

**Faculty Senate Agenda
18 September 2015**

- I) Call to Order
- II) Approval of April 17, April 24, and August 19 and August 28 Meeting Minutes
- III) Reports
 - A) President's Report
 - 1) Diversity Initiatives
 - 2) Textbooks and the Campus Mailroom
 - 3) UGRC Request for "Promotion" to Highest Valued Activity
 - B) Phi Beta Kappa Report (Jelinek)
 - C) Departmental Liaison Reports: Issues to Date
 - 1) On Current Agenda
 - (a) Final Exams
 - (b) Annual Review
 - (i) How will merit pay be calculated if we adopt the new proposal?
 - (ii) What are the pro's and con's of using percentage-based raises vs flat pay increases?
 - (iii) Do we need to revise the weights for lecturers, especially for research?
 - (c) Lecturers
 - (i) Tenure-stream/renewable contract ratio, retention, departmental stability
 - (ii) Can we realistically advertise lecturer lines as career positions?
 - (iii) Can lecturers serve as Department Chairs?
 - 2) New
 - (a) Institutional Profile and Six-Year Plan
 - (i) Understanding U.S. News and World Report Ratings
 - (ii) Minority Enrollment: How was the 20% goal determined, and are there long-term plans to surpass this goal?
 - (iii) Is it mathematically possible to achieve all of the quantitative goals for staffing and curriculum set out in the Six-Year Plan while achieving a 75-25 tenure-stream/renewable contract ratio?
 - (iv) Justification for the Emphasis on STEM in the Six-Year Plan
 - (v) Will achieving the quantitative goals set out in the Six-Year Plan force us to cut curriculum?
 - (b) Evaluation and Pay Structure
 - (i) AR, Tenure and Promotion
 - (i) Are the grade distributions being used to measure rigor? If so, how? Is this appropriate?

- (ii) Value of the Dissertation in CAH and CSS
 - (iii) Problems stemming from evaluators whose disciplinary background differs significantly from the faculty undergoing review
- (ii) Digital Measures
 - (i) Need a designation for Interim Chairs
 - (ii) Need a line item for AR percentages
 - (iii) Need better alignment with the University EVAL-4
 - (iv) Do we even need DM, or can we create our own internal form?
- (iii) IDEA
 - (i) Administrator Evaluation
 - (ii) Overuse for Faculty Evaluation
 - (iii) Institutional Policy on Incentives
- (iv) Salaries
 - (i) Adjunct Pay
 - (ii) Overload Pay
 - (iii) Variation in Average Faculty Salaries Across Disciplines
- (v) University EVAL-4
 - (i) Library Resources: UE-4 credit for assembling purchasing lists
- (c) Staffing and Scheduling
 - (i) Using Workload Ratios to Allocate Faculty Positions
 - (ii) Problems of Top-Down Scheduling, Specifically Regarding Adjunct Usage and Changes to Course Caps
 - (iii) Can we increase the number of courses offered during regular work hours (9:00 a.m. to 5:00 p.m.)?
- (d) Curriculum
 - (i) Civic and Democratic Engagement: What is the scope of this Area, and why are so many proposals being denied?
- (e) Issues Related to Phi Beta Kappa
 - (i) Bookstore and Follett
 - (ii) Study Abroad: Strategic Planning and Increasing Semester-long Study
- (f) Administrative Support
 - (i) Lost Paperwork
 - (ii) Time-consuming Red Tape
- (g) CHECS
 - (i) Concern about scope of CHECS (e.g., discipline for off-campus issues)
 - (ii) Continued concern regarding lack of “protocols” in various situations – faculty do not hear back from CHECS, nor does there seem to be consistency in the punishments levied for similar situations.
- (h) Faculty Life
 - (i) Tuition Reimbursement for Faculty Family Members

(ii) Regalia: Can we purchase regalia for faculty or offer a subsidy to those who wish to purchase regalia?

(iii) Dining Hall Subsidies for Faculty

(iv) Parking near Christopher Newport Hall

(v) Building Access for Faculty

IV) Unfinished Business

A) Review Draft of Annual Review Proposal from the Council of University Chairs

B) Review Draft of 5-Year Strategic Plans

C) Review Draft of Departmental EVAL-4's

D) Vote on Lecturer Rank Stream Proposal

V) New Business

A) Memo to the Budget Advisory Committee

B) Faculty Development Grants (FDG's): Revised Proposal Form, Evaluation Criteria and Schedule

VI) Other

A) October Meeting

1) Subcommittee Progress Reports

2) Discussion of Fx Grades

VII) Adjournment