

Faculty Assembly Meeting Minutes for May 8, 2014 3:30 – 5:00pm Blow Hall Board Room
--

Members Present: Berhanu Abergaz, Jim Barber, Eric Chason, Bill Cooke, David Dessler, John Eisele, Nancy Gray, Susan Grover (Vice-President), Carl Hershner, Gina Hoatson, Brent Owens, Lily Panoussi, J.C. Poutsma, Suzanne Raitt (President), and Jeanne Wilson.

Members Absent: Tracy Cross, Courtney Harris, Will Hausman, Scott McCoy, Gul Ozyegin, and Brad Weiss.

2014-15 New Members Present: Liz Barnes, Lynda Butler, Chris Gareis, Megan Tschannen-Moran, Patricia Vahle, Sibel Zandi-Sayek.

2014-15 New Members Absent: Brent Allred, and Catherine Forestell.

Others in Attendance: Michael Halleran (Provost), and Terry Meyers (Parliamentarian).

The meeting was called to order at 3:37pm.

1. The President welcomed the new members for the next academic year.
2. The minutes of the April 22, 2014 meeting were approved unanimously.
3. Provost's Report: Michael Halleran
 - a) The weather is good, and the Provost promised that it would be excellent for Sunday's graduation.
 - b) The provost reported on the recent Board of Visitors meeting.
 - a. The BOV met two weeks ago and passed a budget for the College, unlike the State, which still has no budget. There is general concern about what will happen if a state budget is not passed by July 1. The Provost assured us that the college will continue to operate.
 - b. The budget passed by the Board of Visitors provides a 6% raise pool for the faculty, and 3% raise pool for professional and operation staff, while the classified employees will receive whatever raise the state eventually decides. All raises will be merit based, broadly defined. This may be modified in response to the final state budget.
 - c. The IPEDS data has not yet been released, so the Provost showed the BOV data from the AAUP which shows that we are improving our salary ranking.
 - d. The Provost reported to the BOV on the College's progress on section 25.8 of the Promise, and the BOV continued to be very interested.
 - e. The Provost reported to the BOV on the progress of Business Innovation, as reported by Censeo and on the plans to begin some initial projects, dealing with IT, procurement, the Business School and Development.

Questions:

Ms. Grover asked about layoffs resulting from the Censeo study. The Provost replied that ultimately major cost reductions can only come from reducing the staff, either by attrition or by layoffs. The President is not interested in layoffs.

4. Amendment to the Faculty Handbook (Suzanne Raitt)

Suzanne Raitt introduced this discussion by pointing out that the PPC has rejected one of the amendments that had previously been submitted by the former co-chairs of the Council of Chairs and Program Directors (CCPD) regarding decisions of tenure/promotion. The PPC agreed that the tenure candidate should be given written notice, but it believes the justification should be specific, rather than detailed. Also, the PPC does not believe it is appropriate to limit the timing of communications between the administration and the BOV. Ms. Wilson asked if there had been problems associated with this, and the Provost, as chair of the PPC, responded yes. He said that the current handbook states that after a negative decision the candidate has the right to request an explanation. The Provost stated that he does not believe that such a request should be necessary, but that the issue has become what is an adequate explanation. Consequently, the PPC prefers the word specific over the word detailed, because detailed could lead to an endless series of clarifications. In regard to communication with the BOV, the Provost stated that our usual procedure is that if a tenure case is not recommended by the Provost (on behalf of the President), then it is not brought to the BOV for review. But, the BOV are informed in brief about which cases are not being recommended. He said that he thought the intention of the Amendment was to prevent the BOV from being unduly influenced by mention of a negative decision, in case it were reversed under appeal. He said that when that has happened during his time here, he explained to the Board why his decision had changed, and the Board accepted it. He stated that although this idea is not unreasonable, it would be inappropriate to restrict the communications between the Administration and the Board. Mr. Cooke made a motion that the issue be taken under consideration by the Faculty Affairs Committee, or a sub-committee of it, and report next year to the full assembly. The motion passed unanimously.

5. The redesign of the Faculty Survey

Mr. Poutsma reported that Katherine Kulick presented the 1991 survey, which was only 2 pages long and seemed great. Since then it has grown and become unmanageable. The subcommittee of Mr. Poutsma, Mr. Barber, Ms. Carboni, and Mr. Rapoport will bring recommendations in the fall to streamline the survey.

6. Report to the BOV about diversity among the faculty:

Susan Grover reported that after she and others had prepared an extended report on faculty diversity, which blended with a portion of the Provost's report. However, the BOV discussion of the implementation of the Promise ran so long, that the diversity discussion did not occur. Ms. Grover also suggested that there will be a longer written report, although much discussion occurred about who would approve or submit the report.

Ms. Raitt moved that the extended report be created and circulated to the entire Faculty Assembly and then sent to the Provost and President without a vote. The motion passed.

7. Standing Committee Reports

A. Academic Affairs: Jeanne Wilson

Ms. Wilson reported that the primary issue for the Academic Affairs Committee was the change in IP policy. Last year, Trotter Hardy wrote a revised policy which the Faculty Assembly passed. The Provost rejected it and created a small group to revise the current policy to include copyright issues. The Provost noted that unless the new policy were to change the distribution of royalties, he is free to make changes without further approval. Nevertheless, he promised to circulate the new policy among the Faculty

Assembly and possibly post it to the entire community before it is implemented.

Ms. Wilson reported that a complete report of the committee's activities is posted on the Faculty Assembly Blackboard site

B. Faculty Affairs: David Dessler

David Dessler reviewed the activities of the Faculty Affairs Committee over the past year, beginning with a motion opposing discrimination of any sort against same-sex couples, continuing with the amendment to allow representation of the Non-Tenure Eligible (NTE) faculty on the Faculty Assembly, and finishing with the preliminary steps, in collaboration with the Faculty Compensation Board, to develop a retirement incentive program. A full report is posted on the Faculty Assembly Blackboard site.

C. COPAR: Suzanne Raitt

Ms. Raitt reported that over the last year that COPAR (as part of FUPC) reviewed Planning Budget Requests, and reviewed the budget that was to be passed by the BOV. As COPAR, the committee heard a report from an Arts and Science working group that tracked budget changes to income and to Educational and General (E&G) over the last six years, based on data provided by Sam Jones. The Provost reported that the budget approved by the BOV was essentially the same as the one last seen by FUPC, and that this budget was public, although it would be best not to publicize it until there is a state budget which could force changes.

D. Executive Committee: Suzanne Raitt

Ms. Raitt reported that she has drafted an Annual Report which has been posted on the Blackboard site.

- a. She further reported that the Faculty Assembly motion on gender climate has been forwarded to the deans. It was met with a warm response from the Law School and the Business School. The Provost mentioned that the university is one of 55 institutions that are being investigated by the Office of Civil Rights (OCR) about our response to possible sexual assaults. The OCR has asked for a considerable amount of information, which is being provided, and they will come and visit in early June, and then return in September. They are not interested in any specific case, but rather in the broad picture of what are our processes, how many cases have we had and how long those cases have taken.

E. Liaison Committee: Suzanne Raitt

- a. The BOV passed Resolution 48 which says that each standing committee will have one non-voting faculty representative, with no faculty member serving on more than one committee. The Assembly Executive Committee will determine how to appoint these faculty members in the Fall.
- b. A second outstanding issue is the involvement of faculty in the recruitment, renewal and review of the President. The original plan was for the BOV to revise its Bylaws, although a second possibility was for them to create a best practices document. Currently, the BOV intends to discuss this further at their summer retreat.

8. Election of Officers and Standing Committees for the 2014-2015 Academic Year

- a. No new nominations were proposed from the floor. So, the slate of officers and chairs each had only one candidate, as follows:
President: David Dessler

Vice President: Eric Chason

Secretary: Bill Cooke

Committee Chairs:

Liaison Committee: Eric Chason

Faculty Affairs Committee: Sarah Day

Academic Affairs Committee: Lily Panoussi

Committee on Planning & Resources: Berhanu Abebaz

Executive Committee: David Dessler

b. All the officers were elected unanimously.

The President adjourned the meeting at 5:07 pm.