Meeting commenced at 3:32 p.m.

**Welcome and Updates** — Nina Solenski, Chair

- Dr. Solenski noted that this year’s elections for chair-elect and at-large members to the Executive Council are contested and that more details will be provided about these races later in the meeting.

**Remarks by President Teresa Sullivan**

- The President provided the Senate with the following updates:
  - Last week, UVA announced that tuition for continuing in-state students has been revised downward to a 1.5% increase — a 50% reduction from the previously announced increase for the 2016-17 academic year. This action is a result of significant new funding for higher education included in the state budget for the next biennium. The new funds include more than $3 million in the first year of the biennium specifically earmarked to improve access, affordability, quality, and increased degrees at UVA.
  - Last week, UVA announced that John Unsworth has been appointed university librarian and dean of libraries. He is currently vice provost, university librarian, chief information officer and professor of English at Brandeis University. He will assume his new role June 25.
  - Two weeks ago, UVA announced that Ila Berman has been appointed the dean of the School of Architecture. She is currently a tenured full professor in the School of Architecture at the University of Waterloo in Ontario, Canada, as well as a principal of SCALESHIFT Design in Toronto. She will assume her new role August 15.
  - Earlier this month, President Sullivan participated in a University of Pennsylvania Faculty Senate symposium on “The Roles and Responsibilities of the Faculty.” She was on a panel with Nancy Cantor, chancellor of Rutgers University-Newark, and John Anderson, president emeritus at the Illinois Institute of Technology. She spoke about the faculty’s role in interacting with governing boards and how this role is very different in public versus private universities. She also described how UVA’s Faculty Senate is actively engaged with our Board.
  - Several deans and other UVA leaders will join President Sullivan on her second official visit to Asia in late May. They will be visiting five cities:
    - In Singapore, President Sullivan will join Dean Pianta on a panel focused on “Unleashing Creativity and Innovation in a Changing, Interconnected World.”
• In Hong Kong, President Sullivan will join Tony Chan, president of the Hong Kong University of Science and Technology, for a presidential forum on the topic “What Makes a University Great?”
• In Shanghai, President Sullivan will participate in the Shanghai Forum 2016 at Fudan University, where I will talk about demographics related to aging and the workforce.
• In Beijing, President Sullivan will give a talk called “How Universities Can Educate Leaders for a Changing World” for the Tsinghua Global Vision Lecture. Dean Stam will join her for a Q&A session following my talk.
• And in Tokyo, President Sullivan will speak at the American Center of Japan, with the topic to be determined.

• President Sullivan encouraged Senators consider marching with the Faculty during Final Exercises next month. The College and Graduate School of Arts and Sciences will hold their Lawn ceremony on Saturday, May 21, and the other ten schools will hold their ceremony on Sunday May 22.
  o President Sullivan outlined new safety procedures that will be implemented at Valedictory Exercises and at both Final Exercises ceremonies this year. Everyone attending these events will experience security screenings similar to what is done at sporting events, concerts, and public events at the University. (For example, if someone is wearing an outer garment, including academic regalia, he or she will be asked to open it up for visual inspection.)

Presentation from Craig Littlepage, Athletics Director
• Mr. Littlepage described the scope of UVA’s athletics program.
  o UVA is in Division I of the NCAA, which has 351 members. UVA is also in the Atlantic Coast Conference, which has 15 members. The ACC is one of the five “autonomy conferences,” which also include the SEC, the Big Ten, the Big 12, and the Pac-12. UVA has 25 intercollegiate sport programs—13 women’s teams and 12 men’s teams. UVA has 684 student-athletes—293 women and 391 men.
• Mr. Littlepage outlined the “2020 Task Force Report,” produced in June 2001. He noted that, at the time, Athletics had a “small but persistent budget deficit that would accumulate over time.” He added that Athletics “was underfunded compared to a peer group of schools” and that the department had “approximately a $9 million gap in operational support.” The task force recommended three options for the future of UVA Athletics: cut men’s sports, tier men’s sports, or provide adequate funding.
  o Mr. Littlepage outlined the Board of Visitors’ response to the task force—a June 4, 2001, resolution noting that it would “ask the President to develop options to the recommendations in the (Task Force) Report including the establishment of endowments and other fundraising for non-revenue sports, that will ensure the long-term financial stability of the intercollegiate athletics programs at the University without tiering or eliminating any sports...” He added that funding would come primarily from
student fees and private support plus gradual increases in conference payouts, ticket sales, and licensing. The BOV committed to a $50 per year fee increase for five years.

- Mr. Littlepage outlined the ten-year goals Athletics made at the time of the task force—some of which include graduating 100 percent of student-athletes, endowing all scholarships and providing operational support to meet stated goals, and fully complying with Title IX.

- Mr. Littlepage provided some Fall Semester 2015 academic highlights—including that the GPA for student-athletes was 3.034, 13 teams earned a 3.0 or better, 363 student-athletes had a 3.0 or better, and 6 teams earned their highest fall GPA since 2003.

- Mr. Littlepage discussed student fees supporting Athletics, noting that they have remained at $657 since 2010. He also noted that UVA’s fees were among the lowest among in-state public institutions.

- Mr. Littlepage fielded questions from the Senate—including those about student fees.

Faculty Senate Elections — Nina Solenski

- Previous chairs, Joe Garofalo and George Cohen, and current chair Dr. Solenski made remarks to the Senate about their experiences as leaders of the Senate and what they would look for in a new chair-elect.

- Immediate Past Chair Garofalo presented Senator Alf Weaver as the Nominating Committee’s nominee for chair-elect. Senator Weaver made remarks before the Senate regarding his candidacy.

- Senator Kim Forde-Mazrui nominated Senator Peter Norton from the floor as a nominee for chair-elect. Senator Norton made remarks before the Senate regarding his candidacy.

- Immediate Past Chair Garofalo presented Martin Davidson, Sahar Akhtar, Peter Brunjes, Matt Hedstrom, Donna Chen, and Kathryn Laughon as the Nominating Committee’s nominees for the three at-large openings on the Executive Council.

- Senator Kim Forde-Mazrui nominated Senator Walt Heinecke as a nominee from the floor for an at-large opening on the Executive Council.

- Senator Peter Norton nominated Senator Geeta Patel as a nominee from the floor for an at-large opening on the Executive Council.

- Via proxy, Senator Chip Tucker nominated Senator Dan Ehnbom from the floor as a nominee for an at-large opening on the Executive Council.

- Dr. Solenski provided an overview of the online voting process by which the next chair-elect and the three at-large representatives to the Executive Council will be selected. The polls are open from Friday, April 22, 2016 at 8 a.m. to Friday, April 29, 2016, at 5 p.m. Winners will be announced at the May 11, 2016, Faculty Senate meeting.

Presentation about UVA Charge Program — Pam Norris, Principal Investigator; Carol Mershon, Principal Director

- Ms. Norris and Ms. Mershon presented an overview of the UVA Charge Program, funded by NSF ADVANCE.
The program’s goals are:

- “To strengthen and support departmental efforts to create a positive environment for all faculty with an emphasis on women and minorities”
- “To increase the gender diversity of STEM/SBE departments”
- “To increase the sense of belonging of STEM/SBE women faculty among their schools and departments”

- The program’s enhancement grants—meant to address the issue of documented longer time in rank for women faculty—provide up to $5,000 for career development and advancement. Twenty-three grants have been awarded to date.
  - Awardees have expanded their research networks, entered new research areas, and taken risks to collaborate of new grants. They report that they feel valued and visible at UVA and in their field.

- The Faculty and Candidate Guide to UVA and Charlottesville has proven to be a popular webpage.

- A new project at UVA is to designate Directors of Diversity and Inclusion in each department in the College to focus on faculty searches, hiring, and retention. The School of Medicine is partnering to create a similar project.

- The program is helping UVA provide dual career solutions. Charge recently conducted a dual career survey identifying support and resource needs. Charge also submitted a grant proposal to the Jefferson Trust to create a telework center in WorkSpace 2.0.

- NSF requires ADVANCE projects to be institutionalized by end of grant. The first projects to institutionalize Charge are:
  - Faculty search seminars: From 2013 to 2015, UVA held workshops on recognizing and mitigating implicit bias, best practices in searches, and search committee dynamics. A working group of faculty and administrators are developing 2016 workshops and long-term curriculum.
  - The Academic search portal: Launched in 2014, the portal is being migrated to the Provost’s Office and updated to include non-STEM departments.

- Ms. Norris and Ms. Mershon noted that faculty can get involved by contacting uvacharge@virginia.edu.

Approval of Prior Meeting Minutes— Nina Solenski

- Dr. Solenski presented minutes from the March 16, 2016, Faculty Senate meeting for approval.
  - VOTE: Senate unanimously approved the minutes.

Meeting adjourned at 5:30 p.m.