

Faculty Assembly Meeting Minutes for March 25, 2014 3:30 – 5:00pm Blow Hall Board Room

Members Present: Berhanu Abegaz, Jim Barber, Eric Chason, Bill Cooke (Secretary), Tracy Cross, David Dessler, John Eisele, Nancy Gray, Susan Grover (Vice-President), Courtney Harris, Will Hausman, Scott McCoy, Brent Owens, Gul Ozyegin, Lily Panoussi, J.C. Poutsma, Suzanne Raitt (President), Brad Weiss, Jeanne Wilson.

Members Absent: Carl Hershner, Gina Hoatson

Others in Attendance: Michael Halleran (Provost), Terry Meyers (Parliamentarian), Rob Hinkle, Tamara Johnson, Ale Lukaszew, Iyabo Osiapem, Dan Wakely, Marylou Zapf.

The meeting was called to order at 3:34pm.

1. Approval of Minutes

The minutes of the February 25, 2014 meeting were approved unanimously.

2. Provost's Report: Mr. Halleran

- a. The Provost recommended two sessions on Implicit Bias, to be held on Tuesday, April 8, 2014. These sessions will feature the Cornell Interactive Ensemble and are recommended for all faculty.
- b. The Provost recommended the Tack Lecture to be held at Thursday, April 17th 2014, 7pm at the Kimball Theatre.
- c. The Provost reported that the state budget was still delayed in Richmond due to an impasse about Medicaid. Consequently, the College budget has not been finalized.
- d. The consulting firm, Censeo, has been reviewing the College's business practices, as mandated by the BOV. This process started in January, and will conclude its first phase with a report to the BOV in April. Censeo will give a preliminary report to COPAR on April 11th. The Provost reminded the Faculty Assembly that Censeo will give advice, but that the College will make any decisions to implement changes.

3. Rob Hinkle presented a detailed report from the Athletic Policy Advisory Committee, which is available on the Faculty Assembly Blackboard site. The major issues he covered in his oral presentation were injuries, the athletic budget, and a discussion of the Knight Report, and how it compares to our internal reports. Mr. Hinkle concluded with the following APAC recommendations:

- Increase diversity among appointed APAC members—perhaps we could encourage more women from the broader CWM community to volunteer?
- Foster greater awareness of the significant effects of injuries on student-athletes' academic performance.
- Perhaps add a new class to the Summer Bridge Program Curriculum.
- Further monitor GPAs and make direct comparisons to the trends overall student body.
- The Athletic Department should clarify archiving language regarding records for GIA non-renewal appeals.

- Further review the Knight Commission Report(s), as well as CWM athletic spending, and develop a greater understanding of reporting idiosyncrasies.
- Reinvigorate the Exit Interview process to include members of APAC, while allowing student-athletes to express a preference for the gender of the APAC member with whom they will meet to complete this interview.

Mr. Cooke remarked on the high GPAs of most of the athletic teams, and on the steady increase of the football team GPA in recent years. He asked if there was a goal for the football GPA. Mr. Hinkle said he did not know of such a goal. Ms. Raitt asked why there is such a large difference between the various teams' GPAs. Mr. Poutsma postulated that this was due to the difference between expected outcomes for the students, e.g., some teams' athletes did not expect to have professional careers in the sport. Mr. Cross said that such patterns are consistent across universities, partly due to the large number of athletes on a football team. Mr. Cooke asked about the performance of special admits. Mr. Meyers responded that in the past (when he chaired APAC) comparisons showed that the special admits had an acceptable graduation rate. Ms. Wilson asked about compliance with Title IX. Mr. Hinkle said he did not know whether the \$8 million in scholarships was in compliance, but details of budgets were to be discussed at the upcoming APAC meeting. Mr. Hinkle noted that the Knight Commission data show that athletic spending per athlete was up 82% between 2005 and 2011 and that some of that was due to increases in tuition rates for athletes receiving scholarships, changes in reporting rules, a reduced number of athletes in juxtaposition to the relatively constant Athletic's budget, and to new facilities coming on line.

4. Ale Lukaszew reported for the Faculty Research Committee. The main duties of the FRC were: (1) to recommend summer grants, under the expectation that each pre-tenure faculty member will receive at least 2 such awards; (2) to recommend candidates for the Oak Ridge Junior Faculty Award; (3) to recommend candidates for the Jeffress Interdisciplinary Award; (3) to limit the number of NSF-MRI applicants; (4) to recommend book subvention awards. The FRC recommended 40 summer awards at \$4,000 each, and 4 Suzanne Matthews summer awards at \$5,000 each. There were no applicants for the Oak Ridge Junior Faculty Award. There were only 2 (of a possible 4) applicants for the Jeffress Interdisciplinary Award, and there were no applications for book subventions.
5. Standing Committee Reports
 - A. Academic Affairs: Ms. Wilson
No report.
 - B. COPAR: Mr. McCoy
Mr. McCoy reported that COPAR heard a presentation of an early draft budget at a FUPC/COPAR meeting. When the State budget is finalized, so that the early draft can become more meaningful, then COPAR will report back to the Faculty Assembly. COPAR also received a report on the use of the Business School fee, and was satisfied that those uses were benefitting the undergraduate program.
 - C. Faculty Affairs: Mr. Dessler
Mr. Dessler referred Faculty Assembly members to the Blackboard site for data about NTE faculty and for reference to the old proposals. He then

suggested two new proposals to be discussed, with the intention of presenting a final proposal for vote at the April meeting. The new proposals would allow full time NTE faculty to run for election to Faculty Assembly within their units, and to allow an appointed, non-voting, NTE faculty member to serve on the Faculty Assembly and Faculty Assembly Executive Committee. Mr. Dessler discussed what was required to implement either of these two proposals and discussed some of the questions to be addressed in the final wording. Mr. Cooke stated that he would likely support both of these proposals. Mr. Weiss said that he was pleased that the NTE faculty were not being treated as a special class. Mr. Poutsma said that he was concerned about NTE faculty eventually voting on issues related to tenure, such as post tenure review. Ms. Raitt said that NTE personnel policies in Arts and Sciences, adopted in 2013, stipulate that NTE faculty do not vote on tenure or promotion decisions or on policies pertaining to tenure or promotion. Mr. Dessler said that this would be consistent with AAUP guidelines that say that NTE faculty should not vote on tenure. Mr. Abegaz said that he is in favor of the non-voting NTE proposal. He stated that universities are quasi-democratic in that everybody should participate in governance, but that tenure is under attack, and NTE faculty are sometimes seen as the replacement. Mr. Cross said that if tenure is under attack, it will be by the BOV, not by the NTE faculty.

D. Executive Committee: Mss. Raitt & Grover

- a. Ms. Raitt reported that the Committee for Faculty Affairs would be developing a retirement incentive proposal once it received a cost benefit analysis from the Faculty Compensation Board.
- b. Ms. Raitt reported that President Reveley will meet with the Faculty Assembly Executive Committee on Thursday, March 27, 2014. She invited members to suggest questions they want the President to address.
- c. On behalf of the Survey Report Committee, Ms. Grover reported that Jeanne Wilson, Christy Porter and Suzanne Raitt had been compiling tables and figures based on the Survey Frequency Reports and had solicited additional materials from the School of Education graduate student who has helped on the project. The next step will be filling in additional narrative to reflect the added tables and figures. The Committee hopes to distribute the report within the next few weeks.

E. Liaison Committee: On behalf of the Liaison Committee, Ms. Raitt reported that the faculty presentation at the April BOV meeting will be part of the Provost's larger discussion of diversity on campus.

6. Old Business: none
7. New Business: none

The President adjourned the meeting at 5:11 pm.