**University Staff Council**Submitted by: Charles Tate, University Staff Council President

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

1. **2022-2023 USC Objectives:**

The University Staff Council (USC) will reevaluate the need for expansion of the goals adopted last year in the event that new challenges outside of the purview of these objectives present themselves in the coming months.

* 1. Work with administration to help them better understand staff concerns and give more perspective.
  2. Work more collaboratively with faculty and the University Faculty Council (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 greatest possible extent, as related to university matters that may impact individuals’ work functions, morale, and the overall state of the UMW community.
  6. Work on staff recognition, to include the first university-level award.

1. **Member Spotlights**:

The 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 include:

* 1. USC appointed Lisa Mewherter (Health Center Receptionist/Office Assistant), Sandrine Sutphin (Director of Student Activities and Engagement), and Tracey Funtanilla (Accountant Senior), to fill wage, administrative and professional faculty, and classified positions on the USC, respectively.
  2. USC appointed Edward Gray (Co-Manager of IT Support Services) to represent staff on the search committee for Vice President of Administration and Finance/CFO.
  3. USC Appointed Sarah Appleby (Records Coordinator) to represent staff on the Campus Environment Committee.
  4. USC elected officers:

Charles Tate, Director of Transfer Advising, President

Sarah Appleby, Records Coordinator, Vice President

Justin Wilkes, Director of the Student Transition Program, Past President

Tracey Funtanilla, Accountant Senior, Treasurer

Angela Lynch, Associate Registrar Academic Scheduling & Registration, Secretary

Edward Gray, Co-Manager of IT Support Services, Co-Chair Communications

Pamela Lowery, Director of Tech in Professional Dev, Co-Chair Communications

Sarah Appleby, Records Coordinator, Chair Recognition

Maureen Aylward, Associate Director of Advancement Services, Chair Elections

1. **Accomplishments & Happenings:**
   1. Atkins Award Winners for 2021-2022

Wage – Gilbert (Danny) Carter, Grounds Worker

Classified – Brian Ogle, Associate Registrar Student Systems

Administrative and Professional Faculty – Sarah Dewees, Director of the Center for Community Engagement

1. **Current Matters of Concern**:

The 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. Impact of staff shortages in some University departments
     1. Concern of increased duties with no change in compensation
     2. Morale of overworked employees
     3. Effect on individual departments (e.g., filling vacancies, restructuring of offices) in relation to the decline in student employment
     4. Salary compression concerns
  2. Wage disparity in relation to the cost of living in Fredericksburg / Northern Virginia region
  3. Impact of changes to telework policies
     1. The outcome of the new policy proved to be generally positive and USC heard little after the telework permissions were given by Richmond
     2. There is still some lingering concern about how the telework policy will impact classified staff in the future
  4. Two issues that are perennially at the forefront for staff are morale and the disparity between staff, faculty, and administration
     1. In many ways UMW has made progress with both staff morale and staff recognition
     2. UFC, especially under the leadership of Dr. Kristin Marsh and Dr. Rachel Graefe-Anderson, has reached out to USC, USC members provide a report to UFC, USC members have been included as a large percentage of the University Budget Committee, and the USC President is now considered part of the UFC Executive Committee
     3. President Paino and Dr. McClurken routinely consult the USC and USC Executive Committee alongside the UFC and UFC Executive Committee
     4. USC representatives are routinely requested for search committees and to meet candidates at closed forums
     5. The USC recognizes and appreciates the progress UMW has made in this area, however, there is still work to be done, over the next year USC hopes to build on the progress mentioned above