

Minutes for the March 11, 2008

Provost Employee Communication Council Meeting

Those in attendance: Dawn Brennan, Susan Chisholm, Bill Corey, Shawna Edinger, Carol Garges, Iva Gillet, Katherine Harlow, Julie Lassetter, Laura Miller, Kim Olsen, Susan Pott, Robert Schuett, John Teahan, Justin Thompson (guest), Jean Varner, Cindy Vaught, Dawn Waller, June Webb, Sue Wharam, Anne Zook

Guest Speaker - Dr. Tim Garson, Executive Vice President and Provost. Dr. Garson began by giving the Council a brief personal background. His specialty is Pediatrics/heart disease/SID (Sudden Infant Death) in sports and teenagers. He is still practicing. He became the Dean of the School of Medicine in 2002. He was also a lobbyist for Duke University in Washington D.C.. His current focus is on health policies, specifically the uninsured.

Dr. Garson next discussed the Commission of the Future of the University. Over 1000 people, some of them staff, provided input within a two month time frame. The result was three areas of priority encompassing some eighty "big ideas" with a price tag of \$25 million and above.

(1) Student Experience:

Each consultant independently stated that the undergraduate experience here at UVa was second to none, but the graduate experience needed work- underpaid, under supported, overwhelmed, and in need of curriculum reform. Getting the students "out of the classroom" will give them more of a chance for one-on-one contact with the instructor.

(2) International Experience:

This involved recruiting more international students and faculty and develop additional courses. Going global would lay the foundation for "social entrepreneurship". Each school must select their own strategies while being selective about specifics. We would also like to bring more international faculty/students/courses to Grounds. It is difficult to measure global impact and know how much is enough.

(3) Science, Technology and Engineering:

The Schools must set priorities appropriate to the funding available. Environmental issues will be one focus. The money for these endeavors resides in each school at the University. All schools have fundraising campaigns. There is a big difference in endowment (only .6% is in unrestricted funds) distribution between schools and how Dr. Garson gets to distribute these funds. As a result, Dr. Garson must also be a fundraiser.

Dr. Garson was asked how the Development Office fits in to the scheme of things. His response was that the Development provides infrastructure support services regionally to the Schools. He went on to say that most large donors know what they want to support, which narrows the unrestricted funds for the University

Bench researchers spend more than they bring in—the bigger research gets, the more money is spent.

The university will continue to focus on the values of diversity, honor, ethics, support of teaching and the faculty, and support for all staff. We need to find a better way to teach.

Jefferson Track—for undergraduates who put together their own public service project—putting a team together and working with that team and coming back to write about it.

Update on current dean and administration searches that fall under the Provost area:

There have been seven major searches going on:

- The Law School dean has been chosen.
- The College (Arts & Sciences), SCPS, Medical School, and Nursing dean searches are in the final interview stages.
- The Vice President for Research position is still open.
- The Vice Provost for International Affairs position will be re-filled before the start of the new academic year.
- The Batten School for Leadership dean position is still open.
- The School of Continuing and Professional Studies dean position is still open.

Closed Session

- Lee Ann Tyler is the new alternate for the Darden School.
- Susan Barr—Director of the Student Systems Project will be our guest speaker at our April meeting.
- When a Council member solicits questions from constituents for guest speakers, ask them to include other areas of concern to be included in the agenda.
- The minutes from February 12, 2008 were approved as written.

Parking Committee Update:

Members of this committee met with Yoke San Reynolds, Becca White and Rich Kovatch to discuss the parking survey. They are to meet with Mr. Sandridge as well as President Casteen on this issue. A University transportation survey will be going out soon.

Ms. Olsen reminded everyone of our next meeting to be held in Room 389 Newcomb Hall on April 8, 2008.

Executive VP and Provost Garson

Questions from Provost Employee Communication Council

Spring 2008

- 1. With all of the changes forthcoming with our administration here at UVA, how do you think the change in leadership will impact the University currently and in the future?**

This is an ideal time to hire new leaders having identified core values and priorities through the Commission on the Future of the University. The new leaders themselves will reflect these core values (innovative, collaborative, diverse, etc.) and priorities articulated in the Commission report. These are opportunities for schools to consider their respective goals in the context of the University's and how new leadership can strengthen and accelerate those goals.

- 2. Why is there no classified/university staff on search committees for administrative positions here at UVA? As a classified staff member, I am vested in what is good for university as well and have always wondered why there is no representation when there is search for a new dean, etc.**

We should think about the best way to involve classified / university staff in searches;

Some schools involve staff during the interview stages of the process (the Curry School dean search last year, for example) and other schools incorporate staff into a candidate's time on Grounds. Candidates value interactions with staff as a way to learn more about the University.

- 3. Could you please give the council an overview of the possible change in titles for our general faculty? How does restructuring affect the general faculty? We have had the opportunity to talk with Ms. Carkeek and Mr. Sandridge on how restructuring will impact the staff, but we have never really heard how the general faculty will be impacted by these changes.**

Human Resources Restructuring task forces are still at work and will make recommendations by mid-April. General Faculty are definitely being considered as part of this process. A policy task force chaired by John Teahan on Administrative & Professional Faculty and a career path task force on general administration chaired by Ellen Missana of the College of Arts and Sciences are focusing on how general faculty will be impacted by Human Resources Restructuring. Vice President and Chief Human Resource Officer Susan Carkeek will continue to lead the way on communicating the plan to all University constituents.

The Faculty Senate has convened its own task force to review the University's policy for Non Tenure Track faculty. Chaired by Larry Phillips, this task force was convened in mid-March and will be expected to complete its work by December 15, 2008. The membership has been drawn from the Faculty Senate, the General Faculty Council, and from the faculty at-large.

- 4. The University is in the process of creating its new Human Resource (HR) system for University staff. Susan Carkeek has stated that she wants to make the new system as appealing as possible, presumably in order to maximize the number of Classified staff who cross over to the University system during open enrollment this fall. The new career path job progression appears to be the carrot used to entice employees over to the new system.**

More often than not, supervisors of employees who appear to be worthy candidates for salary increases under the In-band Pay adjustment and the Pay Action 7 programs (to name just two) have had their requests denied. The most common excuse is that there is no money in the school's budget to pay for the requested increase.

Have you received any indication that additional funds will be budgeted at the School or Department level to fund salary increases for University Staff under the new HR Restructuring Career Path System?

If not, how can an employee reasonably expect to progress along a given career path if funding for the associated salary increases does not exist?

On the other hand, if funds are budgeted for raises for University Staff, will those funds be equally available for raises for Classified Staff?

For the past four years, the Board of Visitors has authorized funding for strategic base salary adjustments for staff. As part of the revised Pay Action 7 process (rolled out in early March), each Vice Presidential area has been allocated monies from this fund. The allocation is based on the number of staff in each area whose salaries are below the market survey average salary, relative to total eligible University employees whose salaries are below market.

Recommendations from the H.R. Restructuring process will likely include recommendations for increased funding for merit-based increases.

- 6. How does the governor's freeze on hiring impact the University and its partners?**

As the President stated in his recent State of the University address, the governor's hiring freeze does not apply directly to institutions of higher education; however it does indicate the state's current budget problems. Although the state's significant shortfall led to Governor Kaine's proposal to delay a 3% salary increase for state employees until July 1, 2009, the legislature has now recommended a 2% increase for both upcoming fiscal years. If this proposal is not approved and salary increases are not available from

state sources, the University could argue for the freedom to raise salaries appropriately to the market regardless of the state's restrictions.

7. I'd be interested to know what processes and/or tools/software the Provost's Office uses to keep track of projects. Does someone keep a portfolio updated?

The Provost's Office maintains a mail tracking database (designed by ITC) to track any written correspondence to and from the Provost.

A shared drive is used to organize projects by name, date and/or Vice Provost area (Academic Programs, Administration, Arts, Faculty Advancement, Academic Programs, and International Affairs).