

Minutes of the Faculty Senate
November 2, 2005
4 p.m.
Red Room
Woodard Campus Center

Call to Order at 4 p.m.

There were no minutes from the October Faculty Senate meeting submitted for approval. Senate President Denis Nissim-Sabat, Psychology, announced that Senate Secretary Steve Burton, Music, has resigned from his position. FOC will hold a special election soon for a new secretary. Steve Watkins, ELS, volunteered to take minutes for the Nov. 2 meeting.

Angela Gosetti Murray-John, CPR, volunteered to represent MWC at the next Faculty Senate of Virginia meeting, replacing Senate President-elect Steve Fuller, Biology, who cannot attend.

Nissim-Sabat reminded all faculty committee chairs that they need to submit reports by the Wednesday prior to Faculty Senate meetings so they can be included in the Senate's agenda packet.

Reports

- 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 – **No Report**
- Bachelor of Liberal Studies Committee
- Global Awareness Committee
- Race and Gender Committee
- Writing Intensive Committee - **No Report**
- Environmental Awareness Committee
- Speaking Intensive Committee – **No Report**
- General Education Committee
- President of the Senate
- Interim Dean of the Faculty - **No Report**
- Associate Vice President for Academic Affairs
- Student Representative Report - **No Report**
- Other Committee Reports

There were no questions and no discussion of any of the written reports submitted.

Report of the President of the Faculty Senate

Denis Nissim-Sabat called on Grant Woodwell, Geology, chair of the Academic Affairs Committee, to report on Faculty Affairs' and the Senate president's meeting with the Executive Committee of the BOV on Oct. 24, 2005.

Woodwell said the Board members indicated that they were uncomfortable discussing faculty concerns about merit pay differentials and said they thought it was an administrative matter. The BOV members appeared to be receptive to the current proposal for a child care center near campus, although no decision has been made. They were vague on a timeline for hiring new administrators once a new president is selected to lead the university, but said they were pleased with the quality of applicants for president. The Board members said that there would be plenty of opportunity for faculty input and meetings with the finalists when they come for campus visits, and discussed the possibility of having meetings with department chairs in particular. Nissim-Sabat noted that the presidential hiring consultant has divided applicants into three tiers, A, B, and C, but search committee members are free to examine all applications, and to move applicants to different tiers as they see fit.

Jason Davidson, Political Science, said he didn't believe faculty input should be restricted to department chairs and Woodwell and Nissim-Sabat assured him that that wouldn't be the case.

Zvezdan Petkovic, Computer Science, submitted a list of questions his department has about the child care project. Nissim-Sabat said he didn't think it would be possible to answer them at this time. The questions were as follows:

1. Will the center have 12 month or 9 month terms, or both?
2. What is the approximate cost per child?
3. How is preference to UMW going to be administered?
4. Are other groups like the YMCA or MW Hospital getting preference as well?
5. Will faculty be able to skip the summer session without losing their spot for the following fall?

Nissim-Sabat briefly discussed the COPLAC (Council of Public Liberal Arts Colleges) information on course loads, salaries, and U.S. News and World Report rankings of cohort schools gathered by Roy Weinstock in response to a senate request at the October meeting. A table with that information was included in the November agenda packet.

Report of the Associate Vice President for Academic Affairs

John Morello summarized his written comments, included in the November agenda packet, concerning activities of the Faculty Handbook Revision Advisory Committee. The committee had its second meeting Oct. 28 and went through six sections of the handbook, trying to identify areas where language was wrong or confusing. Morello said the numbering system would be changed in the handbook so that there wouldn't be more

than 4 digits identifying any section. He also said more sub-sections will be added to streamline the handbook, the order of items will be revised to make the sequencing more logical, and the committee will be addressing more substantive changes in the future, such as the method for selecting the faculty senate president and president-elect. One example he noted of what he termed a “smaller” modification of policy not likely to be controversial was deletion of a clause requiring faculty to turn over to the institution any fees paid the faculty member for jury duty or service as an expert witness in court. Morello said this policy has never been invoked.

Morello said the Faculty Senate and Board of Visitors should have the recommended revisions in the handbook by their February 2006 meetings, and the senate will have until its April meeting for an up or down vote on the recommendations. He also noted that there will have to be future revisions in the section on governance structure once a new president has been selected for the university, and a provost position created as planned.

New Business

1. The Faculty Affairs Committee made the following motion concerning the calculation of Merit Pay Level Increases for Instructional Faculty:

“The Faculty Senate requests that the annual calculation of merit pay increases be made in a manner that causes the percent increase for level 2 merit to be no less than the percent raise authorized by the General Assembly.”

Grant Woodwell, chair of FAC, said again that his committee had brought this concern—that faculty earning Level 2 merit receive less than the state-appropriated average raise—to the Board of Visitors and had been told that the Board considered this an administrative rather than a Board matter. FAC proposed the motion in an attempt to address the matter with the administration—to establish a principle/benchmark for future merit differentials.

Scott Powers, MFL, asked why level 1 merit—“meets expectations”—couldn’t be set as the benchmark for faculty to receive the average raise allocated by the state. Woodwell explained that since there is a finite amount of money in the allocation, since the largest category of merit is Level 2, followed by Level 3, and then Level 1, and since virtually no faculty received 0 merit, there wouldn’t be enough money allocated by the state to use level 1 as the benchmark.

Miriam Liss, Psychology, asked if all the merit raises combined had to equal the 4.2 percent of all faculty salaries as allocated by the state. Rosemary Barra, dean of faculty, said the state approves the percentage for raises, but only funds half of that amount. The rest comes from the institution. She said out of that amount, UMW must first cover the cost of promotions. She noted that this year the actual increase was 5.5 percent, but a significant amount of that was going not only to cover promotions, but for equity raises for many of the lower-paid faculty. Barra said that 86 percent of all merit raises approved for this year were either Level 2 or Level 3. She said the administration set the merit pay

percentages the way they currently do because it's been done that way for the past ten years.

The motion passed unanimously.

2. Steve Watkins in ELS proposed the following resolution concerning preserving the name "Mary Washington College":

Whereas President Anderson and the Board of Visitors explicitly promised during the school's transition to university status that the name "University of Mary Washington" would be an "umbrella" name that would in no way obscure the identity of Mary Washington College as an undergraduate liberal arts college; and

Whereas President Anderson and the BOV explicitly promised that the name "Mary Washington College" would continue to be used to refer to the school of undergraduate arts and sciences in Fredericksburg; and

Whereas university officials have instead deleted almost all references to "Mary Washington College" on the school's web site, on its official map, and in printed literature about the school; and

Whereas university officials have replaced almost all references to "Mary Washington College" with "College of Arts and Sciences, Fredericksburg Campus"; and

Whereas university officials have sought to further obscure the identity of Mary Washington College by ordering removal of the Mary Washington College seal from Dodd Auditorium, to be replaced by the new University of Mary Washington seal;

Be it resolved that the Mary Washington College Faculty Senate calls on the administration and the Board of Visitors to live up to its commitments to students, faculty, staff, alumni, and members of the larger community by restoring all references to "Mary Washington College" where they have been replaced by "College of Arts and Sciences, Fredericksburg Campus," and by retaining the Mary Washington College seal in Dodd Auditorium.

Discussion:

Watkins noted numerous public statements by a variety of university officials during the discussion of the move to university status, vowing to retain the name "Mary Washington College" for the undergraduate school of arts and sciences, no matter what the university name might be.

Nabil Al Tikriti, History and American Studies, asked if the name could be "Mary Washington College of Arts and Sciences." Others said they thought that was a good idea. Watkins said passage of the resolution wouldn't preclude that, it would just emphasize the commitment to "Mary Washington College." Tom Sheridan, Health and

P.E., said no matter what undergraduate institution was named, students would continue to call it, simply, “Mary Washington.” He questioned the relevance of the name to people considering coming to the school, and said the Mary Washington name already carries the connotation that it’s an all-women’s school and many prospective students already don’t want to come here as a result.

Debra Schleef, Sociology, pointed out that the constituency of the school includes more than just prospective students, that there are also alumni, faculty, staff, and members of the larger community. Angela Gosetti Murray-John, CPR, asked what the motivation was for replacing the Mary Washington College name, and who was making the decisions to remove in on the school map and in many references on the school’s web site. No one had an answer.

John Morello said the use of “Fredericksburg campus” to refer to the undergraduate school of arts and sciences was for convenience in helping people locate the two campuses, and he said the name “Mary Washington College” continues to be included on students’ diplomas. Rosemary Barra said this would continue in the future. The student representative, Meghan Cudahy, said she didn’t think the provision calling for retention of the MWC seal was in the spirit of the overall resolution. Rosemary Barra said, in answer to questions, that the new UMW seal has already been installed, and that the old MWC seal was still there, underneath. Mariam Liss, Psychology, proposed a friendly amendment that the seal provision be deleted from the resolution, but it was rejected. Helen Housely, Theater, said her department was firmly behind the resolution as a matter of principle, that the administration should be held accountable for what it says and promises. Megan Cudahy suggested that language be included in the resolution reminding the administration of the Honor Code. Joe Dreiss, Art and Art History, said the administration was being “inconsistent,” but not violating the spirit of the Honor Code.

The resolution passed on a voice vote.

The meeting adjourned at 5:30 p.m.

Respectfully submitted,

Steve Watkins
English, Linguistics, and Speech