

Commission on Administrative and Professional Faculty Affairs

February 9, 2022 Meeting Minutes

1:30pm via Zoom

Members Present: Ashley Appling, Janice Austin, Amanda Covey, Holli Gardner Drewry, Rodney Irvin, Frances McCarty, Megan Seibel, Pamela Stell, Keri Swaby, Leah Taylor, Stephanie Trout

Members Absent: Dan Givens (with notice) Nikeshia Arthur, Moein Borghei, D'Arrin Calloway, Lonnie Johnson

Others in Attendance: Kristen Mills, April Myers, Dan Taggart, Ross Verbrugge

Janice Austin, called the meeting to order at 1:33pm. A quorum was verified.

The minutes from the December 8, 2021 meeting were approved unanimously as presented.

Old Business:

Janice shared that CAPFA Resolutions 2021-22 B-H were approved by University Council at the February 7 meeting. She also shared that we would be working with Elections and Nominations Committee with A/P Faculty Senate to get those positions filled. Janice thanked everyone for their time and feedback on the resolutions.

New Business:

Janice shared that she was contacted by Robert Weiss, President of Faculty Senate, to determine how people were feeling in regards to the pandemic, hybrid learning, and teleworking. Members shared the feeling of burnout, the need for mental health resources, frustration around vaccination and masking requirements, and the sexual assault that was posted on social media. Holli shared she had heard gratitude in her area regarding the shooting that occurred in downtown Blacksburg. Janice also shared that resources could be shared through a communications platform for AP Faculty.

Janice asked the commission if there were any topics that should be covered at the meetings during this semester. Holli shared that the Community Service Leave would be a topic readdressing, specifically for the first responders.

Janice shared an overview of A/P faculty grievance policy/procedures [Chapter 7.7] for those who have not had an opportunity to part of a grievance hearing or grievance panel. Janice would like to begin working on some revisions on this policy/procedure. Janice shared a PowerPoint presentation with the committee as a baseline. A few of the main topics Janice presented were the following:

- Resources for A/P Faculty Grievances
- Informal Resolution Options
- Formal Grievance Procedure

The presentation will be placed in the CAPFA shared drive. Janice asked for the members to review the A/P faculty grievance policy/procedures and asked for feedback. This topic will also be covered in the March meeting.

Senates, Commissions, and Committee Representatives Reports:

Holli reported that the Nominations and Elections Committee completed the work on the Interest and Nominations Form and the form is on A/P Faculty Senate webpage. Holli also reported that there is work being done to create an A/P Faculty Award. This award is aligned with Staff Presidents Award.

Amanda reported that the Employees' Dependent Scholarship Committee are accepting applications. This scholarship is completely run on donations. Donations to the Employees' Spouse and Dependent Scholarship should be made online or by phone, on Giving Day, between noon on Wednesday, February 24 and noon on Thursday, February 25.

Other Business/Discussion:

The meeting concluded with an announcement of the next meeting to be held on March 9, 2022 at 1:30 PM via Zoom.