

Faculty Assembly Meeting

Draft Minutes for April 26, 2011

Present Members: Todd Averett, Debbie Bebout, Bruce Campbell, Michael Deschenes, Alan Fuchs (Parliamentarian), Will Hausman, Carl Hershner, Lisa Landino, John Lee, Scott McCoy, Alan Meese (*ex officio*), Leisa Meyer, Terry Meyers, Todd Mooradian, Lily Panoussi, J.C. Poutsma, Ron Rapoport & Jennifer Taylor

Absent Members: Tracy Cross, Jim Dwyer, Rick Gressard & Steve Kuehl

Others in Attendance: Bob Archibald

The meeting was called to order at 3:40 pm by Will Hausman

1. Approval of the Minutes

The minutes of the March 22, 2011 meeting were approved.

2. Provost Report

Major actions of the Board of Visitors included approval of a summary plan for background checks and the FY 2012 budget. Any further thoughts regarding the background check policy are needed now so the draft policy can be considered by the Faculty Assembly prior to BOV submission in September. Despite the FY 12 budget cliff associated with loss of stimulus money, the approved budget was balanced. There is new money from the State for financial aid, STEM education, enrollment growth and base adequacy. The budget includes increases for graduate education and Development staff, and will allow existing resources to be used for critical salary issues such as inversion.

The Personnel Policy Committee will be returning the proposed Faculty Handbook revisions regarding specified term appointments shortly. The most significant change addresses who approves creation of the position. While recognizing that budgetary issues must be considered in faculty hiring, members of the Assembly expressed disappointment with adherence to the current policy and misgivings regarding diminishment of proposed faculty oversight in hiring.

Asked about the progress being made by the ad hoc committee examining indirect cost recovery, the Provost reported that Co-Chair Dennis Manos anticipated providing a report soon. Tentative recommendations include a suggestion to find another revenue source for the SSRL program so that F&A costs can be allocated back into research. On a related note, the College is close to having a higher 48.5% indirect cost recovery rate approved.

3. Report of the Faculty Compensation Board (FCB)

Bob Archibald reported that the College has continued to offer salary increases of 7 and 8% to retiring faculty in their last two years of full-time employment despite the decision of the Virginia Retirement System to exclude those raises in retirement calculations. The Faculty Compensation Board endorses the Provost's recommendation to phase out this practice after offering one more year to sign a deal. In response to the Provost's request for a vote on his

phase-out recommendation, the matter was referred to the Faculty Affairs Committee of the Assembly to secure a larger faculty voice in the deliberation.

In the context of eventual loss of the 7/8% final year raises, the FCB encouraged consideration of other retirement programs. For example, the return to work policy could have a later participation cut off age or age dependent length. The FCB strongly supports a predictable, uniform and generous retirement bonus. Since the predominant faculty retirement program is shifting to the ORP, FCB encourages the Faculty Assembly to develop a complementary offering.

The FCB has surveyed salaries by rank at state institutions. Assistant Professors and Associate Professors were found to have lower salaries than their counterparts at UVA and comparable salaries to the other major universities. In contrast, Full Professors were making less at W&M than at all schools in the cohort on average. Further study is required to assess whether the prevalent cause(s) of the differences is years of service, promotion bonuses, hiring at higher ranks, etc.

The shortcomings of the current system that has skimmed off the salary pool to provide a retirement cushion for chronically low salaries rather than providing an adequate base salary early enough in career to pay for retirement were discussed at some length. The FCB report was referred to the Faculty Assembly Faculty Affairs Committee for further deliberation.

5. Other Standing Committee Reports

A. Faculty Affairs

Margaret Saha will present the Faculty Research Committee at the next meeting of the Faculty Assembly.

Arts & Sciences has requested the ability to appoint future Arts & Sciences members of the Faculty Research Committee.

The proposed Faculty Handbook changes for Specified Term appointments are expected back from the Personnel Policy Committee soon.

Faculty Assembly Vice President Todd Mooradian recognized Gene Tracy and Larry Pulley for their efforts to set up the now defunct faculty lunch room in Miller Hall and invited ideas for faculty-oriented events to promote cross-campus interactions next year.

B. Academic Affairs

As Chair of the Admissions Policy Committee, Todd Mooradian reported that the Committee met twice. The one major action of the Committee was voting to allow the Athletic Department to use a referral process.

C. COPAR

Over 1000 enrollment deposits have been received from new students, suggesting targets for next year will be met. The William & Mary side of the St. Andrews program has 11 deposits and is likely to get 15, close to the target of 20. Enrollment on the St. Andrews side is smaller but the yield is high. COPAR will be meeting as FUPC on Friday, April 29.

D. Executive Committee

The Executive Committee met with President Reveley on Thursday, April 7. The President seemed to have greater receptiveness to laboratory fees as a new revenue stream than the administration has had in the past.

6. Old business

None

7. New business

The plight of five students who engaged in a sit-in to protest the lack of living wages for classified and hourly workers on campus was discussed briefly.

Three Mathematics faculty members expressed disappointment with recently approved departmental procedures for hiring and eroding departmental harmony. As these are not Faculty Assembly matters, they were referred to the Procedural Review and Grievance Committees.

8. Announcements

Due to a conflict with the regularly scheduled Arts & Science faculty meeting on May 3, Will Hausman will identify an alternative time to hold the last Faculty Assembly meeting of the year. Rescheduling to 2 pm on Tuesday, May 10th is likely. The agenda for the last meeting will include elections of officers and committee assignments for 2011-2012.

The meeting was adjourned at 4:55 pm

Respectfully submitted,
Deborah C. Bebout
Secretary of the Faculty Assembly