

President's Advisory Council Meeting

20 April 2016, 9 a.m.

Conference Room, Grainger Hall

Present: President Taylor Reveley, Rhonda Brock-Servais (recording), Kevin Doyle, Sarah Porter, Lissa Power-deFur, Leah Shilling, Bennie Waller,

- Almost the entire meeting was devoted to the subject of the Promotion and Tenure process, including the issues of Departmental Primacy and Requirements as well as complaints heard from the faculty about this year's process.
 - **Rather than attempting to transcribe a rather wide-ranging conversation here, I have summarized the salient points.**
- President Reveley believes that having discussion on this issue is healthy given the current national debate on the value of tenure. He also believes that Longwood is unusual in that tenure and promotion are decided by department committees rather than a university one. He pointed out that it is not universal custom in the academy to have promotion and tenure joined, and some of this year's controversy developed from an administrator who lacked awareness of the Longwood way. There was discussion about the relative weights of teaching, service, and scholarship and how they might be applied differently for the two different things. This led to some discussion of workload and changing standards. The committee pointed out that there is a pervasive belief that the standards have been changed, especially for those who already in the process. The President affirmed that there are no new secret standards known only to the administration.
- There was general agreement that more clarity in policies and more communication are necessary. There will be a committee working over this summer to review and revise the relevant parts of the *FPPM*. Their work will be presented to the Senate's committee on Promotion and Tenure in the fall.
- There was some discussion of faculty salaries toward the end. The President concurs the situation is "shameful." He plans on developing a plan for merit-based increases. His timeframe for meaningful adjustment for compression is 5 years. He'd like to move out of the lower third and into the competitive middle third.

The meeting ended at approximately 10:00 a.m.

Faithfully reported by your most humble and obedient servant, Rhonda Brock-Servais