

**Date:** Tuesday, November 11, 2014

**Place:** Pamplin 32

**Time:** 5:15 p.m.

**Chair:** Bernice Hausman

**Minutes:** Rebecca Miller

**Attending:** Monty Abbas, Marwan Al-Haik, Robin Allnutt, Susan Anderson, Nahum Arav, Richard Ashley, Godmar Back, Joseph Baker, Virgil Centeno, Benjamin Corl, Alex Dickow, Felicia Etzkorn, John Ferris, Joe Gabbard, Bernice Hausman, Kathy Hosig, David Jacobsen, Brett Jones, Bradley Klein, Chad Lavin, Jenny Lo, Rebecca Miller, Michael Moehler, Jim Parkhurst, Paulo Polanah, Wornie Reed, John Richey, Susanna Rinehart, Ahmad Safaai-Jazi, Scott Salom, Hannah Scherer, Madeline Schreiber, Joe Sirgy, Deborah Smith, David Tegarden, Dan Thorp, Eric Vance, Bruce Vogelaar, Layne Watson, Philip Young

A quorum was met for this meeting.

**Guests:** Ken Eriksson, Professor of Geosciences and Chair of the Committee on Reconciliation

**Meeting purpose:** Regular Faculty Senate meeting

**Agenda items:** Approval of the agenda

Approval of the minutes from the October 28, 2014 meeting

Announcements

Presentation and discussion of the Committee on Reconciliation

Old business

New business

Faculty Senate President Bernice Hausman called the meeting to order at 5:17 p.m.

**Agenda item 1: Approval of the agenda**

Motion to approve the agenda was seconded and passed by unanimous decision.

**Agenda item 2: Approval of the minutes from the September 30, 2014 meeting**

Motion to approve the minutes from the October 28, 2014 meeting was seconded and passed by unanimous decision.

### **Agenda item 3: Announcements**

President Bernice Hausman called for short announcements from senators.

Felicia Etzkorn mentioned the death of our colleague, Karen Brewer (Professor, Department of Chemistry), and that Dr. Brewer will be greatly mourned by the Virginia Tech community.

### **Agenda item 4: Presentation and discussion of the Committee on Reconciliation**

Ken Eriksson gave a brief presentation on the various approaches and outcomes of the Committee on Reconciliation, whose work is “very challenging, but rewarding.” More information about the Committee on Reconciliation’s work is available in the Nov. 11 Agenda folder in the Faculty Senate Scholar site. The Committee’s charge can be found on the Faculty Senate website: <http://www.facultysenate.vt.edu/Faculty-Senate-Committees/faculty-senate-committee-on-reconciliation.html>.

The reason for Dr. Eriksson’s presentation is that the committee is currently underpopulated and needs volunteers. There is supposed to be a representative from each College and the Library, but there are currently only two people serving on the Committee on Reconciliation: representatives from Architecture and Veterinary Medicine. The commitment for serving on the Committee is approximately one case per year, per committee member, since the Committee receives around ten cases per year.

A number of items to follow up on resulted from this discussion, including:

- Senators from Colleges that currently are unrepresented on the Committee will help recruit new Committee members by sharing the document in the Nov. 11 Agenda folder on the Scholar site.
- Dr. Eriksson, Dr. Zahm (Chair of the Committee on Faculty Ethics), and Dr. Merola (Chair of Faculty Review) will meet to discuss the three Faculty Senate committees in order to report back to the Faculty Senate around February. Faculty Senate President Bernice Hausman will be involved in this discussion. The discussion will involve refining the distinction between the three committees and reviewing the Faculty Handbook entries for these groups.
- Faculty Senate and other relevant groups may bring proposals to the Provost’s office asking to (1) hire an Ombudsperson and (2) gain mediation training for members of the Committee on Reconciliation.

### **Agenda item 5: Old business**

#### *Update on the CLE revision/Pathways proposal*

Dan Thorp provided a brief update from UCCLE. He reported that, at the last UCCLE meeting, there was discussion revolving around the 12+ reports and documents that the committee had received from departments and colleges. He indicated that many of the issues described in the reports, such as resources for implementing the new CLE, are not in UCCLE’s purview and will not be addressed by the UCCLE because the expectation is that they must be addressed by CUSP.

At the time of the FS meeting, Marlene Preston is in the process of drafting another version of the Pathways proposal. It will be voted on by the UCCLE without further discussion. If this version is passed,

it is unclear whether or not it can make it through governance by the end of the 2014-2015 academic year.

Dan Thorp confirmed that issues brought to UCCLC will be shared with CUSP, since CUSP has a representative (Rob Stephens) on the UCCLC. The Faculty Senate requested that UCCLC communicate the issues noted by the Faculty Senate when the document goes forward to CUSP.

Faculty Senate also requests to see the document after the UCCLC vote, so that the Senate can prepare a response for CUSP.

When the new CLE comes before University Council, President Bernice Hausman asks for the Faculty Senate representatives on the Council to be ready to speak and vote according to the Faculty Senate's perspective on the document at that point.

#### *Update on AAUP formation and governance*

Wornie Reed gave an update on the Virginia Tech branch of the American Association of University Professors (AAUP) in his role of liaison to the Faculty Senate. The next meeting of the Executive Committee of the VT branch of AAUP will be on November 17, 2014, at 5:30 p.m.

AAUP plans to send two individuals, tentatively scheduled for February 10, 2015, to help with the branch development and to consult with us on the VT governance structure. The plan will be for the visit to end with the Faculty Senate meeting on February 10.

#### *Update from the Salary Task Force*

Paulo Polanah and Eric Vance delivered a report on faculty salary challenges at Virginia Tech. They noted that senators can view a breakdown of Virginia Tech faculty on the Institutional Research page, and recommended that senators review it. They also recommended that the Faculty Senate endeavor to hold Virginia Tech accountable to the legislature goal of Virginia Tech being in the 60<sup>th</sup> percentile of faculty salaries at our SCHEV peer institutions.

At this point, the Salary Task Force will not gather more data, but made a number of recommendations for going forward, including:

- Meeting with President Sands in order to ask him about his plan for addressing the faculty salary problem.
- Surveying department chairs for numbers or stories about faculty Virginia Tech has lost because of low salary.
- Considering other types of compensation, such as tuition remission for dependents.

The senate also discussed options such as reconstituting a working group to meet with state legislators on faculty salary and other issues.

### **Agenda item 6: New business**

#### *BOV briefing*

President Bernice Hausman included in the agenda a number of updates from the November 9-10, 2014 Board of Visitors meeting, including updates on the following topics

**Athletic Department.** The Athletic Department is working out proactive measures to deal with the new NCAA opportunities, and is doing a thorough review in order to forestall any sort of possibility of a UNC-Chapel Hill-like fiasco with athletics. In addition to the addition of all costs of attendance to scholarships, the athletic department is developing a set of commitments to athletes, including the “Hokie Degree Guarantee,” which will allow student athletes to return to finish their degrees. The full costs of all of the programs that athletics is developing to deal with the new athletic environment is about \$1.6 million per year.

**Graduate students.** The number of **graduate students** has not grown but is diminishing. The provost and Dean DePauw are looking into causes and remedies. The graduate student rep to the BOV believes that low stipends and other lacking amenities in grad student packages are at least partly to blame.

**Faculty salaries.** The BOV approved the 2014-15 faculty salary merit raise plan. In a discussion with Pres. Sands about why VT faculty salaries have diminished while other universities have held their own or increased, he indicated two main factors affecting a public institution’s ability to improve the faculty salary situation: how much money per student the state funds and what percentage of the student body is out of state.

**JLARC report.** This is a report by the Joint Legislative Audit and Review Commission on university support functions (academic support, student services, institutional support, facilities). It is a part of the JLARC report on higher education finished this year. VT is significantly below its Carnegie group (broadly construed, doctoral extensive institutions) in academic support. In support staff, VT is below SCHEV peers and generally low among state schools, but is higher than the Carnegie group average in administrative salaries. However, VT was not compared to its real Carnegie peers, the doctoral institutions with very high research productivity, but to a broader, less meaningful, group.

**Undergraduate students.** Undergraduate students are interested in developing programs about financial literacy and financial wellness, especially as so many graduate with student loan debt. This was also discussed at the last President’s advisory committee meeting.

**Governor’s Executive Order #2.** This order concerns the receipt of gifts by state employees. Faculty should pay attention to this order because all gifts of more than \$100 from any one source cannot be accepted by a state employee. Possible ways of contravening this order include “swag” brought home from conferences, such as goodie bags from convention exhibits, free books from exhibitors, etc. To avoid receiving such as personal gifts, make sure that anything of value brought back from a conference is brought back to your *university office* to be used in the course of employment.

**Faculty representative’s report from the faculty.** This report is [available on the Faculty Senate blog](#).

**Next meeting: Tuesday, December 2, 2014, 5:15 p.m. in Pamplin 32**

The meeting was adjourned at 7:03 p.m.