

Minutes of the Faculty Senate Meeting

September 3, 2008

Combs Hall 139

The meeting came to order at 4:00 pm sharp and after a half-hour welcome reception at the first floor foyer outside Combs 139.

President Judy Hample greeted the faculty and expressed her desire to work side-by-side with **us** in the affairs of faculty governance. She presented a particular challenge that the faculty must deal with in the near future: how to establish a coherent faculty governance structure that works for the three UMW campuses. She invited faculty to the upcoming forum on September 9th at 4pm in Dodd Auditorium. She is interested in hearing our opinions regarding this matter.

Gary Stanton (HP) had a question about the state of the state budget cuts with respect to higher education.

Judy Hample answered that state budget cuts do include higher education and that a memo stating the ways in which UMW will reduce its budget is on its way to the faculty. She did, however, **assure** everyone that UMW will proceed with faculty searches.

Ernie Ackerman (CSA) stated that we have a strong tradition of governance in our own campus and that we would not want to dilute our own format in fitting a tri-campus model of governance.

Judy Hample stated that she understood this concern and that there were ways in which we might still protect a model of governance, at the college level, on our own campus.

Craig **Vasey** (CPR) noted that the three campuses have three separate faculty handbooks.

Judy Hample noted that SACS (Southern Association of Colleges and Schools) will insist on a single faculty governance document. However, this also depends on what the Board of Visitors view. All the pieces of the university need to run well together and SACS needs to be happy.

Eric Gable (SA) asked if single handbooks were the norm in her past experience?

Hample spoke about the Pennsylvania system she was formerly involved with, but noted that we would need to work with SACS, certainly one of the most rigorous of accrediting teams.

Approval of last year's minutes was cancelled because they are missing.

Introductions by senators and a special welcome for the new Faculty Senate Secretary Antonio Barrenechea, Assistant Professor, Department of English, Linguistics, & Communication.

Reports

Nina **Mikhalevsky**, Acting Provost, was absent in order to attend a meeting with the faculty committee looking at University faculty governance. Report was distributed at the meeting. **And attached to these minutes.**

Rosemary Barra, Interim Dean of the Faculty

No report.

John Morello, Associate Vice President for Academic Affairs

No report. He did, however, remind faculty that he had emailed them upcoming deadlines for grant applications and that pertinent forms are available at the Eaglelink portal under CAS and "Faculty Resources."

Doug Holcombe, Chair, Academic Council, CGPS

No report

Mary Rigsby (ELC), President of the Senate reminded the faculty of the report in the agenda packet.

Rigsby also noted that she hopes to encourage informal discussions about senate business before the formal start of the meetings. She hopes to have coffee/soft drinks available 30 minutes before the senate meetings.

Karen Anewalt (CSA) asked about the \$25 donation from department funds and whether or not there would be an option to bring our own refreshments and to opt out of the pool.

Rigsby noted that it would not be frivolous to have short period of human interaction before business of the senate, but noted that contribution was not compulsory. The AAHE National

Network of Faculty Senates lists having an annual budget as one of the features of an effective Faculty Senate. Establishing a budget line for the UMW Faculty Senate is a first small step in that direction. Rigsby announced that President Hample, responding to the effort to secure funding for the Faculty Senate, has recognized the importance of such funding and promises to transfer funds to a newly created Faculty Senate budget line. The amount has not yet been determined.

Colin Turner, Student Representative,

No report. He did, however, note that he is compiling a list of student representatives and that he will organize an information fair about the different majors on campus.

Standing Committees

Academic Affairs Committee

No report.

Campus Academic Resources Committee

No report.

Curriculum Committee

No report.

Faculty Affairs Committee

No report.

Faculty Development and Grants Committee

No report.

Faculty Organization Committee

Submitted prior to the meeting.

Promotion and Tenure Committee

No report.

Bachelor of Liberal Studies Committee

No report.

Budget Advisory Committee

No report.

Curriculum Advisory Committees

General Education Committee

No report.

Environmental Awareness Committee No report.

Global Awareness Committee

No report.

Race and Gender Committee

Submitted prior to meeting.

Speaking Intensive Committee

No report.

Writing Intensive Committee

Submitted prior to meeting.

Ad hoc Committees

Ernie Ackermann (CSA), Faculty Advisory Committee for the UMW Teaching Center, encouraged faculty to visit a social networking website: teachUMW.org. Here, faculty can get involved by sharing their views about the new teaching center that is still in development.

Report submitted prior to meeting: Marcel Rotter (MDFL) asked about travel funds in connection with the new center.

Ackermann responded that the programs will be sponsored the third week of September and that having a travel fund is a good idea. The total operating budget is \$50,000.

Alan Griffith(BS) asked if there is a physical place for the center.

Ackermann responded that the old TIP center will serve as the home of the new teaching center and that there is nothing yet available for the other **campuses**.

UMW University Faculty Governance Study Group

Submitted prior to meeting.

Rotter stated that the report **was short** and that he'd like to see what the committee had done in more detail.

Risgby will convey **the request** to the committee.

Holly Schiffrin (Psych.) asked if faculty needed to pay \$100 from faculty development funds in order to participate in the conference on Oct. 24, 2008.

Barra responded that the UMW provost will cover the cost and that no fees will be charged to the faculty

Old Business

None.

New Business

Election of Parliamentarian

Candidates: James Gaines, Professor, Department of Modern Foreign Languages

Stephen Davies, Assistant Professor, Department of Computer Science

Result: Stephen Davies will serve as the Parliamentarian.

Rigsby expressed, on behalf of the Senate, appreciation to both candidates for being willing to serve.

Program

Patrick Shaw, Associate Secretary of the American Association of University Professors (AAUP). "Maintaining (or Reclaiming) the Power to be a Professional."

The speaker discussed the role of faculty governance and its connection to professionalism, particularly the right to make joint decisions about fellow faculty and the rights to set those standards collective action. He stressed the pivotal role of the senate in the efforts of faculty to maintain their professional status. He also stated the contributions of the AAUP in advancing the

values of academic professionalism and discussed the institutional histories of the academic freedom statement and tenure policies. He claimed that the fragmented body of the low-paid faculty which exists today does not exist in a position that he would judge as professional. He handed out a pamphlet including three statements from Policy Documents & Report.

Shaw urged the faculty to consider how power is distributed in an institution. He praised the UMW handbook, but also noted that there were places for improvement. He also urged the faculty to seize the role of legislating its own fate by making a genuine commitment the work of the senate, lest they be complicit in a system that is not favorable to the faculty and in which tenure is disappearing every year. He noted that the bar for a successful academic career has been raised without proper compensation. In this system, governance and institutional service tend to lose out. He discussed the difference between individual and collective forms of negotiation regarding employment and work standards, the latter of which he firmly stands behind as a way of across-the-board equality. He noted that membership in the AAUP connects members to a cadre of faculty across the country who have similar concerns.

He concluded by restating the connection between government responsibilities and professionalism. The faculty has the ability to be true professionals when fully engaged in acts of managing itself through its own senate. He also warned again against the casualization of faculty labor within the university.

He would like to see us join the AAUP.

Vasey asked what the speaker's reaction was to seeing so many junior faculty members on the senate.

Shaw responded that those members simply got tapped in what is a more demanding academic environment with respect to institutional service that is added onto an already demanding workload.

Gable noted that the senate has, unfortunately, come to be a reactive body (a place to air grievance against the administration) and does not assume an active role. This explains why junior faculty members are placed on such committees: there is a perceived lack of importance here about the work of the senate. The task is to take charge of the position that the senate has without feeling like it is working against an inimical administration.

Shaw added that the faculty needs to bring energy to legislation, but that this is difficult at the end of a long work day (when many senate meetings are held). It is difficult to take the initiative under these conditions and with the current workload. Again, expectations for a stable academic career have gotten higher and this drains us from performing effectively in the senate.

Joseph Dreiss(AH) noted that the monthly faculty meetings held before the creation of the senate were effective and that the senate structure has now marginalized faculty interest.

Ackermann noted that there was low attendance at these former general faculty meetings and a brief discussion ensued regarding the old vs. new faculty meeting formats.

Shaw urged the campus faculty be involved in the faculty affairs of the other two campus in the interest of controlling work conditions and that persuasion (mostly of the speech variety) could be used to secure the rights to a professional work environment.

Announcements

None.

Meeting adjourned at 5:39 pm

Attachment

September 2, 2008

Senators,

Please add this report from Nina Mikhalevsky, Acting Provost, to your agenda packet and share with your colleagues.

Three things for the Senate's attention:

Possible budget cuts: as faculty are aware, we are waiting for the governor to make final decisions on the state budget cuts---as soon as we have the final figures, we will make the appropriate adjustments in the University budget. At this time, we remain very hopeful that we will be able to cover the University budget reductions without effecting current CAS academic department operating budgets.

Budget Advisory Committee: this coming year, Rick Hurley will chair the Budget Advisory Committee (as he did in its first year, 06-07). He will be sending out information about the first meeting shortly---if there have been any changes in the CAS faculty representatives, please let him know.

Faculty Governance Conference, Friday, Oct. 24, 2008: I would like to encourage the senators and the other faculty in their departments to participate in and attend this conference; I know the committee will be working more with the Senate as the semester progresses but did want to be sure that as many members of the faculty Senate as possible are able to attend the conference.

Nina Mikhalevsky

Acting Provost

Professor of Philosophy

Respectfully submitted,

Antonio Barrenechea

Department of English, Linguistics, and Communication