

**Commission on Staff Policies and Affairs**  
**Resolution to Add a Statement of Support for Participation in Shared Governance**  
**and Professional Development to Staff Job Postings**  
**CSPA Resolution 2023-24A**

Draft Notice Sent to University Council Cabinet	September 12, 2023
First Reading by the Commission on Staff Policies and Affairs	September 26, 2023
Approval by the Commission on Staff Polices and Affairs	October 24, 2023
First Reading by the Staff Senate	October 18, 2023
Approval by the Staff Senate	November 16, 2023
Faculty Senate Waived Right to Comment	October 31, 2023
Administrative and Professional Faculty Senate Comment	October 10, 2023
Graduate and Professional Student Senate Waived Right to Comment	October 31, 2023
Undergraduate Student Senate Waived Right to Comment	October 31, 2023
First Reading, University Council	December 4, 2023
Approved, University Council	February 5, 2024
Approved, President	February 5, 2024
Effective Date	Upon Approval

**WHEREAS**, in the spirit of Virginia Polytechnic Institute and State University’s (University) motto, *Ut Prosim* (That I May Serve), engagement in community through participation in shared governance is valued; and

**WHEREAS**, as mentioned in a statement from President Sands to the University community on August 28, 2023, the University’s shared governance system requires an informed and knowledgeable community and allows for transparent, comprehensive, and open communication amongst governing bodies and the University community; and

**WHEREAS**, staff participation in the shared governance system promotes collaboration and inclusiveness among the University community; and

**WHEREAS**, support for professional development opportunities should be encouraged at any higher education institution where the pursuit of knowledge is the basis of the institution’s mission; and

**WHEREAS**, job responsibilities and in-person staffing concerns can hinder staff participation in shared governance and professional development opportunities.

**NOW, THEREFORE, BE IT RESOLVED** that a statement of the University’s support for staff participation in the University’s shared governance system and professional development opportunities be added to staff job postings as an enduring and unifying invitation to the community.

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## A statement from President Tim Sands on staff participation in governance

Dear colleagues,

Navigating Virginia Tech's opportunities and challenges over the past few years has given me great appreciation for our robust system of shared governance and the collaboration and inclusiveness that comes from having staff working alongside students and faculty.

Participation in governance brings value to our staff members and the university, providing important representation and perspective, along with opportunities for unique and impactful professional development that can cultivate future leaders. While ensuring individual primary job responsibilities are completed, it is important that we endorse and support staff participating in our shared governance system. Staff members who have an interest in serving on committees and commissions should be encouraged to participate. The Division of Human Resources is available to help supervisors through conversations centered on balancing job responsibilities with university service. It has been our long-standing practice that employees serving the institution through committee participation are not required to use leave.

Maintaining our momentum and achieving our goals for the future will be challenging and complex, requiring all the tools and resources we have worked to develop. Active engagement in our system of shared governance, by all our constituency groups, is essential for the university to thrive.

I look forward to meeting with chairs and learning more about each commission's plans for the year. We have much to do and some exciting work ahead of us. Thank you for everything you do to support Virginia Tech and represent the perspectives of staff, students, and faculty.

Sincerely,

Tim Sands,  
President



## Administrative and Professional Faculty Senate

<https://governance.vt.edu/ap-faculty-senate.php>

### 2023-2024 Officers & Committee Chairs

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Graduate School

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**October 10, 2023**

**To:** Vice President of Policy and Governance

**From:** A/P Faculty Senate Polices and Issues Committee

The A/P Faculty Senate Polices and Issues Committee has reviewed and approves/endorsees the Commission on Staff Policies and Affairs Resolution 2023-24A to Add a Statement of Support for Participation in Shared Governance and Professional Development to Staff Job Descriptions.

We have no further comment.