

Professionals and Professional Faculty Assembly

MEETING MINUTES

Thursday, June 10, 2010 3:30-5:00pm

Board of Visitors Board Room, Blow Hall

Members Present: *Cole, Steve; Foster, Lee* (Chair, Communications); *Grimes, Lisa* (Chair, PPF Handbook); *Kaattari, Ilsa* (Chair, Elections); *McBeth, Elaine; Molineux, Mary* (President); *Osborne, Dorothy* (Chair, Policies & Administrative Issues); *Latour, Jennifer; Pada, Maria Elena* (Vice President); *Reis, Robert* (Chair, Technology); *Springer, Cory; Webb-Robers, Wendy* (Secretary)

Members Absent: *Boy, Wayne; Corello, Judith; Hurte, Vernon; Livingston, Wendy; Richardson, Stacy; Jennifer Scott; Mason, Pamela* (Chair, Academic Issues); *Pittman-Hampton, Carlane; Rideout, Tom* (Chair, Strategic Plan);

Visitors/Members elect: German Mendez – Member-elect

Guest: Prof. Megan Tschannen-Moran

I. Call to order: Molineux called the meeting to order at 3:35pm and introduced member-elect German Mendez and guest Professor Megan Tschannen-Moran, W&M School of Education.

II. Agenda reviewed, no new items.

III. May minutes: reviewed, report on action points:

- First action, to schedule a PPFA's Future retreat facilitator: Professor Tschannen-Moran had agreed to attend this June 10 meeting to discuss how she could help.
- Second action: The web survey was administered to gather information about the PPFA's Future retreat

Minutes approved.

IV. Elections update: Elections Committee chair Ilsa Kaattari and Vice President Mane Pada reported that there were 14 candidates to fill 7 seats. All incumbents were re-elected: Reis, Corello, McBeth. 3 new members: Sharron Gatling -- Office of Equal Opportunity; German Mendez -- Registrar; Susan Mongold -- Human Resources.

Kaattari reported that the elections auditor, Cherice Carlos from W&M's Internal Audit department, was formally thanked.

V. PPF policies: four PPFA Executive Committee members (Molineux, Pada, Osborne, and Corello) attended the May 14, 2010, meeting with the Provost Halleran, VP Martin, and VP O'Rourke to review the PPF Performance Planning and Evaluation Policy and the PPF Grievance Policy. The three present at the June 10 meeting reported that the review session had gone very well, with good give and take. We're waiting for revised editions of both policies.

VI. "PPFA's Future" survey results: results of the PPFA's survey to gather ideas about topics to discuss at a retreat were reviewed. Discussion as to what we feel are the common themes

from the survey: what it means to be a professional, managing our goals and projects, increasing PPFA credibility across campus.

VII. “PPFA’s Future” retreat: discussion about a proposed future facilitation session with Prof. Megan Tschannen-Moran, W&M School of Education.

Tschannen-Moran said that she is a proponent of “appreciative inquiry,” a strengths-based process. She heard us say that we want to build on our existing successes. All organizations aspire to positive actions and outcomes. This requires positive attitudes which are acquired through positive interactions and which are the results of asking new questions and not assigning blame. To ask new questions, you have to have faith that there is a positive outcome possible.

She then explained how this process is implemented, using the ‘5D Cycle’ mnemonic: Define, Discover, Dream, Design, Destiny. She brought themes she saw in the survey and asked us to decide which 3 would be most important to us.

We chose: (a) networking with other PPFs, (b) change bureaucratic culture, and (c) clarify long-term goals.

VIII. Retreat discussion: after some discussion (whether to just involve the 21-member PPFA or more PPFs) and input (Cole reported that Athletics had a very successful experience with this process), the PPFA agreed to engage in Tschannen-Moran’s proposed process as an assembly.

ACTION: Find dates and an appropriate space to schedule a half-day retreat to start this process.

VIII. Next meeting: It was agreed that the retreat would replace the July 7 regular PPFA meeting, and that new officers would be elected at the retreat.

IX. We presented tokens of appreciation to Molineux for her outstanding leadership for the PPFA.

X. Meeting adjourned 5:00 p.m.

Respectfully submitted
Wendy Webb-Robers, Secretary

Approved August 4, 2010, by the PPFA.