



# WILLIAM & MARY

CHARTERED 1693

**Report of the W&M Staff Liaison representing the  
Professional and Professional Faculty Assembly (PPFA) and Staff Assembly (SA)  
November 2022  
Marc D. Kelly**

We are quickly approaching the holidays, and you can feel the usual excitement associated with this time of year. The leaves have turned, and gardens changed to transform the campus into one of the most beautiful times of the year. The Grounds and Gardens crew have done and continue to do an exceptional job at keeping our campus one of the most beautiful in the world, and they deserve our constant appreciation. The holiday season also brings some much-needed time off for the staff. The staff is grateful for the additional recognition leave days granted during the Thanksgiving week. This leave will give people time to decompress after a busy fall semester start and prepare them for a strong start in the coming new year. Let's also show tremendous appreciation to those staff members who will be required to keep the campus running while others enjoy time off.

An ongoing concern of both assemblies is an issue common across the landscape of today's work environment. There are concerns about hiring qualified individuals and retaining employees. Both assemblies are fully engaged in a desire to improve this. We want to ensure employees are aware of all the benefits available to us at W&M and to ensure those benefits are readily accessible to employees. Our initiatives this year are very focused on this.

The leadership of the Staff Assembly and Professional and Professional Faculty Assembly (PPFA) continue to work to improve educational opportunities for staff. Many opportunities exist, and some policies we need to revisit and revise. The Educational Assistance and Tuition Reimbursement programs are challenging to navigate and inequitable for every employee. Departments with limited budgets and resources find it difficult to support their employees' educational development ambitions. The leadership of SA and PPFA would like to propose the development of a centralized fund to help make these benefits more accessible to every employee of the community.

SA leadership is also diving deeper into hourly employees on campus. In the spirit of equity and belonging, hourly workers report work hours that mirror those of part-time employees, with limited access to benefits. Perhaps some hourly worker programs should be revisited to offer comparative benefits. It should also be considered if some hourly workers should be advanced to part-time positions if the workload has evolved to support it. Leadership from SA has requested an hourly worker Listserv to aid in connecting with this workforce and hold a forum to better understand their needs and responsibilities.

Members of the staff, professional, professional faculty, and faculty joined together as one community to enjoy the DEI Symposium on November 3, 2022. We want to thank and

appreciate the guest speakers, staff, and volunteers that helped make that fantastic event a success. We have gone a long way and still have much work to do. The event reminded us to remain engaged and enlightened in our quest for a more inclusive and belonging environment at William & Mary.