

AP Faculty Senate

September 20, 2023 – 10 am to 12 pm

Via Zoom

Minutes

Roll

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

Absent with alternate: Ed Olson (David Close), Jennifer Gallagher (Kara Latopolski)

Call to Order

The regular meeting of the Administrative & Professional Faculty Senate of Virginia Polytechnic Institute & State University was held on September 20, 2023. President Janice Austin called the meeting to order at 10:03 AM

Minutes

August minutes voted on and approved via email

Old Business

[Beyond Boundaries Scholarship](#) update-Holli Gardner

- Our 2022-2023 scholarship was awarded and we will receive a letter
- There is also a dinner with all recipients in the future
- Since we cannot all attend that event, we can look at some other options to meet them in the spring
- What do we want to do as our 2023-2024 philanthropic activity?
- Beyond Boundaries may be moving to Virginia Tech Advantage so there may be some transition that we may need to be aware of when making decisions
- Dr. Pratt-Clark will keep the AP faculty posted on that transition
- A majority of senators agreed to the AP faculty continuing the Beyond Boundaries Scholarship for 2023-2024
- Holli will follow up on next steps and get back to our group with that information

A/P Faculty Professional Development Leave Working Group-Marlena Lester

- [Draft Document link](#)
- The group continues to work on the policy draft
- Please read the proposed draft if you have not already and send comments to the committee members
- This document addresses the survey results that were sent out previously and aligned with other documents that the university already has for other stakeholder groups
- This document will need to be approved by the Provost and Board of Visitors
- The committee is also requesting that Legal review the policy
- At what point in the process has anyone reviewed the financial ramifications of this and the financial resources available? The committee is attempting to look at the volume of

faculty that would utilize the policy and the committee believes the numbers will be fairly low (estimated 10 per year) which should be a fairly low financial requirement

- The committee also understands that there are other things to consider: backfill for a faculty member to be away from the office for a period of time
- There will be questions from other groups as the proposal continues the process, please be aware of the financial ramifications
- Thanks to the working group for the hard work on this endeavor

Job Architecture update-Sandee Cheynet

- [Job Architecture 101 Website](#)
- [Presentation Slides](#)
- The university has reduced the number of positions from 2500 to 640 at this point in the Job Architecture process
- Every position will be assigned a function, sub-function, discipline, and career track level
- Salary Range is a broad span between minimum and maximum base salaries for positions and are currently created at a 60% spread range
- Market Range is the range of salaries in the external market for a unique position
- Market ranges informed salary ranges
- There will be a webtool available to use for these salary and market ranges
- “Timely Talks” will be available to assist with training and understanding for senior leadership and employees
- This will be a large culture shift at the university with this additional information available, but there are several large universities that have forged the way with this process
- How does this affect employees that are at the max or even above the max? Will they continue to be eligible for pay increases? These are guidelines and there will be situations where the university will pay above the range. The ranges will also move from year to year based on the market
- What about employees lower than the range? We will work to get all employees to within the appropriate ranges and then adjust based on the market from there

New Business

Beyond Boundaries Vision Discussion-Dr. Julie Ross

- The university is working on a “refresh” of our Beyond Boundaries and evaluate the changes that have occurred and take into consideration things we have learned throughout the last few years
- Please feel free to reach out to Dr. Ross with any questions that you have about the Beyond Boundaries document
- Questions Dr. Ross proposed to the AP Faculty senate
 - Are there elements that AP faculty feel are missing?
 - A university will need to be agile in the future. How would you describe that university? In the past, VT has been slow to move, but we need to identify ways and situations where we can move faster.

- How should we incorporate agility into this document and Beyond Boundaries overall?
- Are there policies or procedures that limit us?
- How can we address those?
- How can we put pathways in place to move more quickly when we need to?
- Innovation is very important to us, but to be innovative we need to be agile and assign and accept risk as a university. We are currently very risk averse, and we need to find the areas where we can take risks and get bigger returns to become more agile
- We need some larger changes at the university level in order for faculty to be able to feel like they can take risks, too
- Navigating partnerships will also be a key piece for us: having the ability to utilize corporate and other university partnerships will help us become more agile
- Universities tend to be more reactive versus preventative: as cultures change we need to address what our current student population is like and what the new professional markets will be
- Reconceptualizing students as a consumer of our product (our education) is necessary and rethinking the mindset the university has about how we “address/treat” the customer so that we do not lose them to our competition is paramount
- From zoom chat: Thought on agility=sometimes we have to break or evolve our traditions. We can make thoughtful and strategic choices about what traditions are important to keep, and those choices don't have to exclude embracing new and different ways of being.
- Are there items that are missing from our current draft document?
 - Are we scanning the horizon for the new learning opportunities that crop up? How do we embrace new technologies so that students leave us prepared for what is out there on the horizon?

Treasurer's Report

- AP Faculty Senate has \$0 in funds

CAPFA Updates-Stephanie Trout

- One introductory fall meeting has occurred
- Goals for professional development leave resolution is on the schedule
- Grievance process has been updated with a bit longer turnaround time
- Learning more about Governance 101

Senate Committee Reports

- Communications Committee-Enrigue Noyola
 - We continue to work on finding a time to meet
- Elections & Nominations-Scott Weimer
 - No update
- Policies and Issues-Nicole Connors
 - The committee is reviewing the make-up of other faculty and staff senates to determine what the representation looks like

- There are two resolutions to review via email/google form
- Please review and vote: approve/endorse, comment, or abstain by Sept 29th

Other Updates from Committees and Commissions

- Commission for Undergraduate Studies and Policies-Keri Swaby
 - Review of undergraduate academic policies will occur
 - Resolutions could come through this group based on those reviews
- Employee Benefits Committee-Lauren Pollard
 - The group met to share some focus areas for this academic year
 - Please send any other focus areas to Lauren Pollard if there are suggestions
- Commission of Faculty Affairs-Nicole Connors
 - Goals have been set for the academic year
 - Evaluation of current faculty senate representation
 - Representation of post-doctoral students
 - Recommendations for best practices for annual faculty review
 - Policies regarding generative AI

Other Topics or Business

- Is there a location where senators can reference what commissions and committees exist? Any information is in the process of being moved from Drive to SharePoint and will be made available in SharePoint in the near future

Announcements

- Consider submitting stories to add to the A/P Faculty newsletter-email Ariana DiFillippo or Enrique Noyola
- [A/P Faculty Senate Governance Calendar](#)

Adjournment

There being no further business, the meeting was adjourned at 10:58 am

Next Meeting October 18, 2023

Respectfully submitted,

Jennifer Jones
Secretary/Treasurer