

University Council Minutes
February 15, 2021
3:30 PM
Videoconference

Present: Timothy Sands (presiding), Laura Belmonte, Richard Blythe, Cyril Clarke, Lance Collins, Karen DePauw, Ron Fricker, Michael Friedlander, Bryan Garey, Guru Ghosh, Daniel Givens, Alan Grant, Chris Kiwus, Lee Learman, Scott Midkiff, Ken Miller, April Myers, Kim O'Rourke, Julie Farmer for Charles Phlegar, Dwayne Pinkney, Menah Pratt-Clarke, Julia Ross, Frank Shushok, Daniel Sui, Robert Sumichrast, Tyler Walters, Lisa Wilkes, Paul Winistorfer, John Benner, Nick Copeland, Paul Deck, Madlyn Frisard, Holli Gardner Drewry, Jack Finney for Bob Hicok, Christa Miller, Serena Young, Diane Agud, Susan Anderson, James Hawdon, Robin Queen, David Bieri, Jia-Qiang He, Andre Meulenaer, Patricia Raun, David Tegarden, Megan Wawro, Judy Alford, Velva Groover, Bruce Harper, Jenny McCoy, Brandy Morse, Lori Buchanan for Sue Teel, Janice Austin, Karen Eley Sanders, Conaway Haskins, Inga Haugen, Sally Shupe, Lia Kelinsky-Jones, Jack Leff, Miles Guth, Sharan Patnik, Eric Kaufman, Camellia Pastore, and Tamarah Smith

Absent: Steve McKnight, Kelly Oaks, Rajaram Bhagavathula, Victoria Dashevsky, Masoud Agah, Eloise Coupey, Cayce Myers, Kevin Davy, Laszlo Horvath, Kathy Lu, Teresa Lyons, Amanda Coleman, Awad Abdelhalim, Blake Barnhill, Reena Medavarapu, and Sabrina Sturgeon

Guests: Sandy Broughton, Kevin Edgar, Kari Evans, Tom Ewing, Greg Fansler, Debbie Greer, Dee Harris, Rachel Holloway, Shernita Lee, Erin McCann, Scott Nachlis, Ellen Plummer, Chad Proudfoot, John Provo, Margaret Radcliffe, Susan Short, Rick Sparks, Latanya Walker, Tremayne Waller, Stacey Wilkerson, Michael Williams, and Doug Witney

Dr. Sands called the meeting to order at 3:30 p.m. A quorum was present.

1. Adoption of Agenda

A motion was made and seconded to adopt the agenda. The motion carried.

2. Announcement of approval and posting of minutes of February 1, 2021

Dr. Sands noted that these minutes have been voted on electronically and can be publicly accessed on the Governance Information System on the Web (<http://www.governance.vt.edu>).

3. Old Business

Commission on Administrative and Professional Faculty Affairs
Resolution CAPFA 2020-21A

Resolution to Approve the Constitution and Bylaws for the Administrative and Professional (A/P) Faculty Senate

Holli Drewry presented the resolution for second reading and made a motion to approve. Since the first reading, there were two edits suggested by Kim O'Rourke that were made to the constitution and bylaws. The first edit is in the constitution under number seven Officers, bullet six was added to direct readers to the bylaws for details on what the process is if the president is unable or unwilling to complete their term. The second edit is in the bylaws under number four Meetings, under the third bullet the word "public" was replaced with "university community," resulting in the sentence reading "All meetings will be open to the university community unless the A/P Faculty Senate approves a motion to enter into closed session." These edits serve to clarify and do not substantially change the proposed constitution and bylaws. A vote was taken and the motion passed.

Commission on Faculty Affairs

Resolution CFA 2020-21C

Commission on Administrative and Professional Faculty Affairs

Resolution CAPFA 2020-21B

Commission on Staff Policies and Affairs

Resolution CSPA 2020-21A

Commission on Student Affairs

Resolution CSA 2020-21A

Joint Resolution to Revise Shared Governance at Virginia Tech

Jack Finney as Bob Hicok's proxy presented the resolution for second reading and made a motion to approve. The motion was seconded, and the motion passed.

Commission on Faculty Affairs

Resolution CFA 2020-21D

Resolution to Clarify Probationary Reappointment Language in the Faculty Handbook

Jack Finney as Bob Hicok's proxy presented the resolution for second reading and made a motion to approve. This proposal clarifies some contradictory passages between chapters two and three of the Faculty Handbook and is not a process change. The motion was seconded, and the motion passed.

Commission on Graduate and Professional Studies and Policies

Resolution CGPSP 2020-21A

Resolution to Retire Presidential Policy Memorandum No. 194, "Transfer Credit for Master's Degrees"

Madlyn Frisard presented the resolution for second reading and made a motion to approve. The motion was seconded, and the motion passed.

Commission on Outreach and International Affairs

Resolution COIA 2020-21A

Resolution to Recommend Authorization of the Establishment of a Center for Economic and Community Engagement (CECE)

Nick Copeland presented the resolution for second reading and made a motion to approve. The motion was seconded, and the motion passed.

4. Announcement of Approval and Posting of Commission Minutes

These minutes have been voted on electronically and will be posted on the University web (<http://www.governance.vt.edu>). Note that the purpose of voting on Commission minutes is to accept them for filing. University Council Bylaws require that policy items be brought forward in resolution form for University Council action.

- Commission on Faculty Affairs
December 4, 2020
- Commission on Graduate and Professional Studies and Policies
December 2, 2020
- Commission on Undergraduate Studies and Policies
January 25, 2021
- Commission on University Support
December 12, 2020

5. For Information Only

Minutes of the University Advisory Council on Strategic Budgeting and Planning
January 21, 2021

6. Presentation

Tremayne Waller, President of the Black Caucus of Virginia Tech, gave a presentation, The Black Caucus: 40 years of contributions to the Hokie community (attached).

7. Adjournment-

There being no further business, a motion was made to adjourn the meeting at 4:08 p.m.



The Black Caucus: 40 Years of Contributions to the Hokie Community

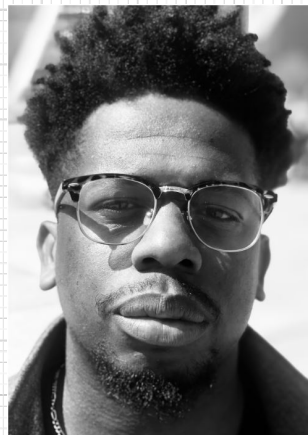
EXECUTIVE BOARD



Dr. Tremayne Waller
President



Tommy Amal
Vice President



Dr. Michael Williams
Treasurer



Dr. Shernita Lee
Past President



Latanya Walker, Representative
Commission of Equal Opportunity & Diversity

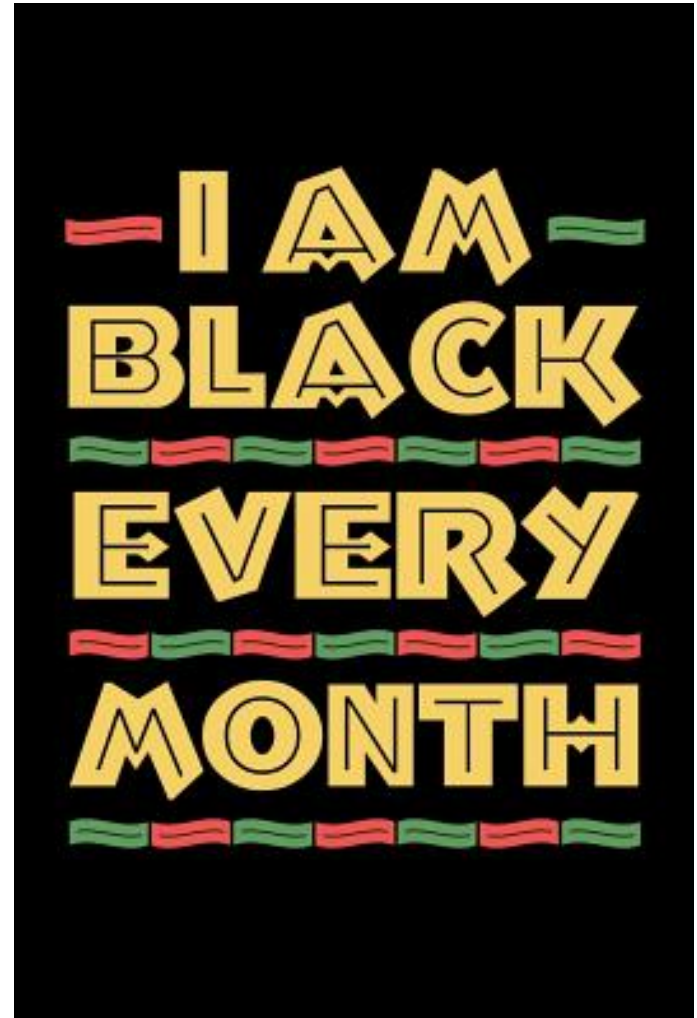


Annabelle Fusilier
Secretary

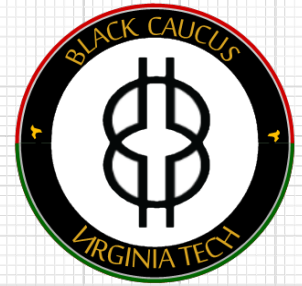


Dr. Karen Eley Sanders
University Council Representative

FEBRUARY is
Black
History
Month.



Caucus



- Established in 1981 (oldest)
- Provides support for Black faculty, staff, students, and the university community
- Dr. Overton Johnson (1st Black Faculty Member/President)
- Open to all faculty and staff
- Honorary membership available to our community outside of Virginia Tech

COURAGE

Mission



- To promote the well being of Black faculty, staff and students of Virginia Tech;
- To assertively push for the recruitment of Black faculty, staff, and students;
- To encourage equitable utilization of Black faculty, staff, and students throughout the university;
- To liaison between the Black faculty, staff, and students and the university administration; and
- To organize and maintain a support network for Black faculty, staff, and students at Virginia Tech.

E

Current Challenge

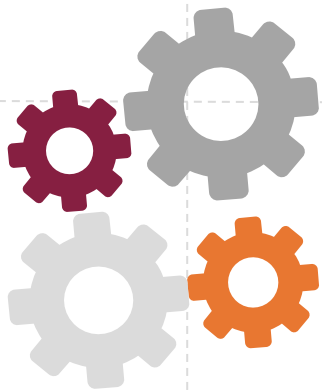
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- **Recruitment, development, and retention** of a critical mass of Black faculty and staff.
- **Creating an inclusive climate** at VT, which includes adequate mentoring and timely information about training, career advancement opportunities, and recognition.
- **Balancing** community-centered and culturally significant service and support work with other tasks that are more valued in promotion and tenure processes.
- **Obtaining better funding for initiatives and programs** that support community building and improve high impact educational and developmental student experiences (e.g., Black Cultural Center funding, Black Student Organizations funding, mentorship and faculty-student collaboration).

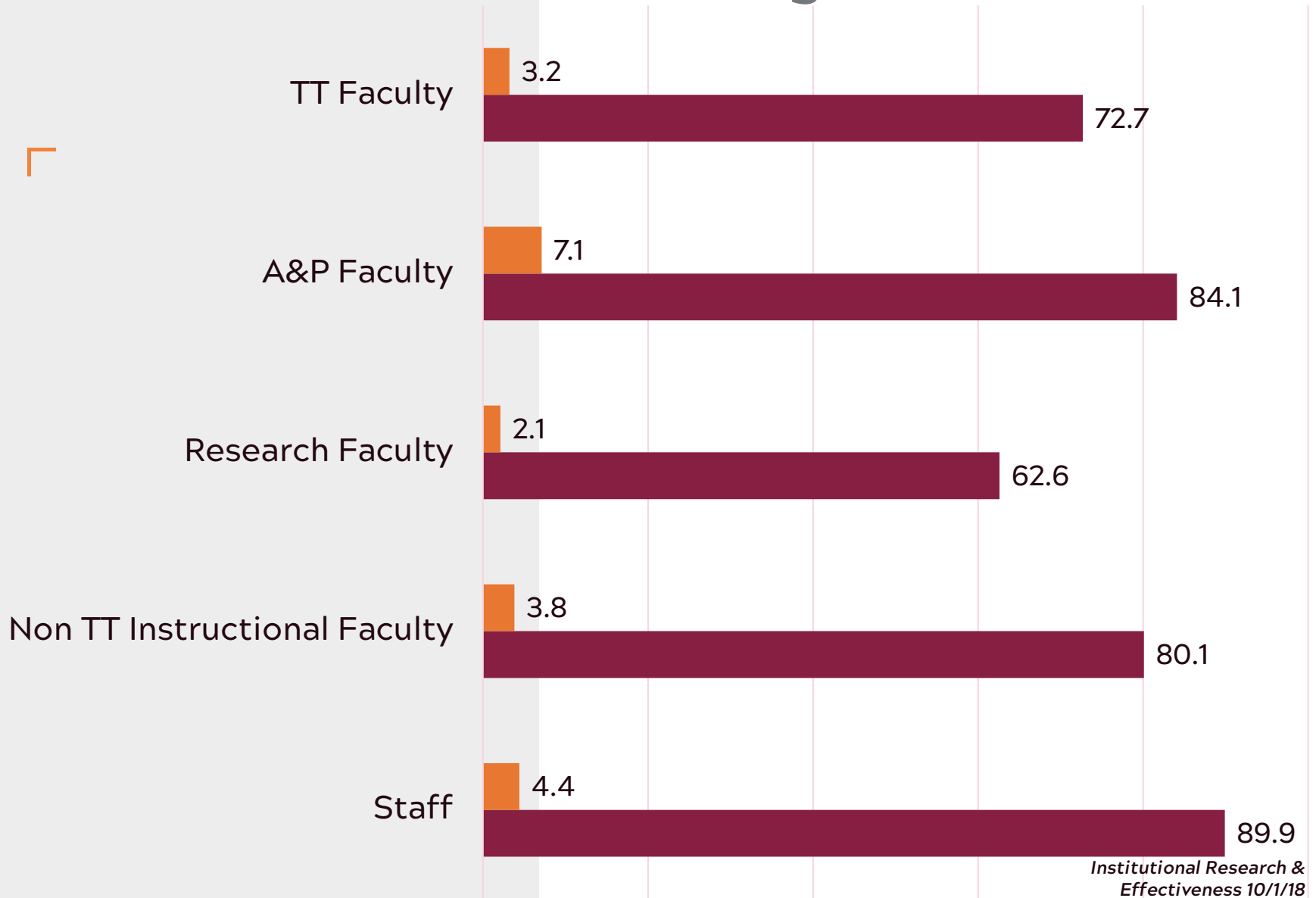
PASSION

Working
for YOU

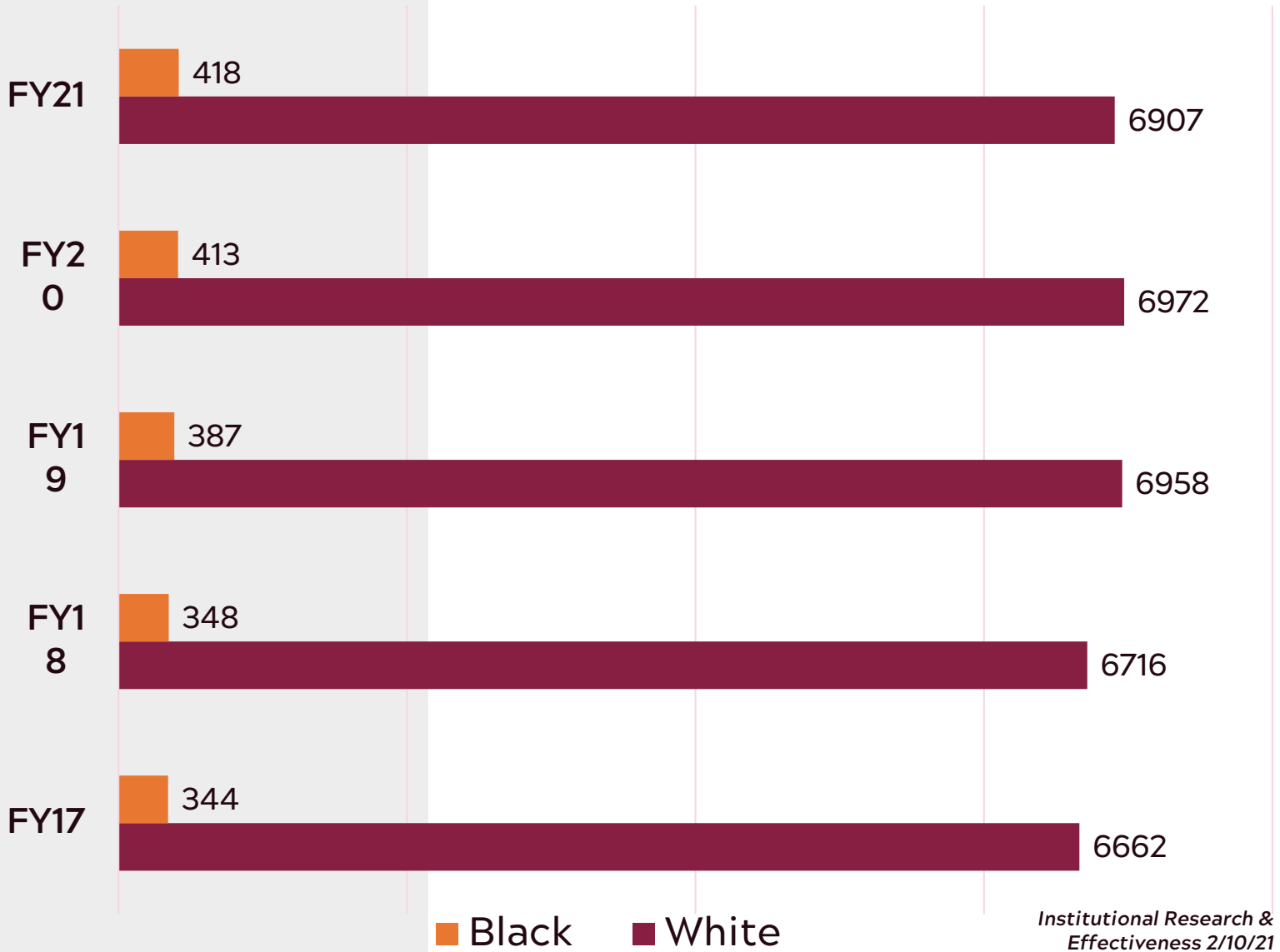


- **Teach-ins** on the African American experience
- **Student mentoring** and program participation
- Faculty, staff, and student **advocacy and support**
- **After Five social events**
- **Community outreach, engagement, and social justice work**
- **On-Campus student and faculty forums and workshops**
- **InclusiveVT participation**
- **Black History Month educational events**
- **Faculty support resources**

Virginia Tech Faculty & Staff Percentages



Virginia Tech Faculty & Staff



	STRATEGIC OBJECTIVES	GOAL	OBJECTIVE	LEADERS	KEY PERFORMANCE INDICATORS
RESEARCH	STRATEGIC PRIORITY 1: Advance Regional, National, and Global Impact	Effort reporting and potential impacts on tenure track/clinical track promotion	We respectfully request that the Office Inclusion and Diversity (OID) provide a campus-wide report to the Black Caucus on the activity level in the professional activities associated with promotion and tenure (research, teaching, service and clinical activity) and the impacts on tenure track and clinical track promotion.	President Provost OID	
		Disparities in VT News publications that highlight research accomplishments	We respectfully request that the Office Inclusion and Diversity (OID) provide a report to the Black Caucus on the articles that focus on the research of past and present Virginia Tech faculty members, post-doc, graduate students, and undergraduate students. The Black Caucus upon analysis of the report will provide recommendations to university administration.	President Provost University Relations	
STUDENT SUCCESS	STRATEGIC PRIORITY 2: Elevate the Ut Prosim (That I May Serve) Difference	President's Black Student Advisory Council	We request the president establish the President's Black Student Advisory Council composed of undergraduate and graduate campus leaders who are invested in Black student success.	President	Commtee established

	STRATEGIC OBJECTIVES	GOAL	OBJECTIVE	LEADER	KEY PERFORMANCE INDICATORS
RETENTION	STRATEGIC PRIORITY 3: Be a Destination for Talent	Stay Survey	Highlight initiatives that are successful to retain current Black faculty and staff and to be proactive with any concerns.	SVP&CBO VP for HR	Survey Tool Developed
		Climate Survey	We propose forming a partnership with HR to facilitate creating a Climate Survey that is specially designed for Black faculty and staff.	SVP&CBO VP for HR	Climate Survey Reviewed and Revised
		Exit Survey	New Exit Survey to include collecting both quantitative and qualitative data specifically to address why VT is not able to retain Black faculty and staff.	SVP&CBO VP for HR	Survey Tool Developed
		Professional Development	We want an analysis of the progression of Black faculty through promotion and tenure, named and endowed professorships and leadership positions at VT. To create an action plan for improving this percentage.	SVP&CBO VP for HR	Data Collection and Report
		Career Progression	We want to collaborate with HR and OID to create action plans and accountability processes for supervisors to support career progression for Black staff.	SVP&CBO VP for HR	Committee to establish guidelines formed.
RECRUITMENT	STRATEGIC PRIORITY 3: Be a Destination for Talent	Black Staff	Collaborate with HR to create new recruiting methods targeting Black staff in Commonwealth.	SVP&CBO VP for HR	Committee to establish guidelines formed.
			We recommend HR to form a personal network with Black organizations	SVP&CBO VP for HR	
			We recommend creating a position to work alongside Dr. Cooper to recruit Black staff.	President, OID	Recruitment and position filled.
		Black Faculty	As a recruiting method we recommend re-establishing post-doctoral opportunities	President	





*If you want to go
fast, go alone. If
you want to go
far,
go together.*

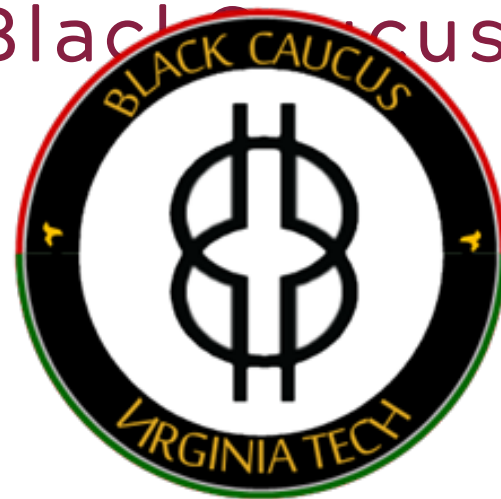
~~ African Proverb

blackcaucus@vt.edu

www.blackcaucus.org.vt.edu

Twitter:

@VTBlackCaucus



Name	Do you approve the February 15, 2021, University Council agenda?	Do you approve CAPFA Resolution 2020-21A?	Do you approve CFA Resolution 2020-21C, CAPFA Resolution 2020-21B, CSPA Resolution 2020-21A, CSA Resolution 2020-21A?	Do you approve CFA Resolution 2020-21D?	Do you approve CGPSP Resolution 2020-21A?	Do you approve COIA Resolution 2020-21A?
Sally Shupe	Yes	Yes	Yes	Yes	Yes	Yes
Jack Leff	Yes	Yes	Yes	Yes	Yes	Yes
Paul Winistorfer	Yes	Yes	Yes	Yes	Yes	Yes
Frank Shushok	Yes	Yes	Yes	Yes	Yes	Yes
Jia-Qiang He	Yes	Yes	Yes	Yes	Yes	Yes
Nick Copeland	Yes	Yes	Yes	Yes	Yes	Yes
John Benner	Yes	Yes	Yes	Yes	Yes	Yes
Guru Ghosh	Yes	Yes	Yes	Yes	Yes	Yes
Serena Young	Yes	Yes	Yes	Yes	Yes	Yes
Patty Raun	Yes	Yes	Yes	Yes	Yes	Yes
Karen DePauw	Yes	Yes	Yes	Yes	Yes	Yes
Daniel Sui	Yes	Yes	Yes	Yes	Yes	Yes
Robin Queen	Yes	Yes	Yes	Yes	Yes	Yes
Christa Miller	Yes	Yes	Yes	Yes	Yes	Yes
Judy Alford	Yes	Yes	Yes	Yes	Yes	Yes
James Hawdon	Yes	Yes	Yes	Yes	Yes	Yes
Edwin Jones	Yes	Yes	Yes	Yes	Yes	Yes
Brandy Morse	Yes	Yes	Yes	Yes	Yes	Yes
Lee Learman	Yes	Yes	Yes	Yes	Yes	Yes
Dan Givens	Yes	Yes	Yes	Yes	Yes	Yes
Paul Deck	Yes	Yes	Yes	Yes	Yes	Yes
David Tegarden	Yes	Yes	Yes	Yes	Yes	Yes
Susan Anderson	Yes	Yes	Yes	Yes	Yes	Yes
Janice Austin	Yes	Yes	Yes	Yes	Yes	Yes
Lori Buchanan	Yes	Yes	Yes	Yes	Yes	Yes
Velva Groover	Yes	Yes	Yes	Yes	Yes	Yes
Holli Drewry	Yes	Yes	Yes	Yes	Yes	Yes
Michael Friedlander	Yes	Yes	No	Yes	Yes	Yes
Laura Belmonte	Yes	Yes	Yes	Yes	Yes	Yes

Name	Do you approve the February 15, 2021, University Council agenda?	Do you approve CAPFA Resolution 2020-21A?	Do you approve CFA Resolution 2020-21C, CAPFA Resolution 2020-21B, CSPA Resolution 2020-21A, CSA Resolution 2020-21A?	Do you approve CFA Resolution 2020-21D?	Do you approve CGPSP Resolution 2020-21A?	Do you approve COIA Resolution 2020-21A?
Madlyn Frisard	Yes	Yes	Yes	Yes	Yes	Yes
Jenny McCoy	Yes	Yes	Yes	Yes	Yes	Yes
Dwayne Pinkney	Yes	Yes	Yes	Yes	Yes	Yes
Scott Midkiff	Yes	Yes	Yes	Yes	Yes	Yes
Inga Haugen	Yes	Yes	Yes	Yes	Yes	Yes
Karen Eley Sanders	Yes	Yes	Yes	Yes	Yes	Yes
Andre Muelenaer	Yes	Yes	Yes	Yes	Yes	Yes
Robert Sumichrast	Yes	Yes	Yes	Yes	Yes	Yes
Lance Collins	Yes	Yes	Yes	Yes	Yes	Yes
Cyril Clarke	Yes	Yes	Yes	Yes	Yes	Yes
Conaway Haskins	Yes	Yes	Yes	Yes	Yes	Yes
Miles Guth	Yes	Yes	Yes	Yes	Yes	Yes
Julie Ross	Yes	Yes	Yes	Yes	Yes	Yes
Megan Wawro	Yes	Yes	Yes	Yes	Yes	Yes
Tyler Walters	Yes	Yes	Yes	Yes	Yes	Yes
Ronald Fricker	Yes	Yes	Yes	Yes	Yes	Yes
Ken Miller	Yes	Yes	Yes	Yes	Yes	Yes
Lia Kelinsky-Jones	Yes	Yes	Yes	Yes	Yes	Yes
Sharan Patnaik	Yes	Yes	Yes	Yes	Yes	Yes
Bruce Harper	Yes	Yes	Yes	Yes	Yes	Yes
Julie Farmer	Yes	Yes	Yes	Yes	Yes	Yes
Menah Pratt-Clarke	Yes	Yes	Yes	Yes	Yes	Yes
Richard Blythe	Yes	Yes	Yes	Yes	Yes	Yes
Lisa Wilkes	Yes	Yes	Yes	Yes	Yes	Yes
Kim O'Rourke	Yes	Yes	Yes	Yes	Yes	Yes
Diane Agud	Yes	Yes	Yes	Yes	Yes	Yes
Bryan Garey	Yes	Yes	Yes	Yes	Yes	Yes
David Bieri	Yes	Yes	Yes	Yes	Yes	Yes
Jack Finney	Yes	Yes	Yes	Yes	Yes	Yes
Chris Kiwus	Yes	Yes	Yes	Yes	Yes	Yes