

**Administrative & Professional Faculty Senate**  
**April 20, 2022**  
**Via Zoom**

*Roll*

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

*Call to Order*

The regular meeting of the Administrative & Professional Faculty Senate of Virginia Polytechnic Institute & State University was held on Wednesday, April 20, 2022.

President Holli Gardner Drewry called the meeting to order at 10:04 AM

*Minutes*

The Secretary-Treasurer moved the approval of the minutes of the November 17, 2021 meeting and the March 16, 2022 meeting. Keri Swaby seconded the motion which then passed.

Unfinished Business

*A/P Faculty Award*

The President reported on the inaugural A/P Faculty Award:

- 43 individual nominations (2 ineligible)
- 5 team nominations
- Nominations & Elections Committee are serving as reviewers
- Final selections will be made on April 22, 2022
- It has been decided to invite everyone nominated to the event, and to recognize all nominees
- The A/P Faculty Award had far more nominations than other awards

*Resolution Updates*

An update was given regarding resolutions considered by the Senate this year:

- All resolutions that have been put forth to Senate have been reviewed and acted upon
- The committee is really trying to increase participation in resolution review and comment process
- Right now response rate has been around 50%
- The Senate has responded to more than 30 resolutions
- There has been discussion about a process for when there are significant changes to resolutions after they go through the Senate process

*Election Results*

The results of the Senate elections and officer elections were reported as follows:

- The Senate ran a successful election and filled every seat
- President: Holli Gardner Drewry
- Vice-President: Janice Austin
- Secretary-Treasurer: Jennifer Jones
- Parliamentarian: Jeri Baker
- The Nominations & Elections Committee is still working to fill spaces on commissions and committees
- The list used for the elections inadvertently removed all A/P faculty from the Libraries, and not just Continued Appointment faculty
- Terms of those elected begin at the conclusion of the June meeting

### New Business

*Alice Fox, VP of Graduate & Professional Student Senate gave a Presentation on Affordable Housing. Some highlights were as follows:*

- GA max take home pay is around \$1700 per month
- Median rental housing cost is \$1500 per month
- Affordable housing targets having not more than 30% of income going for housing
- Transportation issues/costs for commuting
- Town of Blacksburg is very concerned about housing - especially for essential workers
- Town is trying to get students out of single family homes and into targeted student housing
- There is not as much town support for those in the Roanoke and DC areas
- Housing tax credits prohibit any students from receiving assistance unless married
- GPSS sending out survey about housing, and convening working group regarding housing crisis
- Any senators who wish to help can contact Alice directly
- The working group meets once per month, sub-groups meet each week

### *BOV Constituent Report*

The President Reported on providing the Board of Visitors with a constituent report from the A/P faculty. She noted:

- Many of the reports to the Board of Visitors have already been presented to campus constituencies before the BOV meeting
- The report she gave is linked in the agenda
- There was general surprise at how many A/P faculty were in the room

### *Job Architecture Update*

Sandee Cheynet, the Assistant Vice-President for HR Talent gave an update on the Job Architecture Project:

- Earnst & Young consulting partner.

- There are some 2,100 employees and 1,500 unique job titles to put into structure
- A goal is to align VT resources with talent
- In creating job architecture:
  - Develop Job Leveling and Pay Structure
  - Develop Titling and Job Code Methodology
  - Develop Career Paths
- Taking pilot approach with various departments
- 5 Phase process: planning, assessment, design, build, implementation
- Want assistance with rumor control
- Will continue to make regular updates to the Senate

#### *Constitution & Bylaws Changes & Updates*

The President reported the need to consider changes to the Constitution and/or bylaws for the upcoming year.

- Elections and alternates process
- Correction of the omission of a Library constituency

The President moved, seconded by the Secretary-Treasurer, to expand the membership to add three senators from the Libraries among those Library A/P faculty who do not hold Continued Appointment or are not on the Continued Appointment track, and would initially be a part of the General Professional Constituency. A recorded vote was taken, and the motion passed with 21 in favor and 0 opposed. The motion and vote will be attached to these minutes.

#### Committee Updates

##### *CAPFA Updates*

- Concluded meeting for the year
- Had 1 grievance filed, and working through the process
- Working on updates to Constitution and Bylaws and Chapter 7 of the *Faculty Handbook*

##### *Communications Committee*

- Still looking at Adobe Campaign for newsletter
- Call for action about VT Community Childcare Survey open through April 29

##### *Policies & Issues*

- Have confirmed forms that are are being used
- Still encouraging resolution participation
- Will have one more meeting before year end

##### *Elections & Nominations*

- Documenting election process

- Considering Bylaw updates
- Will begin to create and oversee the Library election

*Constituent Working Group*

- Working on definitions of constituent groups
- Will be adding Library
- Working on form to help people determine which group they are in

Announcements

- Employee Appreciation Day - May 18, 2022 10:00 AM - 2:00 PM at Lane Stadium
- No Senate meeting in May
- It was announced that the President had been inducted into the Academy of Faculty Service

Adjournment

There being no further business, the meeting was adjourned at 11:25 AM.

Respectfully submitted,



Chad N. Proudfoot  
Secretary-Treasurer