

PROFESSIONALS & PROFESSIONAL FACULTY ASSEMBLY

March 5, 2021 MEETING AGENDA: 9.30am-10.30am Zoom Meeting

PPFA Members - x denotes member was present and - denotes member was not present

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1. Armstrong, Suzie	X	12. Maurer, Mariellynn	Х
2. Austin, Marra	Х	13. Owens, Shene	Х
3. Craft, Jabria		14. Palacios, Melissa	Х
4. Davis, Tamekka	Х	15. Pettigrew, Melissa	
5. Erb, Ruth	Х	16. Powell, Kathleen	х
6. Frey, Jonathan		17. Russell, Tim	х
7. Hummel, Julie	Х	18. Smith, Sarah	
8. Joseph, Jacob		19. Tomlinson, Carol	х
9. Koenigsmann, Emrys (Karl)		20. White, Shannon	х
10. Locks, Taylor	Х	21. Zawoyski, Alissa (Ali)	х
11. Lueker, Mary	х		

Present: A maximum of 30 persons total were present on the Zoom web call; 34 separate participants.

- 1) Call to order Mariellynn Maurer called the meeting to order at 9:32 AM
- 2) Agenda: Review and approve
 - a) Motion to approve by Suzie Armstrong; seconded by Julie Hummel
- 3) Minutes: Review and approve February minutes
 - a) Motion to approve by Mary Lueker; seconded by Shannon White
- 4) Guest Speaker: Board of Visitors Meeting Report: Arielle Newby, Administrative Assistant to the Provost & Staff Liaison to the Board of Visitors
 - a) Administration building and grounds committee and student experience committee both spoke about the renaming principles.
 - b) Dr. Christopher Lee (Human Resources) are beginning to receive results regarding compensation survey and more work/information will be forthcoming
 - i) 1300 titles and 1800 employees.
 - c) Conversation regarding tuition has been deferred to April board meeting
 - d) Update from Staff Assembly:
 - i) Staff Assembly is in the membership recruitment process.
 - ii) Challenge from Arielle: Please support an eligible employee to attend an interest meeting and please nominate as well.
- 5) Guest Speaker: Athletics Update: Jeremy Martin, Interim Athletics Director
 - a) The magnitude of challenges which arose in the fall, in terms of equity, finance, and stability, are undiminished.

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- b) Fundraising has been significant in the past year; we made/reached financial goals which prevents personnel action
 - i) Every year we have to reach the fundraising goal. One year does not mean success or longevity—each and every year we have to reach the goal. 15-20% of total athletics budget comes from annual giving.
 - ii) 34 cents of every dollar goes to support the academic mission of the institution; this money is to support scholarship for tuition and fees.
 - (1) If we used the full scholarship allotment for every sport, this number would increase but we need more funding and money in general.
- c) By August 31, a gender and equity plan will be released after significant research.
- d) The way we define ourselves around financial sustainability and equitability will define the future of Athletics.
- e) If you would like to sign-up for athletics newsletters: https://tribeathletics.com/subscribe.aspx
- f) How has the pandemic impacted athletics operations beyond finances?
 - i) 22 of 23 sports are active at this time—which is very distinctive from other years
 - ii) Testing protocols are in place for each team weekly. Some of these protocols vary by NCAA "tiers"; e.g. if there is a one individual within a team tier test positive, everyone within that team tier will also isolate/quarantine. Thus a team pause does not indicate an outbreak
 - iii) Men's Basketball and Men's/Women's Cross Country will compete in the CAA championship this weekend. There is joy in the competition
 - iv) Zable stadium
- g) Many student-athletes have demonstrated leadership in marches and protest. How has this impacted the department?
 - i) More conversation about what expression means. What has been helpful has been asking the coaches and inviting student-athletes to use their first amendment rights.
 - ii) Track-athlete organized the activism on Saturdays at confusion corner and were working hard to organize it in a safe, healthy-together format
 - iii) On the national level, NACB asked that "lift every voice and sing". It has been played at every CAA game and will be played at the championship.
- 6) Committee Updates
 - a) Executive Committee Mariellynn Maurer (Chair)
 - (1) Working on speakers for April and May
 - (2) Planning the Annual Meeting
 - b) Academic Shannon White & Julie Hummel (Co-Chairs)
 - (1) Discussed the remote and hybrid teaching due to Zoom Fatigue
 - (2) Student advisory groups and participation from different groups
 - (3) Celebrating little wins how can we share little wins? What are some of your little wins?
 - (a) Shannon: Asked students to contribute a song and then created and contributed a playlist
 - (b) Bob: Playlists in Campus Rec—asking students to contribute one song
 - (c) Shene: Playlists for PLUS program sparked great discussion
 - (d) Jabria: High, low, buffalo (buffalo is something funny, random, or interesting).
 - (4) Students think the pandemic is only happening to them; finding ways to remind them that we are all in this together
 - (5) Discussed alternative ways that different programs are connecting with students and supporting the academic mission.
 - c) Administrative Jacob Joseph (Chair)



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- (1) Took a look at how different policies that have been brought up by PPFA
- (2) One policy or process we may want to explore that award nomination can be confusing—PPFA are staff but not classified as 'staff' so they weren't sure if they could be nominated; some PPFs are also instructional so they aren't sure if they can be nominated for faculty awards.
- d) Communication Jabria Craft (Chair)
 - (1) Everything has been going well and progressing. Love the idea of different content and new ways to share and connect, such as the playlist.
- e) Membership Marra Austin (Chair)
 - (1) Thank you to communications for your support of the elections process
 - (2) Nominations close on March 25:
 - (a) Consider ways we can involve some underrepresented groups such as Human resources, Law School, and Mason School of Business.
 - (b) We can also involve 'outside' groups who may not have been able to be involved previously such as the DC Program / Highland
 - (3) New Hire/welcome e-mail went out this month
 - (a) Welcome to the new members on our call ©
 - (4) Networking opportunity will be pushed back to later spring
- f) Professional Development Tamekka Davis (Chair)
 - (1) No updates at this time but another meeting will be scheduled soon

7) Old Business:

- a) W&M&You Update Melissa Pettigrew
 - (1) Provost announcement increased Faculty and Staff participation; if you have any ideas
 - (2) There have been lots of announcements
- b) Path Forward Update Q&A/Follow Up Mariellynn Maurer & Shannon White

8) New Business:

- a) Finance Overview Information Sessions Rescheduled to April 12 at 3pm & 7pm Mariellynn Maurer
 - (1) The assembly leadership has been asked to participate with President and COO (voting members); meeting has been pushed back to April as they wait more invitation from the budgeting process. They are working to be transparent.
- b) PPFA 2021 Election Timeline Marra Austin
- c) Annual Meeting Planning Mariellynn Maurer & Shannon White
 - i) No date set yet. What topics would be of interest?
 - (1) Financial overview and staffing
 - (2) Will vaccines be made mandatory?
 - (a) Not at this time due to its classification as emergency distribution
 - (3) Changes to the Deans Office in Arts and Sciences

9) Announcements:

- a) Climate Action Plan Mariellynn Maurer (for Calandra Lake)
 - i) Discussion Sessions via Zoom on March 8 (12.30-1.30pm) and March 11 (12-1pm)
 - ii) Feedback Survey (if unable to make Discussion Session on Zoom)
 - (1) The survey will be closing in mid-March so please engage sooner rather than later.



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- b) Mary Schilling passed away unexpectedly on February 24. She really elevated the work of Career Services and was a PPF; also did extensive work with the Women's Network.
- c) Shene Owens: CSD is hosting a women's history month event (Monday, march 8 at 7:00 PM)
 - (1) Living up to Expectations. Focus on women of color and their experiences; a panel will speak and then a discussion will follow.

10) Adjourn

a) Meeting adjourned at 9:31 AM; motion made by Kathleen Powell and seconded by Shannon White

Future Meeting Dates:		
All meetings are via Zoom from 9.30-10.30am unless otherwise noted		
April 2 May 7 June 4		