

Spring Faculty Meeting
March 24, 2011
Blackwell Ballroom

Dr. Fergeson called the meeting to order at 3:35 p.m.

The minutes of the opening faculty meeting, 8-20-10, were approved as posted.

Dr. Fergeson reported on the work of the Faculty Senate in the current academic year. The Senate worked with the College of Graduate and Professional Studies to mesh the College's bylaws with the *Faculty Policies and Procedures Manual* and the Senate bylaws and approved the bylaws, the replacement of the Graduate Committee with a Council that will report to the Senate, a Graduate Curriculum Committee that will work with EPC, and a Graduate Petitions Committee which has existed but was not in the *FPPM*.

The second major item of business was the creation of specific designations for those professionals who supervise students in clinical settings or field work. The ranks of clinical educator and senior clinical educator were approved as well as designations for external clinical educators.

The Senate Executive committee has created two ad hoc committees—one to review and update the maternity leave policy, one to review and improve the LOTI policies and procedures. Both committees will give progress reports in April and continue their work in the fall.

EPC has revised the assessment statement, recommended a Special Education endorsement program and a M.S. in Health and Physical Education, all of which were approved by the Senate.

The Advisory Board for the Center for Faculty Enrichment has recommended that an interim director be appointed to conduct a needs assessment and provide guidance for the development of its programs and direction, the position to be supported by a one-course reduction each semester and a stipend. The Senate recognized the need for this proposal and approved it for forwarding to the Vice President for Academic Affairs.

In progress are revisions to the Promotion and Tenure timelines, work on the culture of communication on campus and in the Senate, a new procedure for introducing proposals to the Senate, and continuing efforts to have more productive and direct interaction with the Board of Visitors.

In conclusion, Dr. Fergeson issues two reminders: Goal 12 is disappearing and goals 13, 14, and 15 will be renumbered; plus and minus grades will begin to count in the GPA this fall.

Dr. Fergeson's second report was on the Academic Strategic Plan process. The Committee overseeing next year's work will be announced on April 19. The Committee will concentrate on developing the process to be followed in May and June and will launch the process in August.

Dr. Fergeson called for nominations for a faculty representative to the Faculty Senate of Virginia. Dr. Blauvelt was nominated; there were no other nominations and he was reelected.

Dr. Fergeson called on Dr. Perkins to speak about the six-year plan required by the Higher Education Opportunity Act, a plan not to be confused with Longwood's Academic Strategic Plan. The plan must be

ready to go to the Board of Visitors in June and to the state in July and include plans for optimal year-round use of resources, resource sharing with other institutions of higher education, and identification of proposed new programs or initiatives. Feedback from the state should be received by September 2. Those working on this plan include the Dean's Council and the Registrar, the director of International Studies, the Vice President of Student Affairs, the director of Admissions. Dr. Perkins emphasized that the plan may be revised after a year, and again in another two years, which means that it can be adjusted to conform to the Academic Strategic Plan.

Dr. Perkins thanked the faculty for their scholarship, their service, and their work with students including their rigor causing students to earn their degrees and to love Longwood.

Dr. Fergeson recognized Dr. Kinman who reported for the Committee on Academic Outcomes Assessment and Program Review. The committee is responsible for promoting the quality and effectiveness of the academic curriculum. In addition, it monitors assessment reports and makes recommendations to the Senate on issues related to assessment of academic programs. The current policies related to program review are out of date, and the committee is working on new ones using SACS standards for guidance and will align policies with the Academic Strategic Plan and the University's mission and assessment data. The committee is creating a new guide to assist departments with assessment.

Dr. Fergeson called on Dr. Webber to present the AAUP Salary Study (posted on the Senate web page) which is based on a December 1 snapshot of those actually employed on that day. The study does not include the 3% bonus since that is not added to base pay and therefore is a one-time event. There was a slight increase, 0.6%, possible because of "churn" money available from retirements, promotions, and the fact that the University must pay new employees more to get them here. Most continuing faculty essentially received no raise and actually fell behind because of the increase in the cost of living. The raises that were given resulted from promotions, equity raises or amended salaries (amended because of fulfillment of contract-specified conditions), or promotion from classified status to AP administration. Good news in that of new faculty all but one are tenure-track faculty.

E&G Administrator positions increased 14% or 8 new positions, Student Services 12% (funded from student fees), Athletics 5% or 2 new positions.

Dr. Fergeson said that President Finnegan is thinking of having an independent firm conduct a salary study at Longwood. William and Mary, ODU, and others have used such a service.

Dr. Abrams moved adjournment. The motion was seconded and the meeting was adjourned at 4:45 p.m.

Susan May