

SEAS Employee Council Meeting
November 8, 2005
Rodman Room, Thornton Hall

Present: Jo Ann Addison, Christopher Ditmar, Dan Fetko, Marci Foote, Katherine Harlow, Lisa Meadows, Kristl Nelson, Vanessa Pace, Brenda Perkins, Brad Sayler, Lewis Steva, Sherri Thompson

Guest Speaker: Brad Holland, University Ombudsman

Call to Order

- Sherri Thompson called the meeting to order at 2:05 pm.

Old Business

- Brad Sayler asked if we would be able to receive a copy of the policy for in-band pay adjustments and rewards and recognitions. There may or may not be something in writing as it changes from year to year based on the amount of money available. At this point it does not seem that in-band pay adjustments are happening after a job description has increased, the jobs are not being reassessed. JoAnn Addison informed the group that in-band pay adjustments are only used to “equal out” employees.
- The port-a-johns have been moved, Sherri will write a thank you letter on behalf of the group.

New Business

- The floor was immediately turned over to our guest speaker, Brad Holland, University Ombudsman. Brad began by briefly explaining what an Ombudsman does. The job was created in 1997 to help resolve campus issues, investigate incidents, and help involved parties to create solutions. The Ombudsman is to remain independent and neutral and maintain confidentiality. Brad has numerous goals for the Ombudsman position, he would like to create a forum for employees such as an on-line bulletin board where people can discuss concerns and issues, & create a FAQs page for issues that come up often. In addition to being Ombudsman, Brad is also the ADA coordinator and the VADRA coordinator. Some of his job duties associated with these titles include helping people with disabilities who may have been shut out of the work force, and setting up procedures to help offices from wasting time. After his explanation of his job, the floor was opened up for questions from the council. Brad was asked where his office is, it is in Washington Hall on the East Range. He was then asked if he has support staff. He explained that he does not have anyone to help with the Ombudsman aspect of the job, but has someone who helps with ADA special events and transportation. He was then

asked about employees using an Ombudsman vs. filing a grievance, he replied that he can become involved as a first step before a grievance or as part of one in progress.

The website to the University Ombudsman is:

<http://www.virginia.edu/eop/ombudsman.html>

Brad Holland's email is: ombuds@virginia.edu

- The remainder of New Business, including the security issue, was tabled for the next meeting

Adjournment

- The meeting adjourned at 3:10 pm
- The next SEAS Employee Council Meeting is scheduled for Tuesday, December 13, 2005 at 2:00 pm in the Rodman Room.

Submitted by Kristl Nelson
Secretary of the SEAS Employee Council
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