

**Provost Employee Communications Council**  
**December 11, 2007**

*Those in attendance:* Ann Burns, Susan Chisholm, Shawna Edinger, Peggy Ehrenberg, Carol Garges, Iva Gillet, Katherine Harlow, Brad Holland, Julie Lassetter, Laura Miller, Kim Olsen, Susan Pott, Jean Varner, Cindy Vaught, Dawn Waller, Becky Yancey, and Anne Zook.

**OPEN SESSION**

Ms. Karen Ryan, Interim Dean of Arts & Sciences was introduced to the group along with Ms. Jill Urquhart, Special Assistant to the Dean; Mr. Jim Traub, newly appointed Project Manager – HR Restructuring; and Ms. Susan Carkeek, Vice President and Chief Human Resource Officer.

As Interim Dean of the College of Arts & Sciences, Ms. Ryan gave us an overview of developments within the College of Arts & Sciences.

**State of Arts & Sciences**

The search for the Dean position is in its second year and this is due to a late start last year. A new head hunting firm has been secured and they have received a good number of candidates. A list of candidates will be selected and by middle of January “airport” interviews will be held in a neutral site. From these candidates, three or four candidates will be brought on grounds in late January or February. A new dean will be selected by March or April.

**Review of Capital Projects**

The South Lawn project will house three departments- history, politics and religious studies- and is due to be completed by 2010. This project so far is on time and on budget.

Ruffin Hall will be home to the Studio Art program of the McIntire Department of Art by 2008. Studio spaces will be provided for painting, drawing, printmaking, sculpture, paper making, digital art and photography. A gallery, faculty offices and seminar rooms will also be housed in the building.

Monroe Hall building will be the new home of the economics department and association deans. This building will be renovated this spring.

A new Science Building is being planned behind Chemistry and will most likely house about 100,000 sq. feet for labs for life sciences and research.

**Faculty Hiring**

Last year the college hired over 40 tenure track faculty and this year are approved for 30 additional tenure and tenure track professors. This hiring trend is significant as there has

not been a lot of hiring of new faculty in the past ten years and the student/faculty ratio has increased and must be reduced in order to strengthen the core of the college.

### **Administrative**

The Department of Asian and Middle Eastern Languages and Cultures (AMELC) has been split into two different departments: East Asian Languages, Literatures and Cultures which includes Chinese, Japanese, Korean (new language taught), Tibetan; and Middle Eastern and South Asian Languages and Cultures which includes Arabic, Hebrew, Hindi/Urdu, Sanskrit, Persian recognizing the critical and strategic nature of these languages. This is a critical growth area for the college due to the fact that there is great demand for these disciplines.

Another new department is Media Studies, which is a free standing department, that includes such studies as digital media, theory, global media, film, television in the 1960s, and more.

A Dance minor has been created and is in its first semester. Dance programs have been housed in the Drama Department and dance could possibly be a free standing department in the future. Courses in the past have been largely jazz and modern dance courses. History of dance and ballet are being evaluated as potential courses.

There is now a fifth-year program in Arts Administration as collaboration with the Commerce School.

Another fifth-year program being evaluated for the college is in Public Policy, which would bring together the resources of the Departments of Economics and Politics as well as the Miller Center for Public Affairs. Student would matriculate in their third year of study. This program will eventually be housed in the Batten School.

An additional possible fifth-year program is a Professional Portfolio program in Media Arts, which would provide students with additional skills to enter the professional world of the arts or apply to MFA programs.

The Music PhD program now has a graduate.

Global Development Studies are actively being pursued.

Some college priorities include initiatives in science and math, internationalization, fine and performing arts (including the Gateway project), and the UVa experience. These initiatives include such things as buildings, advising, obtaining more faculty, integrating research and supporting collaborative research within the different departments of the college. Internationalization and support are needed to create study abroad programs. A goal is to bring in more international scholars and send more students abroad.

### **Advising**

Adequate advising resources for the College of Arts & Sciences have been a chronic issue and, in response to this, College Advising Seminars, or COLA classes, have been established and have been very successful. COLAs give first-year students the chance to match themselves with a member of the faculty who is teaching something they want to know more about. The student response has been good and there is a need to create more faculty advising relationships, which is in addition to their teaching workload. This program is philanthropy funded.

Advising Fellows Program would take the best faculty advisors (and they have agreed to take on more students) and help students meet up with the best advisors possible and with the goal of expanding undergraduate research advising resources.

### **Development**

The College of Arts and Sciences' commitment in the University's Capital Campaign is \$500 million and \$150 million have been raised so far.

Cabell Hall is slated to be renovated and is a high priority for capital projects. Pending approval of the state budget, this \$80 million renovation will be state funded.

Ms. Ryan addressed the questions posed by constituents:

*With the South Lawn Project, what are their plans for pedestrians who walk along JPA on both the north and south sides of the street? Are sidewalks in the plans or are pedestrians supposed to walk in the roads like they have been doing for the past 200 years? There have been accidents involving people trying to cross JPA near Cobb Hall where there is no sidewalk on the north side of the street. This is a huge safety issue.*

With construction of the South Lawn Project, the sidewalk will be enlarged on the south side and there will be a terrace that will span across Jefferson Park Avenue when the South Lawn is built that should help eliminate the need to cross at the street side.

The problem of providing funding for developing sidewalks on the north side of Jefferson Park Avenue is that it will cost about a million dollars to build. The current plan is to develop the terrace (which is handicap assessable) which will encourage pedestrian use.

*How does UVA develop the undergraduate experience? How do you build on departments with ranked excellence without sacrificing other areas (what to starve and what to feed)?*

The College has a six-year strategic plan to add faculty which will add resources to departments. The number of faculty does impact the University's scholarly community rankings. We can't limit hiring to just address undergraduate needs, but we need to hire a variety of faculty across the disciplines, and it is a question of balance. Departments are asked to justify and advocate new hires, but it is also being strategically considered as to what departments to add and to what disciplines.

*Students are pushing for globalization. How do you weigh their goals against the math and science push?*

Of course we want both integrating internationalization and math and science, and we are currently getting up to speed on this. Students are encouraged to study abroad with J-terms or summer programs.

A search is being conducted for a new Provost of International Affairs. Making this search available and known to the entire community is currently in process. Many faculty have current international collaboration with other schools, and we are trying to tap in to these resources.

### **HR Update**

Jim Traub, the newly hired project manager for restructuring, joined the University's Human Resources Department about two weeks ago. Mr. Traub's past work experience includes public sector reform (nationalizing industries, organizational change) and most recently work as a project manager for Homeland Security in Washington, D.C. Mr. Traub stressed to the group that he was attending today's PECC meeting in a "listening" capacity.

Mr. Traub's initial work effort will be to initiate 14 Career Path (occupational family) Task forces. He is committed that these task forces be fully represented with folks who know occupations and create true career paths for staff. The object is to form the core of the restructuring effort.

Another set of policy based task forces will address compensation, performance, leave, A&P faculty, and employment policies. This work should begin in January and run through the spring. The goal is to compile recommendations by the end of March. This will be an extensive internal and external review process and will include working on system changes that recommendations will necessitate. The goal is that the Human Resource Restructuring system be opened by summer 2008. The focus will be on the process.

### **Assignment for ECC**

In looking at the breadth of the task forces, the goal is to come away with a good representation of the University population.

Career Task Forces – Leadership of the schools and units will appoint or nominate people to participate and, in addition, give anyone an opportunity to participate. Mr. Traub has asked Employment Communication Councils to identify those staff who could have something constructive to offer to a task force and give them a nomination.

In addition, a nomination form, time commitment, role and what the expectations of the work will be provided for ECC to distribute to constituents so that an individual will have

an opportunity to nominate themselves. However, this nomination will be given consideration and final approval by HR.

### **CLOSED SESSION**

We were reminded that the Legislative Forum will be held on Thursday, December 20, 2007.

#### **PECC Guest Speakers for January and February**

Ms. Sarah Collie, Assistant Vice President for Management Budget/Director State Governmental Relations is our guest speaker for January. We will need to collect questions prior to holidays.

Dr. Garson will be guest speaker at our February meeting. We should be considering what we want to address; Commission of the University, philosophy, etc.? Please send any suggestions in an email to Susan Chisholm (sf7x@virginia.edu).

#### **Inside UVA Update**

Inside UVA has printed it's last edition and will be from this point forward electronically distributed. The concern was expressed for those who may not have access to email and will not be able to receive or read future editions. It was noted that Inside UVA will be providing computers to those areas who do not have computers or internet access. A potential goal for this publication is to be a collaboration of all the newsletters.

Pay Action 7 program is featured in the last printed edition of Inside UVA. This pilot program was presented to PECC last March by Rod Kelly, Director of Classification and Compensation.

#### **Alternative and Integrated Therapy**

Ann Gill Taylor was contacted by Iva Gillett for help with a letter that she is writing for alternative and integrated therapy for council endorsement. What the benefits of this alternative healthcare are should be researched thoroughly and Ms. Gillet will present the final outcome of this letter to council for endorsement.

#### **November Minutes**

A vote for approval of the November 13, 2007 minutes was approved.

#### **Diversity Committee Update**

Ms. Dawn Waller is serving on the Presidential Diversity Committee as a classified staff member. Ms. Waller gave us an update on the meeting she attended on November 17<sup>th</sup>, which the first meeting held. The meeting addressed student diversity programs and tracking our graduate student population's diversity. Other areas addressed were how the University recruits and retains diverse student population and how we achieve a broad spectrum of diversity. Potential solutions in achieving this are by offering more money for grad students in order to be more competitive with other schools.

Next PECC Council Meeting is scheduled for Tuesday, January 8, 2008, Room 389, Newcomb Hall. Our guest speaker is Ms. Sarah Collie, Assistant Vice President of Management & Budget/Director of State Governmental Relations.

**Addendum**

A question/concern was raised about a “rumor” that is circulating about automated time cards being implemented. Follow-up on this issue will be discussed at our next meeting after research is done about this. *(12.19.07 – At a Fiscal Administrator’s Meeting today Susan Chisholm had the opportunity to ask Susan Carkeek, Vice President and Chief Human Resource Officer, about the automated time sheets since another fiscal representative had asked about this. Right now UHR is in the planning stages of a web-based time and attendance system. The project is moving forward, but again this is all in the planning stages. Ms. Chisholm asked if the University was looking into the phone based system and was told this was not an option even being considered.)*