

University Council Minutes
May 5, 2008
4:00 – 5:00 PM
1045 Pamplin Hall

Present: Charles Steger (Presiding), Richard Benson, Jeb Stewart for Earving Blythe, Lay Nam Chang, Jack Davis, Karen DePauw, Elizabeth Flanagan, Zenobia Hikes, Eileen Hitchingham, J. Michael Kelly, Kim O'Rourke, Sue Ott Rowlands, Mary Marchant for Sharron Quisenberry, Ludeman Eng for Gerhardt Schurig, Dwight Shelton, Maggie Sloane, Kay Hunnings for Richard Sorensen, Tom Tillar, Sherwood Wilson, Jan Helge Bøhn, Mike Denbow, Erin Dolan, Frances Keene, Kumar Mallikarjunan, Joe McFadden, Tom Tucker, Bob Denton, Sam Easterling, Sam Riley, Susanna Rinehart, Kamal Rojiani, Danny Axsom, Gene Brown, Bill Galloway, Leon Geyer, Gene Seago, Jean Brickey, Travis Hundley, Wyatt Sasser, Louellen Sharp, Chris Thomas, Edward Lener for Annette Bailey, Ed McPherson, Laura Freeman, Antionette Stroter, Judy Alford, Brennan Shepard, Ryan Smith

Absent: Mark McNamee (with notice), John Dooley (with notice), David Ford (with notice), Kevin McDonald, Robert Walters, Robert Grange, Ruth Grene, Hardus Odendaal (with notice), Ken Eriksson, Fabrice Teulon, Joe Eska, Karen Inzana, Shep Zedaker, Teresa Lyons, Mary Alice Schaeffer, Kim Beisecker, Arlane Gordon-Bray, Mike Parrish (with notice), Manisha Patel, Julie Walters-Steele, Yolanda Avent, T.J. Brennan, Ryan Gleeson, Thomas Hogdahl, Adeel Khan, Vik Narayan, Emily Webb, Kerry Redican

Guests: Kanitta Charoensiri, Richard Ferraro, Chief Wendell Flinchum, Brian Gittens, Pat Hyer, Hal Irvin, April Myers, Judy Ridinger, Kirk Wehner

Dr. Steger called the meeting to order at 4:00 p.m. A quorum was present.

1. Adoption of Agenda

A motion was made and seconded to adopt the agenda with a request from Dr. Steger to change the order. The motion carried.

2. Announcement of approval and posting of minutes of April 21, 2008

Dr. Steger noted that these minutes have been voted on electronically and can be publicly accessed on the Governance Information System on the Web (<http://www.governance.vt.edu>).

3. Announcement of Approval and Posting of Commission Minutes

These minutes have been voted on electronically and will be posted on the University web (<http://www.governance.vt.edu>). Note that the purpose of voting on Commission minutes is to accept them for filing. University Council By-laws require that policy items be brought forward in resolution form for University Council action.

- Commission on Administrative and Professional Faculty Affairs
April 4, 2008
- Commission on Equal Opportunity and Diversity
April 7, 2008
- Commission on Graduate Studies and Policies

April 2, 2008

- Commission on Outreach and International Affairs
March 13, 2008
- Commission on Student Affairs
March 13, 2008
March 27, 2008
- Commission on Undergraduate Studies and Policies
February 11, 2008
March 24, 2008
April 14, 2008
- Commission on University Support
March 20, 2008

4. Old Business

Commission on Graduate Studies and Policies

Resolution CGSP 2007-08C

Resolution for the Establishment of the Masters of Fine Arts in Creative Technologies Degree in the Virginia Tech College of Architecture and Urban Studies (CAUS)

Dr. Kumar Mallikarjunan presented the resolution for second reading and made a motion for approval. The motion was seconded, and the resolution was approved.

Commission on University Support

Resolution CUS 2007-08B

Resolution for Change in Membership of the Energy and Sustainability Committee

Dr. Jan Helge Bøhn presented the resolution for second reading and made a motion for approval. The motion was seconded, and the resolution was approved.

Commission on Administrative and Professional Faculty Affairs

Resolution CAPFA 2007-08B

Redefinition of Administrative and Professional Faculty Appointments under Higher Education Restructuring

Ms. Frances Keene presented the updated resolution for second reading and made a motion for approval. The motion was seconded.

Note: the updated resolution was passed out and included the additional language "...as determined appropriate by Human Resources in consultation with organizational senior administrators..." This resolution is intended to give the departments and the institution greater flexibility in assigning responsibilities, titles, and salaries.

A vote was taken and the resolution was approved unanimously.

Commission on Staff Policies and Affairs

Resolution CSPA 2007-08A

Resolution for Compensation and Merit Pay Policies for University Staff Under Higher Education Restructuring

Mr. Tom Tucker presented the resolution for second reading and made a motion for approval. The motion was seconded.

A vote was taken and the resolution was approved unanimously.

Commission on Staff Policies and Affairs

Resolution CSPA 2007-08B

Resolution for the Approval of the New Human Resources Policies for University Staff

Mr. Tom Tucker presented the resolution for second reading and made a motion for approval. The motion was seconded.

Mr. Tucker informed the council that the “developing” category was revisited by the EAC design team, and the team determined the developing category was the best option for this choice. The design team determined that the term “developing” will be a positive tool that will aid in determining who is a strong employee and who is a new employee or an employee who is slipping in performance. This will keep these employees from obtaining an unacceptable rating.

Dean Benson expressed concern that good employees may be placed in the developing category, and the developing category seems to be a below average rating. Mr. Tucker responded that if someone is slipping, he/she may get a rating of developing and will have the opportunity to improve with a developmental plan.

It was determined that the definitions of each of the four categories will be added to the resolution for clarification purposes.

Dr. Steger made a suggestion that the Council consider passing the resolution with the condition that a report will be given to the Council after the implementation of this policy.

A vote was taken, and the resolution was approved with the condition that a report will be given to the Council after the first round of performance evaluations under this policy is completed in the fall of 2009. The report will indicate how many university staff employees (number and percentage) are rated in each of the four categories. Note: If State approval is obtained to use the 4-category scale for classified employees as well, then classified employees will also be included in the report.

Commission on Student Affairs

Resolution CSA 2007-08A

Resolution for Policy on Dismissal of Patient from Care at Schiffert Health Center

Mr. Joe McFadden presented the resolution for second reading and made a motion for approval. The motion was seconded.

Mr. McFadden called on Dr. Richard Ferraro to review the resolution. Dr. Ferraro informed the Council that in ten years there may be perhaps one dismissal from care; the situation is very rare. When there are problems with students, the center works with the students to solve the problems. There are two reasons for this policy. The first reason is that in order to meet accreditation standards, there is a requirement for a dismissal from patient care policy. The second reason for this policy is for ethical reasons. A medical facility should be a place where there is a good relationship between practitioner and patient in a therapeutic environment.

The resolution has been updated to incorporate changes requested by the Council. The resolution clarifies what happens if a student is in need of psychological services, a referral to judicial or legal entities, or of personal advisement.

A request was made to change the word "salubrious" under 4.12.1 to "healthy." The Council agreed to the change.

A vote was taken and the resolution was approved unanimously.

Commission on Student Affairs

Resolution CSA 2007-08B

Resolution for Changes to University Policies for Student Life: Weapons Policy

Mr. Joe McFadden presented the resolution for second reading and made a motion for approval. The motion was seconded.

Dr. Steger called on Chief Wendell Flinchum to provide his opinion on this resolution.

After much discussion Dr. Steger proposed to defer action on this resolution until the beginning of the next academic year in order to have more time to resolve all concerns with the resolution. The Council consented to the deferral. The resolution therefore died and may be reintroduced as a new resolution in the fall. Dr. Steger asked Chief Flinchum and Ms. Keene to organize a small committee of the appropriate individuals to develop a workable solution over the summer and a new resolution that can be brought forward by CSA in fall 2008.

6. Announcement

Dr. Steger informed the Council of the decision the Executive Committee of the Board of Visitors to increase tuition. Letters have been mailed out to students and their parents.

7. Adjournment

There being no further business, a motion was made to adjourn the meeting at 4:57 p.m.