



# WILLIAM & MARY

CHARTERED 1693

## **W&M Staff Liaison Report**

Submitted by Taylor Brings, PPFA President

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

April 2024

Spring is always a busy time for William & Mary employees as we prepare for commencement, the end of the fiscal year, and annual performance reviews. This year's evaluation process brought several changes, which have been well-received by most of the university community. These changes include making the self-evaluation process mandatory and focusing on university-wide values. The changes have significantly improved the clarity and fairness of the evaluation process and fostered a stronger sense of community and shared values among us. We have also worked with managers to clarify exceptional performance ratings, ensuring a more transparent and equitable system.

As we recognize our graduating students each spring, it is also an excellent opportunity to acknowledge the important contributions of our employees. PPFA and Staff Assembly representatives served on the Duke Award committee, one of William & Mary's highest honors for an employee. The committee's diligent work in reviewing numerous deserving nominations is a testament to our commitment to recognizing and celebrating the outstanding contributions of our staff. I was particularly grateful to see nominations from members of the Board of Visitors—this is just one example of how this group supports the staff. Another example is the BOV's continued support for professional development through the Development Support Fund. This year, we fully funded every eligible application. The awards will support 56 individuals at 16 different professional development events. This year's application pool was smaller due to the timing of the application. Next year, we hope to launch the application at multiple points to recognize excellence regularly throughout the year.

At the March Cabinet Meeting, Tawanda Johnson invited seven panelists to discuss the Future of Work at William & Mary. The panel focused on ways our university can be a leader in re-envisioning what it means to work at an institution of higher education. Key themes highlighted equity, belonging, and work-life balance challenges, particularly for parents and staff from diverse backgrounds. As the semester draws close, these themes and expressions of burnout and fatigue are recurrent topics at assembly meetings. As we contemplate the summer and strategies to bolster well-being, we urge campus leadership to consider reinstating half-day recognition days during July. These discussions and strategies reflect our commitment to addressing current challenges and supporting our staff's well-being.

PPFA recently completed a record year of engagement, particularly regarding its election process. Over 60 individual staff members were nominated to run for office, and 17 accepted their nominations—a record! We also had an 11% increase in voting among all PPFs across campus. Staff Assembly elections

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and nominations are ongoing during the writing of this report. The new President will be the Staff Liaison to the Board next year, and I look forward to their continued leadership on several vital issues.

This report will be my last as Staff Liaison to the Board. Serving as the Liaison to the Board of Visitors has been a great privilege and the highlight of my career at William & Mary. Your support and dedication have been invaluable, and I am deeply grateful for each of you. I hope to continue working with each of you in new ways.