

CAPFA Minutes

Commission on Administrative and Professional Faculty Affairs

May 8, 2019 – 1:30 pm – 2400 North End Center/Zoom

Present: Janice Austin, Allen Campbell, Amanda Covey, Greg Fansler, Alan Grant, Debbie Greer, Amy Hogan, Joy Hottenstein, Jennifer Hundley, Lonnie Johnson, Monika Lawless, Terry Pecora

Absent: Maria Balota, John Benner, Maia Havas-Greene (with notice), Cynthia Hampton, John Massey, Karen Munden, Cayce Myers, James Orr, MaDonna Overstreet, Margaret Radcliffe (with notice)

Ms. Lawless called the meeting to order at 1:30 pm. A quorum was present.

Note of Approval of Minutes from April 10th done electronically.

Ms. Lawless reported the minutes were sent out for review, and were approved electronically. They have since been forwarded to the University Council.

Old Business

Ms. Lawless noted that there were 23 nominations for the 10 open CAPFA positions. Unfortunately, there were no nominations from extension. We will work on engaging extension AP faculty in CAPFA. Ms. Lawless will send the election results to the AP Faculty Listserv.

New Business

Ms. April Myers and Ms. Lori Buchanan (Office Policy and Governance) presented an overview on university governance, including the resolution process. There are approximately 600 members of university governance. There was a short discussion on the absence of an AP Faculty Senate which will be a goal to discuss next year.

The topic of winter holiday closing was raised. Ms. Greene-Havas reported that the issue came up at a recent Commission on Equal Opportunity and Diversity meeting. Some members discussed concerns over the fact that AP faculty need to take annual leave on holidays they don't necessarily celebrate, but then need to use additional annual leave on holidays they do celebrate, which takes away from overall annual leave. Mr. Daniel noted the issue he hears most about is the dichotomy of which holidays we close for and which ones we elect to close for. There are a lot of other religious holidays which we do not get off. He also noted that a lot of AP faculty work during the holiday because they're telecommuting. Ms. Austin (graduate school) said it's difficult to stop processing student applications during that busy time. Mr. Johnson noted the winter holiday impacts the extension employees because there's no clarity on what to do when counties remain open, but VT is closed and vice versa. Other comments included leave equity issues between staff and faculty and how the growing Roanoke and NOVA footprints will impact this issue. Participants agreed it would be a good idea to poll AP Faculty members on the issue, but we will coordinate with other commissions who may be polling their constituents as well. Ms. Lawless noted she is scheduled to meet with the Deloitte team assisting with the Administrative and Operations Transformation Initiative and will discuss this issue with them.

Commission Representative Reports:

Committee on Employee Benefits – Ms. Radcliffe reported that the results of the Staff survey regarding shifting the four staff-only holidays to the winter closing were evenly divided for and against, so the decision was not to make any changes to the current policy.

Commission on Staff Policies and Affairs –Ms. Radcliffe noted that the majority of the April 23rd meeting was spent on a presentation on the staff survey regarding the winter closing and the ensuing discussion.

Women’s Alliance – Ms. Greene-Havas reports concerns discussed included the fact that there are staff and faculty senates, but no AP faculty senate, there is a lack of consistent renewal notifications for restricted faculty positions, and there is a lack of consistency on performance reviews. Mr. Daniel noted that Dwayne Pickney and Bryan Garey are reviewing the performance review issue.

Other Business

This is the last meeting of the academic year. Mr. Fansler will serve as the CAPFA chair next year. Ms. Lawless thanked everyone for their service.

Adjournment

Ms. Lawless asked for a motion to adjourn the meeting at 2:30 p.m. and Greg Fansler seconded the motion.