

CAPFA
Commission on Administrative and Professional Faculty Affairs
September 9, 2020 - 1:30 to 3:00 pm
Zoom Meeting: Sign in at <https://virginiatech.zoom.us>
with VT username (PID) and passphrase
Meeting ID: 937 6366 0799

Present: Ashley Appling, Janice Austin, Sara Bear, Kim Blair, Amanda Covey, Joell Eifert, Kirk Felton, Holli Gardner-Drewry, Alan Grant, Lonnie Johnson, Terri Pecora, KP Puckett, Margaret Radcliffe, Susan Short, Keri Swaby, Leah Taylor, Stephanie Trout, Ross Verbrugge

Absent: Nikeshia Arthur, Lujean Baab, John Benner, Aaron Bond, Tara Brent, Nikki Connors, Jeremy Daubert, William Dougherty, Maia Greene-Havas, Conaway Haskins, Jennifer Hundley, Rodney Irvin, Steve Matuszak, Jacob Paul, Morgan Paulette, Pamela Stell, LaWanda Wright

Guests: April Myers, Ellen Plummer

Ms. Gardner-Drewry called the meeting to order at 1:33 pm. A quorum was present.

Old Business:

- Goals Accomplished in 19/20
 - Resolution for Administrative and Professional Faculty Senate (passed)
 - Resolution for Community Service leave (failed)

New Business:

Ms. Gardner-Drewry asked for the members to provide an introduction and to share their roles along with their expectations and goals for the academic year.

Appointment of a Vice Chairman

- Fill role of Chair when necessary, presumptive Chair for 2021-22

Kristen Mills will be the Minutes Recorder for the 2020-21 academic year.

Dr. Ellen Plummer, Associate Vice Provost for Academic Administration, presented on the Shared Governance process. There are four words, it's complicated and it depends. With Shared Governance there are some agreed upon principals. However, shared governance might look different depending on if you are working on curriculum or a faculty policy. One of the key pieces of shared governance is that American higher education imported from our European roots the notion of the liberal education in that

we challenge orthodoxy. The way to create knowledge, the way to participate in the creation and the discovery of knowledge is to challenge orthodoxy which can become debatable. An extended notion of challenging orthodoxy is to have faculty, employees of the institution, and students of the institution to keep accountable the administration. Shared Governance has ebbed and flowed and got reshaped such that it includes so many groups. Governance reflects the shifts, the ebbs and flows of decision making, who's responsible for what kinds of decisions and it is an opportunity for everyone to challenge orthodoxy. Dr. Plummer also discussed the Board of Visitors approves all the faculty policies. She also mentioned that shared governance is a way to share information and to debate and to hear a variety of different perspectives associated with the decisions made at the institution. At Virginia Tech, there are elected bodies and those individuals are constituents for representation across the university. Shared Governance at its core is a commitment to democracy. The idea is that people can weigh in, to listen, to hear, and to offer an alternative understanding to come up with new ideas. At the center of our enterprise is the creation and discovery of knowledge.

Ms. Gardner-Drewry discussed the creation of the A/P Faculty Senate. She asked the members to read the [Constitution and Bylaws](#) in the next couple of weeks.

Ms. Austin discussed the grievance and the allegations of unprofessional behavior. This would need to be a resolution because there would have to be a change in the faculty handbook. That change would clarify that the chair of CAPFA will be the Vice President of the A/P Faculty Senate and the grievances would go to the chair.

Ms. Radcliffe, Employee Benefits Committee Chair, discussed how holiday leave is handled for the winter closing. The committee did a simple survey and it was evenly balanced and the recommendation was to not make any changes. Ms. Radcliffe suggested to speak with Leisa Shelor, Senior Director of Benefits, Division of Human Resources.

Ms. Swaby asked if the Community Service Leave could be revisited.

Ms. Trout asked about a Google Group for shared resources. SharePoint was mentioned by Ms. Myers.

Commission/Committee Representative Reports

There were no commission or committee reports.

Adjournment: The meeting adjourned at 2:48 p.m.

The next meeting will be on October 14, 2020.