Faculty Senate of Virginia

Location: College of William and Mary, Williamsburg

Date: November 8, 2014

Agenda

1. Approval of Minutes

We are in transition period. New president (David McGraw, JMU). We usually have a Fall Meeting. In January we have the Virginia advocacy day. April we have our year-end meeting to discuss what we accomplished.

Today we will discuss what we want to advocate for.

1. Reports

Treasury’s Report

Make some money from registration. Institutional dues.

1. Campus Issues

Virginia Commonwealth University

We had a provost that we had a good relationship with. We now have an Interim provost. The Great Place Initiative. There was not a lot of trust. We have a faculty representative (non-voting) to the Board of Visitors.

Radford University (Dr. James G. Lollar)

They just completed a third *salary equity study* that went well with faculty. They focused with inversion problems. The last survey dealt with compression. The state has not been forthcoming in offering salary raises. Looking at salary benchmarks. They have abandoned the 60% goal. The JLARK (legislatures research arm). All Board members have to go through some training.

College of William and Mary

An issue is the budget. Board of visitor (about 1 year ago) implemented a fixed tuition. They have the highest tuition in the state. Business Innovation. Have higher tuition and raises but some expectation of higher production, maybe higher teaching load. Members of the board appear to want to understand the faculty.

Sexual assault issues. A lot of reflection. Conducted a faculty survey. Provost asked the assembly to ask opinion about retirement incentives.

They are interested in promoting diversity

James Madison University (Current FSVA )

They are happy with their president (an attorney) and provost. President has a big push for transparency and likes to engage with the faculty.

Sexual assault issues – Jon Stewart Daily Show. Student led judicial process. The way that they handled the alleged sexual allegations. The alleged sexual assault occurred off-campus (Florida). Student group recommended suspension after graduation. They got hit by the media.

Aggressive building program.

Salaries are a big source of complaint. President came to a 2% salary increase.

Great places to work in. Faculty satisfaction survey. There is no benchmark.

Mountain Empire Community College

Reversion of funds back. Decline in enrollment. Have dropped 4-6 % over the last few years. Population is dropping. Incentive for early retirements (administrative, classified and faculty). This was not enough to cover the shortfalls. There will be an additional reduction in force. Three full-time positions. No information as to who (administrative, classified or faculty). Morale is not good.

NOVA

They are down 6% in enrollment.

Faculty evaluation system. They do not have tenure. They have an evaluation and re-evaluation system. There is no job security. Amount of documentation required for the evaluation is extensive.

Rappahanok

300 miles service region. Utilizing high school spaces. Dual enrollment has increased. Graduated 38 students with an associate degree. Nursing program got approved by ACN. High School population has dropped down 40%.

Evaluation system – they had a lot of push back. Issues with the reward system

Security is now an issue.

University of Mary Washington

Sacs re-accreditation. Had outside consultant. They are also undergoing strategic planning.

Vote of no confidence against who? Not clear.

University Faculty Council

Christopher Newport University

Re-structuring of positions. Review university government structures.

Raises were a big issue. They were able to get salaries to increase (average of 3%). Most came from tuition increases.

Lecturers – one year appointment. A lecturer that has been for two years and did well they could apply to get for 3 year contract (as long as there was an institutional need). After 7yrs of service can apply for a longer contract

Parental leave

Senior lecturer

Special purpose faculty

Academically or professionally qualified.

JMU - RTA revolving term agreement.

Compression vs. inversion.

Longwood University

Enrollment has increased. There are some workload issues. They used to have a 20:1 student to faculty ratio.

Title IX and sexual assault. When faculty member gets accused.

Opportunity for raises however, they are being tied to merit. They also have a new upper level administration. They also have a lot of new turnover.

Randolph Macon

1. Higher Education of the FSVA
2. Discussion: Status of the FSVA

What can the FSVA do for you?