

President's Report  
Faculty Senate Meeting

November 28, 2011

At this point in the 2011-12 school year, the Faculty Senate continues to move forward on issues generated by the faculty at the Faculty Senate All Faculty meeting during Getting Started Week as well as responding, subsequently, to issues brought to it by both the administration and faculty.

Of the seven subcommittees formed as a result of the GSW meeting, one (Catering) has finished and two more (Restricted Faculty Representation, Chair Summer Stipend/Adjunct Pay) are nearly finished. The remaining four are working productively.

The administration has presented the Faculty Senate with the following to consider:

- Faculty Workload Plan (See motion in 10.21.11 minutes)
- New undergraduate class day/time slots
- New Academic Freedom and Responsibility language (authored by Ronnie Cohen and Pete Carlson) for the *University Handbook* (See motion in 10.21.11 minutes)
- The new Six-Year Plan (See motion in 10.21.11 minutes)
- Dossier Organization
- A draft statement that the Provost wants to insert in all second and fourth year retention letters to aid transparency:
  - “While the outcome of this reappointment review is positive, its outcome is not predictive for the outcome of the next review. Each review is a discrete administrative decision that takes into account earlier reviews as information to be assessed in the context of performance and other priorities. Thus, the decision to reappoint should not be regarded as an explicit or implicit guarantee or commitment for future reappointments.”
- A new policy for tenured faculty who offer no evidence of scholarly production: a 4-4 load for a 3 year period.

Since the last senate meeting (10.21.11), two issues have come from the faculty:

1. Review Process

- Background: In 2010-11, in response to concerns that the FRC did not comment on its judgments when it differed from the DRC's, the senate successfully had the following language added to the *University Handbook*: Section XII: Instructional Faculty Personnel Regulations, Part 8g: Step-by-Step Procedure for a Peer Review, Step 10 states: “a written explanation is required when the Dean's and/or FRC's recommendation differs from the DRC's”
- Of the 30 (2nd year, 4th year, tenure, promotion to full) reviews this term, there were 5 where the FRC differed from the DRC. The FRC did not, though, per the handbook, provide a written explanation.
- The Provost has responded to this oversight by offering the 5 candidates the opportunity of receiving a belated response from the FRC and gave these candidates an extended deadline to respond to FRC and Dean's conclusions.

## 2. November 10, 2011 Bonus

- On November 3rd, President Tribble sent an email to employees of the university announcing a bonus. Members of the Faculty Senate received inquiries from faculty with questions, which focused on two issues:
  1. That recipients of the bonus (full-time instructional faculty, administrative and professional faculty, classified staff) were employed before July 1, 2009.
  2. That the bonus was 3% of a qualified faculty member's salary rather than a flat amount.
- In order to respond, I first spoke with administrators and faculty to get a clearer picture of the bonus, how it came about, and its budgetary trail.
- The purpose of the bonus is to spread limited funds to recognize longer serving employees (as well as to provide a bonus for staff on the lower salary level). Recently, in order to compete in the academic marketplace, CNU has brought in new faculty at a higher salary vis-à-vis disciplinary salary ranges, which is why newer faculty were not included in the bonus.
- I would also note that, as I talked to others and went back and reread the President's November 3 memo, I realized that this bonus was not like the others in the recent past. As Cindi Perry wrote me in an email on November 21, "The Governor and General Assembly did not fund a bonus or salary increase this year. Instead, the Board of Visitors recommended and approved the bonus and asked us to reallocate dollars in our FY12 operating budget to fund it."