

ANNUAL SUMMARY OF SUBCOMMITTEE

Senate Goals/Objective 3

Monitor and enhance standards and practices necessary for effective and productive lives of faculty and students at Christopher Newport University.

Subcommittee members: Peter Carlson, Jean Filetti, Veronique Frucot, and Joan McMahon,

1. Tuition Reciprocity/Remission (Joan McMahon)
 - a. The subcommittee researched the issue of developing a benefit for faculty/staff at CNU regarding tuition remission for faculty/staff or family members. The subcommittee discussed this with Vice Provost Schwarze, Chief of Staff Cindi Perry and Vice President Maribeth Trun. Universities are currently allowed under state law to waive their own tuitions for their own employees and CNU does. However, a reciprocal agreement between institutions would require legislation, though no university has made this request. One reason this may be is that, while there would be some advantage to such an arrangement to schools such as CNU that offer few master's programs, there would be little advantage to a reciprocal agreement for schools that do offer many master's programs, such as UVA , VT, or William and Mary. If we wanted to pursue the local angle, it is possible for a CNU employee to take classes at William and Mary, say, at the expense of CNU. This would be the only aspect of the policy that could be locally acted upon. A broader reciprocity would require legislation, and that would mean involvement of the Faculty Senate of Virginia. Given the current state of the economy, this may not be the opportune moment for such legislation. THE FACULTY SENATE TOOK THIS REPORT AS INFORMATION AND VOTED NO FURTHER ACTION.
2. Job Sharing (Jean Filetti)

Discussion with Vice President of Human Resources Doug Gallaer indicated that job sharing is possible but would not help our current financial situation and search for efficiencies. Essentially, while a salary can be split, both parties involved in job sharing would potentially require benefits and this would require the university to spend additional financial resources; state benefits would have to be prorated and provided to both parties. Additionally, with a 50/50 split of benefits, the state would not be able to provide health care...this would be a major shortfall. THE FACULTY SENATE TOOK THIS REPORT AS INFORMATION AND VOTED NO FURTHER ACTION.

3. Faculty Meal Plan (Pete Carlson)

The subcommittee worked closely with Auxiliary Services to develop a meal plan that would allow faculty/staff to purchase meals in Regattas or The Commons. With the support of Executive Vice President Bill Brauer and Senior Associate Vice President Bob Midgette, this meal plan was brought to fruition effective Spring 2009 and faculty/staff were approved to purchase a 3 meal per week or a 5 meal per week plan (for 16 week semesters) at a cost reduced by 12% from the walk-in pricing of a meal.

Meal Plan Options:

- a. 3 Lunch Meals per week plan: Cost \$375
- b. 5 Lunch Meals per week plan: Cost \$620
- c. 5 Lunch OR Dinner Meals per week plan: Cost \$700
- d. Use of CNU Flex Card yields 10% discount for any meals.

Program was placed in effect for Spring 2009 semester and faculty must purchase a meal plan each semester, if desired, at the DSU Welcome Desk only during the first week of the semester. Credits will not be issued for meals not consumed. THE FACULTY SENATE TOOK THIS REPORT AS INFORMATION AND VOTED NO FURTHER ACTION.

4. Policy Change to Permit Students to Participate in Graduation Ceremony if Up To 5 Hours of Credit Short of 120 Hours (Carlson, Frucot, McMahon)

This subject has been discussed this year at the November 2008, January 2009, and April 2009 Faculty Senate Meetings. The Faculty Senate initially approved this initiative, but took the decision under advisement after discussion with the Registrar, Lisa Duncan-Raines. The Registrar advised the Senate that the number s-impacted by this policy are quite large each Spring; for example, in May 2008 there were approximately 80 students who, for varied reasons, were a few hours shy of the required 120 hours.

The Subcommittee was asked to prepare a recommendation for the Senate. The research was conducted and presented to the April 2009 Meeting. ***The Senate decided to delay a decision on this subject until Fall 2009. (Our committee's suggested action).***

5. Survey Monkey of Faculty and Students. The Sub-committee elected to poll all constituents regarding their preferences about several key issues.

TUITION REMISSION

Faculty: Generally found high value (57% high or extremely valuable) if CNU would allow faculty children to take one course each semester at our university. Also found value (50%) if spouse were allowed to do this. Faculty indicated high value (69% very valuable or

extremely valuable) if reciprocity were approved for tuition remission between Virginia state schools for faculty families.

STUDY DAY DURING FINAL WEEK

Faculty found little value in a mid-week study day for final exams. Comments received reflected very negative perception of how students utilized this time.

Students found significant benefit (55.5% very valuable or extremely valuable - 63% preferred a mid-week study day, with 5-exams per day and exams ending on Friday). Comments received reflected much emotion on this subject.

NEW FACULTY ORIENTATION

Faculty. Results from new faculty considered less than valid due to small number of respondents (2). In general, faculty considered New Faculty Orientation, Benefits Workshop, and President's Luncheon extremely useful. Other sessions (Library Tour, CNU Live, FERPA, and Registrar) only had one person respond...but this one individual found the sessions extremely useful. Vast majority of other listed sessions reflect that it may have been better to schedule sessions sometime after "Getting Started Week."