

Faculty Assembly Meeting

Minutes for September 28, 2010

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

Absent: Todd Mooradian

Others in Attendance: Provost Halleran, Jacob Lassin, Kate Slevin

The meeting was called to order at 15:30 by Will Hausman

1. Approval of the Minutes

A motion to approve minutes of the April 27, 2010 meeting passed unanimously.

2. Announcement

Jacob Lassin, the new Student Representative to the Faculty Assembly, was introduced.

3. Report from the Provost

Provost Halleran remarked that the budget outlook is clouded by many unknowns including the forthcoming recommendations of the Governor's new Commission on Higher Education Reform, Innovation and Investment, the in state/out of state mix and what we might do with tuition. The consequences of stimulus money depletion in FY2012 could be dire unless the overall economy improves significantly.

The Provost informed the Assembly that he has asked the Deans of the three faculties with primary responsibility for the undergraduate curriculum (A&S, Business and Education) to lead their faculties in a curriculum review. He also relayed that President Reveley was broadly considering all aspects of productivity in addressing the financial realities facing the College. Various Assembly members suggested an inventory of what we have done to enhance productivity would inform our discussions and improve our public image, expressed caution with respect to equating productivity with curriculum review and speculated that the key metric of productivity was the number of Virginians educated. Halleran assured the Assembly that savings from the curriculum review were subordinate to its main goal. He also bemoaned the likelihood for tuition dollars alone getting us where we want to go due to constraints from state.

The Provost announced that he has asked Dennis Manos to chair a new committee to evaluate the currently overleveraged indirect cost (IDC) system on the main campus. Halleran envisions pulling together a lean committee that encompasses the potential range of IDC engagement and broadly consults others. Based on what other institutions are doing, he foresees changes that will

move us forward as both a research university and a liberal arts College. Assembly members expressed concern about looking at an isolated pieces of the financial picture, dismay regarding the lack of progress towards getting the SSRL program off IDC and sustainable, as well as interest in expanding the committee to include all the science department chairs.

In closing, Provost Halleran gave a brief update on the committee appointed by President Reveley to consider the impact of possible growth in the student body, and mentioned that there is an impetus to review College policy on employee background checks.

4. Reports from Standing Committee Chairs

A. Executive Committee: Will Hausman

The Executive Committee discussed several pending and new matters. Formation of the state-mandated policy for threat assessment now appears to be proceeding through the appropriate review process. The non-responsiveness of Auxiliary Services to complaints precipitated by shifted parking allocations on the Richmond Road side of campus was criticized. The committee was averse to the Attorney General having a representative here as a legal advisor, preferring ongoing retention of independent legal counsel. In addition, the Provost received Executive Committee reflections on draft personnel policy revisions pertaining to new hires with incomplete dissertations.

B. Academic Affairs Committee: Jenny Taylor

The Academic Affairs Committee welcomes new matters appropriate for its deliberation. Last year's Chair, Adam Potkay, will be asked to forward any issues carrying over from last year.

C. COPAR/FUPC: Rick Gressard

A busy year is anticipated due to the new hybrid capacity of COPAR. The committee is currently involved in evaluating baseline requests while strategic plan motivated budget elements are under separate review. Starting the year \$4.5 million in the hole due to the liquidation of stimulus funds is a sobering reality for the budget process. Over the course of the year, COPAR will consider refining how it works as a piece of FUPC. COPAR will continue to actively represent the interests of the faculty in the budget process.

D. Faculty Affairs Committee: Leisa Meyer

The Faculty Affairs Committee continues to work on two concerns that developed last year. In response to the March 17, 2010 Faculty Assembly Resolution Concerning Non-discrimination Language, President Reveley has drafted an antidiscrimination policy that addresses the requested extra protections. The draft is under limited review. At this time, concerns with preservation of political capital are restraining advances. In addition, the Committee has been crafting alternative language for specified term appointments, Section 3B1b of the Faculty

Handbook, prompted by input from the various schools. Policy refinements endeavor to enable each school to move toward a system that more effectively supports its programs. A suggested policy is likely to come forward in October for review.

The Faculty Affairs Committee also informally discussed the decoding of productivity and how to partner with Richard Bland more effectively.

E. Liaison Committee to the BOV: Will Hausman for Todd Mooradian

Assembly members were encouraged to attend whatever portion of the September BOV meeting their schedule permits. For the Faculty Assembly report, Bob Archibald and David Feldman will be enlightening the Board with highlights of their upcoming book Why Does College Cost So Much?. Attendance of the Academic Affairs subcommittee meeting was also recommended.

Faculty Assembly members with ideas for future BOV presentations were asked to share them with Todd Mooradian. Preliminary proposals included research presentations by a small group of faculty mentor/research student pairs and a productivity trivia quiz modeled after what Terry Driscoll recently did regarding athletics.

5. Old business

None.

6. New business

The Academic Affairs Committee agreed to undertake review and amendment of the Assembly Resolution of October 28, 1998 on Duties of the Committee on Committees

The Executive Committee will undertake review of the Faculty Assembly Bylaws.

Updated employment data was requested from the Provost

Appointments to the IDC Committee were pondered, leading to further discussion of the committee's charge and composition. Repeated themes amongst the comments included increasing the size of the committee to ensure strong representation from all the sciences, bringing in someone from VIMS to broaden the discussion and giving thoughtful consideration to alternative chairs.

Finally, J.C. Poutsma asked to be sent suggested A & S appointments to the Faculty Research Committee.

The meeting was adjourned at 17:00.

Respectfully submitted,

Deborah C. Bebout

Secretary, Faculty Assembly