

Faculty Assembly Meeting

December 15, 2009

[Approved unanimously January 26, 2010](#)

Present: Todd Averett, Debbie Bebout, Katie Bragdon, Bruce Campbell, Mike Di Paola, Will Hausman, Steve Kuehl, Lisa Landino, John Lee, Rick Gressard, Alan Mees, Leisa Meyer, Todd Morradian, Adam Potkay, Kate Slevin, Gene Tracy, Tom White

Absent: Barbette Spaeth, Terry Meyers, Katherine Kulick, Carl Hershner, Alan Fuchs

Others in Attendance: Provost Halleran, Bill Cooke

The meeting was called to order at 15:35 by Gene Tracy

1. Motion to approve minutes of November 24 as corrected.
2. Report from the Provost
Friday the outgoing governor's budget will be released. The president and other college leaders are working on talking points for the General Assembly. There is an indication that one of our in-state peer institutions is considering a significant tuition increase. There has been very little pushback from our mid-year tuition increase.
Last week a reception was held for our newest Rhodes Scholar and recently 39 new members were initiated into PBK. A December graduation ceremony was also held last week.
3. Committee Updates
 - a. Academic Affairs – A library assessment committee is being formed and the chair of our Academic Affairs will serve as our representative.
 - b. Faculty Affairs –
 - i. Non-discrimination language for a new interpretation of the Statement of Rights and Responsibilities by the President – the FA forwarded proposed language to the President last month. The Provost assured the body that the President will soon issue his interpretation with appropriate language. The outgoing state administration is contemplating a policy change on insurance for domestic partners. It will allow employees to purchase health insurance for cohabitating adults. Public hearings are being held shortly. Leisa will send more information to assembly members ASAP
 - ii. Policy on Alternate Faculty Positions – Committee will meet in January and consider language drafted by Leisa Meyer and John Lee on the issue of alternate faculty positions. Concerns about the ratio of tenure/tenure eligible faculty as well as the implications of having additional non-tenure eligible faculty were raised.
 - iii. Tidewater Labor Support Committee (TLSC) has been holding meetings with staff (housekeeping, facilities) and students on the budget crisis. They are interested in having conversations with the faculty about future budget cuts.
 - c. COPAR
 - i. Budget study group (joint FUPC/COPAR) – No further meetings have occurred.

- ii. Proposed 10 year Phase-out of End of Career Salary Bump (joint COPAR/FCB) – The group met and approved a working draft that was distributed to those assembled. The intent is to distribute the draft to solicit comments from the faculty at large. Will Hausman reported that this joint committee used the report done last semester as a springboard to analyze and discuss the issue. There was agreement that the time has come to do away with the program, since it no longer serves as an early retirement incentive. However, since many members of the faculty have planned on this terminal bump in salary, a ten-year phase out has been recommended. The proposal will be posted on the Assembly web site and comments will be solicited from the faculty. A question about the ability to comment anonymously was raised. A suggestion was made that a note sent to Terry Meyers through campus mail would guarantee anonymity. A question was raised as to whether contributions for ORP will be affected by the phase out. Committee members and the provost responded that that rate would not be impacted by this action. A concern was raised that mid-career people would be impacted the greatest and therefore, those individuals should be solicited to comment on this proposal.
 - iii. Data gathering (joint COPAR/FUPC/A&S FAC) – Bill Cooke reported on the work of the joint committee. Concerns about the increasing size of the student body generated interest in gathering data about the student experience here at the College. The group has a prototype to gather data using fall term 2009 information. Bill described the categories of data collected and specific subcategories under each in the database. The database is student driven, depicting information around each student. Graphs are then generated by groups, such as majors of study, relative enrollments in each course section in the major, etc. A suggestion was made to break down tenure ineligible into discrete categories, since there are so many different forms of tenure ineligible faculty. Bill created a graph showing use of rooms and room size to illustrate the potential of capturing data in this way. A suggestion was made to add the number of credit students have at matriculation. Data have been captured for all undergrad and graduate students. The group wants to be sure that they are capturing the correct data and depicting it in a way that serves our purposes. Comments should be sent to Bill.
4. Strategic planning update: Challenge One – A summary document of Challenge One of the Strategic Plan was presented by Gene Tracy and discussed with the Assembly. The document is intended to help members of the community to understand Challenge One as well as its goals and objectives. The subcommittee was charged with creating the metrics for the goal and objectives of Challenge One. The committee wants to generate discussions about setting priorities within this challenge. Gene explained that it is important to have principles for setting priorities and the committee would like feedback on suggested principles. Other obvious and important pieces of information are preliminary cost estimates for each of the objectives under each goal. The purpose of the summary document is to generate discussion on principles for setting priorities as well as broaching the costs of each objective. A point was made that we do not communicate the

quality of teaching and personal attention faculty give students here. Gene solicited input from Assembly members as the process continues. A suggestion was made that we consider a mid-year retreat to further discuss this Challenge.

President Tracy adjourned the meeting at 17:20

Respectfully submitted,

Mike DiPaola
Secretary, Faculty Assembly