SEAS Employee Council Meeting
Wednesday, March 11th, 2009

Present: David Durocher, Rita Kostoff, Eric Newsome, Vanessa Pace, Pat Vance, Dean Aylor as guest speaker

Call to Order
Meeting called to order at 2:05 p.m.

Dean Aylor attended the SEAS Employee Council Meeting to discuss the current budget crisis. The School’s main goal is to minimize the debt and not accrue additional debt. Dean Aylor stated that SEAS will need to get smaller before it can get bigger. SEAS current faculty numbers are at 149. The number of faculty before the budget crisis was at 154. Faculty searches and hires require Provost approval. Faculty hires and searches are not going forward to replace senior faculty that are leaving. Material Science has been the hardest hit with the greatest number of senior faculty members leaving.

Restructuring of SEAS
The Department Chairs are working as a committee group to look at ways to restructure and organize SEAS with a reduced number of faculty without damaging SEAS reputation in the process. Outside engineering school deans will be coming to SEAS sometime in April to conduct a restructuring review for SEAS.

Dean Aylor stated that SEAS could not afford to lose staff position. Staff positions that are not currently filled are as follows: CJ’s position in Career Development, Andrea Arco’s position in Engineering Foundation and Patrick Kingsley’s ITC position in Mitch Rosen’s office. It’s up to the discretion of the Dean for staff positions to be filled. Currently trying to fill the ITC staff position in Mitch’s office. UVA is not planning any layoffs, no salary cuts, no promotions or raises, no new jobs.

Bonuses for staff:
Dean Aylor stated there will be funds available for awards and recognition bonuses this year. The Dean stressed it was important to him that the staff have a say in deciding the manner in which bonuses be allocated. When available, bonuses in the past have been distributed based on a percentage of staff per department. Bonuses could be based on a merit based system and bonuses awarded for excellent performance. Dean Aylor would like the SEAS Employee Council to discuss with staff new ways to distribute bonuses and get feedback to him. Dean Aylor would also like to get some ideas on the staff awards.
How will the Economic Stimulus Package help SEAS?
Dean Aylor stated at this point he is unclear how SEAS will be able to spend this one time stimulus package. It is up in the air how the stimulus package in going to work and what ways the stimulus package can be used. Hopefully, the stimulus package will alleviate additional budget cuts for next fiscal year.

What are ITC Restructuring Plans?
Dean Aylor has been working with ITC regarding ITC’s plan for the future to diminish services and eliminating computer labs. Most UVA students need Microsoft Office software and most students have laptops with Microsoft Office. ITC is trying to eliminate the 3 year contracts will Dell. SEAS students will need to have access to Matlab and other special software. Dean Aylor will continue to push ITC to support the special software programs needed for SEAS students and providing the network computer lab spaces for student collaboration.

ITC will also be changing the way they charge departments for telephone and data port services. In the past charges have been based on the number of telephones per department. The new model for charging for telephone and data port services will be based on FTE (number of faculty/staff per department).

Additional Questions Dean Aylor responded by email:

What is the Status of the Darden Court Beautification Project
Dean Aylor stated there is no money to continue with the beautification efforts to Darden Court. Still plan to add another walkway at the opposite end of Darden Court similar to the walkway that was completed last summer.

What about the flex hours policy?
Lisa sent out an email relative to the flex hours. Flexible schedule plans need to be approved by your Department Chair.

What is the status of the ITE Building?
The ITE building should be completed in the Fall 2011. They are doing mostly utility work at the moment. The design is mostly complete.

Meeting adjourned at 3:00 p.m.

Next meeting is scheduled for Wednesday, April 8th at 2:00 p.m. in the Rodman Room.