

MINUTES

AP Faculty Senate
Wednesday, December 17, 2025
10:00 a.m. – 12:00 p.m.
Zoom

Present: Marlena McGlothlin Lester (presiding), Jennifer Jones, Chad Proudfoot, Nikki Connors, Nick Woods, Nicole Akers, Rob Emmett, Shelton Norwood, Ruth Wallace, Shelley Seckers, Susan Gill, Terri Pecora, Judy Alford, Keri Swaby, JC Whidden, Julie McClafferty, Juliet Dadras, Monica Crouse, Elissa Waybright, Erica Cooper, Erin Poff, Ginny Wagg, Janice Austin, Jenny Vincent, Jes Davis, Alix Guynn, Brent Kremer, Brock Burroughs, Ehren Hill, Ashley Carter, Kristi Moose-McConkey,

Absent with Notice: Sarah Armstrong, Eric Bowen

Absent: Molly Wilson, Caitlin Fanning, Alexis Snyder, Amy Rasor, B. Carol Haynes, Wendy Stout, Lynn Byrd, Julie Carlson, Amanda Covey, Jessica Crawford, Clara Elpi, Ariana DiFillippo, Marianne Sheets

Guests: Patricia Cardenas, Roberto Silva, Trevor Hughes, Truitt Elliott, Tyla Belton, Julie Rosenberger, Kayla Ryan, Kelsey Huffman, Kieran Lindsey, Lauren Thomas, Leila Ledbetter, Meghan Jester, Melanie Fox, Nasim Schwab, Chris Tysor, Courtney Powell, Dee Dee Somervell, Heather Avery Forte, Iris Jenkins, Jenni Gallagher, Sara Lucy, Alaina Guerry, Alexis Miller, April Myers, Brandy Barrow, Brianna Saville-Reynolds, Chris Smith, Andrew Bolling, Holi Gardner

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

1. Adoption of Agenda

A motion was made by Rob Emmett and seconded by Jes Davis to adopt the agenda. Motion carried.

2. Announcement of approval and posting of minutes of November 19, 2025.

3. Unfinished Business

4. New Business

Treasurer's Report – Nikki Connors: No report.

CPFA – Jennifer Jones: CPFA had its monthly meeting and worked through the handbook. We did support the resolution proposal to the UC cabinet on A/P Faculty constituent areas.

Communications – Susan Gill: The committee did not meet this month. They will send a newsletter in January. If you have items to include, drop it in the team's chat.

Elections and Nominations – Jes Davis and Brent Kremer: They are switching up the voting process to use rank choice voting. This is hopefully going to be an easier way to run elections and eliminate runoff elections. They will also be adding a write in nomination.

Policy and Issues – Kristi Moose-McConkey: Policy and Issues met and discussed other issues facing A/P faculty. They discussed awards and recognition. They also discussed the use of the education benefit by A/P faculty. They would like to have an HR presentation on the education benefit.

Professional Development – Eric Bowen: Spring talk and tour group might be a visit to the Vet School.

5. Reports

Campus Development - Jenny Vincent: They met this month. Status update was provided on a number of ongoing campus projects. The committee had presentations from Travis Jesse, Kyle White, and Brandon Williams. Liza Morris provided an update on the Campus Master Plan Project. The committee discussed accessibility issues.

Commission on Staff Policy Affairs - Judy Alford: This group did not meet in December. They are working on a bereavement leave policy for staff. Currently, there is nothing that specifically states bereavement leave for this category of employees.

Commission on Faculty Affairs - Rob Emmett: They continue to work on sections of handbooks that are governing the research and tenure ranks. They are trying to bring their sections into more alignment with our faculty class.

University Council - Terri Pecora- There was a second reading of the withdrawal resolution for the Graduate School. They also conducted a second reading of the non-reappointment resolution and a first reading of the Faculty Handbook.

6. Presentation

Sara Lucy, Compensation Manager, presented on Compensation topics. The best way to view information regarding compensation is in PageUp. Compensation considers national salary benchmarks for positions, but it can also be highly individualized. A/P faculty are eligible for annual market evaluations. The Job Architecture program has been a tremendous help with this process and has also supported recruitment efforts. The new annual market increase process follows central HR's annual schedule. HR partners (embedded in departments) are provided with the market analysis and each position's placement within the market. Senior management can then meet to recommend salary increases. This process can be completed in bulk for all staff. Merit-based increases are not intended to replace the annual market process; these are two separate processes. The compensation team wants to work more directly with managers. They are working on creating training materials to help provide compensation information to managers in a way that is not overwhelming. To find out more information <https://www.hr.vt.edu/compensation/job-architecture.html>. They welcome any feedback managers might have. The A/P Job Catalog is going to be expanded over the next year. If you would like to have a one on one conversation with Sara she is available. You can also email questions to Sara. A short discussion followed.

Rob Emmett, Co-Chair Policy and Issues Committee, and Kristi Moose-McConkey, Co-Chair Policy and Issues Committee, presented on A/P Faculty Constitution Areas Changes and Updates. The current structure has issues. The committee has worked with a variety of stakeholders and wants to ensure fair representation and the ability to achieve quorum. We aim to create a new system that is more transparent. Our proposal is to move to a representation model where senators are drawn from the Senior Management Area. Under this new structure, the senate would likely have around 55 members. We considered using Job

Architecture, but it still does not feel relatable or intuitive. A short review of A/P Faculty data was presented. Two sub-units—Extension and Athletics—will be separated out, as these are very large units. The apportioning principle will be one senator for every 50 employees in the Senior Management Constituent Area. There are concerns about smaller units. A smaller unit has fewer than 25 A/P Faculty employees. Kristi and Rob will work with the executive group and the Elections Committee to find solutions for these smaller units. We hope this new structure will allow for a more connected senate. Quorum will be determined by the number of filled seats each term. We will need to update our constitution, and our bylaws will be revised to include the details. This will be a gradual rollout. No senator will lose their seat, but certain senators will simply roll off when their term expires. The constitution change will take the longest. The new process will come into effect next January 2027. Rob and Kristi thanked the policy and issue committee members for their hard work on this issue. We are hoping that senators will support these changes as they come up for a vote. A short discussion followed.

7. Other Items

Marlena Lester provided an update on speakers for the spring semester. In the spring representatives from IT governance and strategy will come and speak with us. We will also have representatives from risk and audit.

Marlena Lester provided an update on the campus workplace and violence prevention committee and development project updates.

8. Announcements

Marlena Lester encouraged senators to read the governance corner update. Nikki is highlighted this semester.

9. Adjournment

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