UNIVERSITY COUNCIL MEETING  
December 4, 2017  
3:00 p.m.  
1045 Pamplin Hall  
AGENDA

1. Adoption of Agenda  
   Dr. Timothy Sands

2. Announcement of approval and posting of minutes of November 13, 2017  
   Dr. Timothy Sands
   These minutes have been voted on electronically and will be posted on the University web.

3. Old Business  
   Dr. Timothy Sands
   Commission on Undergraduate Studies and Policies  
   Resolution CUSP 2017-18B  
   Resolution to Approve New Major: Philosophy, Politics, and Economics (PPE), in Bachelor of Arts in Philosophy

4. New Business  
   Dr. Timothy Sands
   University Council  
   Resolution UC 2017-18A  
   Resolution to Amend the University Council By-Laws as Recommended by the Governance Task Force (Includes Governance Task Force report as requested by CSA Resolution 2015-16B & CFA Resolution 2015-16D.)

5. Announcement of acceptance and posting of Commission Minutes  
   Dr. Timothy Sands
   These minutes have been accepted for filing by electronic vote and will be posted on the University web. Note that the purpose of voting on Commission minutes is to accept them for filing. University Council By-laws require that policy items be brought forward in resolution form for University Council action.

   Commission on Equal Opportunity and Diversity  
   May 1, 2017  
   October 9, 2017

   Commission on Faculty Affairs  
   November 3, 2017

   Commission on Graduate Studies and Policies  
   November 1, 2017

   Commission on Outreach and International Affairs  
   October 19, 2017

   Commission on Staff Policies and Affairs  
   September 26, 2017

   Commission on Undergraduate Studies and Policies  
   October 23, 2017
6. Presentation
How Virginia Tech Cares for Students in Crisis Situations and Prepares for Potential Student Crisis Situations  
Dr. Tom Brown  
Dr. Chris Flynn

7. Adjournment  
Dr. Timothy Sands

Absent: Tim Sands (with notice), Michael Friedlander, Alan Grant, Theresa Mayer, Steve McKnight, Menah Pratt-Clarke, Deyu Hu, Chris Saunders, Anita Puckett, Lynn Abbott, Brian Huddleston, Jeannie Layton-Dudding, Ginai Seabron, Christine Tysor, Michele Waters, Andre Stevenson, Julia Billingsley, Prateek Mishra, & Avalon Roche

Guests: Lori Buchanan, Chief Kevin Foust, Rachel Gabriele, Dee Harris, Rachel Holloway, Michael Mouler, Mike Mulhare, Robin Panneton, & Rick Sparks

Dr. Clarke called the meeting to order at 3:00 p.m. A quorum was present.

1. Adoption of Agenda

A motion was made and seconded to adopt the agenda. The motion carried.

2. Announcement of approval and posting of minutes of October 2, 2017

Dr. Clarke noted that these minutes have been voted on electronically and can be publicly accessed on the Governance Information System on the Web (http://www.governance.vt.edu). (Note: the October 16, 2017, University Council meeting was cancelled.)

3. Old Business

Commission on Outreach and International Affairs
Resolution COIA 2017-18A
Resolution to Recommend Authorization of the Establishment of a Center for International Research, Education, and Development (CIRED)

Dr. Jan Helge Bøhn presented this resolution for second reading and made a motion to approve. The motion was seconded, and the motion passed.

4. New Business

Commission on Undergraduate Studies and Policies
Resolution CUSP 2017-18B
Resolution to Approve New Major: Philosophy, Politics, and Economics (PPE), in Bachelor of Arts in Philosophy.
Dr. Dean Stauffer presented this resolution for first reading. This resolution will convert the current Philosophy, Politics, and Economics program within the department to a major. There are already faculty to support this major. This PPE major will have a strong interdisciplinary learning environment, and it does not compete with other programs.

5. Announcement of Approval and Posting of Commission Minutes

These minutes have been voted on electronically and will be posted on the University web (http://www.governance.vt.edu). Note that the purpose of voting on Commission minutes is to accept them for filing. University Council By-laws require that policy items be brought forward in resolution form for University Council action.

- Commission on Administrative and Professional Faculty Affairs
  September 13, 2017
  October 11, 2017

- Commission on Faculty Affairs
  September 22, 2017
  October 6, 2017
  October 20, 2017

- Commission on Graduate Studies and Policies
  September 6, 2017
  September 20, 2017
  October 4, 2017
  October 20, 2017

- Commission on Outreach and International Affairs
  August 31, 2017
  September 21, 2017

- Commission on Research
  September 6, 2017
  October 4, 2017

- Commission on Undergraduate Studies and Policies
  September 25, 2017
  October 9, 2017

6. For Information Only

Minutes of the University Advisory Council on Strategic Budgeting and Planning
September 21, 2017

7. Presentation

Chief Kevin Foust and Mr. Mike Mulhare gave a presentation on Safety and Security (attached).

8. Adjournment

There being no further business, a motion was made to adjourn the meeting at 3:58 p.m.
Safety, Security and Preparedness at Virginia Tech

Our mission is to build, sustain, and improve:

» University resiliency.
» Departmental readiness.
» Individual preparedness.

CONNECT WITH US

www.emergency.vt.edu
facebook.com/BeHokieReady
@BeHokieReady
Virginia Tech Police Department

Our mission is to enhance the safety and quality of life for students, faculty, staff, and visitors through:

» Effective law enforcement
» Proactive crime prevention
» Partnership with the university community.

CONNECT WITH US

www.police.vt.edu

facebook.com/VirginiaTechPolice

@VaTechPolice

VT Alerts

» VT Alerts is Virginia Tech’s Emergency Notification System.
» VT Phone Alerts is the delivery channel all students must opt-in to before registering for classes.
VT Alerts
Messaging Channels

Automatic Alert Channels
» Virginia Tech Homepage
» Electronic Message Boards
» Campus Sirens/Speakers
» Virginia Tech (@vt.edu) Emails
» Fire Alarm Annunciators

Optional Alert Channels
» VT Phone Alerts – text message, non-Virginia Tech email, phone call
» VT Desktop Alerts
» Social media – Facebook (Virginia Tech) and Twitter (@vtalerts)

VT Alerts
Campus sirens

The Warning Sirens are designed to alert those who are outside of campus buildings. The sirens are broadcast from seven locations across campus. They can also deliver a pre-recorded message or a live, real-time audio feed.

When the sirens are activated:
» REMAIN CALM!
» Move inside a building.
» Follow any audible instructions.
» Check other VT Alert channels for more information.
» Follow instructions from university officials.
LiveSafe mobile app

- **EMERGENCY QUICK REFERENCE**: Guides for how to act in emergency can be accessed without mobile data or internet connection.
- **CONTACT VTPD DISPATCH**: Send tips to dispatch (if it is an emergency, call 911).
- **EMERGENCY BLUE-LIGHT CALLBOX**: Displays the location of emergency callboxes on campus. Using GPS technology, displays the location and directions of emergency callboxes on campus.
- **SAFEWALK**: Uses GPS technology to allow friends to watch each other get around safely.
- **BUILDING LOCATIONS**: Displays a list of Virginia Tech buildings, their location, and provides directions.

What to do in an emergency

- **Secure-in-Place**: Place a locked door or other barricade between you and the associated violence or danger.
- **Shelter-in-Place**: Move inside to a building space that protects you from the danger. **DO NOT** lock doors behind you as others may also need to shelter-in-place.
- **Evacuation**: A building evacuation may occur during a life safety event that directly affects the normal operations of an individual building on the Virginia Tech campus.
Secure-in-place

When securing-in-place, begin by placing a locked door or other barricade between you and the associated violence or danger.

» REMAIN CALM!
» If you are outside seek cover in the nearest unlocked building. If the buildings in the area have been locked, continue to move away from the danger, seek cover, move to another building, or leave campus if it is safe to do so.
» Once inside, find an interior room and lock or barricade doors.
» Turn off lights, silence phones, draw blinds, and move away from windows.
» Await further instruction from VT Alerts or emergency personnel.
» DO NOT leave until an “All Clear” is received.

What if someone wants to enter a secure area?

If there is any doubt about the safety of those inside, the area needs to remain secure. Allowing someone to enter may endanger you and others.

» USE GOOD JUDGEMENT.
» Can you see the area outside the door to determine that someone is not lying in wait? Is it a trap?
» If a physical description of the subject was given in the secure-in-place alert, consider similarities such as age, race, clothing description, height, weight, sex, and hair and eye color.
» If you decide to let a person in:
  » Have them leave anything they are carrying outside.
  » Have them lift up their shirt, coat, and/or jacket until the waistline is visible and rotate 360 degrees to see they are concealing a weapon.
What if an active shooter is in the building?

OPTION 1 — RUN

» If you can get out safely, do so.
» If others insist on staying, continue to evacuate. Encourage them to go with you, but you should not let their indecisiveness stop you.
» Leave your belongings behind.
» Do not attempt to remove injured persons.
» As you exit, remain calm and follow instructions of any first responders on scene.
» Keep your hands visible at all times, avoid yelling or pointing.
» Once outside safely, warn others of the danger. Call 911.

OPTION 2 — HIDE

» If you cannot find a room to secure in, try to place yourself somewhere out of the shooter’s view.
» Consider hiding behind an object large and solid enough to shield you and provide protection.
» If you can only hide behind a large object, try to pick something that does not trap you or restrict your options for movement.
What if an active shooter is in the building?

OPTION 3 — FIGHT

» Act with extreme aggression. If possible, use the element of surprise.
» Improvise weapons. Throw items. Scream, yell.
» Commit to taking the shooter down, no matter what.

If you encounter first responders

Officers may be armed. They may shout commands, and individuals may be placed on the ground for their own safety. First responders may pass you and/or any wounded individuals. Their initial responsibility is to neutralize the threat. Others may follow to provide help or evacuate those secured-in-place.

» REMAIN CALM. Follow officers’ instructions.
» Keep your hands visible at all times. If you are carrying any items in your hands, drop them. Immediately raise your hands and spread your fingers.
» Avoid making quick movements towards any officer. Avoid pointing, screaming/yelling. Especially do not point your hand(s) towards an officer if you are holding an item.
» Don’t stop to ask officers for help or direction. There may be officers directing you where to go. If not, exit in the direction from which the officers are entering.
Above all, use best judgment

**REMEMBER:** It is imperative to understand that this is general guidance. Every situation is unique and not every suggestion will apply. There are exceptions to all prescribed directions. Do what is necessary to protect yourself and others.

Secure-in-place while on Blacksburg Transit (BT)

» The driver will announce the secure-in-place alert. They will complete boarding, and leave campus.
» No additional stops will be made on campus.
» All on-campus Blacksburg Transit service will be suspended until an “all clear” is issued.
Shelter-in-place

» REMAIN CALM!
» Immediately seek shelter inside the closest sturdy building. Do not wait until you physically see a tornado or severe weather event to react.
» Resist the temptation to go outside and check the weather conditions yourself.
» Once inside, stay away from windows, glass, and unsecured objects that may fall.
» Seek shelter in interior rooms and corridors. Avoid large free standing expanses such as auditoriums and gymnasiums.
» DO NOT use elevators.
» Await further instruction from VT Alerts and emergency personnel. Do not leave until an “All Clear” is given.

What if there is a fire?

» REMAIN CALM!
» Activate the fire alarm if you see smoke or fire.
» Exit the building and alert others as you leave.
» Avoid using the elevators in the building.
» Assist individuals with disabilities out of the building if safe to do so or assist into an Area of Refuge.
» Notify first responders if individuals are still in the building.
» Await further instruction from your Building Emergency Coordinator and/or First Responders.
What if there is a fire?

Reporting an incident or emergency

After dialing 911, give the following information to emergency personnel:

» The exact address or building, floor, and area/department.
» Your full name and the telephone number from which you are calling, in case you get disconnected.
» The nature of the emergency, including the number of injured people and their known injuries.
» Do not hang up as additional information may be needed.
Campus Emergency Phones

» Emergency phones are located outdoors and in select campus buildings
» Press button to connect with 911 dispatcher
  » Remain calm and stay on the line until help arrives.
  » If you do not respond, police will be immediately dispatched to your location. If you press a button by accident, remain on the line and tell the dispatcher.

Virginia Tech Threat Assessment Team

Report and Consult: The Threat Assessment Team regularly reviews and manages concerns about a range of potentially threatening or disruptive behaviors and situations, including but not limited to:

- Communicated threats
- Stalking or obsessive pursuit/contact
- Domestic/interpersonal violence
- Harassment
- Bullying/intimidation
- Unusual or inappropriate correspondence or communication
- Unusual or disruptive behavior
- Concerns for the safety & well-being of others

“This may be nothing, but...”

www.threatassessment.vt.edu
Emergency kit

» All Hokies should have some basic supplies on hand, ready to sustain them in an emergency.
» Consider packing some items to bring with you to class and around campus, in addition to a larger kit in your dorm.
» Kits should be customized to meet your needs. Think about what you would need if you had to evacuate campus, or if you need to stay secured.
» For kit suggestions, visit www.emergency.vt.edu

Programs and trainings

Virginia Tech Police
  » Student Police Academy
  » Rape Aggression Defense (RAD) Classes
  » VTPD Internship Program

Emergency Management
  » Campus Community Emergency Response Team (C-CERT) training
  » Student Advisory Board
  » Emergency Management Internships
  » Topic Specific Training
Welcome to Virginia Tech!

Stay informed, stay safe, and Be Hokie Ready.
Resolution 2017-18B
Resolution to Approve New Major: Philosophy, Politics, and Economics (PPE), in Bachelor of Arts in Philosophy

Approved by the Commission on Undergraduate Studies and Policies: October 09, 2017
Faculty Senate Review: Waived
First Reading by University Council: November 13, 2017
Second Reading by University Council: December 4, 2017
Approved by the President: Spring 2018
First effective date to graduate: Spring 2020

WHEREAS, a significant number of faculty members in the Department of Philosophy and the Program in Philosophy, Politics, and Economics (PPE) have international standing, active research agendas, outreach activities, and teaching expertise in the area of philosophy, politics, and economics; and

WHEREAS, the PPE Major not only strengthens the integration of the undergraduate curriculum at Virginia Tech by interdisciplinary curricular development, but also complements current degree offerings without competing directly with any of them; and

WHEREAS, the PPE Major equips students with foundational skills that arise from actively engaging in the social sciences combined with philosophical reflection and that are essential to engaging in meaningful interdisciplinary research in the humanities and social sciences; and

WHEREAS, the PPE Major trains students to develop comprehensive solutions to interdisciplinary decision-making problems that involve social, ethical, political, and economic dimensions in an interdependent globalized world; and

WHEREAS, the PPE Major promotes the educational mission of Virginia Tech to offer its students an innovative, interdisciplinary learning environment in which they can grow individually and collectively and become reflective and engaged global citizens; and

WHEREAS, due to its analytic rigor and emphasis on the development of transferable skills, the PPE Major prepares students well for a wide variety of careers in the private and public sectors and for academic programs, in particular masters and doctoral programs in philosophy, political science, and economics, as well as related social sciences,

THEREFORE LET IT BE RESOLVED that the Major in Philosophy, Politics, and Economics be approved for addition to the Bachelor of Arts in Philosophy effective Spring 2018 and the proposal forwarded through University governance and to the President for approval.
Memorandum

TO: CLAHS Undergraduate Curriculum Committee
FROM: Douglas Lind,
Head, Department of Philosophy
RE: Proposed major in Philosophy, Politics, and Economics
DATE:

The Department of Philosophy endorses the proposed undergraduate major in Philosophy, Politics, and Economics, to be housed in the Department of Philosophy. The Department welcomes the enrollment of additional students in the Philosophy courses included in the proposed major, and we acknowledge that no additional resources are needed.

Douglas Lind
4 April 2017

Professor Michael Moehler
Department of Philosophy

Dear Michael,

The check sheet for the potential major in Philosophy, Politics and Economics (PPE) looks quite promising. We approve the inclusion of political science courses as electives, and we support the major. The political science department offers these courses on an annual basis, and this inclusion will not involve new resources.

Thanks.

Sincerely,

Karen

Karen M. Hult
Chair and Professor
April 28, 2017

Professor Michael Moehler
Department of Philosophy,

Dr. Michael,

The Department of Economics supports the establishment of a major in Philosophy, Politics and Economics. We have examined the checksheet and approve the inclusion of the listed economics courses as electives. We can accommodate students from this new major with no additional resources.

Warm Regards,

Sheryl Ball
Associate Professor and Associate Department Head
College of Liberal Arts and Human Sciences, Department of Philosophy

Bachelor of Arts in Philosophy: Major in Philosophy, Politics, and Economics (PPE)

Contact: Michael Moehler (moehler@vt.edu)

1 JUSTIFICATION

Educational value. Our world is characterized by complex individual and collective decision-making problems that often cut across the boundaries of academic disciplines. The proposed PPE Major trains students to address such interdisciplinary decision-making problems in our globalized world. It trains students to make decisions that are not only economically sound, but also socially, ethically, and politically informed. In addition, the PPE Major equips students with essential foundational skills that arise from actively engaging in the social sciences combined with philosophical reflection. In doing so, the PPE Major promotes the educational mission of Virginia Tech to offer its students an innovative, interdisciplinary learning environment in which they can grow individually and collectively and become reflective and engaged global citizens.

PPE as a program of study has a long tradition in the Anglo-American educational system and, pedagogically, fits well with the current (re)vision of the undergraduate curriculum at Virginia Tech, in particular the desire to create new interdisciplinary majors across campus. The PPE Major allows Virginia Tech to draw on a highly successful and established program of study and fulfill its current educational goal to attract a new type of student to Virginia Tech that values genuine interdisciplinary engagement and has “…the capacity to solve complex problems of a regional, national, and global scale that have yet to be envisioned.” (Timothy D. Sands, “A Letter from Virginia Tech’s President,” Beyond Boundaries).

Market analysis. PPE as a program of study has become increasingly popular over the last decade, especially in the US. Many top research universities have such a program, including the University of North Carolina at Chapel Hill, Duke University, Yale University, the University of Pennsylvania, the University of Michigan at Ann Arbor, Columbia University, the University of Arizona, the London School of Economics, Oxford University, and the Australian National University. The increased popularity of PPE as a program of study reflects not only strong student demand in this field, but it also puts pressure on Virginia Tech to offer a similar opportunity to its students in order to continue to attract students of the highest caliber, including international students.

PPE Program at Virginia Tech. The Department of Philosophy has recognized this educational need and, in the academic year 2015-2016, established a PPE Program that is tailored specifically to the environment at Virginia Tech. This interdisciplinary, interdepartmental, and intercollegiate program integrates disciplines not only in the humanities and social sciences, but also in the fields of business, engineering, urban affairs and planning, geography, agricultural and applied economics, fish and wildlife conservation, and forest resources and environmental conservation. The program involves twelve departments in seven colleges across campus and includes more than twenty faculty affiliates who teach for the program. In its current form, the PPE Program consists of four components:
I) PPE Minor. The Department of Philosophy established the PPE Minor in January 2015, and, after two years of operation, the program has now about fifty students enrolled. This academic year, the PPE Minor has also been approved as Pathways Minor. For the PPE Minor, the Department of Philosophy developed two new cross-listed undergraduate courses, namely, the PPE Gateway Course and the PPE Capstone Course, that serve as the core integrative courses of the PPE Minor curriculum. The PPE Gateway Course and the PPE Capstone Course will also serve as the core integrative courses of the PPE Major curriculum.

II) PPE Student Ambassadorships. Each academic year, the PPE Program selects up to three undergraduate students to serve as ambassadors for the program. The primary tasks of the PPE Student Ambassadors are to (i) promote the PPE Program at Virginia Tech, (ii) work closely with the PPE Program Director as well as with the program’s faculty and staff, and (iii) serve as a student contact for PPE events, such as the PPE Speaker Series and the PPE Distinguished Public Lecture. The PPE Student Ambassadorship allows selected students to develop leadership and professional skills and to gain a unique networking experience at Virginia Tech.

III) PPE Speaker Series. The PPE Program offers a public speaker series that forms an integral part of the PPE Gateway Course and the PPE Capstone Course. Each academic year, five guest speakers are invited to present their most recent work to PPE students and faculty at Virginia Tech as well as to the general public. PPE students have the opportunity to go for lunch or dinner with the guest speakers and thereby develop their academic and professional skills as well as have opportunities to network.

IV) PPE Distinguished Public Lecture. The PPE Program will offer an annual public lecture presented by a distinguished scholar of international reputation whose research cuts across the disciplinary boundaries of philosophy, political science, and economics and has significant social relevance. The goal of the Distinguished Public Lecture Series is to foster dialogue among faculty, students, and the general public about important social problems. Professor Martha Nussbaum will deliver the inaugural PPE Distinguished Public Lecture in the fall semester 2017.

Justification for the PPE Major. Establishing a PPE Major is the next step in the development of the PPE Program at Virginia Tech. The PPE Major not only strengthens the undergraduate curriculum at Virginia Tech, but also complements current degree offerings without competing directly with any of them. The primary target of the PPE Major is undergraduate students who desire to study in a genuinely interdisciplinary degree program in the humanities and social sciences at Virginia Tech and who would not necessarily enroll for a straight degree in philosophy, political science, or economics. The target group of the PPE Major is different from traditional students in philosophy, political science, and economics, although the PPE Major will increase the demand for some of the undergraduate courses in the core departments of the PPE Major.

2 WHOM THE MAJOR WILL SERVE

Curriculum. The PPE Major offers a novel curriculum with distinct learning outcomes and focus on undergraduate research that students would not be able to gain if they were simply to double- or triple-major in philosophy, political science, and/or economics, and/or undertake a PPE Minor at Virginia Tech. The PPE Major curriculum requires a total of 120 credit hours divided as follows: 1) Pathways for General Education Requirements (45 credit hours), 2) Philosophy Degree Core
Courses (21 credit hours), 3) PPE Major Courses (24 credit hours), and 4) Free Electives (30 credit hours). Here is a detailed list of the Philosophy Degree Core Courses and the PPE Major Courses:

**Philosophy Degree Core Courses (21 credit hours)**

A. History of Philosophy (6 credit hours). Two courses from the following list: PHIL 2115: Ancient Through Medieval Philosophy; PHIL 2116: Ancient Through Medieval Philosophy; PHIL 2125: History of Modern Philosophy; PHIL 2126: History of Modern Philosophy

B. Logic (3 credit hours). PHIL 3505: Modern Logic and Its Development

C. Value Theory (6 credit hours). Two courses from the following list: PHIL 1304: Morality and Justice or PHIL 2304: Global Ethics; PSCI 3015 (PHIL 3015): Political Theory; PSCI 3016 (PHIL 3016): Political Theory; PHIL 3314: Ethical Theory; PHIL: 3414 Aesthetics; PHIL 4304: Political Philosophy; PHIL 4324 (MGT 4324): Business and Professional Ethics

D. Core Analytic Philosophy (6 credit hours). Two courses from the following list: PHIL 1204: Knowledge and Reality; PHIL 4204: Philosophy of Mind; PHIL 4214: Metaphysics; PHIL 4224: Epistemology; PHIL 4604: Philosophy of Biology; PHIL 4614: Philosophy of Science

**PPE Major Courses (24 credit hours)**

A. Integration (6 credit hours): PHIL 2894 (PSCI 2894) (ECON 2894): Introduction to Philosophy, Politics, and Economics; and PHIL 4884 (PSCI 4884) (ECON 4884): Advanced Topics in Philosophy, Politics, and Economics

B. Concentration in Political Science and Economics (18 credit hours, 9 credit hours from each area)


Demographic of students, student benefits, and career options. The PPE Major allows students from a great variety of disciplines to widen their horizons and engage in meaningful interdisciplinary research. Moreover, due to its analytic rigor, combination of normative and empirical analyses, and emphasis on the development of transferable skills, the PPE Major prepares students well for a wide variety of careers in the private and public sectors, such as careers in management, consulting, law, investment banking, finance, business administration, journalism, government, public administration, public policy, health care, international affairs, international development, and non-profit organizations. In addition, the PPE Major prepares students for academic programs, especially masters and doctoral programs in philosophy, political science, and economics, as well as related social sciences.

Benefits to Virginia Tech. The PPE Major will create institutional synergies by increasing the interactions among existing units at Virginia Tech and by advancing the integration of the undergraduate curriculum. The PPE major will facilitate new teaching and research collaborations across campus, not only among the Department of Philosophy, the Department of Political Science, and the Department of Economics, but also among other departments on campus that work on problems that involve social, ethical, political, and economic dimensions. In addition, the PPE Major is likely to attract international students, increase diversity on campus, and lead to the development of exchange programs with universities abroad, and thus increase the visibility of the humanities and social sciences at Virginia Tech not only on campus, but also off campus.

3 RESOURCE NEEDS
No new resources are required to establish the proposed PPE Major at Virginia Tech.

4 ADMINISTRATION
The PPE Major would be administered by the Department of Philosophy, but run jointly with the Department of Political Science and the Department of Economics at Virginia Tech. The requested effective term of the PPE Major is spring 2018, with the first class of graduating students in the calendar year 2020 (some students at Virginia Tech may have already taken some of the relevant courses for the major, including the PPE Gateway Course and the PPE Capstone Course).
College of Liberal Arts and Human Sciences, Department of Philosophy

Bachelor of Arts in Philosophy: Major in Philosophy, Politics, and Economics (PPE)

Checksheet for Students Graduating in Calendar Year 2020

Student Name: _______________________________________________________  Date:____________

   Last   First   Middle

A. Pathways for General Education Requirements

Please see the current Pathways for General Education Handbook and the University Catalogue for approved courses

Area 1: Discourse (9)
Area 2: Critical Thinking in the Humanities (6)
Area 3: Reasoning in the Social Sciences (6)
Area 4: Reasoning in the Natural Sciences (6)
Area 5: Quantitative and Computational Thinking (9)
Area 6: Critique and Practice in Design and the Arts (6)
Area 7: Critical Analysis of Identity and Equity in the United States (3)

Integrative Learning Outcomes

   Ethical Reasoning (This learning outcome can be combined with other Pathways courses and requires no additional credit hours) (0)

   Intercultural and Global Awareness (This learning outcome can be combined with other Pathways courses and requires no additional credit hours) (0)

Total credit hours to complete the Pathways for General Education Requirements: (45)
B. PPE Major Requirements

I) Philosophy Degree Core Courses (21 credit hours)

A. History of Philosophy (6 credit hours). Two courses from the following list:
- PHIL 2115: Ancient Through Medieval Philosophy (3 credit hours)
- PHIL 2116: Ancient Through Medieval Philosophy (3 credit hours)
- PHIL 2125: History of Modern Philosophy (3 credit hours)
- PHIL 2126: History of Modern Philosophy (3 credit hours)

B. Logic (3 credit hours)
- PHIL 3505: Modern Logic and Its Development (3 credit hours)

C. Core Analytic Philosophy (6 credit hours). Two courses from the following list:
- PHIL 1204: Knowledge and Reality (3 credit hours)
- PHIL 4204: Philosophy of Mind (3 Philosophy credits required) (3 credit hours)
- PHIL 4214: Metaphysics (3 Philosophy credits required) (3 credit hours)
- PHIL 4224: Epistemology (3 Philosophy credits required) (3 credit hours)
- PHIL 4604: Philosophy of Biology (3 credit hours)
- PHIL 4614: Philosophy of Science (3 Philosophy credits required) (3 credit hours)

D. Value Theory (6 credit hours). Two courses from the following list:
- PHIL 1304: Morality and Justice or PHIL 2304: Global Ethics (3 credit hours)
- PSCI 3015 (PHIL 3015): Political Theory (Pre: PSCI 2014) (3 credit hours)
- PSCI 3016 (PHIL 3016): Political Theory (Pre: PSCI 2014) (3 credit hours)
- PHIL 3314: Ethical Theory (3 Philosophy credits required) (3 credit hours)
- PHIL 3414: Aesthetics (3 credit hours)
- PHIL 4304: Political Philosophy (3 Philosophy credits required) (3 credit hours)
- PHIL 4324 (MGT 4324): Business and Professional Ethics (3 credit hours)

II) PPE Major Courses (24 credit hours)

A. Integration (6 credit hours)
- PHIL 2894 (PSCI 2894) (ECON 2894): Introduction to Philosophy, Politics, and Economics (3 credit hours)
- PHIL 4884 (PSCI 4884) (ECON 4884): Advanced Topics in Philosophy, Politics, and Economics (senior standing required, Pre: 2894 or PSCI 2894 or ECON 2894) (3 credit hours)

B. Concentration in Political Science and Economics (18 credit hours, 9 credit hours from each area)

Political Science (9 credit hours)
- PSCI 1014 (or H): Introduction to US Government and Politics or PSCI 2014: Introduction to Political Theory (3 credit hours)
- PSCI 2024: Research Methods in Political Science (Pre: 1014 or 1014H, 1024 or 1024H) (3 credit hours)
- PSCI 2064 (GEOG 2064) (IS 2064): The Global Economy and World Politics (3 credit hours)
- PSCI 3016 (PHIL 3016): Political Theory (Pre: 2014) (3 credit hours)
- PSCI 3234: Voting and Elections (Pre: 1014 or 1014H or 1024 or 1024H) (3 credit hours)
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<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Hours</th>
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<tbody>
<tr>
<td>PSCI 3334</td>
<td>Judicial Process (Pre: 1014 or 1014H)</td>
<td>(3)</td>
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<tr>
<td>PSCI 3344</td>
<td>Global Environmental Issues: Interdisciplinary Perspectives (Pre: Completion of Area 4 of University Core)</td>
<td>(3)</td>
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<tr>
<td>PSCI 3364</td>
<td>Constitutional Law: Civil and Political Rights (Pre: 1014 or 1014H)</td>
<td>(3)</td>
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<td>PSCI 3554</td>
<td>Comparative Political Economy (Pre: 1024 or 1024H)</td>
<td>(3)</td>
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<td>PSCI 3724</td>
<td>Poverty and Welfare Policy (Pre: 1014 or 1014H)</td>
<td>(3)</td>
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<tr>
<td>PSCI 3744</td>
<td>Public Policy Analysis (Pre: 1014 or 1014H)</td>
<td>(3)</td>
</tr>
<tr>
<td>PSCI 3764</td>
<td>Contemporary Democratic Theory (Pre: 2014, 3015 or 3016)</td>
<td>(3)</td>
</tr>
<tr>
<td>PSCI 3774</td>
<td>Marxian Political Analysis (Pre: 2014, 3016 or 3554)</td>
<td>(3)</td>
</tr>
</tbody>
</table>

**Economics (9 credit hours)**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECON 2005</td>
<td>Principles of Economics (micro) or ECON 2025H: Honors Principles of Economics (micro)</td>
<td>(3)</td>
</tr>
<tr>
<td>ECON 2006</td>
<td>Principles of Economics (macro) or ECON 2026H: Honors Principles of Economics (macro)</td>
<td>(3)</td>
</tr>
<tr>
<td>ECON 3024</td>
<td>Economic Justice (Pre: 2005 or 2025H, 2006 or 2026H)</td>
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</tr>
<tr>
<td>ECON 3104</td>
<td>Microeconomic Theory (Pre: Must complete ECON 2005 (with a C or better) and obtain (1) a C- or better in MATH 1205, 1206 and 1114 or (2) a B- or better in MATH 1525 and 1526 or (3) a B- or better in MATH 1015, 1016 and 2015</td>
<td>(3)</td>
</tr>
<tr>
<td>ECON 3204</td>
<td>Macroeconomic Theory (Pre: (2006 or 2115 or 2125 or 2026H), (3104 or 4104H), (MATH 1226 or MATH 1526 or MATH 2015 or MATH 1026))</td>
<td>(3)</td>
</tr>
<tr>
<td>ECON 3214</td>
<td>Money and Banking (Pre: 2005 or 2025H, 2006)</td>
<td>(3)</td>
</tr>
<tr>
<td>ECON 4014</td>
<td>Environmental Economics (Pre: 2005 or 2116 or 2126 or 2025H)</td>
<td>(3)</td>
</tr>
<tr>
<td>ECON 4044</td>
<td>Public Economics (Pre: 3104 or 2025H)</td>
<td>(3)</td>
</tr>
<tr>
<td>ECON 4054</td>
<td>Public Finance (Pre: 3104 or 2025H)</td>
<td>(3)</td>
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<tr>
<td>ECON 4074</td>
<td>Labor Economics (Pre: 2005 or 2116 or 2126 or 2025H, 3254)</td>
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<tr>
<td>ECON 4124</td>
<td>Growth and Development (Pre: 2006, (2025H or 3104))</td>
<td>(3)</td>
</tr>
<tr>
<td>AAEC 4135</td>
<td>International Economics (Pre: 3104 or 2025H)</td>
<td>(3)</td>
</tr>
<tr>
<td>ECON 4214</td>
<td>Economics of Health Care (Pre: 2005 or 2025H)</td>
<td>(3)</td>
</tr>
<tr>
<td>ECON 4424</td>
<td>The Theory of Games and Economic Behavior (Pre: 3104 or 4104H)</td>
<td>(3)</td>
</tr>
<tr>
<td>ECON 4434</td>
<td>Experimental Economics (Pre: (3104 or 2025H), (BIT 2406 or STAT 2004 or STAT 3005)</td>
<td>(3)</td>
</tr>
<tr>
<td>ECON 4894</td>
<td>Law and Economics (Pre: 2005)</td>
<td>(3)</td>
</tr>
</tbody>
</table>

Total credit hours required to complete the PPE Major Requirements: (45)

**C. Free Electives**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Free elective courses</td>
<td>(30)</td>
</tr>
</tbody>
</table>

Total credit hours required for graduation (120)
General PPE Major Requirements and Guidelines

(1) Departmental prerequisites and corequisites for all courses must be satisfied. Please consult the University Catalog for the latest statement of these requirements.

(2) The PPE Gateway Course (PHIL/PSCI/ECON 2894: Introduction to Philosophy, Politics, and Economics) must be taken before the PPE Capstone Course (PHIL/PSCI/ECON 4884: Advanced Topics in Philosophy, Politics, and Economics), which is assumed to be the final course for fulfilment of the “PPE Major Requirements”.

(3) Students must take at least five courses at the 3000-4000 level from the selection of “PPE Major Courses”.

(4) No more than 50% of the graded course credits required for the PPE Major may be double-counted by a student also enrolled in a Philosophy, Political Science, or Economics major.

(5) All courses to fulfill the “PPE Major Requirements” must be taken A/F and be completed with a minimum GPA of 2.0.

(6) Foreign language requirement: Students who did not successfully complete at least two years of a single foreign, classical, or sign language during high school must successfully complete six semester hours of a single foreign, classical, or sign language at the college level. Courses taken to meet this requirement do not count toward the hours required for graduation. Please consult the Undergraduate Catalog for details.

(7) Eligibility for continued enrollment: Checksheet requirements adhere to the “Satisfactory Progress” toward degree policy of the university (Policy 91).

(8) A minimum of 120 semester credit hours is required for graduation.
WHEREAS, Commission on Faculty Affairs Resolution 2015-16B was passed by University Council and approved by the President on February 1, 2016, providing a formal mechanism of consultation with the Faculty Senate during policy formulation by four commissions: The Commission on Faculty Affairs, Commission on Research, Commission on Undergraduate Studies and Policies, and Commission on Graduate Studies and Policies; and

WHEREAS, on the same date, a joint resolution by the Commission on Student Affairs (CSA 2015-16B) and the Commission on Faculty Affairs (CFA 2015-16D) calling for the creation of a Governance Task Force was passed by University Council and approved by the President; and

WHEREAS, the charge of the Governance Task Force included collecting data on the impacts of CFA Resolution 2015-16B and based on an analysis of that data presenting recommendations for changes to the system of shared governance intended to enhance the consultative role of the constituent groups; and

WHEREAS, the Governance Task Force concluded that CFA 2015-16B achieved its intent of increasing the consultative role of Faculty Senate without causing any delays in the approval process for resolutions; and

WHEREAS, the Governance Task Force subsequently concluded that the other three constituent groups (staff, undergraduate students, and graduate students) would each benefit from having a parallel consultative process;

NOW, THEREFORE, BE IT RESOLVED that Article II, Section 2 of the bylaws of Virginia Tech’s University Council be amended as follows:

WITH CHANGES NOTED IN RED:

2. In preparing the case for a new policy or program, each Commission shall keep constituencies (and also, as appropriate, other Commissions, the Faculty Senate,
the Staff Senate, the Graduate Student Assembly, and the Student Government Association) sufficiently well informed that relevant advice and counsel from outside the Commission proper can be brought to bear at the policy (program) formulation stage.

A. For all Commissions, it is the responsibility of individual Commission members, mainly by means of their cross-representational affiliations, to keep affiliated governance bodies and constituencies informed and to afford the opportunity for consultative referral.

B. Those Commissions that deal with issues for which the faculty have primary responsibility, that is, the Commission on Faculty Affairs, the Commission on Research, the Commission on Undergraduate Studies and Policies, and the Commission on Graduate Studies and Policies, shall consult with the Faculty Senate All Commissions shall consult with the four formal constituent groups at the beginning of and during the process of developing resolutions. The four groups are identified as: Faculty Senate, Staff Senate, Graduate Student Assembly, and Student Government Association.

C. Upon first reading at the Commission, resolutions shall be referred by the Commission to the Faculty Senate for the purpose of issuing to provide each group the opportunity to issue a formal recommendation, unless the Faculty Senate waives its right to do so (see subsection E. below). The Faculty Senate shall send its recommendation to the Commission upon the conclusion of its next regularly scheduled meeting, but in all cases within four weeks (counted while the University is in session). (Failure of a constituent group to forward its recommendation to the Commission within four weeks will not delay a resolution from progressing to University Council.) Any additional changes made to the resolution before its adoption by the Commission will be communicated to the Faculty Senate for their consideration by the Senate in formulating each group's final recommendation to University Council. In addition, the Commission may request additional input from any of the groups before the final version of the resolution is completed.

D. The Commission will send the final version of the resolution to the Faculty Senate constituent groups upon the Commission's approval. The Faculty Senate groups will send their final recommendation(s) to University Council for consideration by Council. To be considered by University Council, any recommendations must be sent by the respective constituent group to the Secretary of University Council prior to the date of first reading at University Council. The Senate's recommendation(s) of the group(s) will become a permanent appendix to the resolution not subject to revision or amendment by the Commission or by University Council.
E. Waivers of the Referral process in subsection C. above may be conditional or unconditional and may be issued at any time during the discussion of the resolution by the Commission. Waivers become operative when submitted to the Commission chair by a Faculty Senate officer designated representative(s) of the respective constituent group.

WITH CHANGES INCORPORATED:

2. In preparing the case for a new policy or program, each Commission shall keep constituencies (and also, as appropriate, other Commissions, the Faculty Senate, the Staff Senate, the Graduate Student Assembly, and the Student Government Association) sufficiently well informed that relevant advice and counsel from outside the Commission proper can be brought to bear at the policy (program) formulation stage.

A. For all Commissions, it is the responsibility of individual Commission members, mainly by means of their cross-representational affiliations, to keep affiliated governance bodies and constituencies informed and to afford the opportunity for consultative referral.

B. All Commissions shall consult with the four formal constituent groups at the beginning of and during the process of developing resolutions. The four groups are identified as: Faculty Senate, Staff Senate, Graduate Student Assembly, and Student Government Association.

C. Upon first reading at the Commission, resolutions shall be referred by the Commission to the four constituent groups (Faculty Senate, Staff Senate, Graduate Student Assembly, and Student Government Association) to provide each group the opportunity to issue a formal recommendation, unless the respective constituent group waives its right to do so (see subsection E. below). Each respective constituent group shall send its recommendation to the Commission upon the conclusion of its next regularly scheduled meeting, but in all cases within four weeks (counted while the University is in session). (Failure of a constituent group to forward its recommendation to the Commission within four weeks will not delay a resolution from progressing to University Council.) Any additional changes made to the resolution before its adoption by the Commission will be communicated to the four constituent groups for their consideration in formulating each group’s final recommendation to University Council. In addition, the Commission may request additional input from any of the groups before the final version of the resolution is completed.

D. The Commission will send its final version of the resolution to the constituent groups upon the Commission’s approval. The groups will send their final recommendation(s) to University Council for consideration by Council. To be considered by University Council, any recommendations must be sent by the
respective constituent group to the Secretary of University Council prior to the date of first reading at University Council. The recommendation(s) of the group(s) will become a permanent appendix to the resolution not subject to revision or amendment by the Commission or by University Council.

E. Waivers of the Referral process in subsection C. above may be conditional or unconditional and may be issued at any time during the discussion of the resolution by the Commission. Waivers become operative when submitted to the Commission chair by an officer of the respective constituent group.

####
Approval and acceptance of newly granted powers of shared governance to the Student Government Association as a result of a Governance Task Force’s findings

WHEREAS, a joint resolution calling for the creation of a Governance Task Force was presented by the Commission on Student Affairs and the Commission on Faculty Affairs and was later passed by University Council and approved by President Sands; and

WHEREAS, this Governance Task Force concluded their research with the findings that all four constituent groups: Faculty Senate, Staff Senate, Graduate Student Assembly, and the Student Government Association would benefit from a new system of shared governance; and

WHEREAS, this new system would grant our Organization power to issue a formal recommendation to any resolution being considered by a University Commission;

THEREFORE BE IT RESOLVED, that the Student Government Association of Virginia Tech hereby approves and welcomes the recommended changes to Article II, Section 2 of the University Council by-laws regarding a new process for shared governance power.

Chair of the General Assembly

President of Student Government Association

9-29-17

Date

9-29-17

Date
Resolution GSA2017-18A

Resolutions to Amend the University Council By-Laws as Recommended by the Governance Task Force: Establishing a Governance Referral System

WHEREAS, Commission on Faculty Affairs Resolution 2015-16B was passed by University Council and approved by the President on February 1, 2016, providing a formal mechanism of consultation with the Faculty Senate during policy formulation by four commissions: the Commission on Faculty Affairs, Commission on Research, Commission on Undergraduate Studies and Policies, and Commission on Graduate Studies and Policies; and

WHEREAS, on the same date, a joint resolution by the Commission on Student Affairs (CSA 2015-16B) and the Commission on Faculty Affairs (CFA 2015-16D) calling for the creation of a Governance Task Force was passed by University Council and approved by the President; and

WHEREAS, the charge of the Governance Task Force included collecting data on the impacts of CFA Resolution 2015-16B and based on an analysis of that data presenting recommendations for changes to the system of shared governance intended to enhance the consultative role of the constituent groups; and

WHEREAS, the Governance Task Force concluded that CFA 2015-16B achieved its intent of increasing the consultative role of Faculty Senate without causing any delays in the approval process for resolutions; and

WHEREAS, the Governance Task Force subsequently concluded that the other three constituent groups (staff, undergraduate students, and graduate students) would each benefit from having a parallel consultative process;

NOW, THEREFORE, BE IT RESOLVED that Article II, Section 2 of the bylaws of Virginia Tech’s University Council be amended as follows:

WITH CHANGES NOTED IN RED:

2. In preparing the case for a new policy or program, each Commission shall keep constituencies (and also, as appropriate, other Commissions, the Faculty Senate, the Staff Senate, the Graduate
A. For all Commissions, it is the responsibility of individual Commission members, mainly by means of their cross-representational affiliations, to keep affiliated governance bodies and constituencies informed and to afford the opportunity for consultative referral.

B. Those Commissions that deal with issues for which the faculty have primary responsibility, that is, the Commission on Faculty Affairs, the Commission on Research, the Commission on Undergraduate Studies and Policies, and the Commission on Graduate Studies and Policies, shall consult with the Faculty Senate. All Commissions shall consult with the four formal constituent groups at the beginning of and during the process of developing resolutions. The four groups are identified as: Faculty Senate, Staff Senate, Graduate Student Assembly, and Student Government Association.

C. Upon first reading at the Commission, resolutions shall be referred by the Commission to the Faculty Senate four constituent groups (Faculty Senate, Staff Senate, Graduate Student Assembly, and Student Government Association) for the purpose of issuing to provide each group the opportunity to issue a formal recommendation, unless the Faculty Senate the respective constituent group waives its right to do so (see subsection E. below). The Faculty Senate Each respective constituent group shall send its recommendation to the Commission upon the conclusion of its next regularly scheduled meeting, but in all cases within four weeks (counted while the University is in session). (Failure of a constituent group to forward its recommendation to the Commission within four weeks will not delay a resolution from progressing to University Council.) Any additional changes made to the resolution before its adoption by the Commission will be communicated to the Faculty Senate four constituent groups for their consideration by the Senate in formulating its each group’s final recommendation to University Council. In addition, the Commission may request additional input from the Faculty Senate any of the groups before the final version of the resolution is completed.

D. The Commission will send the its final version of the resolution to the Faculty Senate constituent groups upon the Commission’s approval. The Faculty Senate groups will send their final recommendation(s) to University Council for consideration by Council. To be considered by University Council, any recommendations must be sent by the respective constituent group to the Secretary of University Council prior to the date of first reading at University Council. The Senate’s recommendation(s) of the group(s) will become a permanent appendix to the resolution not subject to revision or amendment by the Commission or by University Council.

E. Waivers of the Referral process in subsection C. above may be conditional or unconditional and maybe issued at any time during the discussion of the resolution by the Commission. Waivers become operative when submitted to the Commission chair by a Faculty Senate officer designated representative(s) of the respective constituent group.

WITH CHANGES INCORPORATED:

2. In preparing the case for a new policy or program, each Commission shall keep constituencies (and also, as appropriate, other Commissions, the Faculty Senate, the Staff Senate, the Graduate
Student Assembly, and the Student Government Association) sufficiently well informed that relevant advice and counsel from outside the Commission proper can be brought to bear at the policy (program) formulation stage.

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D. The Commission will send its final version of the resolution to the constituent groups upon the Commission’s approval. The groups will send their final recommendation(s) to University Council for consideration by Council. To be considered by University Council, any recommendations must be sent by the respective constituent group to the Secretary of University Council prior to the date of first reading at University Council. The recommendation(s) of the group(s) will become a permanent appendix to the resolution not subject to revision or amendment by the Commission or by University Council.

E. Waivers of the Referral process in subsection C. above may be conditional or unconditional and maybe issued at any time during the discussion of the resolution by the Commission. Waivers become operative when submitted to the Commission chair designated representative(s) of the respective constituent group.
Governance Task Force Final Report

Date: November 3, 2017
To: University Council
From: Governance Task Force
Subject: Final Report

Task Force Charge:

- To collect data on the impacts of the CFA 2015-16B Resolution on Shared Governance, the key provision of which requires the following commissions to refer their resolutions to the Faculty Senate: The Commission on Faculty Affairs, The Commission on Research, the Commission on Undergraduate Studies and Policies, and the Commission on Graduate Studies and Policies. The Faculty Senate, at its discretion, may issue a formal recommendation regarding the resolution that would accompany the resolution when it is presented to University Council for consideration. (Resolution passed 2/1/16).

- To recommend based on data analyzed any changes to the system of shared governance intended to enhance the consultative role of the constituent groups.

- To analyze the consultative role of the respective constituent groups.

List of the Task Force Members:

Dr. Sam Easterling (chair)
Kim O’Rourke (Secretary of University Council)
Rami Dalloul (Faculty Senate)
Sue Teel (Staff Senate)
Matthew Chan (GSA)
Alexa Parsley (SGA)
Ellen Plummer (Provost Office)
Gary Long (CUSP)
Joe Merola (CFA)
Andrew Neilson (COR)
Scott Salom (CGSP)

Overview of Task Force Work Plan: The Governance Task Force met seven times (September 21, 2016, October 19, 2016, December 13, 2016, February 8, 2017, February 23, 2017, April 12, 2017, & November 3, 2017) to discuss and make recommendations on the improvement of the current shared governance structure at Virginia Tech. The Task Force also discussed areas of shared governance that present challenges (specifically for the Faculty Senate, Staff Senate, Graduate Student Assembly, and Student Government Association).
Task Force Outcomes:

1. The Task Force determined that there were no negative impacts associated with CFA 2015-16B Resolution on Shared Governance. The requirement for resolutions from specific commissions to be sent to Faculty Senate for review and comment did not delay the progress of a resolution through the governance system. As a result, the Task Force recommends expansion of this process to include review by all four constituents groups of resolutions emanating from all commissions. (Refer to outcome No. 2.)

2. UC Resolution 2017-18A – Resolution to Amend the University Council By-Laws as Recommended by the Governance Task Force (attached) has been approved by the Faculty Senate, Staff Senate, Graduate Student Assembly, and Student Government Association and will be presented to University Council for first reading on December 4, 2017. This resolution will be sent to all commissions prior to the December 4 University Council meeting as a courtesy.

3. A calendar has been added to the publicly accessible governance website (www.governance.vt.edu) where committees, commissions, and councils can add meeting times and locations.

4. Suggestions were made for a central office or person to work with commissions on governance training. The new Office of the Vice President for Policy and Governance will assume this responsibility.

5. The Office of the Vice President for Policy and Governance is implementing formal Governance 101 training session. Requests for training can be sent to abmyers@vt.edu.

Other Findings:

1. There is a need to develop a more effective transition process of leadership of commissions, SGA, and GSA to ensure transfer of knowledge and best practices.

2. The Governance Task Force discussed a potential change the University Council Constitution to require approval by the GSA and SGA (along with Faculty and Staff Senates) before any proposed change to the constitution goes to University Council. The Task Force determined that this matter was beyond the scope of its charge.

This report concludes the work of the Governance Task Force

Submitted by:
Dr. Sam Easterling
Chair of the Task Force
COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY
MONDAY, May 1st, 2017
10:30 am – 12:00 pm
GRADUATE LIFE CENTER ROOM B

Meeting Minutes


ABSENT: David Clubb, Melissa Elliott, Logan Glascoe, Rosemary Goss, Robin Lawson, Stefanie Metko, Mahek Nigam, Betty Wilkins, Sean Zhang

GUESTS: Marcie Bishop, Marcy Schnitzer

WELCOME

Mary Beth Dunkenberger called the meeting to order. This is the last full meeting for the semester.

APPROVAL OF MINUTES

Minutes from April 10 meeting were approved with a minor change.

REPORTS OF OFFICERS

a. Disability Access Presentation: Elizabeth Spingola, Disability Alliance and Caucus at Virginia Tech, provided a hard copy regarding Experiences and Suggestions from Disabled Faculty, Students, and Staff on Virginia Tech Campus. She talked about experiences and problem areas on campus, and suggestions on ways to make these better.
   Pamela Vickers, ADA & Accessibility Services, said that any inaccessibility issue could be called to facilities, to her office, or VT Repair. Pam said her office would be happy to speak in classes or to caucuses at any time.

OFFICE FOR INCLUSION AND DIVERSITY UPDATES

Dr. Pratt-Clarke talked about summer planning. The Office for Inclusion and Diversity will be hosting a diversity symposium in November, the week after Thanksgiving, and she will be working with different caucuses to help plan and structure the event.
WORKGROUP REPORTS AND OLD BUSINESS

a. Vice Chair and University Council Elections for FY2018: Christine Tysor will be the new Faculty/Staff University Council representative for FY2017-2018. Mary Beth handed out paper and asked members to vote for the Vice Chair position. The nominees are Robin Queen, Robin Lawson, and Sandra Muse. The position will be announced at a later date.

b. Women’s Alliance Request to President Sands to Establish Council on Gender Equity – Letter of support: Robin Queen motioned to move forward to President Sands, and Jennifer Nardine seconded.

c. Faculty/Staff Equity Workgroup: Discussed:  

d. Gender Identity and Banner: Restrooms on campus, John Gray Williams will follow-up with Sherwood Wilson. Dr. Perillo and Dr. Pratt-Clarke will be meeting with a group this week to hopefully get more clarity on the issue.

e. Governance and Recognition: Daron Williams said names of the two winners of the Principles of Community Award has gone out. Mary Beth, Benchmark going forward – size and attendance of the commission.

f. Diversity Work Compensation and Service Recognition: Lisa Wilkes had the first meeting with John Gray Williams. There will be another follow-up meeting over the summer, with more to follow in the fall.

g. Pathways Workgroup: Dr. Ellington Graves said there are discussions of offering a session on the new outcome area during the Pathways Summer Institute and also that the stakeholder committee for Equity and Social Disparity in the human Condition had endorsed including the outcome area as a core element of the SGA curriculum development.

NEW BUSINESS

a. Workgroups Discussion and sign-up: Mary Beth asked members to sign-up for the workgroups for FY2017-2018. They are listed on the agenda. There was discussion whether to have five groups or to consolidate a couple of groups. No decision was made at this time.

   Mary Beth asked by a show of hands who would be representing CEOD next year.

   a. Caucus and Representative commission Reports:  

CEOD 2017 – 2018 Work Groups

Human Resources

   a. Compensation and Advancement Equity
   b. Value and Compensation of Service/Diversity Work
   c. New HR Structure
Gender Identity
   a. Banner
   b. Facilities
Governance and Recognition
Diversity and Academic Mission
Disability Initiatives

FULL MEETING ADJOURNMENT AND 2017-2018 WORKGROUP SIGN-UP

The meeting adjourned at 12:00 P.M. The next meeting will be the CEOD Executive meeting on Thursday June 1st.

Respectfully Submitted,

Marcie Bishop
Office for Inclusion and Diversity
COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY
Full Membership Meeting
10:30AM, Monday, October 9th, 2017
Room B, The Graduate Life Center

AGENDA

PRESENT: Menah Pratt-Clarke, Kelly Oaks, Lisa Wilkes, Jack Finney, Patty Perillo, Xiaotian Li (for David Clubb), Pamela Vickers, Julia Ross, Andi Ogier (for Jennifer Nardine), Erika Meitner, Matthew Gabriele, James Spotila, Ellington Graves, John Gray Williams, Mae Hey, Maria Cana Jimenez, Christa Miller, Christine Tysor, Deyu Hu, Robin Queen, Tamuki Sato, Kimberley Homer, Valencia Turner, Mayank Periwal, Chris Saunders

ABSENT: Tom Brown (with notice), Robin Lawson, James Venable (with notice), Melanie Darden (with notice), Sandra Muse, Khaled Hassouna (with notice), Rosemary Goss, Michele Waters

GUESTS: Tracy Newton, Mercedes Ramírez Fernández, Christine Kaestle, Kayla Smith, Alexa Parsley

WELCOME

Deyu welcomed members and requested CEOD members to separate in pairs and introduce themselves, name the organization they represent, and share how CEOD can be a better organization.

STATUS OF MEMBERSHIP / FY2018 APPOINTMENTS

The new confirmed appointments to CEOD are Prateek Mishra for Commission on Administrative and Professional Faculty Affairs, Matthew Gabriele for Faculty Senate, Valencia Turner for Student Government Association, Mayank Periwal for Student Government Association, and Mae Hey for the American Indian Caucus. The members to be confirmed are The Commission on Staff Policies and Affairs, The Commission on Student Affairs, The Graduate Student Assembly, and The Council of International Student Organizations.

INFORMATION UPDATE

President Sands made a statement on staff participation in governance. CEOD discussed allowing encouraged supervisors and senior managers to support all opinions throughout the governance process, and understanding the difference governance processes can and should be making on Virginia Tech’s campus.

The meeting minutes were voted on and approved for May and for September.
CAUCUS PRESENTATIONS

The community representatives to CEOD were asked to report their a) mission and goals, b) this year’s top three priorities, and c) how the priorities are related to CEOD.

International Caucus
1. Mission and goals:
   a. The purpose of the International Caucus for Virginia Tech Faculty and Staff is to serve as an advocacy and support group for faculty and staff at Virginia Tech who identify as international, do work pertinent to international communities, and/or are interested in participating in conversations relevant to those who identify as international and those who do work pertinent to international communities.
   b. The caucus functions as a liaison to the university community on issues relevant to international faculty and staff, international scholars, international students, international research and education, and is committed to supporting Virginia Tech’s “serving the Commonwealth of Virginia, the nation, and the world community.”
2. This year’s top three priorities:
   a. Create pre and post-arrival orientation resources for new international faculty and staff
   b. Create awards committee to honor an international student from each college at future international Student Cultural Achievement Ceremony
   c. Co-sponsor/collaborate with international/cultural student groups to provide education to faculty/staff about diverse cultures

Black Caucus
1. Mission and goals:
   a. Mission: The purpose of the Black Faculty and Staff caucus is to promote the well-being of Black faculty, staff and students of Virginia Tech; to assertively push for the recruitment of Black faculty, staff and students; to assist in the recruitment and retention of Black undergraduate and graduate students at Virginia Tech; to encourage equitable utilization of Black faculty, staff, and students throughout the university community; to be a liaison between the Black faculty, staff, and students and the university administration; and to organize and maintain a support network for Black faculty, staff, and students at Virginia Tech.
   b. Goals:
      i. To provide mentorship and community support to Black faculty and staff
      ii. To assist faculty and staff with professional development
      iii. To provide mentorship and community support to Black students
      iv. To advocate for policies beneficial to Black faculty, staff, and student interests in university affairs and governance structures
      v. To serve as a liaison between the university and the Black community in the greater NRV
2. This year’s top three priorities:
a. Addressing lack of cultural competence among AP Faculty/Staff supervisors – AP faculty and staff have consistently complained their direct supervisors lack sufficient communication skills and cultural competency to help direct reports be successful in their positions. Also, these faculty and staff feel they are routinely excluded from professional development opportunities and are not selected for advancement opportunities despite having many years’ experience and favorable evaluations. There is no effective avenue to provide feedback and/or evaluation for supervisors.

b. Providing more diverse leadership and development opportunities for students - Black students want more opportunities to be among and to learn from Black faculty members. They also want mentorship and development opportunities that are specific to their needs. This overlaps with concerns about the low numbers of Black faculty and staff members on campus.
   i. Increasing numbers of Black faculty and staff on campus
   ii. Looking at hiring processes, faculty search procedures, etc.
   iii. Working with Director of Faculty of Diversity Recruitment
   iv. Conversations with DSA to figure out how to create greater opportunities between faculty and students between these issues

c. Working with college deans to address inequities in promotion and tenure processes - Black faculty have noted significant challenges in promotion and tenure processes. Expectations are not always clear, faculty face inequitable evaluation criteria and unfair treatment across departments. Many departments lack sufficient mentorship opportunities, and faculty believe their scholarship, often carrying a strong cultural component, is systematically devalued. As well, Black faculty are often not considered for department and college awards.
   i. Having some conversation and engagement with Commission on Faculty Affairs to understand to what extent there is standardization about expectations of tenure and promotion across the university and to see what data is available on this
   ii. Are there any issues of disparity to be concerned there? What information is available to support that?

LGBT Caucus
1. Mission and goals:
   a. Commitment to advancing equality for lesbian, gay, bisexual, and transgender people, both at the University and in the NRV community through educational programming, social activities, and outreach. Membership is open to all faculty, staff, graduate students, and community members.
   b. We bring concerns about retention, campus climate, and other issues to administration, provide educational programs to the larger community, and partner with other campus groups like HokiePride, PRISM, QGPA, QTPOC, O-STEM, TranSpace, and LGBTQ Support Group to host public events.
c. Some signature programs are *Gay in Appalachia Celebration, Lavender Graduation Ceremony, Lambda Horizon Scholarship,* and *JoAnn Underwood Ally of the Year Award*

2. This year’s top three* priorities:
   a. Work with Human Resources and University Registrar to provide Preferred Name and Gender options in Banner
   b. Work with Facilities and University Planning to ensure inclusive restrooms across campus (including bathroom conversations in existing buildings)
   c. Work with DSA Health and Wellness to create and implement trans inclusive medical practices
   d. Kick-off a fundraising campaign to support the LGBTQ+ Resource Center
   e. Development of Queer Studies academic program through Pathways

3. How the priorities are related to CEOD:
   a. CEOD can leverage the governance process to implement the priorities that are likely to require a large, campus-wide undertaking and/or require substantial campus resources that the Caucus does not have the means to access or address directly.

*Hispanic Faculty/Staff Caucus*

1. Mission and goals:
   a. The Caucus provides a forum for Virginia Tech faculty, staff, and students with common concerns, among them to serve the University community and to work toward the recruitment, retention, and promotion of Hispanic students, faculty, and staff, as well as campus-wide education and advocacy for issues related to Hispanic and Latino American people, and the celebration of the diverse Hispanic cultures at Virginia Tech.

2. This year’s top three priorities:
   a. Continue the work of our 2015-2018 strategic plan in regards to increasing mentoring relationship among faculty, staff and students as well as participation in undergraduate student organizations; specifically, the Caucus will make sure to be a resource for students holding identities that feel threatened in our current political environment
      i. Started organizing weekly lunches and these have been institutionalized and are now held twice a month. It is a wonderful opportunity for networking and mentorship connections between faculty and students.
      ii. Continuing to pay close attention to everyday issues and events happening in our country; DACA, for example.
   b. Continue our work in identifying and recruiting Hispanic/Latino faculty/staff to join our Caucus, growing our voice as a community on issues of diversity, equity, and inclusion.
   c. Continue to increase the visibility and presence of our Caucus and its members by working in alliance with other Caucuses and actors across the university.

3. How the priorities are related to CEOD:
a. CEOD’s place within the institutional structure provides the Caucus with the means, resources and visibility with which to achieve its strategic goals for the year. Additionally, the structure of CEO provides a platform for collaboration between Caucuses, allowing for coalition building and the strategic exchange of knowledge.

**Women’s Alliance**

1. Mission and goals:
   a. The Women’s Alliance, in solidarity with caucuses and other university and community allies, provides the Virginia Tech community a forum to achieve shared goals and promote opportunities for underrepresented groups, which includes women of all identities by advancing:
      i. Dialogue among the Women’s Alliance and the university community
      ii. Campus services and programs that address the needs of women
      iii. Efforts to remove systemic barriers to advancement
      iv. Equity in hiring, promotion, and compensation
      v. Mentoring and networking opportunities
      vi. Access to quality childcare for university employees and students
      vii. Positive and inclusive campus climate
      viii. Identification and resolution of campus equity and safety issues

2. This year’s top three priorities:
   a. Formalize bylaws and vision statement
   b. Provide opportunities for mentorship
      i. Frequently repeated request from women at all levels of university wanted and desired mentorship that met them in their particular roles
   c. Continue to collect, analyze and disseminate findings regarding gender inequality to those who are empowered to act
      i. CEOD is an avenue to get the message out of all the things folks must tell us

3. How the priorities are related to CEOD:
   a. Overlap with the Commission’s charge to **study, formulate, and recommend policies and procedures** relating to the University’s responsibilities.

**Disability Caucus**

1. Mission and goals:
   a. The Disability Caucus supports inclusion on campus and in the community; the group consists of people with all sorts of disabilities, their friends and allies. We want to invent a better future for our university and community through acknowledgement, alteration, and awareness of the attitudinal and architectural barriers that exist on campus.
   b. The Disability Caucus recognizes that attitudinal stigmas and architectural barriers often discourage the full participation of disabled people in society. We, as an organization, seek to advocate for disability pride, to promote awareness of ableism and negative stereotypes of disabled people so that they may be
recognized and avoided, and to promote the participation of disabled people in our community.

2. This year’s top three priorities:
   a. Involvement with the Master Plan
      i. There has been a lot of resistance on some plans because they will disenfranchise disabled folks on campus
   b. Joint programming with the other caucuses such as LGBT and Veterans
      i. Multiple identities can interact with Disability Caucus and there are some new instances that should be jointly addressed
   c. Disperse information about breaking stigma, how and where to get accommodations, education on disability as an identity
      i. Want to help employees and students through our affiliated student alliance to learn about where accommodations can be requested and located

3. How the priorities are related to CEOD:
   a. The CEOD is working to better understand the process of accommodations and barriers disabled individuals on campus encounter. Further, these goals directly relate to CEOD’s mission of inclusion for a group of individuals that are underrepresented, under heard, and stigmatized.
      i. Get caucuses involved in early stages: Master Plan, new VT logo – all things that could have been easily changed or modified if input had been available earlier on in the process.

*Veteran’s Caucus*

1. Mission and goals:
   a. Our caucus is predicated upon a belief that Veterans have played and will continue to play an important role in Virginia Tech’s culture, history and community. As a result, the purpose of the Veterans Caucus is to improve the working, learning, and living environment for employee and student veterans; advocate for the mentoring of and transitional support for veterans returning to work and/or school, and recommend actions to improve the recruitment and retention of employee and student veterans
      i. Made up largely of faculty and staff
      ii. There’s a VT group and a member of the caucus is an advisor to the student group

2. This year’s top three priorities:
   a. Joint program with another caucus(es): Dr. Harold Brown, one of the remaining Tuskegee airmen and author of the new release, “Keep Your Airspeed Up.”
      i. Working with Black caucus to try to jointly bring him to campus – would be in the spring if executed
   b. Veteran Volunteer Service – community service, other veteran organizations
      i. A lot of veterans still have strong desire to help and volunteer in the community so we are looking to see if a group of us wants to great a
veteran volunteer group or trying to find intersections with other veterans groups that could be out in the community

c. Veteran Mentoring / Battle Buddy Programming
   i. If a new veteran is hired at Virginia Tech, they will be paired with an established veteran faculty or staff member to help with the transition and other additional needs

3. How the priorities are related to CEOD:

Asian and Asian American Caucus

1. Mission and goals:
   a. The purpose of the Asian/Asian American Caucus for Virginia Tech Faculty and Staff is to serve as an advocacy and support group for faculty and staff at Virginia Tech who identify as Asian, do work pertinent to Asian/Asian American communities, and/or are interested in participating in conversations relevant to those who identify as Asian/Asian American. The caucus functions as a liaison to the university community on issues relevant to Asians and Asian Americans, and is committed to supporting Asian/Asian American students at Virginia Tech.

2. This year’s top three priorities:
   a. Community building:
      i. Within the caucus – identifying opportunities for interest and involvement in caucus professional and social activities
      ii. Inter-Caucus – supporting and connecting with other caucus projects
      iii. With students – pursuing opportunities for connection to students and the Asian American Cultural Center in Squires
   b. Advocacy and support:
      i. Faculty searches
         1. Sharing job opportunities via listserv to encourage the community to share with their respective networks and encourage other Asian/Asian American faculty to apply
         2. Participating in faculty searches, either by attending candidate talks/presentations
      ii. College Diversity Committees – identify if there are Asian / Asian American faculty/staff serving on college diversity committees as an opportunity for networking with caucus

3. How the priorities are related to CEOD:
   a. By leveraging the power of CEOD: we can see that we can push forward and get things done which can help our organization accomplish its goals.

The Appalachian Caucus will be asked to present at the November meeting.
The American Indian Caucus will be asked to present at the November meeting.
WORKGROUP PRESENTATION

VMOS(P)A Model for Workgroups

   a. A vision is an aspirational statement that defines a particular goal and is concise, long-term, and motivational.
   b. A mission is a formal statement that defines the scope of operations, is longer in length, is long-term (the why), and gives internal and intended direction.
   c. An objective is when “it gets real;” how much of what will be done by when, incorporates SMART, goals, and is intentional. Objectives are short, sweet, and attainable.
   d. A strategy is asking a few questions: How will this get done? What is the high-level plan? What are determined actions?
   e. Prioritization must be assessed, accurate, forward-moving, and takes practice.
   f. Action Plans are the specifics, the steps, the part responsible, they set a date of completion, is a collection of resources, and there are collaborators. This is the fun part!

2. “Leadership is the capacity to translate vision into reality” –Warren Bennis

WORKGROUPS FOR FY2018 / ACTIVITIES

Workgroups were given about twenty minutes to meet with one another and have work time during the meeting.

AGENDA FOR NEXT MEETING

For next meeting, send nominations or self-nominations for Vice Chair to Deyu at dhu@vt.edu.

Workgroups will be expected to report a) objectives and priorities; b) what success looks like; c) challenges; d) strategies; and e) action plans at the next meeting.

Lastly, Assembly/Association/Commission/Council/Senate Representatives to CEOD will be expected to report their a) mission and goals; b) this year’s top three priorities; and c) how the priorities are related to CEOD. The groups are:

1. Council of College Deans
2. Faculty Senate
3. Staff Senate
4. Commission on Administrative and Professional Faculty Affairs
5. Commission on Staff Policies and Affairs
6. Commission on Student Affairs
7. Commission on Faculty Affairs
8. Student Government Association
9. Graduate Student Assembly
Members are always welcome to suggest items to be on the next meeting’s agenda.

**MEETING ADJOURNMENT**

The meeting was adjourned at 12:06 PM. The next meeting will be on November 9th from 10:30 AM - 12:00 PM in the Graduate Life Center (GLC) Room B. The workgroups will have the opportunity to use the meeting room for an additional hour to convene once CEOD has adjourned.

Respectfully Submitted,

Alexa Parsley
Recording Secretary, Commission on Equal Opportunity and Diversity
AGENDA


ABSENT: Jack Finney, Robin Lawson, Tamuki Sato

GUESTS: Marcie Bishop, Alexa Parsley

WELCOME

Deyu welcomed members and set two goals of the meeting: to meet and get to know one another, and to ensure new members knew the purpose and functions of CEOD.

STATUS OF MEMBERSHIP / FY2018 APPOINTMENTS

The new confirmed appointments to CEOD are Christine Tysor, Michele Waters, Melanie Darden, Christa Miller, Elizabeth Spingola, Valencia Turner, Kimberley Homer, Ellington Graves, Julie Ross, James Spotila, Matthew Gabriele, and Mayank Periwal. The memberships to be confirmed are The Commission on Administrative and Professional Faculty Affairs, The Commission on Staff Policies and Affairs, The Commission on Student Affairs, The Graduate Student Assembly, and The Council of International Student Organizations.

OFFICE FOR INCLUSION AND DIVERSITY PRESENTATION AND UPDATES

Dr. Pratt-Clarke presented on Virginia Tech diversity-related organizations to help the group conceptualize the structure of diversity and inclusion at our university and provided the definition of InclusiveVT: committed to Ut Prosim (that I may serve) in the spirit of community, diversity, and excellence.
She also provided explanations of different operational structures aligning with this vision. Committees are engaged in programming and outreach, caucuses are comprised of faculty, and alliances are both faculty and students.

There are four main groups established to advance both faculty and student diversity on campus: AdvanceVT, which is a committee of faculty members charged with helping to diversify the faculty; InclusiveVT, which is comprised of both faculty and student representatives who are partnered with their colleges to raise awareness to issues of campus climate; Student Success Advocate, which is a liaison with student success working groups; and diversity committees, which are focused on local programming and outreach.

Dr. Pratt-Clarke concluded her presentation which an explanation and discussion of an office plan sheet which lists different committees and workgroups that fall under the President and Provost’s office, the Office for Inclusion and Diversity, University Governance, key campus initiatives, key campus units, and key InclusiveVT initiatives for the 2016-2017 academic year.

**WORKGROUPS FOR FY 2017-2018 YEAR**

Each workgroup had the opportunity to explain their purpose and role.

The Diversity in Academic Mission workgroup, chaired by Ellington Graves, is centered around Pathways and involves dealing with diversity and inclusion in general education. A few things he mentioned in particular are Pathways curriculum, dealing with hate and bias, climate surveys, and equity and social disparity and the human condition.

The Human Resources (HR) workgroup, chaired by Lisa Wilkes, seeks to create an inclusion workplace, being part of the overall HR transformation process: using CEOD to review programs and procedures to ensure inclusivity; providing a working group that can provide guidance to overall disability awareness, understanding of accessibility across campus, and reviewing / making suggestions regarding policies and procedures that may need to be advised to ensure campus accessibility is a priority. This workgroup will be involved in HR initiatives, staff participation, and disability & compliance work.

The Governance and Recognition workgroup, chaired by Marcy Schnitzer, is geared to help identify who should be recognized for the Principles of Community Awards; defining caucuses, thinking about their formality in terms of membership structure, voting, bylaws, etc; actually serving in a representative way. CEOD is a very large commission and this is an opportunity to think through commission size and representation.

There was an opportunity for CEOD members to circle around to each workgroup to ask questions, clarify understanding, and add other tasks each group might want to work on.
HOUSEKEEPING

1. Send nominations or self nominations for Vice Chair to Deyu at dhu@vt.edu. The meetings are generally on Monday’s but this meeting needed to accommodate the September Board of Visitors meeting.
2. The room is booked from 12 PM – 1 PM for workgroups on meeting days.
3. The CEOD Canvas site is a good resource to access materials, collaborate with work groups, etc.
4. Please send any additional feedback to Deyu at dhu@vt.edu.

AGENDA FOR NEXT MEETING

1. Caucus and organizations’ report – tell us the following:
   a. Mission/goals
   b. The year’s top three (3) priorities
   c. How these priorities are related to CEOD
2. Members are welcome to suggest items to be on next meeting’s agenda.

MEETING ADJOURNMENT

The meeting was adjourned at 12:01 PM. The next meeting will be on October 9th from 10:30 AM – 12:00 PM in the Graduate Life Center (GLC) Room B. The workgroups will have the hour afterwards to convene.

Respectfully Submitted,

Alexa Parsley
Recording Secretary, Commission on Equal Opportunity and Diversity
Commission on Faculty Affairs
Minutes
November 3, 2017
10:30 a.m.-12:00 p.m.
330E Burruss Hall

In Attendance: J. Ferris (Chair), R. Blieszner, A. Chien, J. Finney, L. Geyer, M. McGrath, T. Schenk, P. Young

Absent: G. Amacher, L. Brogdon, B. Hicok, V. Groover, R. Speer, J. Spotila, R. Willis

Guests: T. Bluestein

Upcoming Meetings: Nov. 17 (330E Burruss), Dec. 1 (130 Burruss)

1. Welcome and Approval of Agenda J. Ferris
   Meeting called to order at 10:33 a.m.
   The agenda was approved unanimously.

2. Approval of October 20, 2017 Minutes J. Ferris
   The minutes were approved unanimously.

3. Employee Benefits Committee Update J. Ferris
   J. Ferris, Chair of the Commission on Faculty Affairs gave an update for G. Amacher and the Employee Benefits Committee. The major issue that the Benefits Committee will be taking up this year is health benefits for retirees. Human Resources will be conducting a study of peer institutions, and the Benefits Committee will work to create a proposal for the Commission to review and debate. The Benefits Committee is also looking into staff leave times during the Winter holiday, and studying whether current benefits packages are an issue in faculty recruiting.

4. Promotion and Tenure (P&T) Work Group Update J. Ferris
   J. Ferris gave a report of the Promotion and Tenure (P&T) Work Group. The group will meet each Friday at 9 a.m., and has begun working on identifying and solving short term issues with the current P&T process before giving a more thorough look at P&T for all constituent groups and codifying in the Faculty Handbook. Short term issues that the group is considering include extending the P&T time clock, providing further notification throughout the P&T process for the candidates, as well as providing the candidate an ability to attach a clarification to letters produced during the process. The Work Group will continue to meet and report back to the Commission.

5. Other Business J. Ferris
   J. Ferris stated that he is working to schedule Dr. Ken Smith, Vice Provost for Academic Resource Management to speak about the PIBB model to the Commission. Additionally, J. Ferris and the Commission will continue to follow up with Dr. Theresa Mayer, Vice President
for Research, after her presentation to the Commission on October 20, 2017, in regards to Institute collaboration and other matters.

6. **Adjourn**

The meeting was adjourned at 11:51 a.m.
MINUTES
Commission on Graduate Studies & Policies
November 1, 2017
3:30 – 5:00 p.m.
Graduate School Conference Room

Present: Kevin Edgar (Chair), Rajesh Bagchi, Jacob Barney, Sudip Bhattacharjee, Julie Billingsley, Nancy Bodenhorn, Eric Hill, Rachel Holloway, Alex Hyler, Erin Lavender-Stott, Xin Luo, Brett Netto, Hannah Parks, Sally Paulson, Annie Pearce, Gina French (for Robert Sumichrast), Martina Svyantek, Gail McMillan (for Zhiwu Xie), and Ying Zhou.

Absent with notification: Alan Abrahams, Lujean Baab, Adwoa Baah-Dwomoh, Karen DePauw (ex officio), Lesa Hanlin, Peizhen Lu, Tyler Walters (ex officio).

Absent without notification: None.

Visitors and invited guests: Janice Austin, Bill Huckle, Libbie Sonnier-Netto, and Kenneth Wong.

Call to Order
The meeting was called to order by Dr. Edgar at 3:30 p.m. Remote guests were introduced.

Approval of the Agenda
The agenda was approved as amended.

Approval of the Minutes
The minutes of October 18, 2017 were approved as amended.

Committee Reports

Graduate Curriculum Committee
The minutes of October 26, 2017 were accepted as presented. Dr. Bagchi reported the next meeting agenda will be quite full.

Graduate Student Appeals Committee
The Appeals Committee reported there are two cases being considered. Decisions will be made shortly regarding these cases.

Degree Requirements, Standards, Criteria, and Academic Progress (DRSCAP) Committee
Dr. Bodenhorn reported last week’s DRSCAP meeting was held with Dr. DePauw. The committee is seeking recommendations for the April 15th response to GA offers and defining masters’ degrees. Also
being considered is what provisional acceptance would mean for holistic admission processes. The committee will not meet next week.

**Constituency Updates**

**Graduate Student Assembly**

Ms. Hyler reported a Guac Talk Meeting with the Dean will be held soon. The GSA is working on follow-up conversations about the master plan.

**Graduate Honor System**

Ms. Lavender-Stott reported she will do a panelist training on November 29th. A new post-graduation case came in last week and will be scheduled shortly. A previously denied appeal moved to the next level and was heard; the denial was upheld.

**University Library Committee**

Ms. McMillan reported the committee has not met.

**Faculty Senate**

Dr. Barney reported the Senate met last night. Dr. Sands joined the Faculty Senate. The governance probationary status for the Faculty Senate has passed and the Senate has proven to expedite necessary actions effectively.

**Student Government Association**

Ms. Billingsley reported the SGA is seeking faculty and student input as they are writing and revising a resolution to uphold policies and procedures. A committee may be appointed to assist with the project.

**Board of Visitors**

Mr. Netto reported the BOV will meet this weekend. The Master Plan will be reviewed by the Board.

**University Council and Commission Updates**

Dr. Edgar reported that University Council has not met.

Ms. Hyler reported the Commission on Student Affairs heard a report from Ted Faulkner regarding crowded dining conditions. An improved classification system for student organizations is being considered through a structure review.

There were no other commission updates.

**Graduate School Update**
Old Business

Dr. Bagchi reported the academic bullying website is up and running. The Dean has a presentation that is very helpful and progress has been made. Implementation is in the early stages. Dr. Bagchi encouraged others to review the website and consider suggestions for improvement. The new link will be sent to the Commission. Dr. Bagchi thanked everyone for their contributions.

The Turnitin draft was reviewed by the Commission. The tool will be available to all students, faculty and staff. The students will be required to run the report and submit it to their committee chairs prior to the thesis approval. Faculty are anxious to have this available soon. The next update on availability will likely be at the December meeting. A previously published paper used in the dissertation is acceptable and is not self-plagiarism; this language will be added to the Turnitin draft.

Dr. Bodenhorn presented revisions to last year’s Resolution to Incorporate an Inclusion and Diversity Education Component into Graduate Education. This revision includes responses to a discussion with the Faculty Senate cabinet. Next steps are for this resolution to be reviewed by CEOD. After receiving responses from CEOD, the resolution will move forward to the Faculty Senate for review.

New Business

There was no new business.

Announcements

There were no announcements.

Adjournment

The meeting was adjourned at 4:07 p.m.

Respectfully Submitted,

/s/

Marilynn R. King
On behalf of Karen P. DePauw, Ph.D.
Vice President and Dean for Graduate Education
COMMISSION ON OUTREACH AND INTERNATIONAL AFFAIRS
Minutes
October 19, 2017; 3:30-4:30 p.m.
Gateway Center; 902 Prices Fork Road; Suite 120

Attendance: Bonnie Alberts, Jan Helge Bohn, Cyril Clarke, Dave Close, Svetlana Filatreau, Samantha Fried, Guru Ghosh, Roberto Leon, Ian Leuschner, Shelley Martin, Gerhardt Schurig, Stella Schons (for Carolyn Copenheaver), Heinrich Schnoedt, Brett Shadle, Susan Short

Absent: Andrea Brunais, Jennifer Carter, Carolyn Copenheaver (sent Stella Schons), John Jessen, Ed Jones, Djordje Minic, Karen Munden, Kang Xia

1. Welcome and Introductions
   Jan Helge Bohn welcomed the group; self-introductions were made.

2. Agenda Approval
   Jan Helge made the call for motion to approve the agenda with a minor correction, which was to remove the Charge to Commission item under the Welcome, heading (a carryover from last month); motion made; was seconded; all were in favor and the agenda was approved with minor change.

3. Call for Announcements
   The call for announcements was made. No announcements were made.

4. Announcement of Approval of Minutes, September 21, 2017
   The minutes from the September 21, 2017 meeting were sent out electronically for updates; were approved electronically; and have been sent to University Council to be posted to the University Governance website upon approval by University Council. Minutes can be found at: http://www.governance.vt.edu/.

5. Chairman’s Report
   Jan Helge gave an update on the University Council meeting from October 2, 2017. The update included the OIRE to CIRED resolution that is in process of language updates; reflecting the clarification of a university center versus a college center. The Resolution to establish a Bachelor’s degree of Science in Public Health was brought forth for a second reading and approval; passed. The meeting also included a presentation from Tracy Vosburg on the new branding initiative.

   The subcommittee on International Alumni Relations and Advancement; chaired by Svetlana Filatreau and includes Ian Leuschner, discussed the addition of other committee members. David Clubb, Don Back, Glenda Scales, and a representative to be named from Matt Winston’s area will serve on the committee. It was suggested to reach out to Monika Gibson. The charge of the committee is to be based on the letter to President Sands and finding ways to tap into the International Alumni base. The ideas is to create a baseline with International Alumni and partner with them from an advancement perspective. Find numbers, where they are and ask colleges where alumni are from and majors. Currently there is no data integrity, and there was a recommendation to secure a data system. Kim Rhodes is to send out a copy of the letter to President Sands and his response to COIA.

6. Vice-Chairman Report
   Brett Shadle spoke about the Alumni Awards for Outreach Excellence. Final members of the review committee include Dave Close, Carla Finkelstein, Roberto Leon, Ian Leuschner and Brett Shadle. Carla is a former award winner. The hope is to send the materials out by November 1st; the award deadline is January 31, 2018 at 4 p.m.; and committee members will review documents from Google Docs. The committee is expected to review documents as they are posted; with the idea to finish up shortly after the deadline of January 31st. The committee will rank packets and meet in February, with a final decision the third week in February to notify Kim to get the information to Special Events by the end of February. Susan Short volunteered to gather brief summaries of previous award winners from the web in order to tie them into the Awards page for examples of winning projects.
7. **Reports**
   a. **Virginia Cooperative Extension (VCE)-No Report Given at This Time**

   b. **University Committee on International Affairs (UCIA) Meeting**
      Ian Leuschner updated the commission with regard to the UCIA meeting from September 25, 2017. There were bids for projects awaiting decisions, Senegal and Tanzania; the Language and Culture Institute (LCI) reported a proposal for the Shandong University Faculty Development Program to begin in October; Pakistan Teacher Training program; and a delegation from Vietnam to visit Virginia Tech in October. Global Education discussed events to involve exchanged students and integrating them within the community. The Cranwell Center and Graduate College are working on the I-17 recertification; which is information submitted to the Federal government on student visas and scholars on campus. David Clubb gave an update on the complicated process of waivers for visa restrictions. The discussion of scaling back meeting frequency from monthly to less frequently was voted down and left at monthly meetings.

   Minutes: [http://www.outreach.vt.edu/VP/CommissionsAndCommittees/ucia/uciaminutes.html](http://www.outreach.vt.edu/VP/CommissionsAndCommittees/ucia/uciaminutes.html).

8. **Commission Board Member Comments**
   Susan Short uplifted a governance process meeting she attended and complimented the Orientation process of COIA and the representation of students; outlined the Engagement Leadership Council’s success in being able to meet on a quarterly basis; indicated the Save Our Towns Series was applauded at the Engagement Consortium recently; and highlighted that Virginia Tech was recognized at the UPCIA in Richmond for Outstanding Community Engagement for the Flint Water Study Team.

   Heinrich Schnoedt suggested an Alumni Award that targets outside of the country; career advancements for Alumni Abroad.

   Guru Ghosh announced that a search for the Associate Vice President for International Affairs will be launched later this fall; Susan will be chairing a task force of learning across Virginia and how learning is engaged across the Commonwealth including industry demand versus needs; work is being completed on a Global Analytics Data certificate in India; and the development of a European Strategy task force to take a look at the future of the Steger Center to be chaired by Bob Bodnar and David Bieri.

   A motion to adjourn was made, seconded, all in favor; adjourned at 4:05 p.m.

   Respectfully submitted,

   Kimberly Rhodes
   Recording Secretary

**TENTATIVE MEETING DATES FOR 2017-2018**

*(All meetings will be from 3:30-4:30 p.m. and will take place at the Gateway Center-902 Prices Fork)*

- November 16, 2017
- December 14, 2017
- NO JANUARY MEETING
- February 15, 2018
- March 15, 2018
- April 19, 2018
- May 10, 2018
Approval of Agenda and Minutes

Minutes: LeeAnn Ellis moved to accept the minutes from the April 25 meeting. Sue Teel seconded motion.

Agenda: Susanna Rinehard moved to accept the agenda presented for the September 26 meeting. LaTawnya Burleson seconded motion.

New Business

Climate Survey Update: Interim Vice President for Human Resources, Dr. Lisa Wilkes, provided an update on the history and future of the staff climate survey. Human Resources knows of several key changes that may be made including limiting the number of questions on the survey and broadening other areas. There is also a decision under consideration to include students on the next climate survey. The university would like to mirror the data acquisition to position the university to qualify for the “The Best Colleges to Work For” destination by The Chronical of Higher Education.

Human Resources Transformation Initiative (Presentation by Dr. Lisa Wilkes): Started two years ago with the engagement of Sibson Consulting, a complete overview of all HR functions including input from across campus and inside HR, ten recommendations were presented for consideration and implementation. Dr. Wilkes presented a slide presentation overviewing the emerging model for HR in the future including administrative, consulting and strategic facets.

President Sands Statement of Support for Participation in Governance: The Commission was provided the copy of the September 2017 letter from President Sands. Also published in the September 21 edition of VT News, this letter expressed his support for being sure that encouragement of university staff’s time and resources in serving on various committees and commissions. President Sands described Virginia Tech as having a, “robust system of shared governance – not quite like any I have encountered elsewhere”.

The Commission unanimously shared its appreciation for the letter and support of the content.

Commission on Staff Policies and Affairs Charge for 2017-2018 Members were provided the Commission’s official charge for the coming academic year by Chairman Smith.

New Appointments Needed from CSPA for this year:

- Equal Opportunity and Diversity: LaTawnya Burleson
- Employee Benefits Committee: Betty Wilkins
- Spouse and Dependent Scholarship: (still vacant)
- Staff Career Achievement Award: Danette Poole, Sue Teel and LaTawnya Burleson

First Reading: Resolution on Amendment to Staff Senate Constitution: Commission reviewed the proposed resolution. Discussion regarding whether the resolution was clear about this change only applying to the Constitution and only being “minor” in nature. Chairman Smith will provide to the Commission the long text version, which may clarify questions prior to the second reading request (October Commission meeting).

New Performance System Update (Dr. Lisa Wilkes): Because the current performance management system will not integrate with the upgrade to Banner 9.0, Human Resources is currently pursuing the selection of an off-the-
shelf solution that will integrate with Banner 9.0. The hope is to use the off-the-shelf product with little enhancements so understanding how performance management will change in the future is unknown.

**Commissions Goals for 2017-2018 include:**

- Research and advise on leave issues (may include but not be limited to changes to winter closing schedule)
- Research and advise how to better support lower pay band employees (i.e. pay bands 1-3)
- Update career staff achievement award
- Provide guidance and input to the staff representative (Robert Sebek) on both the Master Plan approval committee and the Strategic Plan approval committee.
- **New Performance System Upgrade.** We expressed a desire to participate in the implementation of the new system, and to try to add Service as a component of staff performance plans.
- **Campus Climate Survey:** A subcommittee was appointed to review and report back to CSPA on the last campus climate survey. Robert Sebek offered to serve as chair.

Chairman Smith adjourned the Commission at 3:30PM.

Respectfully Submitted,

Mary Helmick

Vice Chair, Commission on Staff Policies and Affairs
PRESENT: D. Stauffer; J. Billingsley; D. Clubb; V. Fowler; S. Sumner for A. Grant; T. Hammett; R. Holloway; L. Khansa; A. Knoblauch; C. Leeth; R. Panneton for S. Morton; C. Boone for J. Ross; J. Sible; D. Thorp; S. Ulrich; R. Willis; L. Zietsman

ABSENT WITH NOTIFICATION: K. Albright; K. Hosig; M. Kasarda; S. Metko; K. Redican; A. Zink-Sharp

ABSENT WITHOUT NOTIFICATION: C. Clarke; M. Hajj; A. Roche; K. Yousef

VISITORS: N. Akers; S. Biscotte; G. Costello; M. Coulter; R. Sparks

CALL TO ORDER

The meeting was called to order at 3:01 PM by Dean Stauffer.

ADOPTION OF THE AGENDA

A motion was made and seconded to approve the agenda. The motion to approve the agenda passed unanimously.

ANNOUNCEMENT OF APPROVAL AND POSTING OF MINUTES

D. Stauffer announced the October 9, 2017 minutes were electronically approved and can be accessed via the University Registrar’s website:

https://registrar.vt.edu/content/dam/registrar_vt_edu/documents/Updates/governance/2017-2018/oct9/minutes_cusp_oct_9_final.PDF

OLD BUSINESS:
Resolution 2017-18.B, Resolution to approve new major: Philosophy, Politics, and Economics (PPE); in Bachelor of Arts in Philosophy, Second Reading

The motion was made and seconded to present for second reading Resolution 2017-18.B, Resolution to approve new major: Philosophy, Politics, and Economics (PPE); in Bachelor of Arts in Philosophy.

D. Stauffer informed the Commission that no changes had been made to the resolution following First Reading. D. Stauffer also reported that the Faculty Senate had waived its right to review Resolution 2017-18.B.

D. Stauffer opened the floor for discussion on Resolution 2017-18.B.
Hearing no further discussion, a motion was made and seconded to APPROVE Resolution 2017-18.B.

The motion passed unanimously.

NEW BUSINESS:

Resolution 2017-18.C Resolution to Revise Pathways General Education Curriculum (Presidential Policy Memorandum No. 125 and University Core Curriculum/Curriculum for Liberal Education (CLE) (PPM 24)) and Implementation for the Pathways General Education Curriculum to Amend the Language for Foundational Discourse Courses, First Reading

The motion was made and seconded to present for first reading Resolution 2017-18.C, Resolution to Revise Pathways General Education Curriculum (Presidential Policy Memorandum No. 125 and University Core Curriculum/Curriculum for Liberal Education (CLE) (PPM 24)) and Implementation for the Pathways General Education Curriculum to Amend the Language for Foundational Discourse Courses

D. Stauffer opened the floor for discussion on Resolution 2017-18.C.

Discussion and clarification topics included the following:

J. Sible provided background to clarify that the intent was for courses satisfying foundational discourse to be taught in English.

The Commission suggested minor grammatical edits to the resolution be considered.

Resolution 2017-18.C has been forwarded to Faculty Senate for comment. Following the Faculty Senate review and response, the second reading of Resolution 2017-18.C will take place at the next available CUSP meeting.

REPORTS AND MINUTES FROM COMMISSION COMMITTEES/SUB-COMMITTEES

COMMITTEE REPORTS

Academic Support Committee

No Report.

Academic Policies Committee

No Report.
Athletic Committee

S. Sumner – presented the minutes of the September 12, 2017 meeting of the Athletic Committee. A motion was made and seconded to accept the minutes of the September 12, 2017 meeting of the Athletic Committee.

Commencement Committee

No Report.

Honor Council

No Report.

Library Committee

No Report.

Undergraduate Curriculum Committee

No Report.

University Curriculum Committee for General Education

L. Zietsman presented the minutes of the October 4, 2017 University Curriculum Committee for General Education. A motion was made and seconded to accept the minutes of the October 4, 2017 University Curriculum Committee for General Education.

L. Zietsman presented the report of the October 11, 2017 Pathways Ad Hoc Review Committee. A motion was made and seconded to approve the report of the October 11, 2017 Pathways Ad Hoc Review Committee.

PATHWAYS AD-HOC REVIEW COMMITTEE REPORT—OCTOBER 11, 2017
For “First Reading”
Not Approved: Unanimous

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<td>Revised: Undergraduate Education</td>
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UNIV 1824: Pathways to Success: Exploring Your Future (CLE Area 3, Pathways Reasoning in the Social Sciences GE03, Ethical Reasoning GE10) (CM 3773)
For “First and Second Reading”  
Unanimous Approval

| Courses |

Revised:

**CLE Spring 2018/Pathways Fall 2018**

**College of Architecture and Urban Studies**

ART 3054: Islamic Art & Architecture (CLE Area 2 and 6, Pathways Critical Thinking in the Humanities GE02, Critique and Practice in Design and the Arts GE06, Intercultural and Global Awareness GE11) (CM 3751)

**College of Liberal Arts and Human Sciences**

CINE 2054: Introduction to Cinema (CLE Area 6, Pathways Critical Thinking in the Humanities GE02, Ethical Reasoning GE10) (CM 3752)

MUS 3414: Choral Ensemble Music (CLE Area 6, Pathways Critical Thinking in the Humanities GE06, Ethical Reasoning GE10) (CM 3748)

PHIL 1204: Knowledge and Reality (CLE Area 2, Pathways Critical Thinking in the Humanities GE02, Ethical Reasoning GE10) (CM 3742)

PHIL 2115, 2116: Ancient Through Medieval Philosophy (CLE Area 2, Pathways Critical Thinking in the Humanities GE02, Ethical Reasoning GE10) (CM 3766)

RLCL 3214: Religion and Culture in India (CLE Area 2, Pathways Critical Thinking in the Humanities GE02, Intercultural and Global Awareness GE11) (CM 3746)

SPAN 3404: Early Peninsular Culture and Literature (CLE Area 2, Pathways Critical Thinking in the Humanities GE02, Intercultural and Global Awareness GE11) (CM 3757)

**College of Science**

GEOS 1024: Earth Resources, Society and the Environment (CLE Areas 4 and 7, Pathways Reasoning in the Natural Sciences GE04, Intercultural and Global Awareness GE11) (CM 3762)
CONSTITUENT REPORTS

Commission on Administrative and Professional Faculty Affairs

No report.

Staff Senate

No report.

Faculty Senate

D. Stauffer reported that the Faculty Senate is discussing potential faculty communication process with the Office of the Provost.

A commission member suggested that Faculty Senate consider implementing electronic approval of minutes.

Student Government Association

No report.

Graduate Student Assembly

S. Ulrich reported that the Graduate Student Assembly met on October 23, 2017 and discussed the issue of academic bullying.

ADJOURNMENT

A motion was made and seconded to adjourn the meeting at 3:13 PM.

Respectfully Submitted,
Megan Coulter, Office of the University Registrar

11/9/17