Faculty Assembly Meeting

Minutes for October 26, 2010

Present: Todd Averett, Debbie Bebout, Bruce Campbell, Tracy Cross, Michael Deschenes, Jim Dwyer, Alan Fuchs, Will Hausman, Carl Hershner, Steve Kuehl, Lisa Landino, John Lee, Alan Meese, Leisa Meyer, Terry Meyers, Scott McCoy, Todd Mooradian, J.C. Poutsma, Lily Panoussi, Ron Rapoport

Absent: Rick Gressard, Jennifer Taylor

Others in Attendance: Provost Halleran, Jacob Lassin, Bill Stewart

The meeting was called to order at 15:37 by Will Hausman

1. Approval of the Minutes

A motion to approve minutes of the September 26, 2010 meeting passed unanimously.

2. Report from the Provost

Provost Halleran reported that the multi-faceted financial challenges faced by the institution dominated the Board of Visitors meeting last month. Sam Jones provided a sobering summary of the looming $11.4 million budget gap associated with loss of stimulus funding and modest increases directed towards critical areas such as salaries, M&O budget restoration and financial aid. This gap could be compounded by the Governor’s recent call for all state agencies to submit plans for 2, 4, and 6 percent reductions of their general fund dollars for fiscal year 2012, thereby freeing up funds for other initiatives. The Provost also indicated that the BOV discussion of background checks will likely resume in the future. In addition, campus internet access policies and procedures were reviewed.

The remainder of the Provost’s remarks broadly addressed productivity as purposefully advocated by the President in a recent memo. Prompted in part by Grand Challenge Four of the Strategic Plan and aggrandized by immediate budget issues fomenting discussion of sizable tuition increases, the President’s memo conveys to our many constituencies that we are actively seeking efficiencies and opportunities for reinvestment. Conversations at the department and school levels will be used to identify objectives. Review of the undergraduate curriculum will occur as a discrete activity with incidental overlap. Strategically, the Provost surmises a short to medium term focus on compensation, as well as recruiting and maintaining our faculty and staff, to help address the enormous gap between our rankings and our resources. Investments in admissions are also needed to maintain competitiveness, in part because UVA will be instituting a new non-binding early action admission process.
4. Reports from Standing Committee Chairs

A. Faculty Affairs Committee – Leisa Meyer

A motion regarding formal inclusion of sex, gender, sexual orientation, gender identity, and gender expression anti-discrimination categories in all Colleges policies was brought forward by the Faculty Affairs Committee to augment past expressions of support. The context, timeliness, tenor and breadth of the resolution were discussed. The following motion was approved unanimously by the Faculty Assembly:

We reiterate our endorsement of the anti-discrimination language that President Reveley proposed as a new interpretation of the College’s Statement of Rights and Responsibilities in December 2009. Specifically we reiterate our endorsement that “sex, gender, sexual orientation, gender identity, and gender expression” should be included in all College anti-discrimination policies. We further call on the President immediately to issue a new clarification of the College’s Statement of Rights and Responsibilities that includes “sex, gender, sexual orientation, gender identity, and gender expression” categories explicitly in the anti-discrimination intent of this Statement.

The Committee also brought forward a draft of Faculty Handbook revisions addressing non-tenure eligibility faculty. The Mason School of Business, Virginia Institute of Marine Science Law School and School of Education have appealed for changes such as a more versatile structure, explicit clauses for faculty oversight and evergreen contract options. Preliminary feedback from the schools and some Arts & Sciences departments has been positive. A lengthy discussion ensued amongst Assembly members. Previous Assembly member Bill Stewart provided insight from relevant discussions at the Mason School of Business. More extensive feedback from Arts & Sciences will be sought at one of their regularly scheduled faculty meetings.

B. Executive Committee: Will Hausman

The Executive Committee brought forward one change to the Faculty Assembly Constitution updating a committee name and seven changes to the Faculty Assembly Bylaws reflecting current practice, structure and technological capabilities. The most significant change is to allow Faculty Assembly members to call upon a recent member of the Assembly from their constituency to attend meetings in their stead, rather than an elected alternate. The changes passed unanimously with minimal discussion.

5. Old business

None.

6. New business
The Faculty Assembly agreed to co-sponsoring several holiday projects with the Staff Assembly and the Professionals and Professional Faculty Assembly.

The meeting was adjourned at 17:00.

Respectfully submitted,

Deborah C. Bebout
Secretary, Faculty Assembly