

**Minutes of the Faculty Senate  
December 7, 2005, 4:00 p.m.  
Red Room, Woodward Campus Center**

Denis Nissim-Sabat called the meeting to order at 4:04 p.m. On a motion by Fuller (FSP-elect), seconded by DeGraff (BUS), the minutes of the 2 November 2005 meeting were approved.

**Special Order of Business**

Nissim-Sabat welcomed Martha Fickett as new Secretary of the Faculty Senate, and expressed appreciation to her for volunteering to fill the unexpired term of Stephen Burton, who resigned for health reasons.

**Committee Reports**

- **Academic Affairs Committee.** Report (September 26) was accepted without comment.
- **Academic Affairs Committee.** Report (October 24) was accepted without comment.
- **Campus Academic Resources Committee.** Report was accepted without comment.
- **Curriculum Committee.** Report was accepted without comment.
- **Faculty Affairs Committee.** In response to a question from Davidson (PSIA), Grant Woodwell (Chair) explained the process used to collect the data on the recruitment survey.
- **Faculty Development and Grants Committee.** No Report
- **Faculty Organization Committee.** The report was accepted without comment.
- **Bachelor of Liberal Studies Committee.** Nissim-Sabat mentioned that there is no way to find information on the BLS program on the A-Z link on the University's website. John Morello responded that he would inform Cathy Derecki of this.
- **Global Awareness Committee.** The report was accepted without comment.
- **Race and Gender Committee.** The report was accepted without comment.
- **Writing Intensive Committee.** The report was accepted without comment.
- **Environmental Awareness Committee.** The report was accepted without comment.
- **Speaking Intensive Committee.** The report was accepted without comment.
- **General Education Committee.** The report was accepted without comment.

**Report of the President of the Faculty Senate.**

The Nov. 18, 2005, meeting with the BOV dealt in part with the report of the Ad Hoc Committee on Compensation. Davidson (PSIA) pointed out that faculty raises have been announced whereas salary actions for classified employees seemed to be delayed. Dean Barra explained that classified employees received a raise at the same time as the faculty. The matter of additional raises for classified employees will have to wait until next spring

when we find out what our budget will be. It is possible that additional raises for them can be implemented prior to next December.

Nissim-Sabat explained SCHEV's salary chart (Attachment B). Three numbers are relevant to the discussion—Base Salary, Total Salary, and Appropriated Training and Research Salary (T&R), the last of which is \$64,228 for UMW faculty, placing it in the 41st percentile. Dean Barra explained that the data on the table come from the AAUP except for the figure for UMW. For the majority of State institutions, the actual salary is not equal to the appropriated salary, due in part to the retirements of senior faculty and the hiring of junior faculty at lower salaries. The appropriated salary figure determined by the State is funded at less than 50 percent, the balance being made up by the institution—primarily through tuition. Fuller (FSP-elect) asked what happens to the money that represents the differential between the higher salaries no longer paid to senior faculty who have retired and the lower salaries of new hires. Dean Barra replied that it is used for other budgetary needs—sometimes to pay adjunct faculty. As a result, the actual amount that we pay in the salaries is going to be less than the appropriated amount. She suggested that the FSVA should use AAUP [i.e., “base” salary rather than “T&R”] numbers. Nissim-Sabat said that SCHEV says that what happens internally to the “pot of money” we are given is not their problem. If there are other needs at the institution, some of the money goes to them. Dean Barra explained that the State does not specify that x number of dollars are to be used for salaries, but it does check to see what we are doing with the money. She went on to say that all of the money the State is giving us for salaries is being used for salaries, but that does not cover the entire cost of salaries. The 4.2 percent increase was an addition to last year's appropriated amount, but it did not take into account the addition of faculty as part of our 15-1 plan. Davidson (PSIA) suggested that it would be interesting to see comparative numbers for other State institutions in Virginia. Watkins (ELS) mentioned that several years ago we had a windfall—a “retirement dividend”—and asked what happened to this, to which Dean Barra explained that most of this money is funding the 15-1 initiative. Morello clarified an earlier point, saying that salary savings from hiring junior faculty do not go to adjunct salaries. DeGraff (Business) pointed out an error on page 26 (of the agenda packet) that states that CGPS is on an eleven-month schedule. Dean Barra explained that the CGPS salary averages are computed on a nine-month basis. Further discussion related to cost-of-living and other issues. Senators were urged to attend Lobbying Day in Richmond on January 12. There will be three talking points, one of which will be “base adequacy funding.” DeGraff moved, and Fuller seconded, a motion to invite Sen. Chichester to meet with us. The motion passed on a voice vote.

### **Child-Care Matter**

If the University has not found someone who wants to lease a property for the facility by Dec. 21, the task will go to the State. That solution will probably set us back about six months. Three organizations have expressed interest in the project: The Children of America, Knowledge Learning Corp., and the YMCA. Jody Hayob and Betsy Lewis will be on a subcommittee to address issues of child care.

### **Distinguished Professor program**

The program is “level-funded,” which means that if DPs are to be named, the funding will come out of the University’s pocket. The program has not been totally cut; it comes under a program called “Eminent Scholars.” Dreiss (ART) asked what has become of the money designated for DPs but not used for this since the number of DPs has declined. Nissim-Sabat speculated that the extra money has gone to the Foundation .

**Report of the Interim Dean of the Faculty.**

Dean Barra made one addition to her report, and that is that the average base salary is now (as of December) \$60,593. She also reported that we are doing 23 full-time faculty searches, and that the candidate chosen by the Geography Department has accepted.

**Report of the Associate Vice President for Academic Affairs.** The report was accepted without comment.

**Report of the Student Representative.**

The Senate asked questions of Megan Cudahy regarding the Student Senate’s Motion 10.12.05.07 proposing a change of the RGI ATC course designation to include the word “sexuality.” Gosetti-Murrayjohn (CPR) expressed interest in reading what the thinking is behind the motion. Long (MUS) said that if we add this to the RGI designation, it is going to totally change the face of what we do with the current R&G courses.

**Report from the Faculty Senate of Virginia.** The report was accepted without comment.

**Report of the President of the Honor Council**

B. J. Huff brought before the Senate the matter of permanent notation of honor code violations. Huff reported that a poll of students indicates they favor removing the notation from the permanent record. Davidson (PSIA) said that this would send a message to students and faculty that cheaters will be punished but not for very long. Davidson went on to say that community service alone is not a proper penalty for cheating. Huff responded that at some schools minor offenses are not even brought before an honor council—that the student will be simply told not to do it again. Recommendations to the BOV from a committee suggest that notation of offenses that result in suspension or dismissal should remain permanent; those that result in social probation should remain on the record until graduation; and offenses resulting in academic probation should stay on the record for three years. Stanton (HISP) observed that if faculty think the notation of cheating or plagiarism will be removed from a student’s record, the faculty member will be inclined to fail the student (thereby bypassing the Honor Council entirely). DeGraff reminded the Senate that we are bound by the Honor Code to follow procedure.

**New Business**

**Motion: Regarding Course Release for Faculty Senate President**

"Each candidate for President-Elect is expected to have a commitment from his/her department to reduce his/her teaching load by one course for each fall semester during

his/her term as President. Although this is not guaranteed, it is appropriate and expected that the President of the Faculty Senate shall have this support and recognition."

Jody Hayob (GEOL) asked if this assumes that the relevant department would provide the wherewithal to permit the course load reduction. Dean Barra announced that she did not see this motion until she received the agenda packet, and that—contrary to the material [on page 36] in the agenda packet—she is not in support of this motion. She mentioned further that a department has no authority to grant a course reduction. Nissim-Sabat announced that he was referring the motion to the FOC. Dean Barra reported that the BOV said they would revisit this when the provost is hired and when the final segment of University governance is put in place.

**Motion: Regarding Rank of Faculty President and President-Elect**

That the Faculty Handbook be amended as follows:

**2.2.3.1 The Faculty President** The Faculty President will serve a two year term and will also serve as the BOV/SCHEV representative. The Faculty President must have attained the rank of associate professor or above with tenure.

**2.2.3.2 The President-Elect** The President-Elect will be elected by the faculty every other year during the spring semester to begin a term in the fall. The President-Elect must have attained the rank of associate professor or above with tenure. If the in-coming President-Elect is already a department senator, the FOC will ask the department to elect a replacement. ~~If the in-coming President Elect is already an at large senator, the FOC will conduct a special election in order to fill the vacated seat.~~ There was no discussion. The motion was passed on a voice vote.

**Motion: Regarding Tenured Individuals On the FOC**

That the Faculty Handbook be amended as follows:

**2.3.3.7.6 Faculty Organization Committee** The committee consists of six faculty members elected by the faculty. Members are nominated and elected according to the rules spelled out in §2.3.3.2 of this *Handbook*. Terms shall begin the fall semester after the election. There must be at least one tenured individual among the members of this committee. The committee's duties are to: (rest of section stays the same.)

After brief discussion, the motion was passed on a voice vote.

John Morello asked Edmonds when the FOC will be able to act in accord with what you have just passed. This will have to be approved by the BOV in February, but you will need to figure out some sort of mechanism for the FOC to operate in this way. Edmonds responded that elections to the FOC will be held later than the February meeting of the BOV.

**Motion: Amending the FSVA Constitution**

To amend the FSVA Constitution, Article III, Section 3, by inserting the following sentence at the end of the paragraph: In the event that an elected officer is unable to perform his/her duties for any reason, the Immediate Past President shall solicit nominations for a replacement, with an election held at the next scheduled meeting. Galen DeGraff (BUS) seconded the motion, and it was passed on a voice vote.

**Resolution: FAC Thanks On Junior Faculty Salaries**

**Be it resolved** that the faculty of Mary Washington College hereby express their appreciation to the UMW administration and the BOV for their successful efforts to improve the salaries of the lowest-paid faculty at the University. The resolution was passed on a voice vote.

**Announcements**

John Morello asked that we do everything possible to meet the noon December 21 deadline for submission of grades because none of the grading processes can go forward until all the grades have been submitted. Students will be notified that grades will be released on Banner. There is an e-mail backup plan in the event our system crashes.

**Adjournment.** The meeting adjourned at 5:36 p.m.

Respectfully submitted,

Martha Fickett, Secretary of the Faculty Senate