

**CAPFA**  
**Commission on Administrative and Professional Faculty Affairs**  
**April 14, 2021 - 1:30 to 3:00 pm**  
**Zoom Meeting: Sign in at <https://virginiatech.zoom.us>**  
**with VT username (PID) and passphrase**  
**Meeting ID: 937 6366 0799**

**Present:** Ashley Appling, Nikeshia Arthur, Janice Austin, Lujean Baab, Jeremy Daubert, Holli Gardner Drewry, Jennifer Hundley, Rodney Irvin, Lonnie Johnson, Margaret Radcliffe, Susan Short, Leah Taylor

**Absent:** Nicole Akers, Sara Bear, John Benner, Aaron Bond, Tara Brent, Nikki Connors, Amanda Covey, William Dougherty, Joell Eifert, Kirk Felton, Alan Grant, Maia Greene-Havas, Conaway Haskins, Steve Matuszak, Frances McCarty, Jacob Paul, Morgan Paulette, Terri Pecora, KP Puckett, Pamela Stell, Keri Swaby, Stephanie Trout, Ross Verbrugge, LaWanda Wright

**Guest:** April Myers, Christine Smith

Ms. Gardner Drewry called the meeting to order at 1:35 pm. A quorum was present.

**Old Business:**

Ms. Gardner Drewry thanked the members for reviewing the March minutes. The March minutes were approved electronically.

Ms. Austin along with the working group shared that she did not hear any feedback from the members about the proposed changes to the Faculty Handbook. The Staff Senate shared that they approved as well as Legal Counsel. Ms. Austin also shared that she appreciated Ms. Arthur and Ms. Radcliffe's assistance with the working group along with all the input from the members. Ms. Austin made a motion to approve the second reading of the Faculty Handbook and Ms. Arthur seconded the motion and all was in favor.

Ms. Gardner Drewry shared the updates for the [CAPFA Charge](#). Ms. Austin shared she thought the revisions looked great. Ms. Gardner Drewry made a motion to approve the revisions to the CAPFA Charge and Ms. Austin seconded the motion and all was in favor.

Ms. Gardner Drewry shared that we have 65 people that volunteered to run for the A/P Faculty Senate election. We surpassed our goal of 30 people.

Ms. Gardner Drewry shared that Kim Blair, Vice Chair of CAPFA, took a new position with Roanoke College. It was decided to wait until June when the senators were in place and then have an election for Vice Chair.

### **New Business:**

Ms. Gardner Drewry shared to complete the **Climate Survey** that opened up on Tuesday, April 13.

Ms. Gardner Drewry also asked about the opportunity of meeting over the Summer months. Ms. Austin supported having meetings over the Summer.

Ms. Dennis-Smith, Co-Director of Women's Center, presented on Virginia Tech Fall 2020 Survey of Caregiving Impacts (see summary linked below). A total of 2,505 responses were received to the survey. Respondents with caregiving responsibilities (for children and/or adults) reported that they are spending on average 15-18 more waking hours per week seeing to caregiving responsibilities than they were before the pandemic. In summary, some of the biggest challenges were the following:

- Juggling the stress of a no-win situation;
- Pressure to meet increased work/learning demands while not sacrificing the needs of children at home and their education;
- Increased stress and burnout, ongoing sense of overwhelm, cumulative and ongoing fatigue;
- Not having set amount of uninterrupted work time, or separate work space;
- Working longer hours to get work done while balancing caregiving responsibilities;
- Feel like they are not giving their best in both their work and caregiving responsibilities.

Ms. Dennis-Smith also shared the following resources:

- [Caregiving Survey Summary](#)
- [VT News Caregiving](#)
- <https://hokiewellness.vt.edu/Employees/work-life.html>
- <https://www.womenscenter.vt.edu/Caregiving.html>

Ms. Dennis-Smith also shared that she has a working parent's listserv along with caregiving check ins.

### **Commission/Committee Representative Reports**

Ms. Baab shared that she is a representative for **CGPS&P** and reported on the different graduation ceremonies. Ms. Austin shared the <https://vt.edu/commencement.html> for the most updated information and details.

Ms. Short shared that she is the chair for **University Athletics Committee** and reported there are many updates regarding Supreme Court rulings as well as in NCAA regulations. Ms. Short also shared they had the opportunity to meet with coaches on both the women's side and as well as the men's side. They have also had an opportunity to work with different university officials to look at financial packaging and transcript evaluations and some other items that have surfaced from the coaches interviews as to how that they can perhaps level the playing field in competing for recruits.

**Adjournment:** The meeting adjourned at 2:29 p.m.

The next meeting will be on May 12, 2021.