

# CAPFA

## Commission on Administrative and Professional Faculty Affairs

May 12, 2020 - 1:30 to 3:00 pm

**Present:** Kirk Felton, Keri Swaby, Jennifer Hundley, Joy Hottenstein, Lonnie Johnson, Susan Short, April Myers, Sara Sweeney, Ashley Appling, Jeremy Daubert, Leah Taylor, Janice Austin, Ross Verbrugge, Stephanie Trout, Amanda Covey, Holli Drewry, Maia Greene-Havas, Victoria Ratcliffe, Greg Fansler

**Absent:** Terri Pecora, Margaret Radcliffe, Ashley Heflin, Lujean Baab, Maria Balota, John Benner, Aaron Bond, Nikki Connors, William Dougherty, Alan Grant, MaDonna Overstreet, Jacob Paul, Morgan Paulette, LaWanda Wright, Cynthia Hampton, Atticus Rex, Rodney Irving

### Agenda:

#### New Business:

Meeting called to order by Greg Fansler at 1:32 p.m.

- Election results
  - Year-end summary email to listserv
  - A/P faculty from General Administration for CAPFA: Kim Blair
  - A/P faculty from Academic Support for CAPFA: Amanda Covey
  - A/P faculty from Student Affairs for CAPFA: Nikeshia Arthur
  - A/P faculty from Extension for Commission on University Support: John Benner
  - A/P faculty from Extension for University Advisory Council on Strategic Budgeting and Planning: Joell Eifert
  - A/P faculty from all areas of the university for CSA: Steve Matuszak
  - A/P faculty from all areas of the university for EBC: Pamela Stell
- A/P Senate Taskforce
  - Initial meeting to be hosted later this month. Task force will draft Constitution and By-laws over the summer for CAPFA to consider and present to university council in FY21.
- Digital Badges or other ways to recognize A/P faculty recognition
  - Rosemary Blieszner posed a question for CAPFA to consider what forms of recognition/incentive programs are currently being done to acknowledge A/P Faculty's service similar to T&R Faculty's

Professional Development Network. Susan Short shared CPE and VT's Roanoke Higher Ed Center have a digital recognition program. Holli Drewry shared TLOS also credentials and recognizes employees. Janice Austin shared Aaron Bond at TLOS and Holli shared Darren Williams, also at TLOS, could be a resource for CAPFA to seek support and guidance. Susan shared CAPFA could pilot a program next year to recognize Commission members instead of soliciting central HR to build a best practice recognition program business units and colleges could implement. Greg Fansler recommended CAPFA resurface this topic for next year's Commission

- Potential grievance submitted on 5/11
  - A need for CAPFA to evaluate the grievance panel language. In large part, grievability panels are for supervision grievances. How CAPFA supports ethics accusations or accusations against A/P faculty from employees in a different employment class to be addressed by next year's Commission and potential structure built into A/P Senate. Janice and Amanda Covey offered to serve on the potential grievance panel.
- Commission/Committee representative reports
  - Greg reported for Margaret Radcliffe - Employee Benefit Committee – Leave and Tuition Recommendation letter being sent to Bryan Garey. The Committee, through benchmarking data, illustrates Virginia Tech is consistently offering lower levels of leave benefits for Staff compared to other institutions. The letter also encourages an increased philanthropic support to bolster Tuition Assistance Benefits to employees with spouses, partners, and dependents.
  - Stephanie Trout - Commission on Research – Don Taylor spoke at their last meeting and the search for the new VP has been narrowed down to two candidates. COVID-19 has slowed down the process.
  - Kirk Felton – Transportation and Parking Committee - a task force was put together to study micro-mobility vehicles (scooters) and the interim report was shared with Dr. Pinkney. The committee is waiting on the report from VTTI's study of the scooter rental program. August 18<sup>th</sup> is the last day for scooter rental program on campus until a decision is made about the future.
  - Jeremy Daubert - Extension was to host the national extension agent conference in eastern Virginia, it has been postponed.
  - Sara Sweeney – no update from Academic Support Committee

- Maia Greene-Havas – no update from Commission on Equal Opportunity and Diversity
- Recognize Holli Drewry, Chair of CAPFA beginning July 1
  - Congratulations!
- Other Business/Discussion

**Adjournment:** Meeting adjourned at 2:10 p.m.