

Minutes

Provost Level Employee Communication Council meeting – April 12, 2005

Present: Jo Ann Addison, Brian Bader, E. Howard Booker, Brenda Boyd, Alan Cohn, Heather Cullop, Deirdre Davie, Vickie Faulconer, Iva Gillet, Jennifer Hitchcock, Carolyn Laquatra, Carole Lohman, Chris Loss, Becky Marshall, Kent Merritt, Rebecca Peters, Rob Schuett, Faye Snyder, Glenn Taylor, Anda Webb, Phyllis Leffler/Bob Dillman/Larry Sabato (guest speakers)

Council Chair Jo Ann Addison called the meeting to order and the attendees introduced themselves to Phyllis Leffler, the first speaker.

Phyllis Leffler of the History Department spoke about diversity at UVA. Professor Leffler, who is a public historian ("remembering spaces and places") by training for 20 years and has been at UVA for 18 years. Working here affords her the opportunity to study an historic university as an institution proud of its history and past where the order and structure of classical Greco-Roman values is recognizable. UVA founder Thomas Jefferson was able to put in place many of his farsighted educational values: a secular context for learning, an elective curriculum, and providing leaders for the future. Jefferson also founded UVA in "his country" where Southern values could be represented (including aristocratic values and political notions of a republic as distinct from federalist values of Northern institutions). UVA was an elitist institution for the training of a Southern gentleman. Higher education was also elitist elsewhere at the time, but the notion of honor in the 19th Century South meant that chivalry and aristocratic positions were exclusively reserved for men.

With this as background, Professor Leffler addressed two questions (leaving time for questions from Council members):

- 1) How has this University responded to change?
- 2) What implications are there for us today?

Professor Leffler noted that UVA has not had a very impressive record on being proactive to change. This can be seen in the University's admissions policy for women, African-Americans, and people of [diverse] sexual preference.

Studying women at UVA, Professor Leffler notes that there are two periods of interest: 1910-1920 and 1960-1970. It is a myth that women were admitted in 1970, a myth the University perpetuates to promote an image of itself. The UVA Board of Visitors approved the admission of women in 1920 to virtually all programs. There was an enormous struggle to get women admitted. Male students and alumni in Richmond (state government) strongly opposed it. Lobbyists for women's admission could not prevail even under UVA's first president Edwin Alderman who was for expanding education (under Alderman, for example, the UVA Curry Education School was founded).

Professor Leffler mentioned a 1916 petition by male students that warned of an "atmosphere that fosters manhood...destroyed by the proposed system [coeducation]." A 1920 letter to the editor in *College Topics* (precursor to the *Cavalier Daily*) concerning admission of women mentions "the Aristocrat among American colleges has had to stoop to mingle with the common herd." In a 1967 letter to the *Cavalier Daily* concerning the honor code, one student wrote that "women have no honor, only deception."

Professor Leffler, noting that there has long been a full-time Dean of Women and women enrollment at UVA, feels that there is no memory of these due to attitudes of elite maleness and maintaining a bastion of aristocratic privilege.

UVA had been initially very resistant to African-American admissions. In 1950-1951 African-American male students entered the UVA Law School and the Curry School. These students were men who professionally and educationally had already accomplished a lot. However, the real efforts to integrate began in the late 1950s and 1960s. In 1968, 0.4 percent of students at UVA were African-American, a figure lower than the Universities of Mississippi, Alabama, and Arkansas. Under President Edgar Shannon, students pushed for integration but the University dragged its feet.

Regarding admission of people of diverse sexual preference, UVA Board of Visitors' actions in the 1970s show that the Board grappled with the issue. One event involved the UVA Student Activities Committee and the Gay Student Union. The Student Activities Committee granted the Gay Student Union \$45.00 in funds when the Gay Student Union had asked for \$75.00. The Gay Student Union appealed the amount to the UVA President and

Rector. A 16-page document attached to the Board of Visitors' minutes showed that the Board grappled with the issue and, ultimately, funding was denied altogether, the decision citing the social stigma for heterosexuals attending Gay Student Union events. (Funds were to be used for organizations to which all students have de facto access, and heterosexuals were said to in fact not have access to GSU social events because of the social stigma attached.)

A question and answer/comments period followed Professor Leffler's talk.

Question/Comment. A Council member who was a student in 1970 at UVA noted that issues of diversity were the same then as now: acceptance, percentage of student body, faculty hiring people like themselves, reports on diversity received and no action taken.

Question/Comment. In 1972 open admissions regardless of gender was permitted to the College of Arts and Sciences and that a four-year degree program was not available to women until the 1970s.

Question/Comment. At the UVA Law School, the notion that it is a white, Southern corporate school may discourage the attraction of faculty, but money/salaries are also an issue in this situation.

Bob Dillman, UVA Chief Facilities Officer, spoke next.

Mr. Dillman noted that his organization is highly dependent on people working in UVA buildings and facilities to help UVA Facilities Management know when things are wrong. Facilities has three inspectors working all day, every day and it takes them 1-3 years to get to each building. Don't hesitate to call and if there is no response keep calling. This was Mr. Dillman's primary message for the Council during his talk.

Mr. Dillman also noted that he is a member of the Charlottesville and University Symphony board and he asked to be on it because he used to hear about a lot of facilities problems in Old Cabell Hall, such as lighting, heating, and noise. For example there was a complaint about lack of lighting outside Old Cabell Hall on the Bryan Hall side of the building. This has since been remedied. Another problem was toilets in the ladies' room jamming up 20 minutes into a performance due to high use of the old style,

tank-type devices. Three out of five were not working. These have been replaced with a different type.

There are 770 people in Facilities Management, one of UVA's largest organization and its largest blue collar organization, having more trade than white collar positions. Facilities people are seen all over UVA grounds. Mr. Dillman meets each one personally when they come to work for the first time.

A Spring 2005 effort to beautify Central Ground is underway. The University Architect will be supplying kiosks for posting of student flyers and Facilities will be cleaning up the tape from old flyers posted all over Grounds.

Mr. Dillman noted that cigarette butts are routinely thrown on the ground and he is asking people who do this, when he sees it happening, to dispose of them properly. Areas outside Alderman and Clemons Libraries have lots of butts. There are more cigarette butt containers being deployed. (A Council member suggested that, as is the practice in a publication at the Law School, a thumbs up/thumbs down notice might be printed in the Cavalier Daily, with thumbs down pointed at people who do not use the containers, and a printed suggestion that those who don't should use the provided containers.)

Facilities Management is responsible for maintenance and new construction as well as heating and chilling plants. The University operates its own power substations, fed by Virginia Power, in an arrangement which allowed UVA uninterrupted power availability during a recent weather event which blacked out Charlottesville. There is currently a major upgrade of the main UVA heating plant involving boiler replacement and environmental control upgrades. This will allow the plant to save \$4-5 million per year burning coal (instead of gas or oil which the plant is able to burn). Mr. Dillman thinks the plant can be compliant with 2008 Environmental Protection Agency standards. The plant burns low sulphur/ash coal, the prices of which has gone up even though UVA has a contract with the sole supplier of the coal. In fact, the coal was at one point unavailable because another customer was willing to pay more for it.

A Council member asked why solar power was not used at UVA. Mr. Dillman noted that UVA heats with steam and that the boilers which supply the heat also supply hot water. The centralized heating plant permits cleaner

operation than non-centralized boilers. Solar technology is not available for the large heating and water demands at UVA. Mr. Dillman said that he could talk for a long time about solar power, and its possible use as a supplement to the current power system, and that he has a full-time person who looks for energy-saving measures.

A Council member working in Brooks Hall noted that Facilities Management does a good job and was wondering about payment policy for Facilities Management work in Brooks Hall. Charges for Facilities work varies from building to building; in Brooks Hall, Facilities likely takes care of the cost for all work except carpeting and painting. Garrett Hall maintenance is scheduled to come first and then maybe Brooks Hall, which has window air conditioner unit problems and windows painted shut.

Mr. Dillman passed out two handouts: Funding Required for 2% Reinvestment Rate (In Millions) and E&G-Maintenance Reserve/Funding Per Biennium (In Millions).

Virginia Governor Gilmore cut funding several years ago which means that Facilities is now looking for sources of funds to repair old buildings which are in need of overhaul. This is a zero-sum game since the money has to come from somewhere.

Mr. Dillman thinks the higher education restructuring proposal is good for Facilities Management. (He cannot speak to human resources and procurement issues.) At the UVA hospital, autonomy got rid of crippling oversight. UVA has the capability to take care of its buildings and restructuring would give the University freedom in design, maintenance, and procurement issues.

A question and answer period followed.

Question. Does Facilities Management take care of the UVA gardens?
Answer. It does.

Question. What is Facilities Management's sidewalk construction policy?
Near the Curry School and the nearby new pond, people are deviating from sidewalks and creating their own paths. Why not let people determine the routes and then build them?

Answer. The deviating pathways are called "desire lines." UVA landscape architects lay out the sidewalks. Facilities Management tries to be responsive to such things. Mr. Dillman jogs around Ground to observe just such developments in areas affecting Facilities.

Question (Comment). Facilities staff are polite and responsive. (Several years ago there was a delay in response time to service calls but response time has improved.) The Facilities newsletter is a good one.

Question? Will there be cost improvements under restructuring?

Answer. The example of tent permits was used. A permit to set up a tent will still be needed but its issuance can be done by Facilities which should save time and frustration. Hopefully running fights over codes with the state government in Richmond will go away.

The Council next discussed old business.

Alan Cohn reported that University Relations is working on a web page for all Councils, revitalizing this website which will be listed on the main UVA website and provide links to the individual council sites. The main Councils' site includes a "What Council Do I Belong To" feature.

On April 19, the Resource Fair will be held, open to all UVA faculty and staff (not just new hires). The Provost Employee Communication Council will man a table. It is anticipated that 2,000-3,000 people will be in attendance and there is lots of interest according to Council Chair Jo Ann Addison.

The Council briefly discussed charter status/restructuring. It appears that there will be a difference in benefits for new hires and for current UVA employees. New employees will have a choice in benefits. There is a perception that new hires will have a less generous benefits package. Alan Cohn characterized the situation as very complicated and indicated that Nancy Rivers (of the UVA Office of State Governmental Relations) will be talking about it. Any implementation of new benefits will not be until July 2006.

The proposed pay increase of \$50.00 per year of service would be implemented in 2005.

Leonard Sandridge has received a proposal from Arlene Buynak, of the Executive Vice President and Chief Operating Officer's Employee Communication Council, requesting that the University increase its subsidy of gym membership cost for staff, which has not changed for several years while the membership cost has increased. At the next Provost Employee Communication Council meeting (with Mark Fletcher of Intramurals as one of the speakers) we will bring up a related request for pro-rated summertime membership at the gym. Currently, one can join the gym on a semester basis but it is not at a pro-rated cost.

Starting in May 2005 Alan Cohn's office will get a list of new hires at UVA (about 30-40 per month) and distribute it to the various councils to assist councils in contacting new hires and informing them about the councils' activities.

In a discussion of staff service awards, it was noted that the ceremony in Old Cabell Hall (to be held at 1:30 PM, Tuesday, May 24, 2004) for staff with 10, 15, and 20 years is a nice event which people can attend on work time to get recognition of their service. It was thought that information about the awards was not filtering down to staff and also that the attitudes of some long-term employees make them not want to attend. Mr. Cohn pointed out that the process to notify invited employees of the award ceremony (and the dinner for 25-years service) is a labor-intensive one which begins in December. The 25-year service dinner is booked solid and one does not have to go to it with one's supervisor.

Larry Sabato, Professor of American Politics at UVA, was the morning's last speaker. Professor Sabato spoke about the 2004 US presidential election and noted that it is a fun time to discuss politics. He lives in Charlottesville and noted that 90 percent of the people here thought the outcome of the election was a bad thing (Charlottesville being a small bit of Massachusetts dropped into Virginia). He has worked on Democratic campaigns in the past and has experience a lot of losses but has also learned a lot. He knows "blue" America and recently took off a semester to visit "red" America to learn about its motivation to support a controversial president. 2004 was the closest reelection of any president in US history with 58,000 votes in Ohio swinging the outcome to Bush.

A look at a map of the US shows contiguous red territory all across the map with blue in the Northeast, around Chicago, and on the West ("Left") Coast.

(The red-blue scheme is a cultural way to divide the country with blue characterized as progressive//liberal and red characterized as traditional/conservative.) Between 2000 and 2004 Iowa, New Mexico, and New Hampshire changed party affiliation in presidential elections. Professor Sabato invited Council members to view his politics website (on which predicted 268 electoral votes were predicted for George Bush in 2004) at:

www.centerforpolitics.org/crystalball/

Professor Sabato discounted economics (in 2004 the economy was like the 1996 Clinton economy-half empty/half full), foreign policy (with candidate John Kerry, a genuine Vietnam war hero, wishy-washy on the disastrous Iraq war), and 911/terrorism as major factors for red America voting. Instead, it was divisive cultural differences, the four "biggies" being gays, guns, abortion, and the death penalty, which generated a populist revolt against the Coasts. Red America thinks that the Coasts view them with contempt and voted to stick it to those who look down on them.

"Bush II" may have avoided big-win troubles that previous Republicans have gotten into (Nixon in 1972, Ronald Reagan in 1984) because politics often boil down to the two-party system and the legislative efforts of big-win presidents do not always prevail under this system. In Bush's case, he will not get social security reform, he did not get major tax reform, but he is doing well on his judicial appointments.

2006 may be a time for the "six-year itch" which two-term US presidents have experienced since Franklin Roosevelt. The Senate and the House will likely remain Republican but the Democrats will pick up in the governorships if they choose wisely.

For 2008 Virginia Senator George Allen has a good chance at the Republican presidential nomination, though Professor Sabato noted that he has a mean streak and that he (Professor Sabato) asks himself when considering presidential aspirants [paraphrased] "Would I like to see this person heading up the CIA, FBI, and IRS?" Bush has to have a very successful second term to help Republicans in 2008. They need a conservative candidate but not a far-right one.

Hillary Clinton has too much baggage for the Democrats in 2008. Professor Sabato suggested Virginia Governor Mark Warner or Evan Bayh, Senator

from Indiana (though Bayh is "boring"). The Democrats think that any candidate can win and this is incorrect. Their chances are best with a moderate who tones down the social issues and is a "homebody" instead of a "blue elite."

Professor Sabato was asked if he noted any voting trends among Virginia state employees, i.e., were they following national trends and voting Republican. Professor Sabato felt that this was a very good question and replied that no public polling has been done on the subject but that private polling with large samples indicates that government employees as a whole vote Democratic (more so in Charlottesville than in Richmond) but their voting does reflect trends in their localities. He also noted that in the 1960s Virginia state government was pretty conservative.

Expounding on Evan Bayh's chances for nomination, Professor Sabato said that he must get past "boring." He is a sweet guy, a great guy one-on-one, a genuine family man, and has no personal scandals, but is a bad speaker. (Al Gore was not a very nice person and elitist.) Hillary frightens people.

When asked what it will take for a woman to be president, Professor Sabato said that he is an optimist but noted that there is a double-standard for women which was seen in Democratic vice presidential candidate Geraldine Ferraro's scandals affecting all women. We currently have all-time highs in women office holders in Congress and state legislatures. The first woman president might be a GOP leader (Elizabeth Dole would have a chance if younger). Since "women are cleaner" than men, a scandal could get a woman into the presidency.

Concerning John Edwards in 2008, Professor Sabato noted that he is currently running, more so than Hillary, but he is a "loser" who as vice presidential candidate was unable to help carry his home state in 2004.

Concerning Democrats in the South, Professor Sabato said that they cannot ignore the region and that they need just a few states to win in 2008 and should "chip away" at it.

Concerning abolition of the electoral college system in presidential elections and going with elections based on popular vote, Professor Sabato thought this unlikely since 22 small states benefit from the electoral college and the

constitutional amendment needed to abolish it could be defeated if only 13 of the 50 states voted against it.

Finally, concerning the 2006 Virginia gubernatorial election, most people think of Virginia as a red state, giving Republican Jerry Kilgore an edge. But Democratic opponent Tim Kaine has the advantage of current Governor Mark Warner's term and could be considered Warner's choice (though this is an "image;" Kaine and Warner do not get along). Republican State Senator Russ Potts (whose nickname in Richmond is "Crack Potts") would right now in elections hurt Kilgore more than Kaine.

The next Council meeting is May 10, 2005, in Thornton Hall. Mark Fletcher (Intramurals), Owen McKenzie (Employee Assistance), and David Neumann (UVA Architect) will talk.

Submitted by Brian Bader