

Minutes
Commission on Administrative and Professional Faculty Affairs
May 11, 2016 – 1:30 p.m. HR Conference Room 2317

Present: Mary Christian, Sue Teel, Kirk Wehner, Sue Volkmar, Ross Verbrugge, Karen Watson, Margaret Radcliffe, Sandra Muse, Alicia Cohen, Kelly Rawlings

Absent: Amy Hogan, Jerry Luttrell, Tara Brent, Laura Neff-Henderson, Alex Fritz, Alan Grant, Travis Hundley, Jim Reinhard, Andrew Frey, Emma Potter, Michelle Dickerson

Call to Order

The meeting was called to order at 1:30 p.m.

Approval of Minutes

The April 13, meeting was scheduled as spring speaker series and was cancelled; no meeting minutes to approve.

Old Business

Website Updates. Chair Sue Volkmar met with Dr. Lisa Wilkes, Associate Vice President of Administration and Katie Huger, HR Communications Manager to receive approval to implement the CAPFA website changes with the new FARS performance evaluation forms both the long form and the short form. When CAPFA reconvenes in September, Sue suggested Kirk Wehner send a reminder to the community at the time of performance evaluations to inform of the guidelines on the CAPFA website for the completion of FARS performance evaluations.

New Business

2016-2017 CAPFA Elections. All terms are for a three-year period.

- Allen Campbell will replace Travis Hundley in the position of AP Faculty Representative from General Administration.
- Tiffany Carpenetti will replace Karen Watson in the position of AP Faculty from Academic Support.
- Monika Lawless will replace Sue Volkmar in the position of AP Faculty from Academic Support.
- Laurie Brogdon will replace Rodney Irvin in the position of AP Faculty from All Areas of the University, Commission on Faculty Affairs.
- Nancy Dudek will replace Jewel Trent in the position of AP Faculty from All Areas of the University, Commission on Research.
- John Massey will replace Michael Martin in the position of AP Faculty from All Areas of the University, University Council.
- Kelly Rawlings volunteered to fill the position on the VT Employees' Spouse and Dependent Scholarship Committee. A motion was made to elect Kelly Rawlings to the said committee. The motion was seconded.

2016-2017 CAPFA Chair Nominations.

A motion was made to elect Ross Verbrugge to the position of Chair of CAPFA. The motion was seconded. The CAPFA co-chair will be determined at the first CAPFA meeting in September 2016.

Potential Topics and Speakers for 2016-2017.

Margaret Radcliffe suggested scheduling a guest speaker who can discuss infrastructure developments to support interdisciplinary work.

Other Discussion

Scholar. Sandra Muse stated there is a concern about the replacement of Scholar which is to happen sometime in 2017. IT's Scot Ransbottom spoke on the subject at a Commission on Research meeting recently.

AP Faculty and Overtime. Kelly Rawlings stated that at the beginning of this year there was CAPFA discussion regarding legislation on AP Faculty and overtime. Kirk Wehner stated "sometime this month (May) the Fair Standards Labor Act is to produce some final regulations; then, we will have a minimum of 60 to 180 days to conform. That will mean a number of our AP Faculty who are below the threshold that their posting will potentially have to get an increase or somehow be changed to nonexempt status. We're hoping that what comes out will effect a very small population as opposed to the relatively large population that's proposed at the moment."

Committee Reports

Commission on Equal Opportunity and Diversity. Sandra Muse reported on the Commission on Equal Opportunity and Diversity. "They recently got two resolutions passed through University Council. Changes to the membership and discussion is to continue to next year. What was passed was an adjustment to several of the positions that are there to better represent the minority or under-represented group that they were covering. So Appalachian Studies Program within the academic area is now going to be replaced by a representative from Appalachian Caucus. And the American Indians Studies Program is now represented by the American Indian Caucus. Women's Center is now represented by the Women's Alliance. The university's ADA services has been converted to a new ex-officio position; an additional ADA service position is now represented by the Disability Caucus. Cranwell is covering the international area and now that is the International Caucus. They identified two new positions for the Veterans Caucus and Asian American Caucus. So there are now eight positions identified as being represented by caucus.

Once Menah Pratt-Clarke got here, she got heavily involved in the Diversity and Pathways Curriculum and she felt that in her investigations that the groups that planned it and got the initial resolution approved and the more recent time table for acting parts had kind of overlooked a lot of the diversity issues and the discussion and a lot of it did not include enough consideration from diversity. So, the Commission on Equal Opportunity and Diversity passed a resolution to address intersectional diversity in the Pathways Curriculum in the coming year which had a lot of discussion by the faculty. There was a lot of confusion on what that really meant. But, the bottom line and the Provost really came out and made it clear he supported it and the intent is that the coming year, and in particular the coming year before it goes into effect next fall and then every year thereafter, there will always be continuing discussion of Diversity's inclusion in the Pathways in that it's not really changing anything – it's just saying there's a recognition that there needs to be more addressed in the Pathways Curriculum to diversity and also in their resolution definition of what intersectional diversity really meant was put in there because the majority of the University Council really didn't understand what this was that they were talking about."

Commission on Staff Policies and Affairs. Margaret Radcliffe reported on the Commission on Staff Policies and Affairs. “Two things were discussed at our last meeting. We probably won’t have another meeting unless something comes up on the agenda because our next meeting is scheduled for after the University Council meeting for the last time this year. The ongoing major issue of the year has been the campus dog policy. Well, you know, there’s a lot of emotional content there. So the event is over now; the emotional content is not over. But, their attempt to establish a dog policy on campus so people can bring their pets to work is now over. There were two different groups: one came out of a student group and one came out of CSPA who discovered they were both working and they put together an ad hoc committee that involved people from HR and people from ADA and people from various areas of the university to reprise the policy. Legal Counsel came to their last meeting and addressed the issue and read it and said basically, there is no way it would ever be accepted because having dogs on campus is against Virginia Tech policy and Virginia Tech has liability and they will not expose themselves to additional liability. So given that they were not willing to make revisions or attempt to make it work, the people who had started it dissolved their committee. Basically, that’s how it has ended. There’s still not a policy; they thought that was better – the pursuant policy which would say definitively, ‘No, you may not bring your pet, ever.’”

The other thing that came up that I have to say I don’t have a very good understanding of this, but one of the things that’s going on is that (and I’m going to quote because this is a straightforward representation of it) ‘Ellen Plummer is actively pursuing development of a new policy for short-term parental leave for academic year tenure-track faculty.’ The issue being that they do not have any leave that they have accrued that they can take for time during the year and the same issue applies to newly hired faculty members; you can take the family medical leave but, you don’t have any financial support during it.” Sandra Muse stated, “That came out of the Commission on Diversity because the question was there were some that had leave could take it but it did not include people who adopted. So, the push came from wanting to change the policy to recognize people who were adopting as well as natural birth.” Margaret Radcliffe stated, “Well, my understanding is (and this is hearsay) from the short discussion in our meeting is that it also applies to mothers and not fathers?” Sandra Muse stated, “They were talking about that. If they made it available, it would be a shared amount.” Margaret Radcliffe stated, “They were looking at – one of the discussions was that if there is some benefit put into place to cover this gap it would have to be approved at the state level and that it was unlikely that it would only apply to this one category of employees that surely there would be discussion of how it affected the broader face of faculty. It was mentioned that it was something that the CSPA group would like to keep an eye on over the next year as an agenda item.”

Sue Volkmar stated, “This is an issue that may come up next year. I was asked about the status of emeritus for AP Faculty. I called the Provost and it is not currently available for AP Faculty – only for Faculty.” Mary Christian stated, “It is available for ‘A’ but not ‘P’.” Sue Volkmar stated, “It’s not vague but it’s not clear in the handbook. What’s not clear is the difference between A and P. When it talks about the emeritus status, it refers to the administrative and professional. I’ll forward the question to Ellen Plummer.” Kirk Wehner stated, “If Ellen isn’t available, Rachel Gabriele is coordinating all the updates.”

Adjournment

There being no further business, the meeting was adjourned at 2:19 p.m.

Respectfully Submitted,
Lesa Young
CAPFA Support