

Faculty Assembly Meeting Minutes for April 22, 2014 3:30 – 5:00pm Blow Hall Board Room
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*Members Present:* Jim Barber, Eric Chason, Bill Cooke (Secretary), Tracy Cross, David Dessler, John Eisele, Nancy Gray, Susan Grover (Vice-President), Courtney Harris, Will Hausman, Carl Hershner, Gina Hoatson, Scott McCoy, Gul Ozyegin, Lily Panoussi, J.C. Poutsma, Suzanne Raitt (President), Brad Weiss, Jeanne Wilson.

*Members Absent:* Berhanu Abegaz, Brent Owens

*Others in Attendance:* Michael Halleran (Provost), Terry Meyers (Parliamentarian), Iyabo Osiapem, Michael Lewis.

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

1. Approval of Minutes

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

2. Provost's Report: Mr. Halleran

- a. The Provost reported that there was no state budget yet, although many expected that there would be a budget by the end of the fiscal year. The Board of Visitors is expected to approve a tentative budget at its April meeting.
- b. The Provost reported that the Business Innovation effort, with support from the Censeo consulting firm, will report to the Board of Visitors in a closed session this week.
- c. The Provost reported that, in coordination with the Liaison Committee and W. Fanchon Glover, he will make a presentation to the Board of Visitors about diversity among the faculty.

Mr. Hausman asked why tenure cases that had been voted upon by the Board of Visitors in February were in the April meeting book. Mr. Halleran replied that that was a printing error. Ms. Raitt asked if any unit could include a uniform raise if the state does not mandate it. Mr. Halleran said that in the absence of a state mandate, all raises must be merit based. He said that merit should be broadly interpreted so that it need not only reflect the most recent year.

3. Standing Committee Reports

A. Academic Affairs: Ms. Wilson

No report, but the new policy on Intellectual Property is almost finished. Provost Halleran stated that last year's proposed policy was flawed, so he appointed a small committee to make recommendations for changing the current policy to clarify the University's position with regards to copyrights. He stated that this would come before the Faculty Assembly in the fall for discussion.

B. Faculty Affairs: Mr. Dessler

Mr. Dessler presented a proposal developed by the Faculty Affairs Committee that would allow Non-Tenure Eligible (NTE) full time faculty members with at least five years in that status at the College to run for election to the Faculty Assembly as members of their constituencies. The proposal also allows for an appointed, non-voting NTE faculty member to serve on the Faculty Assembly, and on the Executive Committee in years

when no NTE faculty have been elected. Any NTE members of the Faculty Assembly would not have the right to vote in matters related to tenure, and the promotion of tenure-line faculty. Considerable discussion ensued with various wording changes proposed and accepted for clarification. Mr. Cooke proposed eliminating a proposed section that would have included full time NTE members in any calculations to change the composition of the Faculty Assembly. He stated that the numbers of full time NTE faculty had been, as yet, difficult to ascertain. The proposed reversion to the original constitutional language passed. Ms. Raitt proposed language to clarify that the NTE members would not vote on “matters related to tenure and promotion of tenure-line faculty.” This also passed. The amendment to the constitution then passed by a vote of 16 to 2, with 1 abstention.

Mr. Dessler then introduced changes to the Bylaws to incorporate the NTE members. Mr. Chason proposed adding an additional section to Article IV: *Section 7. Consistent with the bylaws and constitution, the Executive Committee shall have the authority to resolve any ambiguities on the eligibility and participation of NTE faculty with respect to the Assembly and shall report their actions to the full Assembly.*

This was to eliminate the need for a further revision of the Bylaws in the event of a future disagreement over the intent of these Bylaws changes. This addition passed unanimously. The Bylaws revision then passed by a unanimous vote of 19 to 0, with no abstentions.

Mr. Dessler then reported that the Faculty Compensation Board had completed its study of the differential between the salaries of retiring faculty and the salaries of those hired to replace them. They found that the average differential was about \$50,000 per year, and that the average time between retirement and replacement was 1½ years. Their report is posted on the Faculty Assembly Blackboard site. The report also found that retirement incentives only increased the retirement rate by a few percent, but Mr. Dessler pointed out that most of the studies did not include lump-sum incentives, but rather increases in pensions.

C. COPAR: Mr. McCoy

Mr. McCoy repeated Provost Halleran’s point that until the state budget is finalized, the College budget cannot be set, and the Planning Budget Requests (PBRs) cannot be finalized.

D. Executive Committee: Mss. Grover and Raitt

- a. Faculty Survey Report: Ms. Grover reported that her team was into the final proofreading of a draft of the Faculty Survey report. She expected it to be finished within the next few weeks.
- b. Ms. Raitt reported that the faculty report to the Board of Visitors will be part of the Provost’s report, as usual, and that it will be devoted to racial diversity among the faculty. This report was extracted from interviews with a diverse group of faculty. Ms. Grover will prepare a longer, written report for the Faculty Assembly, to be submitted to the Administration.
- c. Ms. Raitt reported that, contrary to what she had reported last month, the Board of Visitors is planning to consider a resolution allowing faculty participation in some standing committees. This resolution will go first to the Board of Visitors Executive Committee, and then to the full Board.

4. Old Business: none
5. New Business: Response to Sigma Chi email: Proposed FA Resolution (Ms. Grover)

Ms. Grover reported that she, Ms. Raitt, and Mr. Cooke had met with representatives from Student Affairs to discuss possible actions by the Faculty Assembly that could assist them in their efforts to reduce sexual assaults on campus. Ms. Grover Moved adoption of a Resolution to this effect, which had been developed by herself, Ms. Raitt, Mr. Cooke, and Mr. Dessler, with help from representatives of Student Affairs. Mr. Cooke offered an amendment to the Resolution that would require the Academic Affairs Committee to report annually on each unit's progress on this front. Mr. Hausman objected that it would be impossible to measure "progress of each constituency toward implementing this understanding and commitment." Mr. Weiss responded that the amendment would require monitoring the progress towards implementing, which we routinely do as faculty. Ms. Ozyegin expressed concern that the amendment and the motion were not sufficiently clear as to what would be done. Mr. Cooke replied that specific steps should be left to our creative faculty, not mandated from above. The amendment passed. The motion to adopt the Resolution, as amended, then passed unanimously.

The President adjourned the meeting at 5:12 pm.