

The Faculty Senate at the University of Virginia  
Wednesday, April 14, 2010 – 3:00-5:00 p.m.  
The Recruiting Room, Bryant Hall

## Meeting Minutes

**Ann Hamric, Chair of the Faculty Senate**, called the meeting to order.

**Ed Kitch, Chair of the Nominating Committee**, announced the chair-elect of the Senate – Robert Kemp - and the candidates for the Executive Council: Rae Blumberg, George Cohen, Kandioura Dramé, Cassandra Fraser, Daniel Hallahan, Steven Macko, James Sutphen, and Timothy Wilson. He asked for further nominations; there were none. He said that a written ballot will be transmitted electronically to all senators, accompanied by short candidate bios.

**John T. Casteen III, President**, first addressed issues that have arisen about the University's policy of nondiscrimination. In 1993, "sexual preference" was changed to "sexual orientation." Two groups are working on refinements of University policy and have been in touch with Mr. Casteen about whether the policy ought to elaborate language by adding gender identification and gender expression, which Mr. Casteen was including in the wording "sexual orientation." Mr. Casteen is not going to restate policy at this point; policies are republished in the fall, when President-Elect Sullivan will make her decision on this. Also, the Board of Visitors (BOV) has its final meeting in June; Ms. Sullivan will be there as well as Mr. Casteen. In July, the BOV will have its annual planning retreat, which only Ms. Sullivan will attend. This issue may arise at that point. Mr. Casteen sympathizes with the position of the two groups and commends their leaders to the Faculty Senate; they have done an excellent job of defining issue. He suspects there will be ample opportunity for faculty, students, and those groups' leaders to carry on the dialogue with Pres. Sullivan.

Regarding the State budget, Mr. Casteen said that yesterday was the final day for the Governor to sign or not sign the budget. He has a line-item veto. U.Va. faces an additional cut in 2012, but not next year. The Governor vetoed a portion of the bill that would have required localities to pick up the cost of retirement that has historically been funded by the State. The bailout is substantially smaller than originally planned; it may be that there was less damage done to the economy than first appeared. The Governor treated us more kindly than the General Assembly proposed; the General Assembly treated us more kindly than originally thought.

A 3% bonus to state employees is contingent on the size of surplus at that time. The furlough day remains, but U.Va. has instead paid an equivalent amount to the State at a cost of \$2.4 million. There are no furlough days in the budget for 2011 or 2012. Unless we see a deeper dive into this recession, this issue is behind us. New hires will have to pay 5% of their salary into their retirement; so salaries would have to be 5% higher. There are no new capital funding authorizations.

Regarding changes to the Medicare budget, our hospital is a provider of indigent care, but without State support.

The capital funds campaign is currently at \$2.3 billion, with several large gifts still on hold. The issue has to do with the nature of our proposals for what needs to be supported, and matching those to donors' interests.

In last 20 years, Mr. Casteen has seen the Faculty Senate as a most effective organization. He has been struck by its seriousness of purpose and its willingness to deal with the hardest issues the University has faced. A number of things that the Senate talked about a decade ago have not been achieved; e.g., no faculty member sits on the BOV; but this may be because of faculty preference. The work done in the Senate is a fundamental part of the University's strength. He has enjoyed working with the Senate and watching it work.

Mr. Casteen was asked if the BOV is inclined to make public statement about discrimination. He said he has not discussed that with them. The question is not so much whether they will make a policy as whether they will treat the University's policy as theirs.

In answer to a question regarding the budget, Mr. Casteen said that when the General Assembly met, projections were slightly less favorable than when the Governor made his decisions. The principle that the State must not meddle in the internal revenues of the University is essential because if they did, it would be hard to run the University.

**Arthur Garson, Jr., M.D., the Executive Vice President and Provost**, gave a brief update on programs that the Faculty Senate has helped to form. The Commission on the Future of the University, co-chaired by Dr. Garson and Leonard Sandridge, had serious input from the Faculty Senate. At the end of this year – the second year now – its programs are innovative. He thanked Justin Thompson for his work on this, as well as Milton Adams and Megan Raymond, who took on the Jefferson Public Citizens program where students get together with faculty and go to do academically-oriented service projects. The student presentations from last year have been published and are available on line. Gertrude Fraser and Sharon Hostler have taken faculty development to a level that no other university has done. Ms. Fraser has taken what Dr. Hostler did in the School of Medicine faculty-wide. Now there is a cadre of people in each school and across the schools who have dealt with each other, who talk to each other about problems. It is a way of building leaders, and also building a community of leaders. Another concentration is on information technology and scholarship – SHANTI and UVACSE. SHANTI has over 100 members; UVACSE has tiger teams – student/faculty teams that try to help faculty work on their own computational issues. In regard to CASTL (Center for the Advanced Study of Teaching and Learning) – the favored candidate died, so the search had to start over again. This program aims to find better ways of teaching in higher education, and has already spread across six schools. Internationally, the big question is how to evaluate an away program. Gowher Rizvi has a group that puts together metrics for overseas programs. As for language proficiency, ideally every student should know another language well enough that the person you're speaking to forgets you're an American for five minutes. Finally, in science, technology and research, we all knew we needed some improvement in the technology transfer process. Vice President for Research Tom Skalak has found a czar for technology transfer who is one of the best deal-makers in the world. Phenomenal things are coming. We had a forum recently on venture capital.

The Bay Game is a complex computational problem that Mr. Skalak and a number of people have worked on to put hundreds of students together online, where they assume one of four roles. They interact online and try to create policy. We will find out what the results will be over the next 10 years. There has been interest from as far away as Australia.

### **Professor of Practice Rank – Robert Kemp, Chair of the Academic Affairs Committee**

Ann Hamric introduced Robert Kemp to talk about the proposed Professor of Practice rank. The Faculty Senate has discussed it a number of times in different venues. We need to inform the Provost whether we support the concept or not. If we support the concept, we will ask the Provost's office to work with us, revise the concept, then submit it to our Policy Committee. Mr. Kemp introduced Gertrude Fraser, the Vice President for Faculty Recruitment and Retention, to explain the proposal

**Gertrude Fraser** said that the goal is to establish a Professor of Practice (POP) rank that recognizes eminence and prestige for people who are distinguished in practice but don't have academic credentials or terminal degrees. Her office would provide guidance to schools about what would be appropriate appointments for POP. There would be a limit of 5 POPs per school; if a school wants to have more, it must get provost approval. These individuals would get one-year appointments, then could be reappointed three times after that for a grand total of four years. The intention is that these people not to retire to the University; but that they benefit us, and we them, then they go off to their work. We want to give the schools flexibility. This proposal has been vetted by the deans and has gone through several revisions of policy.

It was asked if this rank would look the same in Law, for instance, as the degreed visiting professors they now bring in. Ms. Fraser said this would allow for, for instance, someone in political realm.

Mr. Kemp made a motion to support this policy in concept. The motion was approved unanimously.

**Bob Rood, Chair of the Grievance Committee**, said that this has been a complicated year for the Grievance Committee. Typically, the committee handles one complex case per year, and two to three simple cases. This year, one complex case carried over from last year; the committee got four in the fall that were also complex, and they are now voting whether to take on another one. By complex, Mr. Rood means that it hangs on for months, and it is unsatisfying because it is hard to conceive of an outcome that would satisfy the complainant. A number of cases involve tenure decisions; others involve expectation of continued employment (ECE) for non-tenure-track faculty members. Another fairly large group of cases involve poor communications, often in both directions. Mr. Rood urged those who are department chairs or in departments to be aware of the department's written rules for tenure, if there are any. These written rules for tenure should be given to all new faculty, and maybe even revised periodically. If you don't have them, check with your dean, and establish them. Make sure both supervisor and non-tenure-track faculty member are aware what the rules for ECE are. Mr. Rood is surprised by the degree of misunderstanding of ECE even among deans and department chairs.

Ann Hamric said that, at the beginning of the year, a decision was made to move the ROTC committee under Provost's office rather than the Faculty Senate. She introduced the committee chairs: Bill Keene, Policy; Marcia Childress, Planning and Development; Pam Norris, Research and Scholarship; Bob Kemp, Academic Affairs; and Chris Holstege, Faculty Recruitment, Retention, and Welfare. She gave special thanks to the members of the Executive Council, who met every month, and still have issues they have never gotten through. It is the think tank of the Senate.

Ms. Hamric then called for a moment of silence to remember colleagues who have retired or died this year.

Ann Hamric gave a chair's report to recap her year as chair. This has been an interesting year, beginning with the Faculty Consultation Group to envision what strengths and opportunities for the University. This group's document was read carefully and used during the presidential search. The search provided the opportunity for Ann and five other faculty members to interact regularly with members of the Board of Visitors. This will bear good fruit for the faculty going forward. One of the issues that will carry forward is the Executive Council's consideration of the Classified Research Policy. The Council had a lively discussion with the chair and past chair of the Honor Committee, regarding issues some faculty have with honor. The new chair is Charlie Harris; faculty may direct questions to him. We will continue our discussions with Charlie in terms of faculty/honor system relations. Ann expressed the hope that all Faculty Senators received information from James Hilton and others about how to find the right people with whom to raise information technology issues. As requested at the Faculty Senate's working meeting in March, the Faculty Senate sent a declaration against discrimination to media outlets, and got a response from the *Daily Progress*. Ms. Hamric and Gweneth West, the chair elect, are working hard to structure the Senate so that we have all committee chairs and committee members in place by the end of this term. The Senate is being sought out for our counsel in a lot of areas from a lot of quarters. Ms. Hamric called on anyone not yet on a committee to let Ann Witkower, the Administrative Assistant of the Faculty Senate, to know where you are interested in serving. This year a new senator orientation was held, as a result of which new senators were able to learn about committees and express their preferences. Ms. Hamric concluded by saying that it has been her honor and privilege to serve this year. The Faculty Senate is effective to the extent that it is active and involved. She expressed the hope that each senator will seize the leadership role she or he has; then the Senate will prosper, and the University will prosper as well.

Ms. Hamric presented a Faculty Senate resolution to President Casteen, and read the resolution aloud:

FACULTY SENATE OF THE UNIVERSITY OF VIRGINIA

Commending the Presidency of John T. Casteen III  
1990 – 2010

Agreed to by the Faculty Senate Executive Council April 5, 2010  
Presented by the Faculty Senate April 14, 2010

WHEREAS John T. Casteen III has served admirably as President of the University of Virginia for the past twenty years, overseeing expansion of its academic programs and educational resources, including establishment of the School of Continuing and Professional Studies and the Frank Batten School of Leadership and Public Policy; and

WHEREAS he has cultivated the University of Virginia's growth in global education, including increases in the number of faculty-led study-abroad programs and of students studying abroad, the welcoming of international students and faculty, leadership in *Universitas 21*, the creation of study centers abroad, a major in Global Development Studies, and minors in global areas of study; and

WHEREAS he has overseen the addition of one hundred thirty-four new buildings to the University, including space for teaching and research as well as student life, health system, and the fine and performing arts; and

WHEREAS he has created the Office for Diversity and Equity and established Access UVA to make the University a more inclusive place, and has throughout his presidency cultivated the diversification of the university community; and

WHEREAS he has supported the evolution of interdisciplinary academics, has encouraged cross-disciplinary programs such as the Institute for Practical Ethics and Public Life, and has overseen the development of new courses jointly involving faculty from different departments and schools; now, therefore, be it

RESOLVED by the Faculty Senate Executive Council, that the Faculty Senate commend President Casteen for his many years of dedication to the University of Virginia, recognizing that his commitment to excellence will improve the lives of both students and faculty here for many years to come.

(signature)  
Ann B. Hamric  
Chair, Faculty Senate

The meeting was adjourned at 4:30 p.m.

Submitted by Kevin Lee, Secretary of the Faculty Senate