

**Faculty Assembly Meeting  
Minutes for October 25, 2016  
3:30-5:00 pm  
Blow Hall Board Room**

*Officers Present:* Cathy Forestell (Vice President), Chris Abelt (Secretary) and Eric Chason (Faculty Representative to the Board of Visitors)

*Other Members Present:*, Mark Forsyth, Courtney Harris, Mark Hofer, Steve Holliday, Rex Kincaid, Scott McCoy, Christy Porter, Megan Tschannen-Moran, Tricia Vahle, Cynthia Ward and Sibel Zandi-Sayek

*Members Absent:* Sophia Serghi (President), Danielle Dallaire, John Eisele, Carl Friedrichs, Ron Hess and Patty Roberts

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

Ms. Forestell called the meeting to order at 3:36 pm.

**1. Approval of Minutes for September 27, 2016**

The minutes were approved without changes.

**2. Provost's Report**

- The 3% raises are still planned despite the \$1,200,000 clawback by the Commonwealth. There may be further cuts with the FY18 budget.
- The Provost showed where the funds generated by the last four years of the Promise have gone. Just over half went into salaries and benefits. Some ~\$11,000,000 went into strategic/base funding for a number of items such as diversity, engineering/design, quality enhancement plans, center for liberal arts, client relations management, library, HR/finance, fundraising, eLearning, public policy, curriculum transition, geospatial analysis, SSRL, Title IX, M&O, graduate aid, security, student support, academic support and business innovation.

**3. Discussion on the University Ombuds with guests Tatia Granger, University Ombudsperson and Susan Grover, Vice Provost for Academic and Faculty Affairs**

Ms. Granger began her position as ombuds for classified and hourly staff in 2008 in parallel with the employee relations unit in HR. Her role later expanded to include professionals and professional faculty and then, just recently, to instructional faculty. Ms. Grover began as vice provost in 2014

and her title was changed to include the word 'faculty.' Both can hear faculty concerns. The ombuds works informally. They do not file reports on individual meetings. Ms. Granger adheres to four tenets: 1) confidentiality, 2) informality, 3) neutrality and 4) independence. Ms. Grover has heard concerns with discrimination and harassment related to age, disability, race and sex and with faculty administrator/staff issues and chair/faculty issues. They have also dealt with mental health issues such as depression, addiction and irrational colleagues. Ms. Zandi-Sayek asked about how the ombuds assessed their effectiveness. One measure is the improvement to processes for handling different situations. The performance evaluation process alone will keep the ombuds position in place for many years to come. Ms. Porter asked about the distinction between discrimination, disability and threat. The ombuds does not draw a line – they will hear it all. They are required to report only in the event of imminent harm or abuse of a minor. Ms. Forestell asked who faculty should seek out. Either ombuds can handle faculty concerns – both have taught at the College and can relate to faculty. Ms. Tschannen-Moran asked whether the ombuds office should be mentioned in the Faculty Handbook. They suggested that it not be part of the Handbook since the possibility exists that the position could be eliminated in the future. Ms. Forestell asked how well each knew the Faculty Handbook. Ms. Granger might consult an expert if necessary. Ms. Forestell asked about assessing the success for faculty. Ms. Grover responded that an increase in traffic from faculty would be an indicator. Mr. Kincaid and Ms. Porter asked the ombuds to help the Assembly by alerting us to issues they see that would be relevant for the body to consider.

#### **4. Reports from Standing Committees**

##### **Executive Committee: Cathy Forestell**

The executive committee continues to consider ramification of the personnel case mentioned in the September 27<sup>th</sup> meeting.

##### **Liaison Committee: Cathy Forestell**

The liaison committee will have Virginia Torczon (A&S) and Linda Schaffner (VIMS) present to the BOV on graduate studies.

**COPAR: Tricia Vahle**

COPAR had its annual 'budget 101' meeting on Oct. 14<sup>th</sup>. The meeting with the Provost and Vice President of Administration to discuss PBRs will be on Nov. 30<sup>th</sup> at 4 pm. The meeting with Dennis Manos to discuss F&A allocations will be on December 7<sup>th</sup>. There will be one meeting before the Nov. 30<sup>th</sup> meeting with just the members of COPAR to discuss the PBRs.

**Faculty Affairs: Megan Tschannen-Moran**

Faculty Affairs has met twice to discuss changes to the Handbook in light of issues raised by the personnel situation. John Poma shared the pending FAQ that will be forthcoming with an update to the medical leave procedure. The next meeting is on Nov. 11<sup>th</sup>.

**Academic Affairs: Christie Porter**

Academic Affairs met on Oct. 21<sup>st</sup>. The committee would like Bill Cooke to give a presentation to the Assembly on student electronic evaluations in November and Michelle Jackson to present on eLearning in December. The committee is considering questions of how to better measure teaching effectiveness and common College-wide issues around eLearning.

**5. Old Business**

The Procedural Review Committee has not met yet this year. Concerning the personnel case referenced in the Executive Committee report, the Provost said that the College had informed the appropriate body of its desire to adjust the constraints that would allow pursual of due process under the Handbook. However, that body informed the College that such a request should come from the affected party. The Provost was unaware of any such request having been made.

**5. New Business**

None.

Mr. Kincaid moved to adjourn the meeting. Ms. Forestell adjourned the meeting at 4:50.

Prepared by Chris Abelt