

COMMISSION ON RESEARCH

December 14, 2016

130 Burruss Conference Room

3:30pm – 5:00pm

Minutes

Attendee: Benjamin Corl (Chair), Theresa Mayer, Tammy Trimble (for Myra Blanco), Jennifer Irish (Vice-Chair), Srinath Ekkad, Kurt Zimmerman, Tom Bell, Dipankar Chakravarti, Saied Mostaghimi, Van Crowder, Ginny Pannabecker, Nancy Dudek, Sally Morton, Steve Nagle, Mike Sorice (for Kevin McGuire), Jon Green (for Stefan Duma), Barbara Lockee, Samantha Fried and Monica Rich (recorder).

Absent: Andrew Neilson, Cheryl Carrico, Nathan King, Bruce Vogelaar, and Scott Klopfer.

Guest: Sandra Muse, Peggy Layne, Ken Miller and Martin Daniel.

- I. Approval of the Agenda - A motion was made and the agenda was approved.
- II. Announcements
 - a. Approval of the Minutes of November 9, 2016 – The meeting minutes were approved electronically.
- III. Unfinished Business
 - a. Report of Ongoing Activities
 - i. University Library Committee – No Report
 - ii. Update from Faculty Senate – B. Corl reported on the Open access policy and a number of senators had concerns due to the work involved.
 - iii. Centers and Institutes Update – S. Ekkad reported on the new Center for Transformative Research on Health Behavior. The charter has been approved.
 - b. Committee on Research Competitiveness – B. Lockee reported on establishing focus groups to collect more specific information. Dr. Mayer has agreed to fund these working groups.
 - c. Project Site Migration Concerns – No Report
 - d. Revisions to Policy 13025, *Removal of a Principal, Co-Principal or Lead Investigator* – No Report
 - e. Open Access Policy Development – V. Pannabecker reported that the committee met and the initial time line for a draft is March. Included with the draft will be draft procedures and draft FAQ section.
 - f. Revisions to Faculty Handbook related to Research Faculty – No Report
 - g. Task Force on Shared Governance – No Report
- IV. New Business
 - a. Update on revisions to Policy 13005, *Centers and University Institutes: Establishment, Governance and Programmatic Oversight* – S. Ekkad reported guidelines needed to be included to determine what makes a recognized center on campus. The recognized center should have a sub-org number, file an annual report for expenditures and have a department level annual review. The 1st reading of a proposed change should occur in February.

- b. Update on Virginia Tech response to changes in the Fair Labor Standards Act – M. Daniel reported on the review the University went through in determining how to respond to the act. A federal judge the responded with an injunction. Following review of Virginia Tech's options and actions by peer institutions, the University went forward in implementing the FLSA changes. The outcome implemented institutionally will have postdocs hired at \$45,000, 12/10 payroll. Similarly, all exempt staff where brought up to \$40,000. Going forward as a university, the plan is to address where we had competitive disadvantage. There is a recognition in this decision that some of our salaries are starting to lag and we need to remain competitive. A question was asked regarding total impact to the University. M. Daniel responded that as a result of the university's actions to review position descriptions and take steps to address salary competitiveness, a total of 76 Research Faculty, including 74 postdoctoral associates, received pay increases, 201 staff positions were made non-exempt, and 23 staff positions were moved to exempt.
- c. Presentation on the Electronic Faculty Activity Reporting System – P. Layne presented. A question raised how or if research faculty should be using this system to track their work? Virginia Tech has implemented a database system that developed from the UK's institution enterprise reporting and we are revising it for individual reporting. It is a database system and it interacts with online databases that track scholarly activity. For faculty that publish many journal articles, it captures their work through a database search. Grants data is updated on a monthly basis from OSP, and teaching data is updated on a semester basis. Some of the uses of this will be Annual report, CV, VIVO Clad, Content management and Evaluation. http://provost.vt.edu/faculty_affairs/efars/index.html

V. Adjournment: 4:43pm