

Faculty Assembly Meeting

Minutes for May 10, 2011

Present Members 2010-2011: Todd Averett, Debbie Bebout, Bruce Campbell, Michael Deschenes, Alan Fuchs (Parliamentarian), Rick Gressard, Will Hausman, John Lee, Scott McCoy, Alan Meese (*ex officio*), Leisa Meyer, Terry Meyers, Todd Mooradian, Lily Panoussi, J.C. Poutsma, Ron Rapoport & Jennifer Taylor. *New 2011-2012:* Emmett Duffy, Nancy Gray, Susan Grover, Gina Hoatson, Gul Ozyegin, Suzanne Raitt

Absent Members 2010-2011: Tracy Cross, Jim Dwyer, Carl Hershner, Steve Kuehl & Lisa Landino; *New 2011-2012:* Trotter Hardy

Others in Attendance: Michael Halleran, Margaret Saha, Kate Slevin, Kimberly Smith, Jeanne Wilson

The meeting was called to order at 2:05 pm by Will Hausman

1. Approval of the April 26, 2011 minutes
Approved as amended

2. Election of 2011-2012 Officers

Assembly Members elected to represent their units during the 2011-2012 academic year present to vote were: Todd Averett, Debbie Bebout, Michael Deschenes, Emmett Duffy, Nancy Gray, Rick Gressard, Susan Grover, Will Hausman, Gina Hoatson, Scott McCoy, Todd Mooradian, Gul Ozyegin, J.C. Poutsma, Suzanne Raitt, Ron Rapoport. The following officers were elected by majority vote:

President (by ascension): Todd Mooradian

Vice President: Rick Gressard

Secretary: Suzanne Raitt

3. Nomination of 2011-2012 Committees & Parliamentarian

A motion to accept the nominated slates of committees (Executive Committee, Academic Affairs, Faculty Affairs, COPAR) were all approved unanimously, including the Chairs and parliamentarian designated below:

Academic Affairs: JC Poutsma

COPAR: Todd Averett

Faculty Affairs: Debbie Bebout

Parliamentarian: Todd Averett

4. Provost Report

Provost Halleran presented Will Hausman with a tie as a token of thanks for all he has done as the 2010-2011 President of the Faculty Assembly.

A. Admissions: Deans of the Law and Business schools report positive enrollment trends. Undergraduate enrollment will meet target of 50 student increase while preserving quality measures, slightly enhancing diversity and nearly doubling international representation.

B. Salaries: Since the College has avoided further cuts in state funding and permanent funds were used to provide the state-mandated 3% 2010 bonus, a modest amount of funding is available for raises. Final distribution deliberations are in progress. In addition to promotion increases and state-mandated changes for Virginia Retirement System participants, among the highest priorities are severe cases of inversion and compression. Increases will be implemented in late autumn to make them functionally larger. Notification letters will be distributed in the coming weeks.

In the ensuing discussion, members of the Faculty Assembly expressed interest in at least a small across the board increase, concerns about erosion of real income and serious demoralization as a result of inversion and compression. Alternative strategies for adjusting salaries were also suggested such as more substantial increases with promotion, enhanced summer research support and a retention fund that was separate from the salary pool. Numerous comments addressed frustration with tuition increases that have barely kept pace with cuts, rather than provided flexibility to move the institution forward.

Provost Halleran responded that the College has been rather aggressive on tuition. In the short term, he proposes reducing the number of employees to allow salary pool redistribution. He expressed hope that the *average* faculty salary could be brought to the 60th percentile in the next 3-4 years.

5. Faculty Research Committee (Margaret Saha)

A. Summer Research Grant Program: Guidelines for 2011 Summer Research Grants were rewritten to implement a structure that would ensure junior faculty submitting competitive proposals received awards in two of their first three years. The funding level has been reduced to \$4000/summer for most awards and \$5000/summer for Matthews grants. There were 49 applications, roughly balanced between areas. Twenty nine awards were recommended for funding, all to junior faculty. Submissions from junior faculty who had received two grants in the past three year, or who were very senior in their careers, were excluded from consideration. Other faculty members not recommended for funding either wrote poorly conceived proposals, did not follow the instructions, or submitted a course development proposal rather than a research proposal.

B. Interdisciplinary Summer Grant Program: Half of a \$100K Presidential grant to President Reveley from the Mellon Foundation was used to establish a new interdisciplinary summer grant program. The FRC developed submission guidelines for interdisciplinary teaching or research proposals from two or more faculty members at any level. There were 18 proposals. Five were funded, distributed across areas. An additional proposal addressing retention of students from disadvantaged backgrounds and underrepresented groups in the sciences was referred to the President's Office and received funding through a different mechanism. One more year of funding is available from the Mellon Foundation. The FRC strongly supports finding an alternative source of money to continue this morale boosting summer grant program.

C. Limited submission grants (eg. major equipment): The FRC successfully lobbied in 2009-2010 to have VIMS and the main campus treated as separate divisions. The FRC continues to lobby for allowing the maximum number of proposals from both divisions for the purpose of securing feedback, maximizing future success, opening opportunities to apply to other programs and planning flexibility. Coordination between the FRC, Grants Office and Vice Provost for Research & Graduate and Professional Studies needs to be improved to ensure announcements are made with adequate lead time to generate the maximum number of competitive proposals.

D. Other recommendations: To ensure the effectiveness of the FRC, committee appointments should be completed by the beginning of the academic year. In addition, interactions between the FRC and other committees working on issues related to faculty research should be promoted.

6. Standing Committee Reports

None

7. Old Business

A. Discussion of proposed Faculty Handbook changes for specified term appointments

The proposed Faculty Handbook language was returned from the Personnel Policy Committee (PPC) with revisions thwarting the intended goals of providing more security for NTE faculty and ensuring faculty oversight in their hiring. The Faculty Affairs Committee has been charged with identifying a possible middle ground by interfacing directly with PPC over the summer.

8. New Business

A. Several members of the Faculty Assembly suggested considering the implications for joint appointments in the structure of the Faculty Assembly

B. The Faculty Assembly Faculty Affairs Committee was asked to consider shifting the due for final SSRL confirmation and faculty proposals from March (18 months prior to SSRL) to August (12 months prior to SSRL). Consideration was deferred to the fall.

9. Announcements

In appreciation for his guidance of the Faculty Assembly over the past year, Will Hausman was presented with two bottles of Stag's Leap Wine Cellars SLV Cask 23 Cabernet Sauvignon by Todd Mooradian on behalf of the 2010-2011 Faculty Assembly.

Meeting was adjourned at 3:35 pm