

Minutes of the Administrative and Professional Faculty Senate: Sept. 9, 2014

Senators in attendance: Ashlee Claud, Elizabeth McCormick, Geoff White, Sandra Bond, Scott Bennett, Alix Guynn, Dan Waidelich, Loretta Estes, Phil Crigger, John Leonard

Senators unable to attend: Anthony Byrd, Donna Spradlin, Laura Quesenberry, Ed Oakes (Cabinet Liaison). \*Leslie Anderson has taken a position at Virginia Commonwealth University.

\*Stephanie Ballein may be interested in running for the open seat. A special election will be held to elect a new representative.

Guests: Laura Noll, Tom Cruise, JaRenae Whitehead, Christina Brogdon

1. Welcome. Meeting started at 10:30. Minutes from the May 20 and July 15 meetings were approved.
2. Internal Governance committee openings:
  - a. Intellectual Property
  - b. Parking & Traffic
  - c. Bookstore Advisory
  - d. Outstanding Student Worker

Loretta Estes expressed an interest in the Parking & Traffic Committee and John Leonard expressed an interest in the Bookstore Advisory Committee, should the holders of those seats not want to remain in them.

3. Update on AP Senate sub-committee meeting with President Kyle and the Vice President's regarding the AP faculty salary survey:
  - a. Ashlee Claud, Sandra Bond, John Leonard, and Donna Spradlin met with Christina Brogdon to create a salary request and backing data/arguments. They met with President Kyle and the Vice President's last week. At the meeting, President Kyle told Claud to work with Brogdon on a study to get data, as there is no data on which to base a goal/request.
  - b. Human Resources has created and interviewed for a Compensation Manager position, which would handle this survey. JaRenae Whitehead said they were hoping to fill it soon but were waiting to hear what happens with the budget. <Brogdon arrived late to the meeting and informed the group that the position will not be filled.>
  - c. At last week's meeting, Claud also brought up the possibility of contract extensions but was told that changing something like that is not entirely up to the university but that people in Richmond would have a greater say in whether it would happen or not.
  - d. Telecommuting was also discussed. The State has a policy and expects/assumes that a certain percentage of the university's workers are actually using this option. HR has lists

of positions in each division which are eligible for telecommuting. President Kyle and the Vice Presidents were agreeable to allowing the option to be used; the Vice Presidents will get the lists from HR and make the eligibility determination.

- e. Work-Life Balance: President Kyle wants the university to get placed on the Chronicle of Higher Education's "Best Colleges to Work For" list; there's also a list in Virginia that ODU, VCU, and GMU are on. The presidents of the three senates will make a committee to create a survey for the entire community.
  - f. Morale: At the meeting, Sandra Bond asked what AP faculty could do to help boost morale on campus; what can AP do to give back to the university to help something we (individually) are passionate about? The answer was to donate to areas on campus you want to support or to form a group to create a scholarship, much like the people in Facilities did when they created a scholarship so that one of their children could attend RU.
  - g. Speakers to address/visit AP Senate: if you have anyone you think would be good for this, please contact Claud.
  - h. Brogdon's addendum to earlier salary study report: Compensation Manager position will not be filled. Plan B is to work with AP Senate to identify positions to survey. She cannot do all positions so limiting to 20-25 positions across all of campus. This will take a year or two to accomplish. Not looking at whether a given person is paid well or not but rather at the position plus all others like it on campus so that we can say, "Overall, RU AP faculty are (not) paid appropriately." Planning to ask both AP faculty and senior administrators for input on which positions to evaluate.
4. Next meeting: October 14 at 10:30 in the Bonnie Combo Room.
5. Meeting adjourned at Noon.