend Request
         1. Understanding what qualifies as a change in duties
         2. Request & approval process
      4. Emergency Leave
   2. The USC has begun the process of electing new members for the 2022-2023 academic year. Current vacancies include:
      1. 6 Classified employees positions
      2. 1 Wage employee positions
      3. 0 Administrative/Professional Faculty employee positions
      4. 3 University Budget Advisory Committee positions
      5. 1 James Farmer Multicultural Center Advisory Committee position
   3. The USC will be announcing the three Larry Atkins Staff Awards winners at the April 21st meeting
      1. The April meeting will be USC’s first in-person gathering since the start of the pandemic
2. **Current Matters of Concern**:

The University Staff Council (USC) fields numerous anonymous and direct inquiries from various university staff regarding matters that impact the everyday work life of UMW employees. The USC regularly communicates to the Cabinet all matters brought forth to the Council. The most recent inquiries are:

* 1. Loosened Mask Mandate
     1. Can a UMW employee refuse to meet with a student and/or another employee within their office space if the individual is not willing to put on a mask after being asked to?
  2. Wage & Benefits
     1. Consideration for the approval of employees to be able to waive their right to benefits for an increase in wages
     2. Consideration for the approval of employees to waive their lunch hour and reclaim the time at either the beginning or end of their shift