

AP Faculty Senate

June 21, 2023 – 10 a.m. to Noon
Zoom Meeting

Roll

Roll for the meeting was taken and recorded via the Senate's Google Form.

Absent with notice: Tara Brent (Paige Thacker), Ariana DiFillippo (no alternate), Blair Allen (no alternates available)

Call to Order

The regular meeting of the Administrative & Professional Faculty Senate of Virginia Polytechnic Institute & State University was held on June 21, 2023.

President Holli Gardner Drewry called the meeting to order at 10:03 AM

Approval of the Agenda

Motion to approve agenda by Terri Pecora and seconded by Ed Olson. Motion carried.

Minutes

March minutes to be approved: Motion to approve by Terri Pecora and a second by Lujean Baab. Motion carried.

Old Business

Beyond Boundaries Scholarship update-Holli Gardner

- Currently \$1670 raised
- Some last minute emails will be sent out by Holli and she asks that AP faculty send to at least one more person

A/P Faculty Professional Development Leave Working Group-Susan Short

- The workgroup continues to meet to discuss the prospect of a leave policy for AP faculty for professional development
- There was a google survey that was sent out previously
- Next step will be for senators to send out to some close colleagues:
<https://forms.office.com/r/h2zMWUVRFU>
- Please ask your peers to complete the survey by July 14th

- This working group was created to hopefully assist AP faculty after they have been with the university for several years and tend to begin to have job attrition at the 4-5 year point (more data being collected by Human Resources)
- This will hopefully help faculty members continue to feel more engaged in their position and the university overall
- This discussion started talking about a sabbatical, but that is not legal in the state of Virginia
- Workgroup members: Marlana Lester, Chad Proudfoot, Holli Drewry, Susan Short, Aaron Prussin, Lujean Babb, Michelle Dalton, Rachel Gabriele
- Would Extension faculty be eligible for this opportunity: Yes!

Constituent Group Representation and Formation Working Group-Nicole Connors

- No meeting for the previous month
- A survey is being built to get information on how AP faculty feel they are currently represented and how they might want to be represented in the future

New Business

Early Childhood Education Initiatives (ECEI) Update-Kim Thomason

- [Presentation Slides](#)
- Launched in 2018 to assist VT families with affordable and flexible child care
- Pilot back up care plan with care.com
- Continued community engagement and partnerships (Rainbow Riders)
- Priorities
 - infant and toddler space share program
 - Enhancing ECE programs provided by VT
 - Identify opportunities to further support family care programs
 - Support ECE pathways in high schools
 - Create future teacher campaign for teacher recruitment
 - Advocate for appropriate teacher pay
- Alignment to the VT Mission and Strategic Plan
 - Destination for talent (value add for faculty and staff)

Changes to Policy 7010 & 7035-Amy Sebring, Scott Midkiff, Brennan Shepard, Brenda van Gelder, Angela Correa

- [Policy 7010 redline, proposed](#)

- [Policy 7035 redline, proposed](#)
- With the Microsoft Defender updates it was imperative to update the two policies pertaining to IT security
- The goal is to implement the policies by the 2023-2024 academic start to the year
- How will the personal device policy be addressed in this new situation? Many faculty use personal devices for work functions...
 - This is what we know: the policies do not change anything with respect to personal devices currently
 - We are not applying these policies to personal devices, but if you choose to put VT data on your personal device you would be responsible for following the policies/security measures
 - In the future, that may not be in enough and may require installing something that you are not comfortable with on a personal device; that would require a discussion about a specific work device
 - The university does not require that all faculty be reachable at all times, but if that is required of a particular faculty member, then a VT device should be purchased and used
 - Do personal devices get monitored on Eduroam? Personal devices are not actually searched during use, but the personal device traffic is visible and VT knows the history of where you have been (sites, but not specific information)
 - We can use this information to determine the locations of malware on specific sites with the history or “forensics”
 - That information is stored for a set period of time (3-6 months) and then purged
 - Please remember the “why”? A major malware attract is extremely disruptive and the end goal is to create a more secure work environment, not be intrusive to faculty

[Job Architecture Update-Sandee Cheynet](#)

- [Job Architecture 101](#): updated site
- Current meetings at senior management levels are being held to make sure everyone understands the project and can ask any questions
- Structure/funnel of job architecture overview: there are overall Functions, Sub-functions, disciplines, career tracks, career track level, a system title, a working title
- Job Architecture is different from our Organization reporting structure

- The group continues to work on harmonization by mapping the university jobs to the appropriate funnel levels (functions, sub-functions, ect) based on what was reported to the working group
- All jobs have been classified according to the reporting system and have been given to senior management areas and checked for accuracy
- The next step will be creating a salary range that will be tied to each job classification
- Please have managers visit the Job Architecture site to understand their role and responsibilities
- The benefits of this process from a career development and transparency standpoint are very important
- This is a new process for everyone and will take some learning at all levels of the university

Treasurer's Report

- AP Faculty Senate has \$0 in funds

CAPFA Updates-Janice Austin

- Two resolutions were finalized through the BOV and will be incorporated into the handbook for 2023-2024
- There are no meetings during the summer break-Stephanie Trout will be the new CAPFA chair

Senate Committee Chair Elections

- July may be a better timeline to meet and assign chairs so that we can incorporate all new senators and alternates

Senate Committee Reports

- Communications Committee-Brandy Morse
 - No report
- Elections & Nominations-Terri Pecora
 - July-committee chair nominations with new members
 - Some faculty may be receive invitations from President Sands due to new assignments and chair service opportunities

- All new members will get access to necessary documents and information before the July 19th meeting
- Policies and Issues-Nicole Connors
 - No report

Other Updates from Committees and Commissions

- No report

Other Topics or Business

- No report

Installation of senators, alternates, and officers

- Thank you to any members who will be leaving their current AP faculty roles: the AP faculty and VT appreciate your commitment to our motto “Ut Prosim”
- Special thank you to Holli for her guidance, service, and leadership as the inaugural AP faculty senate president and the next Past President

Announcements

- Consider submitting stories to add to the A/P Faculty newsletter-email Brandy Morse
- [A/P Faculty Senate Governance Calendar](#)
- Governance Survey coming in August

Adjournment

There being no further business, the meeting was adjourned at 11:14 am

Next Meeting July 19, 2023:

Respectfully submitted,

Jennifer Jones
Secretary/Treasurer