

Faculty Senate Meeting
November 8, 2007
Library 147 A&B

Dr. Amoss called the meeting to order at 3:30 p.m. The following members were present:

Dr. Jennifer Apperson	Ms. Tammy Hines	Ms. Sharon Menegoni
Dr. Wendell Barbour	Dr. Evelyn Hume	Dr. Don Merkle
Dr. Scott Cole	Dr. Debra Kelley	Dr. Kelly Nelson
Dr. Linwood Cousins	Dr. Ed Kinman	Dr. Tim Pierson
Ms. Elizabeth Dotson	Dr. Pat Lust	Dr. Keith Rider
Ms. Melinda Fowlkes	Dr. Robert Lynch	Dr. David Shoenthal
Dr. Jackie Hall	Dr. Sue McCullough	Dr. Bennie Waller
Dr. Bill Harbour	Dr. Wayne McWee	Ms. Kathy Worster
Dr. Sue Hildebrandt	Dr. Ruth Meese	Dr. Linda Wright

Also present were Mr. Dick Bratcher, Mr. David Harnage, Mr. Jerry Jerome, Dr. Frank Moore, Dr. Brian Kraus, and Ms. Kim Redford, Ms. Kelly Martin (Longwood University Assistant Master Plan Coordinator), and Ms. Nicole Warmesley (Moseley Architects).

Not attending were Dr. Sarah Bingham, Dr. Vonnie Colvin, Dr. Roy Creasey, Dr. Jim Riley, Dr. Pam Tracy, Dr. Sue McCullough, and Dr. Charles Ross.

Dr. Amoss asked for additions or corrections to the minutes; they were approved with the addition of Dr. Bennie Waller to the attendance list.

Dr. Amoss introduced Ms. Redford who talked about the conversion of email services to Exchange services. She distributed a handout of information including training opportunities for Outlook. The Entourage (for Macintosh) sessions will be announced at a future date. Handouts should be available from Senators.

Dr. Ed Kinman presented information items from EPC and then moved, on behalf of the committee, the approval of the degree of Bachelor of Science in Athletic Training. The motion passed.

Dr. Linda Wright presented a report from the ad hoc committee on graduate studies and moved on behalf of the committee the revision of a section of item 1, Purpose and Duties, and item 11 in the *FPPM*'s description of the Graduate Committee :

**for reviewing, approving, formulating, and forwarding to the faculty Senate for approval all policies and procedures affecting graduate courses and programs leading to graduate degrees;*

11. Reporting Route: To the ~~Vice President for Academic Affairs~~ *Faculty Senate*.

Dr. Kinman proposed amending the section of item 1 dealing with submissions to EPC to add the words *academic rules and regulations*:

*for reviewing, approving, and forwarding to the university Education Policy Committee *academic rules and regulations* and all new graduate programs and curricular changes as proposed by departmental graduate curriculum committees;

The amendment was accepted by Dr. Wright on behalf of the committee, and the motion as amended passed.

Dr. Amoss called on Mr. Jerome, Master Plan Coordinator, who introduced Mr. David Harnage. Mr. Harnage asked for faculty ideas about the future physical plant and appearance of the campus. Numerous suggestions were offered from preserving and increasing green spaces to safety measures and flexible space in classrooms. An additional opportunity for faculty opinion is scheduled for November 15 at 3:45 in Hiner's auditorium.

The Board of Visitors report sent out by Sharon Menegoni, Faculty Board of Visitors Representative, referenced the terms appropriated salary average and actual salary average. Several faculty members have requested clarification of these terms; therefore, Dr. Amoss called on Dr. McWee to explain the difference between appropriated and actual salary averages. The actual salary average is the mean average salary of all full-time teaching and AP faculty. The appropriated salary is more complicated. It results from approximately 1987, when the state mandated MEL (maximum employment level) for state institutions, and the appropriated salary then was the legislative approved salary plus any salary increase granted. At that time, the state controlled the number of faculty positions through MEL (approximately 134 faculty positions in 1987) and when a new position was authorized, it was authorized at the appropriated average. The state no longer uses MEL for authorizing or controlling the number of faculty positions. However, SCHEV has retained the appropriated salary as a budgeting mechanism. To determine the current appropriated salary, the original base salary for approximately 1987 must be adjusted each year for the appropriated percentage of raise. This process assumes that no additional positions have been added. Longwood, like our sister institutions, has added faculty positions at the assistant professor level through tuition increases and through redistributing the salaries of more highly paid retirees. Thus the actual average salary figure is lower than the appropriated salary figure.

Further complicating the salary issue is the fact that the state is redoing the peer groups. From a list of 75 similar institutions generated by SCHEV, Longwood was given a list of 25 peer institutions deemed most like us. Longwood was given the chance to argue a case for changing the list. The University removed several institutions with the lower salary averages or which did not resemble Longwood based on the assigned criteria. These adjustments placed Longwood at the zero percentile of its peer groups when comparing our actual salary to the actual salaries of our peer institutions. We had hopes of a big raise to move us toward the state goal of 60% of benchmark. But it turns out that SCHEV chose to compare Longwood's appropriated salary to the actual salary average of our peer group. This resulted in Longwood being close to the sixtieth percentile; therefore, the state is recommending only a 2.7 % raise for Longwood. Again, State

Council is using an appropriated figure, while the benchmark figures are actual salaries. Longwood, William and Mary, Mary Washington and others are facing the same predicament. Our Board of Visitors and administration have been proactively trying to correct the situation.

Dr. Amoss announced the appointment of an Ad Hoc Committee on a Faculty Development Program: Chris Bjornsen, Gretchen Braun, Craig Challender, Evelyn Hume, Sharon Menegoni, Chair, and Linda Wright. The committee is charged with developing a proposal for submission to the Faculty Senate by February 27, 2008.

Under new business, Ms. Menegoni asked Senators to remind their chairs to respond to the questionnaire from Dr. Susan Lynch and the Committee on Promotion and Tenure Policies and Procedures. Feedback is due by November 14. Dr. Cole talked about a problem with athletes not wanting to schedule classes at 2:00 TR, and Dr. McWee will look into that. Mr. Kraus announced that a new scantron machine would be replacing the old one in the coming semester, and he will send out information about that to the faculty.

Dr. Apperson moved adjournment, and the meeting was adjourned at 4:55 p.m.

Susan May