

MINUTES

**AP Faculty Senate
Wednesday, November 19, 2025
10:00 a.m. – 12:00 p.m.
Zoom**

Present: Marlena McGlothlin Lester (presiding), Jennifer Jones, Chad Proudfoot, Nikki Connors, Erica Cooper, Ginny Wagg, Holli Gardner Drewry, Janice Austin, Jes Davis, Jenny Vincent, Judy Alford, Julie McClafferty, Juliet Dadras, Keri Swaby, Kristi Moose-McConkey, Lynn Byrd, Monica Crouse, Nicole Akers, Rob Emmett, Alix Guynn, Amanda Covey, Ashley Carter, Brent Kremer, Elissa Waybright, Ruth Wallace, Sarah Armstrong, Shelley Seckers, Shelton Norwood, Susan Gill, Terri Pecora,

Absent with Notice:

Absent: Molly Wilson, Caitlin Fanning, Alexis Synder, Amy Rasor, JC Whidden, Eric Bown, Carol Haynes, Wendy Stout, Julie Carlson, Nick Woods, Brock Burroughs, Erin Poff, Jessica Crawford, Ehren Hill, Clara Elpi, Ariana DiFillippo, Marianne Sheets.

Guests: Jeffrey Cumberland, Jenni Gallagher, Kayla Ryan, Kelsey Huffman, Kieran Lindsey, Lauren Thomas, Leila Ledbetter, Leo Young, Mark Flynn, Melanie Fox, Michele Messner, Michelle Hall, Nasim Schwab, Patricia Cardenas, Renne Gray, Greg Beecher, Aaron Bond, April Myers, Ashley Offutt, Brandy Barrow, Brianna Saville-Reynolds, Catherine Cotrupi, Cheri Warren, Chris Allen, Dee-Dee Somervell, Trevor Hughes, Truitt Elliott, Jennifer Davis, Andrew Bolling, Brandy Barrow

Marlena McGlothlin Lester called the meeting to order at 10:03. A quorum was present.

1. Adoption of Agenda

A motion was made by Jennifer Jones and seconded by Ruth Wallace to adopt the agenda. Motion carried.

2. Approval of Announcement of approval and posting of minutes of October 15, 2025.

3. Unfinished Business

4. New Business

Treasurer's Report – Nikki Connors: We spent around \$50 on the Academic Building One Event.

CPFA – Jennifer Jones: CPFA has had some conversations about the faculty handbook and there have been no grievances so far this year.

Communications – Susan Gill: The communications committee has not been able to meet this month so no updates from that group. Janice shared a picture from the Academic Building One Event. The picture will be shared in our team chat and sent out in the newsletter next year.

Elections and Nominations – Brent Kremer: The elections and nominations committee met this month and started planning for election season for next year. They discussed some changes to the election process.

Policy and Issues – Kristi Moose-McConkey: Committee has met and presented to the A/P faculty executive committee their proposed changes for consistent representation. There is a lot happening in this space and more will be discussed in December.

Professional Development – Sarah Armstrong: The committee did not meet this month. No updates to share.

5. Reports

Campus Development Committee - Jenny Vincent: Met in November the Campus Architect presented on the campus master plan which has to be presented every 10 years. The university is currently looking for an architecture firm to help support the campus master plan. Once the plan gets going there will be opportunities for feedback. Work on the infinite loop is still going on. There were also updates about the Town of Blacksburg development.

Commission on Faculty Affairs - Rob Emmett: The commission is working on a lot of changes to the Faculty Handbook. There will be a lot of resolutions that are coming forward that will impact them and actually bring more alignment between the faculty classes.

Research - Lynn Byrd: We are currently working on Faculty Handbook revision related to research. These changes should be presented to the senate in the spring.

6. Presentation

Jeffrey Cumberland, Director of Talent Acquisition and Executive Search and Greg Beecher, Director of Talent, presented on Policy Changes Around Supporting Diverse Hires.

Jeffrey Cumberland will keep the A/P Faculty Senate informed of changes in the training for A/P Faculty members who are serving on search committees.

Greg Beecher, Director of Talent, presented on VT Flexible Work Policy. Information on VT's Flexible Work Policy can be found on the VT website Remote and Telework Suitability Guidelines. There is a different policy that governs classified staff and their ability to work remotely. Supervisors of classified staff are encouraged to work with their HR liaison when it comes to flexible work for these employees.

Greg Beecher, encouraged everyone to have an approved telework or remote work agreement.

Discussion of how to navigate concerns, challenges and questions for employees who might not be eligible for telework or remote work. Your division's HR partner is a helpful resource for navigating these conversations.

Discussion of authorized closing and telework. If you have an approved telework or remote work form you must work. If the employee does not have a telework agreement they are not expected to work on an authorized closing.

Greg Beecher, presented on Manager's Compass a new manager development program launched by HR.

7. Other Items

Marlena will ask compensation representatives to come and speak with the senate. Sharon Pitt, VT's Chief Information Officer, and Sharon Kurek from Audit, Risk, and Compliance will also speak with us. If you have any other suggestions, please let Marlena Lester know.

Juliet Dadras suggested inviting someone from the Whole Health Consortium to join us as well.

8. Announcements

Marlena Lester talked about the Academic Building One Event which was a great success and thanked Janice Austin for help with the coordination and planning of the event.

Marlena Lester shared the article at the recent Board of Visitors meeting and encouraged senators to read the article that summarizes the work of that meeting.

Prior to future Board of Visitors meetings, Marlena Lester will send out surveys for senators to complete regarding items or issues that should be included in her reports. At the recent Board of Visitors meeting, Marlena highlighted the work the Senate has done to raise campus awareness about A/P Faculty Senate meetings and shared the Senate's efforts to support campus initiatives this fall.

Holi Drewry has been working on getting a funding website setup for Giving Tuesday. Giving Tuesday this year will be December 2, 2025. This is different from Virginia Tech's Giving Day which is typically in the spring.

9. Adjournment

There being no further business, a motion was made to adjourn the meeting at 11:27 AM.