

Minutes of the Administrative and Professional Faculty Senate: November 13, 2012

Senators in attendance: Ashlee Claud, Tolga Durak, Elizabeth McCormick, Alice Coughlin, Robyn Porterfield, Laura Noll, Donna Spradlin, James Harman, Ed Oakes, Matt Haga, Beth Deskins

Senators unable to attend: Robbie Davis, Brent Chumbley, Stephanie Jennelle, Jeff Orzolek

Guest: President Kyle

Meeting started at 10 AM; October's minutes were approved.

Comments from President Kyle

The [faculty and staff] evaluation deadline is past; she's doing more lengthy meetings with her direct-reports after doing initial meetings. There is no set way of doing evaluations and she's not saying we should impose a standard but would like feedback on this. It would help her as a supervisor if there was a template that each of her reports filled out. Christina Brogdon said they [HR] could develop one but there's difficulty because of the variety of AP – one size may not fit all. President Kyle wants AP Senate to work with HR on creating five sections that would apply to all AP.

Working on the AP Handbook – McManus, Ridpath, and Oakes are the best people to go over a document for policy errors. Cabinet commented on the Handbook and sent it back to AP Senate – where is it now? Ashlee Claud responded that the sub-committee had worked on it with HR but the group to approve it doesn't exist. President Kyle suggested that Senate could send it to Cabinet for approval; Ed Oakes added that it does have to be approved by the Board of Visitors. Kyle said Senate could send it to Cabinet, which would send it to her, who would send it to the Board.

Internal governance: she attended part of the meeting with the faculty [T&R] and Smolla and then to the open forum; expects that his recommendations from the forum will be in his written report. She participated on an IG panel at the University of Virginia a week ago and was told it's unusual for a campus to have three senates; the IG group here will work it out and send a recommendation to her. She should have Smolla's report by the end of November; the committee picked an excellent person in Smolla, especially to look at the situation from a legal perspective.

Legislation affecting public institutions: Virginia needs to produce more graduates and focus more on STEM. Universities will have to do things to get state money; there is no more base budget adequacy – we compete with other institutions to get money from “buckets” such as STEM-H, retention, graduation (4-year, 5-year, 6-year graduation rate improvements), health, and first-generation students (Radford, GMU, ODU, and VCU). Retention is based on a benchmark: look at where you are and measure your improvements. We need to look at the curriculum and offer classes in STEM-H, although we won't create a program in engineering. Also looking at how a graduate with a degree in X is being paid; comparing that across schools. State also wants to know about new degree areas that will help Virginia students get jobs.

Salary study update

Claud introduced Brogdon, who talked about the salary study letter. She needs a target/goal: she can find out where we are but needs to know where we should be; therefore, what does the AP faculty want? Do we want to be competitive in the market or do we want to be fair? We need to survey the faculty to find out.

Next meeting will be December 11 at 10 AM (Senate officers will meet separately at 9:30) in the Bonnie Combo Room.

Meeting adjourned at 11:00 AM.