

University Council Minutes
December 1, 2025
3:30 p.m.
2420 North End Center and Zoom

Present: Cyril Clarke (presiding), April Myers, Laurel Miner for Daniel Sui, Bryan Garey, Menah Pratt, Kat Nelson for Frances Keene, Kim O'Rourke, Aimée Suprenant, Jill Sible, Daniel Givens, Tsai Lu Liu, Kevin Pitts, Saonee Sarker, Lee Learman, Tyler Walters, Paul Heilker for Rebecca Bott-Knutson, Amanda Morris, Jennifer Johnson, Justin Lemkul, Rachel Miles, James Hawdon, Marlena Lester, Jennifer Jones, Amber Hagan, Gabe Petry, Jasmine Boyd, Emma Roshioru, Thomas Feely, Lindsay Ricci, Pooja Bhagawat, Gyang Chung, Taylor Peele, Katie Drinkwater Gregg, Marc Michel, Nicole Pitterson, Karen Schnatterly, Rodney Gaines, Kim Loeffert, Rebecca Hester, Renée LeClair, Terri Pecora, Serena Young, Amber Robinson, Jennifer Clevenger, Jim Tokuhisa, and Jan Helge Bøhn

Absent with Notice: Tim Sands, Amy Sebring, Guru Ghosh, and Ron Meyers

Absent: Mario Ferruzzi, Laura Belmonte, Saskia van de Gevel, Julia Ross, Nichole Connors, Aarav Parikh, David Xie, Clay Crumpler, and Ronnie Mondal

Guests: Larry Cox II, Janice Austin, Ron Fricker, Lori Rose, Demetria Somervell, and Rick Sparks

Dr. Clarke called the meeting to order at 3:30 p.m. A quorum was present.

1. Announcement of Order of the Day

Dr. Clarke announced the order of the day for the meeting. Items to be placed on the agenda must be submitted to the secretary at least ten days prior to the meeting date. Follow the procedures in Section 2(2) – University Council Bylaws, Article IX, Section 2(2-3).

2. Announcement of review and approval of minutes of November 3, 2025

Dr. Clarke noted that these minutes have been voted on electronically and can be publicly accessed on the Governance Information System on the Web (<http://www.governance.vt.edu>).

3. Unfinished Business

Commission on Graduate and Professional Studies and Policies
CGPSP Resolution 2025-26A
Resolution to Modify the Withdrawal Policy in the Graduate Catalog

Renée LeClair presented the resolution for second reading. A motion was made and seconded to approve the resolution, and the motion passed.

4. New Business

Commission on Faculty Affairs
CFA Resolution 2025-26A
Resolution to Revise the Faculty Handbook Section on Appeal of Probationary Non-Reappointment Decision

Jim Hawdon presented the resolution for first reading. This resolution outlines proposed revisions to the appeal process for probationary non-reappointment decisions in Chapter 3 of the Faculty Handbook, which deals specifically with tenured and tenure-track faculty. The revision clarifies procedures for cases in which a non-reappointment decision for a faculty member on a probationary appointment is not based on performance or cause. In such circumstances, the decision would require approval by the second-level supervisor or other designated higher authority.

Commission on Faculty Affairs

CFA Resolution 2025-26C

Resolution to Revise Formal Grievance Procedure in the Faculty Handbook

Jim Hawdon presented the resolution for first reading. This resolution proposes changes to the university's formal grievance procedure for tenured and tenure-track faculty as described in Chapter 3 of the Faculty Handbook. The revision introduces a new mediation step early in the process, coordinated through the Office of Faculty Affairs. This addition is intended to give the parties an opportunity to resolve concerns informally before moving into a formal grievance, reducing the time and effort required later in the process.

The revision also establishes a dedicated grievability review as the next step. Under this structure, a grievability committee will evaluate whether the matter meets the eligibility criteria for a formal grievance. Previously, this type of review occurred later and only in certain situations, which often led to inefficiencies. By formalizing the committee's involvement earlier, the process is expected to be more consistent and transparent. The committee chair will also provide feedback to both parties regarding the clarity and potential merits of the case.

5. Announcement of approval and posting of UC Cabinet, Commission, and Committee Minutes

These minutes have been voted on electronically and will be posted on the University web (<http://www.governance.vt.edu>). Note that the purpose of voting on minutes of the University Council Cabinet, Commissions, and Committees reporting to University Council Cabinet is to accept them for filing. University Council Bylaws require that policy items be brought forward in resolution form for University Council action.

- University Council Cabinet
October 27, 2025
- Commission on Administrative and Professional Faculty Affairs
September 12, 2025
- Commission on Faculty Affairs
April 25, 2025
September 5, 2025
September 19, 2025
October 3, 2025
- Commission on Graduate and Professional Studies and Policies
October 1, 2025
October 15, 2025

- Commission on Outreach and International Affairs
September 18, 2025
October 16, 2025
- Commission on Staff Policies and Affairs
August 26, 2025
October 2, 2025
- Commission on Undergraduate Student Affairs
October 24, 2025
- Commission on Undergraduate Studies and Policies
October 13, 2025
October 27, 2025
- Campus Development Committee
October 7, 2025

6. Adjournment

There being no further business, a motion was made to adjourn the meeting at 3:40 p.m.

University Council Voting – December 1, 2025

First name	Last name	Do you approve CGPSP Resolution 2025-26A?
Laura	Belmonte	Yes
Pooja	Bhagawat	Yes
Jasmine	Boyd	Yes
Gyang	Chung	Yes
Laurel	Miner	Yes
Jennifer	Clevenger	Yes
Katherine	Drinkwater Gregg	Yes
Thomas	Feely	Yes
Rodney	Gaines	Yes
Bryan	Garey	Yes
Dan	Givens	Yes
Amber	Hagan	Yes
James	Hawdon	Yes
Paul	Heilker	Yes
Rebecca	Hester	Yes
Jennifer	Jones	Yes
Lee	Learman	Yes
Renee	LeClair	Yes
Justin	Lemkul	Yes
Lu	Liu	Yes
Kimberly	Loeffert	Yes
Marlena	McGlothlin Lester	Yes
Marc	Michel	Yes
Rachel	Miles	Yes
Kat	Nelson	Yes
Kim	O'Rourke	Yes
Terri	Pecora	Yes
Taylor	Peele	Yes
Gabe	Petry	Yes
Nicole	Pitterson	Yes
Kevin	Pitts	Yes
Menah	Pratt	Yes
Lindsay	Ricci	Yes
Amber	Robinson	Yes
Emma	Roshioru	Yes
Saonee	Sarker	Yes
Karen	Schnatterly	Yes
Jill	Sible	Yes
Aimee	Surprenant	Yes
Tyler	Walters	Yes
Serena	Young	Yes
Amanda	Morris	No Response
Jennifer	Johnson	No Response