



# WILLIAM & MARY

CHARTERED 1693

**Report of the W&M Staff Liaison representing the  
Professional and Professional Faculty Assembly (PPFA) and Staff Assembly (SA)  
April 2023  
Marc D. Kelly**

Reflecting on the April 2022 report, Shannon White, Ph.D., expressed the need for a "recalibration" among the staff and professional and professional faculty. The word recalibration was used in reference to the effect of COVID-19 and how the university might move forward into its new post-pandemic normal. The assemblies began working together to align goals and find unity in serving our constituents. This established relationship has continued to prosper and gain strength, and we support this continued relationship in the future. Recalibration will continue to be the theme as assemblies pursue opportunities to streamline efforts and maintain engagement from all staff members. To ensure the success of the assemblies, we must support volunteer service.

Volunteer service is the foundation of what makes our community thrive. It fosters the ideals of belonging, inclusion, and equity needed to support the university's mission. Over the past year, assemblies have seen a noticeable decrease in engagement. Staff and PPF members have expressed that their workload has increased to the point that they no longer have time to volunteer for service. Staff Assembly has struggled to fill available positions during the recent elections, and PPFA has expressed concerns about the same. A renewed campaign to market the assemblies may gain engagement. Both assemblies are considering proposed changes to create efficiencies and to modernize the alignment with our current campus environment. Whatever the future answer, we need the support of the university community to ensure their departments have representation in these assemblies.

In the spirit of belonging and breaking down barriers, it is essential for our campus community to be intentional in counteracting the current pressures that put those ideals at risk. Both assemblies are united in their desire to thrive and contribute to our community. Staff members are identified with various labels that counteract the principles of belonging. Professional, Professional Faculty, Operations, Classified, and Hourly are just some of the labels used often when describing staff members. These labels are necessary for payroll and benefits, but are they essential for professional identity differences among staff? Assembly leaders support discontinuing unnecessary labels to help foster cohesion and belonging in our community.

This year's Development Support Fund application was a success. We received 62 applications, evenly distributed among PPFA and Staff assembly groups. The 62 applications encompassed the experiences of 149 staff members. From these applications, we were able to award \$50,000 to 50 applicants (81%). This funding will directly impact a total of 82 staff members at William

& Mary. Of these 82 staff members, 25 plan to use the funds to pursue a professional certification. Over 90% of recipients believe the professional development experiences they are participating in will lead to a raise, promotion, or other professional opportunities. Currently, we are working to distribute the funds to these deserving recipients. The committee this year developed a rubric and thoroughly reviewed each application. Building on this year's momentum, the committee plans to organize an annual recognition event for all recipients, collect assessment data on long-term outcomes (including raises and promotions within two years of award funding), and publish the rubrics associated with the selection process. Through these initiatives, we hope to increase the number of applications from different departments, raise the profile of the award, increase transparency, and understand the long-term impact of supporting professional development. We look forward to sharing updates and appreciate the Board's continued support. We would like to extend gratitude and appreciation to the committee members that made this possible.

- Committee Members:
  - Ali Zaywoski (PPFA), University Archivist, Swem Libraries
  - Rodney Franks (SA), Manager, Information Technology
  - Candice Vinson (SA), Outreach and Event Coordinator, VIMS
  - Taylor Locks (PPFA), Associate Director for Operations, Student Affairs
  - Babs Bengtson (UHR), Director of Leadership, Learning & Performance
- Actual funds awarded: \$49,969

It has been an honor for both assemblies to participate in the selection process for the Duke Award this year. We have had the privilege of engaging with the Chief Operating Officer candidates and providing our input. We also are currently engaged in the Chief People Officer search and are excited about those prospects as well. We are looking forward to assisting with the HR policy updates once policies have been identified and prioritized by RKL Resources.