UVA Faculty Senate Meeting
Monday, September 14, 2015
1:00-3:00 pm
Harrison Institute and Small Special Collections Library
Meeting commenced at 1:03pm

1) Welcome & Introduction (Nina Solenski, Chair)

- Dr. Solenski offered a warm welcome to the Faculty Senate. In her remarks, Dr. Solenski providing a recap of the past academic year as well as her vision for the Faculty Senate for the coming academic year. Dr. Solenski noted that several new leaders joined the University community, including a new Executive Vice President and Provost. She also shared that there is a healthy relationship between the Faculty Senate and the University’s Board of Visitors. Joe Garofalo will serve as a non-voting faculty member on the Board of Visitors in academic year 2015 – 2016. In the year ahead, Dr. Solenski is eager to expand the influence of the Faculty Senate. Among several new initiatives, Dr. Solenski intends to charge a task force on race and racism.

- Dr. Solenski introduced Jon Bowen, Senior Assistant to the President. Mr. Bowen, in turn, introduced David Moltz, who will serve as the Communications Manager for the President’s Office and the Faculty Senate. Mr. Moltz replaces Patrick Walsh. He will begin his tenure at the University on September 21.

- Dr. Solenski indicated that future meetings of the Faculty Senate will occur between 3:30pm – 5:30pm. She intends to allocate up to 60-minutes at each meeting to allow for open dialogue among Senators (“Open Mic”).

- Dr. Solenski noted that student leaders will be invited to attend Faculty Senate meetings in the future. Abraham Axler, President of Student Council, was in attendance for this meeting.

2) Remarks by President Teresa A. Sullivan

- The President provided the Senate with a number of updates:
  - Ron Hutchins has joined the University as the Vice President for Information Technology. Mr. Hutchins was previously the Chief Technology Officer at Georgia Tech. At the University, Mr. Hutchins is charged with considering the University’s technology needs in 10 years. He is eager to meet and partner with faculty.
  - Priorities relating to the University’s strategic plan, *The Cornerstone Plan*, will be presented to the Board of Visitors during its September meeting. The priorities include:
    - Expanding leadership programs for faculty
    - Establishing post-doc “Teaching Residents”
    - Creating a seed fund to support new faculty start-ups
    - Pursuing incremental faculty salary increases
    - Creating a “Total Advising Center” in Clemons Library
• Supporting the continued growth of University Career Services
• Expanding undergraduate research opportunities
• Expanding internship opportunities in the Center for Global Inquiry and Innovation
• Developing new academic partnerships and study abroad support through UVa’s China office
  o Plans are underway for the next in a series of pan-University institutes.
  o A comprehensive University-wide diversity plan is being developed. Faculty will be engaged in the process of shaping this plan.
  o Schools deans have been asked to submit proposals to appoint additional tenure-track or tenured faculty members. There are several criteria being used to evaluate funding these proposals: areas of research, scholarship, and creative work that align with the Cornerstone Plan and school strategic plans; evidence that the hiring could enhance faculty diversity; proposals that include coordinated hires in several schools; cluster hires in several schools that will build and/or reinvigorate areas of excellence; and areas with demonstrated student demand.
  o The Board of Visitors continues to be engaged on matters of faculty recruitment and retention.
  o The Board of Visitors has instituted a new committee structure that is intended to consolidate the functions of some committees, and also to allow committee members to gain a broader understanding of the University’s work in the committee meetings.
  o Safety remains a top University priority. Some examples of recent safety measures include lighting improvements, the implementation of the Ambassadors program, the creation of police sub-station, and online educational courses. Several new personnel have been hired, as well. Catherine Spear will serve as the Assistant Vice President for Equal Opportunity Programs; Kelley Hodge serves as the University’s first full-time Title IX Coordinator, and Gabe Gates has been hired as the Assistant Vice President for Clery Compliance.
  o Several executive level searches are underway or will commence this year:
    • Senior Vice President for University Advancement Bob Sweeney will retire at the end of the academic year. Mr. Sweeney will serve as a consultant to the president in the 2016 – 2017 academic year.
    • The search for the Vice President for Research is underway.
    • The search for the Dean of the School of Law is underway. John Jeffries will chair the search.
    • The search for the Dean of the Architecture School is underway. Tim Beatley will chair the search.
    • The search for the University Librarian is underway. President-emeritus John Casteen will chair the search.

3) Academic Affairs Committee – discussion (Senator George Cohen)

  • Mr. Cohen was absent from the meeting; however, Dr. Solenski noted that he reported to the Executive Committee of the Faculty Senate on the establishment of new tracks
Mr. Cohen highlighted that this proposal does not require new faculty nor does it require the creation of new courses.

- Dr. Solenski noted that Mr. Cohen also reported on a proposal to limit the involvement of the Executive Committee and the full Faculty Senate in approving all but new degree programs and degree cancellations. Under this proposal, the Academic Affairs committee would manage academic adjustments (e.g., the approval of a new track in the School of Nursing as noted earlier).
- The Executive Committee of the Faculty Senate unanimously approved this proposal at the September 2015 Executive Committee meetings.

4) **Update on Human Resources/Benefits** (Susan Carkeek, Vice President and Chief HR Officer and Alison Miller, Compensation Manager)

- Ms. Carkeek and Ms. Miller provided an update on University Human Resources, specifically the UVA Health Plan. The University manages its own health plan and UHR strives to provide an attractive health benefit while ensuring long term financial stability.


5) **Update on Cybersecurity Attack** (Pat Hogan, Chief Operating Officer, and Virginia Evans, Chief Information Officer)

- Mr. Hogan reported on the importance of cybersecurity at the University and shared details relating to cyber attack that originated in China. Mr. Hogan provided a timeline of events which ultimately led to the University upgrading security systems. This upgrade occurred over a 36-hour period from August 16 – 18, 2015. This action was necessary to further strengthen the security of data and information stored on University resources and to prevent future cyber-attacks. Of note, there was no evidence that the attackers accessed personally identifiable information. There was no indication that sensitive research material was accessed.

- Ms. Evans reported that numerous other institutions of higher education have experienced similar cyber attack issues. The University continues to invest in cyber security and will roll out a security enhancement program in the coming two to three years.

- Ms. Evans shared that the Faculty Senate can support the University’s efforts around cyber security. A security council is being formed and will include faculty leaders. Faculty Senators can also take action to prevent future attacks and can assist in raising awareness around this important topic.
6) **Open Floor for faculty members**
   - Faculty Senators Dorothy Wang and Dan Ehnbohn provided information on a movement to abolish social science and humanities programs at Japanese universities. The Faculty Senate discussed a multi-faceted University approach, which could include resolution and OpEd articles. Provost Katsouleas has submitted an editorial on the subject to *The Japan Times* ([http://www.virginia.edu/facultysenate/wp-content/uploads/2015/10/jak_Japan-Times-Letter-to-the-Editor-FINAL.pdf](http://www.virginia.edu/facultysenate/wp-content/uploads/2015/10/jak_Japan-Times-Letter-to-the-Editor-FINAL.pdf)).

7) **Adjournment**. The meeting adjourned at 3:03pm.