

Faculty Assembly Meeting
Minutes for February 23, 2016
3:30-5:00 pm
Blow Hall Board Room

Members Present: Eric Chason, Terry Meyers, Chris Abelt, Tricia Vahle, Mark Forsyth, Christy Porter, Steve Halliday, Rex Kincaid, Gul Ozyegin, Sophia Serghi, Cathy Forestell, Patty Roberts, Vassiliki Panoussi, Chris Gareis Suzanne Raitt, Chris Petrovits, Simon Stow, Carl Hirshberg

Members Absent: Liz Barnes, Denise Johnson, Courtney Harris, Ron Hess

Others in Attendance: None

The meeting was called to order at 3:33 by Mr. Chason.

1. Approval of Minutes

The minutes of the January 26, 2016 meeting were approved.

2. Standing Committees

Provost Halleran was delayed, so reports from the Standing Committees were moved up on the agenda.

a. Academic Affairs: Steve Holliday

- The Academic Affairs Committee met to aggregate and compare personnel policies regarding non-tenure eligible faculty. Members reported that policies and systems differ widely across schools and within A&S departments in NTE roles, titles, evaluation procedures, promotions, voting rights, service roles, and more.
- In response to the question of how to proceed with the inconsistencies on NTE policies given the broad range of roles NTE play in their schools, Eric Chason suggested that the Academic Affairs subcommittee meet with the Provost. A meeting with the Provost could identify which inconsistencies would be considered by the PPC, as only those issues are the purview of Academic Affairs.
- Gul Ozyegin and Simon Stowe each offered examples of how the current state of policies for NTEs affects their treatment in A&S. Gul Ozyegin sees a need for clearer promotion policies in each unit. Simon Stowe stated NTEs, as more vulnerable employees, require clearer policies to delineate NTE rights and responsibilities. Suzanne Raitt agreed that some policies require more development, but noted that any current departmental policy has already been approved by PPC.

b. COPAR: Tricia Vahle

- COPAR met with Dennis Manos to discuss reallocation of overhead to departments. A 5-year trial period, during which overhead recovery changed from 17% to 40%, is up next year.
- COPAR next meets with Sam Jones to go over the proto-budget.

c. Executive Committee: Eric Chason

- At their most recent meeting, the Executive Committee heard from the ad hoc committee on Title IX language in the Faculty Handbook. Eric Chason and Lily Panoussi

reported that the Board of Visitors wanted changes to the Title IX language. Eric Chason suggested waiting for the Provost's arrival for further detail.

- The Assembly was reminded that it is almost time to send out the fund-raising letter to faculty.

d. Liaison Committee: Liz Barnes

- Eric Chason reported on behalf of Liz Barnes that Christy Porter had presented the BOV with information on NTE Integration their February meeting.
- Mark Forsyth noted the final report from the President's Council on Race and Race Relations will be sent to Chon Glover on Mar. 17. The Assembly will hear more about this report in the April meeting.

e. Faculty Affairs: Chris Abelt

- The Faculty Affairs Committee had no report.

3. Provost's Report and Q&A

- Provost Halleran provided an update on the budget newly released by the VA General Assembly, which includes good news for the College. Budgets from the Governor and House include language to increase salaries, increased money for graduate students, and money for both ISC4 and the Music Building, which are in the design phase. A bill to increase the in-state proportion of students to 75% is not getting traction. Sam Jones will provide additional detail on the budget to COPAR at their next meeting.
- A bill passed in the General Assembly to accept AP and IB credits at Virginia colleges. The process of how to accomplish this is still being discussed. SCHEV will prefer uniformity across colleges, but the Provost will work to ensure these policies support the College's goals.
- A significant change to the College's intellectual property policy was made to include student work.
- SACS is coming to campus in March; the Provost anticipates the College will be accredited.

4. Discussion (no vote) on Title IX changes to the Faculty Handbook

- The Provost provided details regarding progress on this issue. The ad hoc committee met twice as a body, once with the Executive Committee, and with the BOV. Although the committee believed the language achieved compliance with Title IX, the policy did not meet the BOV's expectations. The BOV emphasized that process should conclude in 60 days and that preponderance of evidence should be the standard for all discriminatory cases, rather than only those of a sexual nature. The BOV also wants policies applying to faculty and staff to be as similar as possible. Provost Halleran describes these changes as providing a clearer policy and providing more fundamental protections against discrimination. The Provost also stated that the policy still includes the role of faculty as investigators during a Title IX case.
- The ad hoc committee is close to finishing the changes that the BOV will consider the Title IX language for the Faculty Handbook in their April meeting.

5. Report and vote on "tenure-clock" changes to Faculty Handbook

- Chris Abelt discussed the proposed amendment to the Faculty Handbook by the PPC that pertains to the tenure timeline for faculty who are hired ABD. As it stands now in

the Faculty Handbook, when someone is hired ABD, the tenure clock starts. The chief concern is that the Faculty Handbook language may be construed to include NTE faculty with regard to eligibility for tenure.

- The PPC and Dean Conley suggest adding the phrase “Tenure Eligible” in two places in the Faculty Handbook to make abundantly clear that those hired ABD are subject to tenure proceedings only if they are hired in a tenure eligible position.
- Discussion followed on the implications of a positive vote by Faculty Assembly on this Arts and Sciences policy to delay the tenure clock until the doctoral degree is awarded to the new faculty member. Eric Chason and Terry Myers suggested that in addition to the outcome of the Assembly’s vote, a note be written to the PPC offering ideas on this policy.
- Chris Abelt made a motion to vote on the PPC language change; it was seconded by Eric Chason. The motion passed unanimously (14/14).
- This issue is next reviewed by the Board of Visitors in April.

6. Old Business

- Cathy Forestell reported that 300 faculty responded to the Faculty Survey.

7. New Business

- None.

The President adjourned the meeting at 5:00.

Respectfully submitted by Christy Porter