

**FACULTY SENATE MEETING MINUTES**  
**Tuesday April 11, 2017**

**PRESENT:** Abbas, Agud, Allnut (Maycok alternate), Baker (Ruoniemi alternate), Barney, Billingsley, Brown, Brewster, Corl, Dalloul, Etkorn, Ferris, Gaskill, Geyer, Gilmore, Hawdon, Hopkins, Hosig, Hicok, Kaufman, Leon, Lyon, Mackey, McGrath, Noirot, O'Keefe, Olson, Puckett, Richey, Rinehart, Robinson, Schenk, Shadle, Smith, Sultan, Tegarden, Tracy, Vogelaar, Watson, Wemhoener (Maycock alternate), Young.

**ABSENT:** Ahmadian, Al-Haik, Amacher, Anderson, Ashley, Bairaktarova, Balci, Bush, Campbell, Ducker, Gabbard, Gindlesberger, Good, Guynn, Jordan, (with notice)Luttrell, Martin, Matheson, Merola, Nappier, O'Rourke, Patterson, Reed, Rosenzweig, Safaai-Jazi, Savla, Seth, Sirgy, Skaggs, Spotila, Stauffer, Stivachtis, Tavera, Trogdon, Viehland, Zhang.

I. HOUSEKEEPING

The meeting was called to order at 5:19PM. The agenda was approved. The minutes for the March 28, 2017 meeting were approved after minor emendations.

II. ANNOUNCEMENT

There is a meeting with the Department Heads and the Provost on Benchmarking, April 24 at 1:30PM. An email reminder was sent.

III. UPDATES

1. **BOV Report**

The March BOV meeting was a 2-day retreat. THE BOV is enthusiastic about increasing faculty access to all University resources, and inclusion into all initiatives they wish to join, especially Destination Areas. Again, the issue of compensation was raised. Good news: a Faculty Club will be added to the campus Master Plan.

2. **Upcoming election**

VP Robinson is in the running for 2017-18 President. Secretary Noirot is stepping down due to service overload. Nominations for Secretary and VP will be accepted until April 24. President Abbas is nominating John Ferris, long-time CFA representative, and Bob Hicok, responsible for broad consultation on the PIBB and the new taskforce on Benchmarking and Quality Assessment.

3. **AAUP**

Janell Watson, VT AAUP Chapter President, circulated a flyer for a meeting with the analyst who conducted an independent report on the proposed incentive-based budget: Friday April 21, 2:30-4:00PM, 135 Goddwin Hall.

4. **PIBB Survey**

120 individual responses were received. The Benchmarking taskforce especially noted the extent of concerns and fear expressed by the Faculty. Some wonder how to enforce a resolution, if one is passed in the Senate. Some feel this is not aggressive enough a statement. Explicit support from faculty would be welcome. 33 pages of comments already show clear points of concern so endorsement is needed more than additional consultation.

5. **Faculty Senate committees:**

There are still vacancies on the Commission on Research, among others. Please nominate or volunteer!

#### IV. PRESENTATION: DEAN DEPAUW, ON ANTI ACADEMIC-BULLYING INITIATIVES

This is a new initiative at the Graduate School and CGS&P. Academic bullying has recently been extensively studied, including by Alan Bayer, former VT faculty, author of *Professors Behaving Badly*. A workgroup has been working on the five following topics and will forward their proposal to CGS&P:

- Create an “Expectations for Graduate Education” document
- Include bullying into other policies (e.g., Faculty & Staff Senate)
- Student training/information and safe zones
- Faculty training/information (e.g., Dept heads)

#### Summary of discussion:

What if an overall anti-bullying policy was crafted? It should include all students, faculty & staff, and administrators. And multilateral bullying needs to be considered. Graduate students appear to be particularly affected. The vast majority of cases presented to the Graduate Ombuds Office are about academic bullying. There is limited hard data on that phenomenon. All constituency groups should be involved.

#### V. RESOLUTIONS REVIEWED

##### 1. **Faculty Senate Resolution on Free Enquiry**

The statement is available on Canvas/Resources/Benchmarking & Quality Assessment. A motion passed to make it public and forward it to senior administration.

##### 2. **Resolution CFA 2016-171 : RESOLUTION TO AMEND PROCEDURES FOR FACULTY PROGRESS REVIEWS**

This resolution has been postponed to the Fall semester.

#### VI. PRESIDENT ABBAS, ON DESTINATION AREAS, INCLUSION BARRIERS, INSTITUTES, AND THE PIBB

The budget should be used as a control mechanism, so as not to harden upward or downward trends based on simple cost-benefit comparisons. Progress should be factored in, and form the base of incentives. There seems to be a clear risk to faculty and no clear accountability to decision makers (from department heads to upper administrators). **Budget, Growth, and Incentives** should more clearly be the three key parts of the new budget model. Will the goals and benchmarks defined be a moving target? All units, plus people within units, move at a different pace, too. VP Robinson mentioned that one issue is the risk of forcing or artificially encouraging units/people to meet targets that mean little to them. **Inflationary expectations** may rise.

President Abbas summarized the results of the survey on Institutes conducted last year. Most **Institutes** more or less abuse their power. Most put **barriers** that prevent faculty from accessing important resources. Changing the purview of VT institutes may be a solution; others would be incubators, immersion, resource sharing, etc. The new Business Engagement Center might help too. This issue is not antagonistic; the President and Provost themselves are open to increasing inclusion and openness. It is especially important now that massive funds are coming in to fund Destination Areas. There seems to be a small window of opportunity, since big changes are happening and the “haves” will not support the “have nots.” Talking to department heads at the April 24 budget/benchmarking meeting may be a great strategy to discuss those issues.

The meeting was adjourned at 6:57PM.