

## Staff Advisory Council Newsletter - February 2021

The Staff Advisory Council is pleased to provide its quarterly issue of the UVA EHD Staff Newsletter. Our goal is to provide updates on topics that may be of interest to you as an EHD staff member.

Today's newsletter includes the following topics:

- Mark Your Calendars
- DEI Resources
- HR Resources
- UVA Staff Senate Update
- New Staff & Transitions
- Professional Development Opportunities
- Call for Staff Advisory Council Nominations

### Mark your Calendars

**Save the Date: The Spring All-Staff Meeting will be held Friday, April 2, 9:00-11:00 am**  
If you have suggestions for meeting topics, please email [ehd-sac@virginia.edu](mailto:ehd-sac@virginia.edu).

**Please join us for SAC-DAC's Common Read Lunch & Chat**  
**Thursday, March 11, 12:00 - 1:00 pm**

*To join, please take a moment to register:*

<https://virginia.zoom.us/meeting/register/tJYpfu6uqjMiGdfF3xhtF4BkcOEgCIBXCjAc>

After registering, you will receive a confirmation email containing information about joining the meeting.  
Password, if needed: CommonRead.

This event is co-hosted by SAC (Staff Advisory Council) and DAC (Diversity Action Committee).

This year's [Common Read](#) selection is [The Privileged Poor](#) by Anthony Abraham Jack. The book asks us to reflect on how elite universities recruit and increase the diversity of its pool, and how we support students, particularly low-income, first-generation college students, once they are enrolled. DAC selected [The Privileged Poor](#) because universities, including UVA, are engaging in initiatives to expand the diversity of its student body. However, as Jack points out, getting in is only half the battle. As we seek to advance diversity and inclusion at UVA, we hope you will join this discussion to think about ways that we, as a community, might move "beyond access" to ensuring that all students feel a sense of belonging during their college years and are able to thrive.

Even if you have not read [The Privileged Poor](#), please still join! We will provide background information on the book at the start of our discussion. Enjoying your lunch during our chat is also encouraged!

The conversation will be co-facilitated by Miriam Rushfinn (CASTL, DAC member, [mkr5s@virginia.edu](mailto:mkr5s@virginia.edu)) and

Abby Gillespie (Youth-Nex, SAC member, [acg4s@virginia.edu](mailto:acg4s@virginia.edu)). If you have any thoughts or questions for us prior, we'd love to hear from you.

### Description of *The Privileged Poor*

*Getting in is only half the battle. The Privileged Poor reveals how—and why—disadvantaged students struggle at elite colleges, and explains what schools can do differently if these students are to thrive.*

The Ivy League looks different than it used to. College presidents and deans of admission have opened their doors—and their coffers—to support a more diverse student body. But is it enough just to admit these students? In *The Privileged Poor*, Anthony Jack reveals that the struggles of less privileged students continue long after they've arrived on campus. Admission, they quickly learn, is not the same as acceptance. This bracing and necessary book documents how university policies and cultures can exacerbate preexisting inequalities and reveals why these policies hit some students harder than others.

You can access a free e-book version here: <https://search.lib.virginia.edu/sources/books/items/u8361193> and can access a toolkit with Common Read resources here: <https://guides.lib.virginia.edu/commonread>.

Looking for a place to start? Check out the following parts of the book or these other resources:

- Book: Introduction (p 1-24), Conclusion (p 125-131)
- [It's Hard to Be Hungry on Spring Break](#), Anthony Abraham Jack, *NYT*, March 2018
- [On Diversity: Access Ain't Inclusion](#), Anthony Abraham Jack, *TedX* (12:42 min), June 2019

## Diversity, Equity, & Inclusion Resources

### EHD's Office of DEI Welcomes New Programs Manager Catalina Esguerra



I'd like to introduce myself: I'm Catalina Esguerra, and I'm the new Programs Manager in EHD's Office of Diversity, Equity, and Inclusion (ODEI). I started last week, and I'm eager to get to know you!

A little bit about me: Originally from Colombia, I grew up in South Florida and did my undergraduate at another Virginia higher-ed establishment: The College of William & Mary! After an M.A. in Foreign Language Studies at American University and Ph.D. in Spanish/Latin American Studies at the University of Michigan, I've been living and working in Charlottesville since July 2019 with my fiancée, Dorothy. Prior to arriving to EHD, I worked at the Miller School of Albemarle as a Spanish instructor and the school's first Coordinator of Diversity, Equity, and Inclusion. Now, I'm happy to be a 'Hoo!

As part of my work with the Office of DEI, I'm eager to get to know this community. Normally, this would involve office pop-ins, drop-ins to student meetings, etc. However, the pandemic has upended many routines and ways of doing things, until we're safely able to gather again.

So, I'm proposing a get-to-know-you-to-know me platform for the Spring 2021 semester: **Meet the (Programs) Manager Mondays! Starting February 1, every Monday, from 2:00-3:00 pm, I invite you to drop-in to [my Zoom room](#) and say hello!** I'll be sitting by with some coffee, ready for a conversation, consultation, concern, etc. **If this time doesn't work but you'd like to say hello, [email me!](#)** I'd love to hear from you. No pressure to drop-in. Zoom fatigue is real! I want to offer a way for folks to get to know me, find a way to get to know you all, and to share the exciting work ahead for the ODEI! Hope to see you then!

## HR Resources

For more helpful info and resources, be sure to look for your HR Newsletter in your inbox each month!

### CY2020 Performance Management

Thanks to each of you for the timely submissions of your CY2020 self-assessments in Workday. Currently, managers are completing their portion of the process and will soon be reviewing their feedback with you. We encourage you to review UVA HR's [Guide for Receiving Constructive Feedback](#) and develop a "PLAN" for responding to your supervisor's comments.

### From Payroll

W-2s are available in Workday NOW. Due to a printing error, every UVA employee who receives a paper copy of their W-2 will get two separate copies this year. Please use the copy that says CORRECTED STATEMENT in Box C. [More info here.](#)

### Register for the New Hoos Well Portal!

Hoos Well, your award-winning well-being program, welcomes you to [join a live demonstration](#) of our upgraded portal delivered by our well-being partner, Virgin Pulse, on Wednesday, February 17 at 12:00 pm. An overview of the portal, including registration, connecting wearable technology, a dive into enhanced functions and features, and ways to earn rewards\* will be provided.

Have you [created an account in the new Hoos Well portal](#) yet? Registration is simple and only takes a few quick clicks! As an added bonus, UVA and UPG Health Plan participants earn \$10 in rewards simply by registering!

## UVA Staff Senate Update

As a reminder, EHD staff are also represented at the University level through the Staff Senate. For any regular updates, please visit the [Staff Senate website](#) or contact your representatives Danielle Peacock or Leslie Booren, who are ex-officio members of the Staff Advisory Council.

### Upcoming Election

The Staff Senate will be hosting elections for new membership this summer with new terms starting at the beginning of August. Terms are for 3 years but can fluctuate based on turn over ([see bylaws](#) for more info). If you are interested in representing EHD, please reach out to Danielle or Leslie for more information or learn more in this [video from President Ryan](#). There will be one new spot available for EHD.

## New Staff & Transitions

### CASTL

- Alison Lubin is now the Motivate Lab Operations Manager.
- Tara Powell is a new CASTL ECE Lead Coach.
- Anna Ballantyne is a new CASTL Research Specialist.

- Delaram Totonchi is a new Motivate Lab Research Scientist.
- Monique Calderon is the new Postsecondary Success Director in Motivate Lab.
- Melissa Smith is a new CASTL ECE Lead Coach.

### Dean's Office

- Catalina Esguerra is the new Programs Manager for the Office of Diversity, Equity, and Inclusion.

### EDLF

- Ziara Smith is a new Program Implementation Specialist.

### Ed Policy Works

- Isabelle Schoppa is a new Data Management Specialist.
- Alexis Prijoles is a new Research Specialist Intermediate.

## Professional Development Opportunities

In response to Staff feedback, we are adding this new section to the Newsletter to share school-wide and University-wide professional development opportunities for staff. If you know of any opportunities that should be included in the next Newsletter, please email us at [ehd-sac@virginia.edu](mailto:ehd-sac@virginia.edu).

**Linked-In Learning:** [Linked-In Learning](#) offers video courses taught by industry experts in software, creative, and business skills, all available for free to UVA Staff.

**Courses & Workshops Through UVA's Human Resources:** HR has a wide variety of online offerings this spring on topics ranging from time management, leadership, tough conversations, managing conflict, and many more. [Click here](#) for their full list of offerings.

## Call for Staff Advisory Council Nominations

We are currently seeking nominations for representatives to serve on the EHD Staff Advisory Council for the 2021-2023 term. Your nominees must be salaried University Staff or salaried Classified Staff. We need your nominations by 05/14/21. You may nominate yourself. Please send your nominations and any questions to [ehd-sac@virginia.edu](mailto:ehd-sac@virginia.edu). For information on the EHD Staff Advisory Council, visit: <https://education.virginia.edu/faculty-staff/ehd-staff-advisory-council>

## Thank you for reading!

This newsletter is brought to you by your Staff Advisory Council. We want to pass along our continued thanks for the work being done across the School by staff. Feel free to contact any of us for questions or suggestions for our next newsletter.

Your 2020-2021 Staff Advisory Council Members

Administrative

[Tina Dederscheck](#) Chair

Academic

[Christopher Swenson](#)

Research & Centers

[Abby Gillespie](#)

[Alison Lubin](#)

Secretary

[Martha Pullen](#) Vice  
Chair

Ex-officio Members

[Leslie Booren, Staff Senate](#)

[Danielle Peacock, Staff Senate](#)

[Joey Carls, EHD Administration](#)

[Miriam Rushfinn, Diversity Action](#)

[Committee representative](#)