

Faculty Senate Meeting  
Thursday, February 3, 2011  
Library Rooms 209 A&B

Dr. Ferguson called the meeting to order at 3:32 p.m. and thanked the Public Relations Office for the delicious refreshments. The following members were present:

Dr. Bill Abrams	Dr. David Hardin	Dr. Cathy Roy
Dr. Jennifer Apperson	Dr. Chris Jones	Dr. David Shoenthal
Dr. Lee Bidwell	Dr. Deneese Jones	Dr. Robin Smith
Dr. Gretchen Braun	Dr. Anthony Koyzis	Dr. Gena Southall
Dr. Theresa Clark	Dr. Linda Lau	Dr. Bill Stuart
Dr. Scott Cole	Dr. Mark Lenker	Dr. Pam Tracy
Ms. Kerri Cushman	Ms. Sharon Menegoni	Ms. Kathy Worster
Dr. Rodney Dunning	Dr. Gerald Montoya	Dr. Linda Wright
Dr. Lily Goetz	Dr. Ken Perkins	

The following members were absent: Dr. Wendell Barbour, Dr. Paul Barrett, Dr. Alix Fink, Dr. Mikie Flanigan, Dr. Ryan Hebert, Dr. Tim Pierson, Dr. Charles Ross, Mr. Keenan Crump. Also present were Dr. Peggy Agee, Ms. Joanna Baker, Ms. Cindy Crew, Dr. Gayle Daly, Ms. Virginia Kinman, Dr. David Locascio, Mr. Glenn Parker, Dr. Jeannine Perry, Dr. Lissa Power-deFur, and Ms. Jenny Quarles.

The minutes of the December Senate meeting were approved as posted.

Ms. Menegoni for EPC presented information items (posted on the web page) and reminded Senators that the deadline is approaching for changes that need to be implemented because of the adoption of minus and plus grades and because of the deletion of Goal 12.

Dr. Ferguson recognized Dr. Power-deFur, chair of the ad hoc committee on clinical faculty. She reported in detail on the work of the committee and presented for discussion the committee's proposal (posted on the web page). After questions and discussion, Dr. Bidwell moved approval of the proposal. The motion was seconded. Dr. Abrams moved deletion of the 5<sup>th</sup> sentence in section 3 because it was unnecessary and unclear ("All assigned responsibilities . . . maximum course load"). The motion carried. Dr. Abrams moved the addition of the second sentence under External Clinical Faculty, 1. ("However terms associated with faculty rank . . . may not be used" but without the words *clinical educator, senior clinical educator*) to 1.a. under "Rank of Clinical Educator and Senior Clinical Educator." The motion was seconded and carried. The main motion carried.

Dr. Ferguson told Senators that the Executive Committee is working on ways to make the Senate more effective and efficient in the way it does business. She recommended the report of the ad hoc Committee on Clinical Faculty as a model and said that in the future it might be wise to present proposals at one meeting, have discussion, and vote on proposals at the following meeting after any necessary adjustments had been made. She is thinking of the possibility of a manual of policies and procedures for Senators.

Other announcements from the chair:

There will be a new blog which will require your Lancernet ID and password.

There will be a survey of Senators to ascertain how they feel about the Senate.

Two new ad hoc committees have been established:

**The Ad-Hoc Committee on LOTI Policies**

**Jeannine Perry, chair**

**Gayle Daly**

**John Gaskins**

**Nick Langlie**

**Carl Riden**

**Gerry Sokol**

**Linda Townsend**

The Ad-Hoc Committee on LOTI Policies is charged with the following:

- 1) Revise the current policies in the FPPM regarding Online at Longwood (see FPPM, Section II, U, pp. 62-68 in 2010-2011 FPPM).
- 2) Discuss faculty satisfaction with and plan for future growth in online/hybrid classes. Issues such as class size, faculty eligibility, training requirements, student evaluations, intellectual property, grade appeals, and assessment processes should be considered.
- 3) The Committee should provide an update of its work, along with its plan for future activities, to Faculty Senate at its April 14th meeting.

**The Ad-Hoc Committee on Parental Leave**

**Lee Bidwell, chair**

**Mark Lenker**

Fletia Lewis  
Cathy Roy  
Glenda Taylor

--- Charge for Ad-Hoc Committee on Faculty Parental Leave ---

**Background and Rationale for Committee:**

As it currently exists, Longwood University lacks a parental leave policy for full-time teaching faculty on nine-month contracts. When full-time teaching faculty at Longwood need to take maternity leave, they currently rely on sick leave or annual vacation leave, in accordance with the Family Medical Leave Policy in the Administrative Policy Manual (Policy #5216) and the Maternity Leave Policy in the Faculty Policies and Procedures Manual (FPPM, 2010-2011, Section III, V, p. 117).

As a result, department chairs, deans, and the VPAA make parental leave decisions on a case-by-case basis. Parental leave experiences often vary depending on the size of and resources within the department as well as the willingness of the dean/department chair to accommodate the faculty member's specific needs. The current FPPM policy was developed in the late 1990s and needs to be re-examined. A clear faculty leave policy can help Longwood University remain viable in its quest to recruit and retain quality faculty.

**Charge:**

The Faculty Senate Executive Committee is appointing an Ad-hoc Committee on Faculty Parental Leave to examine these issues and recommend to Faculty Senate a revision of the current Maternity Leave policy in the FPPM. The purpose of the policy would be to provide the proper procedure and guidance regarding the consistent and fair treatment of all faculty members who are arranging for leave from University duties for the addition of a new child, either through birth or adoption, to their family. This policy should be consistent with all federal and state law regarding leave policies and take into consideration what is considered best practices by the AAUP. The committee should seek input and advice from the Vice-President of Academic Affairs, the Deans, and the department chairs in the formulation of this policy.

The work of the committee should include, but not be limited to:

- 1) A comparative analysis of the parental leave policies of other Virginia public colleges & universities
- 2) A rationale for the revisions
- 3) A proposed policy, including purpose, philosophy, eligibility, and time frame
- 4) Funding / Fiscal Costs / Practicality of the proposed policy

**Timeline:**

The committee should give Faculty Senate an update of its activities at its April 14, 2011 meeting and should bring a revised policy to Senate for consideration in early fall 2011.

**Links and Resources:**

Longwood Administrative Handbook Family Medical Leave Policy

[http://www.longwood.edu/vpaf/final\\_policy\\_base/5000/5216.htm](http://www.longwood.edu/vpaf/final_policy_base/5000/5216.htm)

Longwood Faculty Policies and Procedures Manual Maternity Leave Policy (Section III,V, p. 117)

[http://www.longwood.edu/assets/academicaffairs/FPPM2010\\_2011.pdf](http://www.longwood.edu/assets/academicaffairs/FPPM2010_2011.pdf)

AAUP's link to leave policies: <http://www.aaup.org/AAUP/issues/WF/leavepolicies.htm> The AAUP cites

UVA's policy as a good one: [http://www.aaup.org/NR/rdonlyres/5606DB1B-9E90-4E3B-8250-](http://www.aaup.org/NR/rdonlyres/5606DB1B-9E90-4E3B-8250-A1558992D9CA/0/UniversityofVirginia.pdf)

[A1558992D9CA/0/UniversityofVirginia.pdf](http://www.aaup.org/NR/rdonlyres/5606DB1B-9E90-4E3B-8250-A1558992D9CA/0/UniversityofVirginia.pdf)

AAUP's statement of Principles on Family Responsibilities and Academic Work:

<http://www.aaup.org/AAUP/pubsres/policydocs/contents/workfam-stmt.htm>

Article from the *Chronicle* "Are your parental leave policies legal?": <http://chronicle.com/article/Are-Your-Parental-Leave/45098>

While Hampden-Sydney is a private college, their leave policy was developed with input from Professor Saranna Thornton, who is a leading expert on parental leave policies. Here's a link to her website where she talks about this: <http://www.hsc.edu/Academics/Academic-Majors/Economics/Professors/Saranna-Thornton/Maternity-Leave-and-FMLA-Leave-.html>. Here's HSC's Leave Policy: <http://www3.hsc.edu/academics/provost/DisabilityPolicy.html>

Dr. Ferguson called on Dr. Perry to talk about the Faculty Development Website available under Faculty Resources on the Graduate and Professional Studies web page. If faculty have items to post, Dr. Perry will be glad to add them. She and Dr. Ferguson talked about CAFÉ and the original hopes for it, and Dr. Perkins announced that President Finnegan was looking into establishing a grant development initiative, possibly in Stevens, which might also offer a home for CAFÉ.

Dr. Ferguson announced the following:

The President's Advisory Committee on Planning and Budget had developed a statement of purpose, committee description, and procedures.

The second forum of the Academic Strategic Plan will be on February 17. Dr. Jones announced that the facilitator at the forum on March 22 will be Dr. Joseph Zolner, Director of the Harvard Institute for Higher Education.

The Executive Committee is trying to schedule a called faculty meeting for a presentation by CRT Tenaka.

Dr. Ferguson is hoping that there will be an end-of-the-year Senate party after the meeting on April 28.

Susan May

Note: Mark Lukas and Melanie Marks have been added to the ad hoc Parental Leave Committee. The committee's charge is limited to nine-month full-time faculty.