



WILLIAM & MARY

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W&M Staff Liaison Report

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On behalf of the W&M Staff Assembly (WMSA) and
Professional and Professional Faculty Assembly (PPFA)

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I am pleased to share some initiatives and developments within our university community. The collaboration among the Student, Faculty, Professional and Professional Faculty, and Staff Assemblies has led to our inaugural Fall Food Drive, benefiting our on-campus food bank- Campus Food Exchange organized by the student club Food For All. This initiative not only fosters a spirit of giving but also strengthens our internal W&M community engagement. The drive concludes on November 18, and I look forward to updating you on the total weight of donations during the Board meeting. This marks a shift from our past efforts with the Williamsburg House of Mercy, as we focus on supporting our W&M community and providing those in need with food for the holidays.

Staff representatives from WMSA, PPFA, and other groups on campus recently had the chance to meet with the Rector and discuss issues of concern, including staffing levels and the Workday implementation. The Workday implementation is currently a heavy lift for many on campus, including functional offices and IT. Their time and effort are invaluable, and it is our hope that the campus community will be patient with requests while they are under the extra burden. Many departments around campus are still feeling the burden of understaffing. It was expressed that our pay has not been competitive enough to attract qualified personnel to fill and stay in roles. A related concern for the workload and pay for those who have joined and stayed at W&M was also discussed. Currently, UHR is working with an external company, Mercer, to look into pay rates and compare them to similar institutions. This effort is appreciated, and the results are highly anticipated across campus.

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It is important to mention the introduction of the Fitness for Duty policy. The rollout of this policy in September caught many staff members by surprise. This has understandably led to apprehension about the policy's implications and a sense of disconnect due to the lack of opportunities for feedback. Staff have expressed concerns about the language of the policy, which has contributed to a feeling of discouragement stemming from perceived transparency issues.

Additionally, while UHR's Leadership Labs have provided valuable resources for supervisors, there remains a significant gap in direct communication for non-supervisory staff. This disconnect can foster feelings of isolation among those who feel they are being excluded from important communications that impact have the potential to impact their roles.

I would like to highlight that the upcoming recognition leave days have been warmly received throughout our campuses. Many staff members have expressed their gratitude for this opportunity to recharge after a demanding fall semester. Although the message from the Professional Development Days about "saying no" was not able to be fully embraced by all this semester, the recognition leave presents a valuable chance to prioritize well-being and promote a healthier work-life balance.

Thank you for your attention to these matters. We deeply appreciate your support as we navigate these challenges, celebrate new successes, and strive to always cultivate a collaborative and communicative environment at William & Mary.