



WILLIAM & MARY

CHARTERED 1693

W&M Staff Liaison Report

Submitted by Taylor Brings, PPFA President

On behalf of Professional and Professional Faculty Assembly (PPFA) and Staff Assembly (SA)

February 2024

This year has already a landmark year across the University—from record-setting early decision applications to capital projects as far as the eye can see. Initiatives undertaken by PPFA and SA are no exception to this. We are especially proud of the record set by joint food drive for PPFA and Staff Assembly. In December, faculty and staff donated 567 lbs of food to the House of Mercy-- a 37% increase from last year.

As William & Mary embarks on another year, we know that our employees are one of our most valuable assets. The leadership of PPFA and Staff Assembly are grateful that the Board of Visitors continues to support the Development Support Fund for employees. The fund is in the process of launching for the 23-24 year. Minor changes have been made to this year's application based on prior feedback and blind reviews. We are grateful to University Human Resources for their coordination of this initiative. The application is expected to be available no later than mid-February.

Recent conversations over the past couple of months have revealed high stress levels among staff. The conflict in the Middle East, COVID-related learning loss, and staffing turnover (or shortages) are three frequently cited factors contributing to feelings of burnout. Employee wellbeing must remain at the forefront of conversations this spring. Some of the ideas already discussed include continuing the planned pauses initiative with increased flexibility for implementation, providing opportunities for recognition broadly across campus, and increasing feelings connection with colleagues. In this vein, assemblies have planned social events ranging from coffee chats and happy hours to attending a Women's Basketball game with President Rowe.

Finally, many on campus are anxious for the Vice President for Finance & Administration search to begin. As stated in prior reports to the Board, leaving this key leadership role vacant for an extended period impacts employee morale and the perception of William & Mary's ability to attract talent.