

University Council Minutes
September 16, 2024
3:30 PM
2420 North End Center and Zoom

Present: Rachel Miles (presiding), April Myers, Laurel Miner for Daniel Sui, Bryan Garey, Menah Pratt, Frances Keene, Kim O'Rourke, Guru Ghosh, Aimée Surprenant, Rachel Holloway, Alan Grant, Daniel Givens, Tsai Lu Liu, Julia Ross, Saonee Sarker, Lee Learman, Tyler Walters, Natalia Guerrero, Justin Lemkul, Janice Austin, Marlena Lester, Enrique Noyola, LaTawnya Burleson, Callan Bartel, Kari Evans, Kiera Schneiderman, Leslie Orellana, Alex Efird, Ronnie Mondal, Ranald Adams, Riley DeHority, Will Poland, Gary Long, Nicole Pitterson, Jason Malone, Rodney Gaines, Kim Loeffert, Jim Hawdon for Rebecca Hester, Renée LeClair, Holli Gardner Drewry, Serena Young, Amber Robinson, Sally Shupe, Francisco Carvallo, Rachel Maizel, Jim Tokuhisa, & Donna Westfall-Rudd

Absent with notice: Tim Sands, Cyril Clarke, Amy Sebring, Evan Lavender-Smith, & Larry Cox

Absent: Laura Belmonte, Kevin Pitts, Paul Knox, Amanda Morris, & O'Brian Martin

Guests: Madeline Boudville, James Bridgeforth, Erica Cooper, Jonathan Dance, Kim Daniloski, Ron Fricker, Satwik Gunda, Barbara Hoopes, Monique Logan, Tasia Persson, Casey Polk, Lori Rose, Jiayuan Dong, Derrick Fowles, Bernard Moussad, Annie Showers, Demetria Somervell, Michael Stowe, Lauren Surface, Dee Harris, & Joe Merola

Rachel Miles called the meeting to order at 3:30 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 May 6, 2024

Rachel Miles 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>).

3. Commission Chair Reports

Rachel Miles asked the commission chairs to present their goals for the academic year.

1. Commission on Administrative and Professional Faculty Affairs – Marlena Lester, Chair
 - a. Grievance Determination Panel – to determine if the grievance qualifies as a grievance.
 - b. Proposal – update grievances policy nomenclature for clarification.
 - c. Develop guidelines for A/P Faculty Emeritus selection process.
 - d. Continue to consider the Professional Development Leave Policy.
2. Commission on Equal Opportunity and Diversity – Erica Cooper, Advisor
 - a. Campus experience and climate.
 - b. Complete working group charge regarding disaggregation of data brought forth by the APIDA community in 2022.
 - c. Complete working group charge regarding Username Change brought forth by the LBGTQ+ community in 2023.
 - d. Caucus check-up.

3. Commission on Faculty Affairs – Justin Lemkul, Chair

- a. Clarify the responsibilities and roles of clinical instructors and clinical professors.
- b. Clarify aspects of the Faculty Senate constitution, including duties of the immediate past president, possibility of self-executing updates, and responsibilities and structure of external committees.
- c. Study the possibility of allowing for full-time benefits for part-time faculty.
- d. Clarify the reporting structure for University Distinguished Professors in the Faculty Handbook.
- e. Strengthen language in the Faculty Handbook related to professionalism and ethics issues involving student-faculty romantic relationships.
- f. Clarify language related to the appeals process for faculty who are not successful in seeking promotion from associate professor to professor.
- g. Establish a Faculty Senate-sponsored discussion forum for issues of pressing concern for the university community.
- h. Define appropriate standards of transparency for governing documents of colleges, college faculty associations, and academic departments.

4. Commission on Graduate and Professional Student Affairs –Rachel Maizel, Chair

- a. By the end of the year have recommendations following the GPSS climate and culture survey and subsequent 2024 summer graduate committee. This can be further broken down in goals b, c, & d.
- b. Have subcommittees within CGPSA to address the summer graduate committee's findings – will involve working with various offices, caucuses, commissions, groups on campus.
- c. Create a process for analyzing the graduate school's quantitative data from 3 cycles of the previous surveys.
- d. International student specific subcommittee for specifically unique international student climate experiences/concerns.
- e. Create a designated seat on the Commission of Graduate and Professional Student Affairs for the extended campus and Greater Washington D. C. Metro Area.

5. Commission on Graduate and Professional Studies and Policies – Renée LeClair, Chair

a. Operational

- Resolutions (SWOT), discussion, writing (strengths, weakness, opportunities, and threats)
 - Consider the change in SWOT status with potential actions.
 - Consider collaboration and engagement of other commissions in specific activities when needed, shared governance specifically the Commission on Graduate and Professional Student Affairs.

b. Responsive

- Clarifying free speech rights with students and defining where is the delineation of acceptable expressions.
- Review Task Force recommendations and evaluate how recommendations impact graduate and professional studies.
- Other actions as they come up.

c. Proactive

- Continue a sub-committee to streamline the process of professional master's programs.
- Review graduate certificate programs and determine enrollment and usage data.
- Online learning/experiential learning.
- Funding – sharing success and faculty engagement.
- Student recruitment and admission for diversity, equity, and inclusion.

6. Commission on Outreach and International Affairs – Francisco Carvallo, Chair

- a. Discuss proposal for "Global Learning Badge" program.

- b. Review progress of selected outreach units.
- c. Analyze the role of two Virginia Tech international centers (India and Chile) in order to make suggestions for betterment of the representation of the university in these countries.
- d. Review the proposal of Carnegie classification of community engagement.

7. Commission on Research – Nicole Pitterson, Chair

- a. Revision of Policy 13030 (Virginia Tech Biohazards Use) and Policy 13050 (Virginia Dual Use of Research of Concern).
- b. Five-year review of university center Macromolecules Innovation Institute.
- c. Revision of Policy 13035 (Virginia Tech Animal Research Policy).
- d. Continued discussion of how to incorporate research faculty in university shared governance model.
- e. Initiate conversation about enhancing global research collaborations.
- f. Raise the profile of research faculty, research visibility and outreach. Developing a comprehensive strategy for communicating the contribution of this group of faculty to the university's mission to highlight and use research metrics.

8. Commission on Staff Policies and Affairs – Callan Bartel, Chair

- a. Research and bring attention to compensation issues of non-student wage and staff and work to address discrepancies.
- b. Address the lack of bereavement leave for staff.
- c. Increase non-student wage and staff visibility and inclusion in steering committees and high-level searches.
- d. Increase diversity, equity, inclusion, and belonging initiatives for staff.
- e. Continue to support professional development opportunities.

9. Commission on Undergraduate Student Affairs – Kiera Schneiderman, USS President

- a. Revise the Undergraduate Student Senate's governing documents.
- b. Promote the overall health and safety of all undergraduate students at Virginia Tech.
- c. Recommend policy that supports InclusiveVT institutional goals.
- d. Review and approve USCO constitutions.

10. Commission on Undergraduate Studies and Policies – Jim Tokuhisa, Chair

- a. Revise Policy 6305 (Satisfactory Academic Progress for Bachelor's Degree) to identify students before their cumulative GPA is below 2.0 and provide guidelines for an undergraduate roadmap to student success.
- b. Continue to identify barriers to student success present in policies, Presidential Policy Memoranda, the Undergraduate Course Catalog, and other documents pertaining to undergraduate studies and policies.
- c. Increase CUSP members' knowledge of policies that are relevant to the charge.

4. New Business

Commission on Staff Policies and Affairs

Resolution CSPA 2024-25A

Resolution to Form a Task Force to Review Compensation for Staff and Non-Student Wage Employees

Callan Bartel presented the resolution for first reading. This resolution was approved by the Commission on Staff Polices and Affairs (CSPA) and Staff Senate in 2023-24; it was delayed in reaching University Council due to timing issues. The resolution aims to establish a task force to evaluate compensation for non-student

wage and staff employees by considering local cost of living, peer institution compensation, and other local employer data. Meetings with the HR compensation team have focused on market data influencing university pay rates. This resolution is similar to last year's Commission on Faculty Affairs resolution to establish a task force on instructor salaries, motivating CSPA to move forward. The task force will focus on compensation in areas where the university is present, including Roanoke and the Greater Washington D.C. Metro Area.

4. Announcement of Approval and Posting of UC Cabinet, Commission, and Committee 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 minutes of the University Council Cabinet, Commissions, and Committees reporting to University Council Cabinet is to accept them for filing. University Council Bylaws require that policy items be brought forward in resolution form for University Council action.

- Commission on Graduate and Professional Studies and Policies
May 1, 2024
- Commission on Outreach and International Affairs
April 18, 2024
May 2, 2024
- Commission on Research
April 11, 2024
- Commission on Staff Policies and Affairs
April 23, 2024
- Commission on Undergraduate Student Affairs
February 15, 2024
April 19, 2024
- Commission on Undergraduate Studies and Policies
April 8, 2024
April 22, 2024
- Athletics Committee
April 11, 2024
- Budgeting and Planning Committee
April 22, 2024
- Campus Development Committee
February 6, 2024
March 5, 2024
- Climate Action, Sustainability, and Energy Committee
March 25, 2024
April 29, 2024
- Transportation and Parking Committee
May 14, 2024

5. Adjournment

There being no further business, a motion was made to adjourn the meeting at 3:52 p.m.