

**Administrative & Professional Faculty Senate**  
**Wednesday, December 15, 2021**  
**Via Zoom**

**Roll**

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

**Minutes**

The regular meeting of the Administrative & Professional Faculty Senate of Virginia Polytechnic Institute & State University was held on Wednesday, December 15, 2021 via Zoom.

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

*Unfinished Business*

**Resolution Feedback Appreciation**

Jack Leff, President of the Graduate & Professional Student Senate, gave appreciation for feedback given to resolutions presented by the GPSS.

**A/P Faculty Constituents Definitions Working Group**

The President expressed her thanks to all who are participating in the A/P Faculty Constituents Definitions Working Group which is charged with developing definitions for the A/P faculty constituent areas and draft a guide to help A/P faculty determine their group.

**Update on Non-Voting Members**

It was reported that Sandy Cheynet and Christine Luketic are representatives of the Division of Human Resources.

*New Business*

**Climate Survey Presentation**

The Senate received a presentation from Brian Garey, Vice-President for Human Resources, regarding the Campus Climate Survey. Selected highlights from the presentation were:

- The Campus climate is good according to 77% of respondents
- VT values are represented in the workplace (71%)
- HR wants a university discussion on fair and equitable treatment
- There needs to be a greater look at telework
- There has been good progress on Inclusion and Diversity

- 20% of respondents have experienced exclusionary, intimidating, offensive, or hostile behavior (some 800 people)
- There should be increased communication of the channels to let people know how to report incidents of harassment, unfair treatment, etc.
- Career Advancement is a worthwhile discussion for future meeting
- Out of around 2100 AP Faculty there are about 1500 titles

### **Energy & Sustainability Committee Resolution Draft**

The Senate took up discussion of Resolution 2021-22A from the Energy & Sustainability Committee. Two points made were:

- CASE is already being used as an acronym by another group
- While the resolution mentions the inclusion of student groups, there is not plan for how they are to be chosen

### **CAPFA Updates**

The Vice-President (President of CAPFA) reported that CAPFA has been working to update policies to add AP Faculty representatives to committees. The commission is now turning its focus to updates of the Faculty Handbook and AP faculty grievance process.

### **Communication Committee Report**

The committee chair reported that President's award nominations are open, and encouraged Senators to nominate AP faculty colleagues for these awards.

### **Policies & Issues Committee Report**

The committee chair reported that the committee is planning its spring meeting schedule to meet before Executive Committee and Senate. It is also drafting guidelines for responses to resolutions, and to schedule reminders for participation.

### **Elections & Nominations Committee Report**

The committee chair reported that the committee is working to develop two forms for submissions: one for nominations and one for interest and/or questions. The nomination form will be used for both self-nominations or to nominate a colleague. The committee hopes to have these forms ready in January. The committee is also examining the Senate bylaws related to election process and vacancies, and mentioned that if anyone knows of any updates to please let the committee know.

### **Graduate & Professional Student Senate**

President Jack Leff of the Graduate & Professional Student Senate gave updates from that body. He stated that the GPSS had put forward 25 policy resolutions so far this year which are in various stages of processing.

The GPSS had advanced resolutions GPSS 2122-2123 which had caused much contention, and for which he had received harassment. He stated that there had not been much response from the University to defend this, and that he feels harassment campaigns will become more common. He further believes that some resources are available to assist with this, but that these are often insufficient.

### **Human Resources**

Sandy Cheynet from Human Resources reported that HR would like to partner with the Senate regarding the Job Architecture Project moving forward, especially as it relates to the Change Management piece.

### **VT Minimum Wage**

It was reported that the various Senates will be asked to support having a \$15.00 minimum wage at the University. This is in an attempt to help secure a minimum wage for the lowest pay band at the University.

### **Thanks from Senate President**

The President thanked everyone for a great initial six months of Senate operations. She noted that there has been very engaged participation from all constituencies, and that much has been accomplished in a short period of time. She hopes that everyone has an enjoyable winter break.

### **Adjournment**

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

Respectfully submitted,

Chad N. Proudfoot  
Secretary-Treasurer