

**Provost Employee Communication Council Minutes  
July 14, 2009**

**Guest Speaker: Tim Garson and Anda Webb**

**Members present: Anne Zook, Susan Pott, Iva Gillet, Barbara Graves, Jennifer Crickenberger, Erica Spangler, Jean Varner, Darlene Branch, Dawn Brennan, Kirsten Hilliard, Kris Bajgier, Susan Chisholm, Delores Roberts, Zeke Crater, Beth Reinhard, and Joshua Bond.**

**Dr. Tim Garson:** Pediatric Cardiologist and Dean of the School of Medicine for five years

During the past 18 months, Dr. Garson has been involved in the hiring of eight deans across campus, the VP for Research, the Museum Director, the VP for Arts & Sciences, and the VP for International Affairs.

**Questions:**

**Parking questions:** Ever since the Culbreth Garage was completed and Culbreth Road became a two-way street between Rugby and University Avenue, the road has been used as a short-cut and it has become a hazard for people walking to and from the garage due to the speed at which people drive down this road. Have you considered installing safety measures, such as speed bumps, to make this road less attractive as a short cut?

On another note, buses used for student events park on the corner of Rugby Road and Culbreth Road, which makes the corner of Culbreth and Rugby Roads very dangerous. At times, the buses block one entire lane of Culbreth- *and* Rugby Roads and remove any line of sight into oncoming traffic from the left. Drivers must gradually inch their way into the middle of the road before they are able to see if any traffic is coming from the left. At the same time, students just walk across the road, paying no attention to traffic, which adds to the hazards at this intersection. These buses need to park at another location.

There is a pull-off area on Culbreth Road which could be utilized as parking for one or two buses. Could you please support this change?

**Answer:** The Office of the VP and Provost has nothing to do with parking and these issues have been turned over to the appropriate parties via John Teehan. Issues involving athletics, parking and student affairs also do not involve the provost office.

**Research questions:** Is there a plan to improve research? Where can we learn more about the plan? What is the time line to see results? What are the "deliverables" against which the effort will be judged?

**Answer:** The BOV asked the same question over the past weekend. The Commission put together three major pushes for:

- 1) Student experiences-- Everything that we do relates to the Student Experience-- a couple of consulting firms have looked at our student experience such as the Jefferson Public Citizen Program.
- 2) International experiences, and
- 3) Science & Research--Tom Skalak (Vice President for Research and former chair of the Department of Biomedical Engineering) --the only department in the University that straddles two is schools. The intent is in research and not just science, as the science part of it is very specific with plans within the college to come up with school-based initiatives. 200 people including faculty, staff and donors were

put together by Mr. Skalak to look at initiatives across the schools. From that comes: 1) sustainability, 2) energy and 3) public health. Architecture has a lot to do with public health with the building of walkways, biking trails, etc. Ideal of 3 areas comes out of the school engineering = energy with 30% initiatives and 40% in bank. We can concentrate in areas now that will be different in five to ten years. Everyone will be looking at ways to be interactive. In order to do that, we must create new knowledge. Nuclear power plants are the safest things, but then how much is enough? And grant money (peer review funding), how much do you then bring in? Either we get better or we get bigger and we should do both. From the standpoint of UVA and the humanities, our size is fine. We have individual “star” faculty in every school at UVA.

**Additional Information:**

As part of the approved Research Enhancement Plan from the Board of Visitors, the University is committed to becoming an internationally-prominent research institution in select science and technology fields. This can best be achieved by initially focusing on three to five interdisciplinary fields which combine existing faculty talent into strong and flexible groups. This plan has a two-tiered approach: 1) recruitment of a cadre of the very best new faculty members to complete University research groups and to provide fresh and energetic leadership in their home departments and 2) accelerated construction of new research space which can accommodate the targeted scholarly activity and which will serve to attract/retain prominent faculty members. We have already made major strides in meeting these goals. More information on this plan (including status updates) can be found at: [http://www.edu/vpr/bov\\_research\\_enhancement\\_plan.html](http://www.edu/vpr/bov_research_enhancement_plan.html).

As stated in the report from the Commission on the Future of the University, our progress in the areas of science and technology are a major institutional priority and one that can be assessed in terms of faculty recruitment, support of graduate students, and the number of research facilities.

**Staff Representation question:** Currently staff do not serve on search committees for deans, even though most dean search committees consist of faculty, alumni, and students. Could you tell us why staff do not have the opportunity to serve on these search committees?

**Answer:** Officially members of the Employee Council do in regards to staff input. Dr. Garson has no objection with staff being included on search committees. Input is vital and at the next Dean’s meeting he will be sure to pass on that more input should be there, as “you are a part of the school”.

**Financial questions:** In these difficult financial times, UVA has had to cut some academic programs, leave staff and faculty positions unfilled, and cancel all raises for the foreseeable future. However, UVA paid the outgoing basketball coach \$2 million, and will be paying the new coach \$1.7 million, who was flown to Charlottesville in a private jet. How do you respond to critics who say that the leadership at UVA is more interested in sports and entertainment than in its educational mission?

**Answer:** Athletics does not report to the Provost office. Money is funded for athletics by donors and ticket sales. In the development area, very wealthy people give to specific things.

Some just want to give to particular areas: for example, money for John Paul Jones Arena was given by Paul Jones for basketball and recreational purposes. People that want to give to athletics will give specifically to athletics and this is important to the University. There are folks who watch wins/loses and will choose a college based on that. The bottom line is how do you justify not having a Basketball coach?

**Pay Increase questions:** According to the School of Engineering's human resources department, currently, only raises for retention are being honored. This means that someone would have to have an offer from somewhere outside of UVA to be given a raise. This also means that merit-based raises are not being honored. I have also heard that even if your job duties change substantially, a raise will not be given at this time. Can you verify these statements? When will the potential for raises change?

**Answer:** While there will be no pay raises, currently we have continued to maintain a "No Lay Off" position and thanks should be given to John Casteen, Leonard Sandridge and BOV for holding this together. The big picture is that we are pretty safe here Anda Webb in regards to salary increases that the state does not fund the entire increase; the state funds only 40% of the increase and the rest (60%) must be raised by the University. As tuition goes up a portion of that increase is then put aside for salary increases. There is a process for those who have been given extra responsibilities for in-band adjustments. Anda sent additional information after the meeting regarding this process--see below.

Additional Information:

University Human Resources will consider "urgent or critical" adjustments on a case-by-case basis if approved by the dean and the appropriate vice president.

Adjustments for urgent or critical IBAs may include:

- a. Reallocating workloads when vacant positions will not be filled, resulting in a net decrease in salary expense;
- b. Countering a documented external competitive offer for an essential employee;
- c. Retaining an essential employee when there is a clear and eminent threat to retention AND the employee's pay level is significantly less than those in similar jobs, whether internal or external to the University;
- d. Converting an expiring Temporary Pay arrangement into an employee's base salary. In these situations, the circumstances surrounding this recommendation needs to be evaluated in light of the current budget challenges, with a case being presented as to the necessity of such an adjustment/conversion.

University Human Resources will notify the University community when a regular pay action cycle resumes.

**Other Questions raised by council members during meeting:**

**Question:** What is your opinion of the proposed "surcharge" that is being discussed with the BOV to incoming students only, not the upper classmen? (Stemming from an article read in Sunday's paper.)

**Answer:** In any tuition increase, you would want to start it for people coming in . There are other schools around the country that will possibly also increase tuition.

**Question:** With the economy the way it is, is there a concern regarding how the “have nots” will pay for the increase?

**Answer:** Access UVA--the rules are built around eliminating charges based on family income.

**Question:** UVA has a fantastic undergraduate program, however the graduate program is not looked upon as highly--such as receiving a Nobel Prize, etc. Why are we having such a problem recruiting?

**Answer:** VP for Research Tom Skalak and Associate Vice President Roseanne Ford will be evaluating every PhD program at the University. Also, the Dean of the College of Arts & Sciences will be doing the same thing. We need a set of evaluation guidelines by different measures. The total concept intent, hope, and wish is that every graduate program at the University will be evaluated. But what about mentoring, studies, etc... and at some point there are other ways to evaluate. We need to recognize that 1500 graduate students at \$3000.00 per year is still a lot of money for the University.

**Question:** Is there a possible cut of wages?

**Answer:** The governor’s instruction has said that this is not the time; the Governor has instructed agencies that they may not include furloughs nor propose cuts in wages as part of our budget reduction planning.

**Closed Meeting:**

Nominations and Elections for Vice-Chair and Secretary:

Peggy Ehrenberg-Vice-Chair

Jennifer Crickenberger-Secretary

**Upcoming events: September 14<sup>th</sup> – biweekly pay changes**

**New Leave Policy- December 21**

**Suggestions for Guest Speakers:**

**Athletics Guest speaker**

**Budget Office-Melody Bianchetto**

**University Architecture/Landscape- How to maintain green space**

**Leonard Sandridge**

**Roseanne Ford**

**Nancy Tramontin- regarding council blog**

**Other items:**

**Be thinking about new initiatives to be working on such as:**

**Staff Representation for Dean Searches, etc.**

**Ways in which to up the Public Relations for Employee Council, such as a blog.**