

PROVOST EMPLOYEE COMMUNICATION COUNCIL
Meeting Minutes – May 8, 2007

Present: H. Booker, B. Boyd, A. Burns, S. Chisholm, A. Cohn, K. Craddock, S. Edinger; P. Ehrenberg, D. Fetko, B. Gainey, C. Garges, R. Garver, I. Gillet, B. Holland, J. Lasseter, L. Miller, K. Olsen, B. Reinhard, B. Rugo, R. Schuett, and D. Waller.

OPEN SESSION

Guest Speakers: Ricardo Padron, Chair Elect, Faculty Senate and Peter Norton, Chair, General Faculty Council.

A primary goal of meeting with these representatives of the Faculty Senate and General Faculty Council was to see if PECC issues mirrored some of their issues. We learned that was the case in parking issues, and the support needed for future faculty hires.

General Faculty Council

Mr. Norton began as chair on April 1, 2007. The General Faculty Council represents approximately 1,800 UVA general faculty members. He explained that general faculty are on a non-tenure track that doesn't have the same job security as tenured faculty. General faculty include those who are professional staff and administrators (such as those in Dean's offices and libraries) as well as those teaching and involved in research.

Current goals addressed by the General Faculty are proper titling of faculty, which is currently under revision. General Faculty at this time have the same titles as tenured faculty who teach and conduct research. They have less job security and often perform most of the teaching in many departments.

Faculty Senate

Mr. Padron explained that the Faculty Senate serves as an advisory body for the Provost and President, but with little authority. A key role is to help approve new degree programs.

One challenge for the Faculty Senate is to provide the Provost Office with the results of a survey of faculty which is currently in the draft stages, meant to enhance faculty recruitment, retention and academic renewal of faculty. The University (as well as all other academic institutions) is facing a large population of faculty that will retire in the next 10 years. A survey has been distributed to assess the faculty's level of satisfaction. They have received over 50% response rate and are still finalizing the results. It was discussed that the University stature needs to grow and rankings need to be improved. Over the next decade, the university will need to hire 600 new faculty to replace those retiring and to plan for anticipated growth. It was observed at this time that classified staff may need to increase with the faculty growth.

The Faculty Senate is also addressing and providing ideas of where some of the money raised by the Capital Campaign should be spent. The College of Global Studies and Center for Advanced Studies have

been suggested at as possible areas.

The new Batten School for Public Policy will need to be developed. The Batten School program will be for about 300-students with 15-20 faculty members supporting the program. A Steering Committee will create the concept and faculty will need to approve the degrees. The Faculty Senate wants to figure out processes for creating future schools. The course needs for faculty, projected faculty needs, and what the program will look like in 10 years will need to be determined.

Both our staff reps and the faculty reps agreed that we share interest on several issues. Members of both groups would like to see representation on the Board of Visitors for faculty and staff. Both groups would like to see a decrease in the cost of parking, and we plan to work with them as our parking subcommittee moves forward. Finally, we both would like to see better collaboration between faculty and staff instead of us operating in separate silos.

Faculty Senate meetings are public and staff is welcome to attend. Historically there has been a disconnect between classified staff and faculty as both have been regarded as very different groups. The University restructuring efforts could benefit both faculty and staff.

General Faculty Council meetings are held monthly in room 481, Newcomb Hall and are also open meetings.

Web Sites

General Faculty Council - <http://www.virginia.edu/genfac/council.htm>

Faculty Senate - <http://www.virginia.edu/facultysenate/>.

CLOSED SESSION

Parking Committee Update

A survey of classified staff will be conducted to gather additional information from those who purchase parking passes through Parking and Transportation. It was recommended that we work with Rich Kovach and Becca White for the distribution and receipt of these surveys. We also discussed when was the best time to notify new hires about parking costs- whether it should be when the offer is made by HR or by the departmental reps after the hire is accepted. This will require further discussion.

Publishing Classified Staff Salaries

Carol Garges has been in dialogue with Rod Kelly concerning the access of classified staff salaries. While these salaries can be requested they are not always readily available. Carol expressed the benefit of knowing salaries as a means of being able to negotiate raises and salaries. Iva, Susan, and Kim will ask at the next Executive Council meeting.

Susan Chisholm updated the group about the McComas Leadership seminar that Missy Brads, chair of the Executive Vice President and Chief Operating Officer Employee Communication Council, and she attended at Va Tech. They were able to discuss with many other schools how their councils are set up and to meet the reps from other institutions in the state. They participated in presentations and discussions that dealt with looking at their own leadership style and the challenges presented when working with individuals across generations. Below is her write-up of the event:

Impression of the 13th McComas Leadership Seminar held May 3, 2007

by Susan Chisholm

- It was a pleasure and a learning experience to meet and interact with peers from the other institutions from across the Commonwealth. There was a brief informal gathering on Wednesday evening. From this gathering I learned that many of the institutions across the Commonwealth have staff senates. Two of these institutions now have a non-voting member on their BOV (VA Tech and VCU). Those at this gathering who do not have staff senates are UVa and the College of William & Mary. Our schools have a different style of representation such as our councils here at UVA. Schools represented at this seminar were VCU, College of William & Mary, Norfolk State, Virginia State, GMU, JMU, Radford, UVA and Tech. If there were representatives there from other institutions, I did not register them being in the room since they were not announced individually. We were all welcomed as a whole.
- “Leading in Spite of.....” This presentation/discussion led us through looking into what kind of person we are as leaders/followers meaning what is it that I bring to the table when I am a leader. And, we are not leaders all the time during the course of the day. Years ago I read about how we can learn from geese and the best way to describe the topic that Ross Mecham led us through is to share one thing I learned from geese. In a V-formation it is not the same goose leading the flock when flying. When the lead goose is tired he falls back to the back of the V while another goose takes the lead. He is still apart of the V-formation, but not the leader at all times. The other thing that geese do is honk when they are flying. Apparently geese honk in the formation to encourage the current leader to forge onward. This is the same in work place. At times in our careers and in our personal lives, we will be leaders and we will be followers. In simple terms we maybe the lead goose and we may be in the flock encouraging our leader.
- “Understanding and Working with Generations” “Building Teams and Delegating Across Generations” Personally this topic was very interesting. We were asked to first take a look at what generation we fit in or were born in. I learned that I am a Gen Xer, but I think like a Baby Boomer because of the way I was raised. From there we were led through a presentation/discussion about how the various generations work and think. The generations that we looked at were the Veterans, Baby Boomers, Gen Xers and the Nexters. Each of these generations are in the work place. (I didn't write down the percentages that were given of the workforce at Virginia Tech.) The second topic asked us to look at how we are at delegating work to those that we can delegate to. This subject was hard for some because of the lack of understanding of the other generations and how they work and what has been instilled in us as

individuals. The best way I can describe what I got from these two topics is having the ability to accept how we can all compliment one another in the workforce as we work together. Is this easy to do? No. Yet if we can take the time to understand one another and accept how others work, we can have a great workforce and work together for the common good of why we do what we do in our work.

This last note from my trip to VA Tech is a personal one that I would like share. After getting settled into our hotel room we took a trip over the main campus. I wanted to see Tech while I was there even though I have been there before. As we were traveling under the Torgerson Bridge, I realized that I was near Burress Hall and the parade grounds. I went to where the memorials had been set-up for the victims of 4/16. I cannot say that I was not impacted by what I saw and felt as I walked around this site. As I stood there looking at Burress Hall and the memorial, I could see Norris Hall. Just being where I was physically was enough for me. Just down from the memorial is a tent that has been erected for all of the notes of sympathy. We were not allowed to go under the tent, but one could walk around looking at the notes of sympathy from the parameter of the tent. Personally this was way too much for me to absorb, so I started to walk back towards my car and the memorial. In doing so I turned around to take in everything I had just encountered before leaving. As I turned around I realized that there were groups of students on the parade grounds with those of us walking around the memorial. (I did not see them initially as I started my walk.) Some of these students were out playing soccer, walking to wherever, etc. As I absorbed where I was, what I was feeling and seeing, I realized that the students at Virginia Tech are leaders. They are forging onward in their lives as students and whatever else that they do. As a goose, I am honking for them.

Alan Cohn reminded us that service awards for staff who have worked here for 10, 15 and 20 years will be at Newcomb Hall on May 22. Those with over 25 years of service will have a night ceremony outside Peabody on May 30.

Finally, please complete the HR survey on restructuring while we have this chance to let our concerns be known. It is significant that HR receive as much input as possible while new policies are being developed. Complete the survey now so that your priorities can be heard.

Elections

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For those whose PECC term is expiring, it is now time to recruit new members to represent your area.

Next meeting June 12 with Ellen Messina, chair of the committee on benefits, Newcomb 389, 9:30 AM