Meeting Minutes, Tuesday, January 27, 2015, 4-6 p.m., Court End Ballroom, Larrick Center, MCV

Attendance:
Present Alcaine (EDU alt for Robnault), Alford (ARTS), Alvarez (HAS), Andrews (BUS), Artello (WS), Bachmann (SOM), Baranoff (BUS), Bedell (StAff), Brookman (SOM), Brown (NUR), Carroll (SOM), Cates (UC), Chen (EDU), Conlon (SWK), Crislip (HAS), Davis (VCU-L), DeAngelis (ARTS), Dragoescu (SOM alt for Sabik), Easley (ARTS), Falyar (AHP), Fauri (SWK), Freyer (ARTS), Ghaphery (VCU-L), Harrison (HAS), Hobgood (SOM), Hoder (SOM alt for LaRose), Honnold (HAS), Hylton-Gravatt (PHA), Jallo (NUR), Jones (SOM), Lee (BUS), Lister (SOM), McCoy (SOM), Nicholson (HAS), Octave (DEN), Reese (SOM alt for O’Connell), Ottens (SOM), Patton (ARTS), Puri (SOM), Rapchick (StAff), Ratliff (SOM), Rector (HAS), Rhodes (EDU), Rodriguez (HAS), Saladino (HAS), Secret (SWK), Seinfeld (SOM), Shriar (WS), Street (HAS), Totah (HAS), Waters (AHP alt for Wagner), Wayne (EGR), White (VCU-L), Wickham (SOM), Xu (EDU).

Absent Chestnut (HAS), Coleb (DEN), Colello (SOM), Dodson (SOM), Gannaway (SOM), Israel (ARTS), Kaziewicz (UC), Marinello (SOM), Morgan (PHA), Parsons (SOM), Sims (HAS), Smith (BUS), Smith (UC), Weaver (SOM), Zhang (EGR)

Procedural Items: President J. Nicholson called the meeting to order at 4:07pm and noted that this is the 2nd year that the Faculty Senate called a January meeting in order to review and discuss budget issues. The agenda was reviewed and approved. The minutes of the December 2014 meeting were reviewed and approved.

Black Faculty Resolution re Concern over Decline in Black Faculty: H. Alford read the resolution (see below), which was approved.

Nominations Senate Officers Process: B. Andrews reviewed the history and the by-laws regarding the nominating committee for Faculty Senate officers and asked for asked for volunteers or nominations to serve as members of the nominating committee. The following faculty senators were nominated: Etti Baranoff (business); Bob Andrews (business); David Fauri (social work); Carmen Rodriguez (H & S), Rosalyn Hargraves (education/engineering). Nominations will remain open until the February 2, 2015, Faculty Senate meeting at which time additional nominations will be welcomed and the slate for the Nominating Committee will be presented for a vote.

Quest Re-Focus Update: H. Alford and M. Secret provided an update of the Quest Focus Committee. The Faculty Senate work group and the other 3 work groups (staff, students, dean) met to review and consolidate the individual group recommendations for the focusing of the Quest strategic plan. There was consensus among the groups as to the Quest goals upon which the university should focus. It was also agreed that a new goal: BECOME A NATIONAL MODEL FOR SHARED GOVERNANCE should be added to Theme 1. This Focusing Quest report will be submitted to the President’s Cabinet and then shared with the broad university community for comment. The comment period will be 2-3 weeks.

University Budget and Faculty Compensation Update: D. Fauri reported on the continuing major effort for an increase in base faculty salary. See below for Fauri’s full remarks on the update. The BOV, administration and faculty are in agreement about the need for faculty salary base increases but budget issues remain fluid. Current thinking is that there will be a possible 2% increase to be divided as 1% salary base on merit and 1% as bonus; merit increase will be tied to quest goals and based on performance. President Rao will report on the compensation study, including the resources issue, when he addresses the Faculty Senate on February 4, 2015. Preliminary findings from the compensation study suggest that overall VCU faculty salaries are competitive but that there is wide dispersion among units. An equity study is being undertaken to provide information about the wide variation in salary. The findings from the compensation study will be presented first to the Deans. Fauri acknowledged the

Questions (Q) and Answers (A) from the floor:
• Q = how/who makes the allocations of the potential salary increase; A = the Deans will make allocations within their units based on performance.
• Q = are adjunct salaries being considered in this increase; A = adjunct salaries not explicitly addressed.
• Q = do we have data on increase in administrative salaries, will administrative salaries be allocated similar to faculty allocations; what about A & P faculty. A = need to define ‘administrative’ before these questions can be answered.
• Q = what oversights and accountability will be in place to ensure that the allocations are done fairly. A = it is grounds for grievance if deans do not follow procedures.
• Q = where is the state legislature on extending tuition breaks to children of faculty. A = this issue is not currently before the legislature.

Other concerns expressed from the floor: should we consider a Faculty Senate resolution to advocate for adjunct salary increases; the importance of adhering to policies when the Dean’s allocate the salary increases to make sure that the allocation is done fairly; the possibility of different types of performance evaluation by peers and other administrators; the possibility of different ‘pools’ of money for 1) merit, 2) for balancing inequity, and 3) for promotion/tenure funds; problems with the current system that allows for off-cycle adjustments.

**Guest Interim Provost John Wiencek:**

Points made by Provost Wiencek:
• The new provost, Gail Hackett, will be on board March 1 and hopefully will be able to attend the March Faculty Senate meeting.
• The Focusing Quest document went forward to the Cabinet as discussed and agreed on by the four work groups; the report will be posted on the VCU website with an invitation for review and comment (see http://www.quest.vcu.edu/about/focusing.html.) Once the ‘focused’ document is approved, the Quest implementation steering committee will oversee implementation. Faculty compensation, support for graduate students, and interdisciplinary collaboration are expected to be the major Quest themes.
• The current budget process is an attempt to be more transparent; it was initiated by fiscal staff and has grown to include several Deans, a student, faculty senate representative. The deans submitted their budget reduction plans and requests for new money December 15; UBAC will review budget requests and will consider revenue; UBAC (University Budget Advisory Committee) will forward recommendations to the cabinet; the president decides what recommendation to make to the BOV; BOV makes final decisions.
• Regarding the compensation study, the President plans to deal with salary inequities when he knows what the inequities are.
• Diversity plans for schools are in process.

Questions/concerns from the floor: which faculty group is the most undercompensated?; will there be additional money for needed recruitment and retention of minority faculty; what will be the bar for position salary of the Senior Vice President for Health Sciences.

President Nicholson expressed appreciation to Provost Wiencek for the open dialogue and respectful manner that he brought to Faculty Senate discussions.
President Nicolson also noted the importance of having faculty Senators communicate this information back to the faculty in their units.

**Feb. 3 Senate Meeting with President Rao:** J. Nicolson noted that President Rao will making substantial remarks and open for questions and answer session at the Feb 3 meeting and encouraged everyone to attend and take advantage of this opportunity to engage with the President.

**Higher Education Advocacy Day:** P. Cummins and B. Andrews reported that, although there was a smaller number of participants than in past years (due to weather), there was a good representation of state schools and universities. Some of the major talking points addressed with legislators and their aides included the fact that the support for in-state students in 2012 was less than the national and southern state averages, which resulted in tuition growth that outpaced the national average, and providing adequate funding for VRS.

**President’s Report:** President J. Nicholson reported that she was in the process of setting up meetings between Faculty Senate and the new provost, Dr. Gail Hackett, who will arrive at VCU on March 1.

Meeting adjourned at 5:50 p.m.

Minutes respectfully submitted by
Mary Secret, PhD
Recording Secretary
February 8, 2015
THE FACULTY SENATE RESOLUTION CONCERNING THE DECLINE IN BLACK FACULTY
Virginia Commonwealth University Faculty Senate

WHEREAS Virginia Commonwealth University prides itself on being one of the most diverse institutions in the State; and

WHEREAS the University, historically, has always espoused a mission to be inclusive of Blacks and other minorities; and

WHEREAS the overall decline in Black faculty decreased from six percent in 2007 to four point seven percent today and is now below the State and National average for Black faculty\(^1\); and

WHEREAS the gap between Black faculty and the Black student population is larger than that of other race/ethnic distributions;\(^2\) and

WHEREAS the University considers itself an urban university with a diverse student population that needs a representative faculty; and

WHEREAS the Faculty Senate recognizes that a decline in Black faculty is having a negative effect throughout the University and compromises its mission;

THEREFORE BE IT RESOLVED that the Faculty Senate is requesting that the President of the University, along with the Vice President for Health Sciences and the Provost and Vice President for Academic Affairs, immediately establish the issue of Black faculty decline as a major university-wide priority; develop strategies to recruit and retain Black faculty; and begin implementation of these strategies by August 2015.

Approved by the Faculty Senate on-----------------------------

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\(^1\) 2014 National Center for Education Statistics as well as the Digest of Educational Statistics 2013.

\(^2\) Office of Planning and Decision Support 2014 report.
Today we are following-up on our previous discussions of progress in the University’s budgeting and decision processes to create faculty salary increases to base after the very dry period of the past several years. Previous discussions are summarized in our minutes and attachments to those and available on the Faculty Senate web site.

The need for action in regard to salary adjustments to base is agreed upon by the BOV and Administration and is stated as a high priority by the President and the Administration. I have this week been able to thank Rector Bill Ginther for the BOV’s sensitivity to the matter. The BOV is reported as having made faculty compensation one of the priorities for the coming year.

Budgeting is an ongoing, dynamic process, especially at this time of year, and things are somewhat fluid, but today we have a sense of the direction that will be taken. We have Interim Provost John Wieneck with us to provide background information as we proceed with discussion. The F. S. Budget and Planning Committee, along with President June Nicholson, met most recently January 13th to review the University budget planning with Vice President for Finance and Administration Bill Decatur and Pam Curry, Associate Vice President. This was helpful, and we are appreciative of the participation of both of them.

An insight gained during discussions is that while the compiling of the budget document and identification of resource possibilities for faculty salary increases is overseen by University finance and budget officers, policy and criteria for implementing the faculty salary increases rests in academic administration, with the Provost’s Office being key in this.

An important factor for Faculty Senators is that President Rao will be visiting the Faculty Senate on February 3rd. He is likely to update us at that time.

Before turning to discussion, it is fitting to introduce the members of our Budget and Planning Committee. In introducing them, will they please stand for a moment.

Brian Daugherity, H&S/ bjdaugherity@vcu.edu / 828-4498, Vice Chair

Jennifer Wayne, Engineering/ jwayne@vcu.edu /828-2595

Joslyn Bedell, Student Affairs/ jbedell@vcu.edu /828-0649

Brent Smith, Business/ bcsmith@vcu.edu / 828-7161
As to the current situation, it looks, MORE OR LESS, like this

1) A possible 2% faculty salary increase to be divided between 1% merit increase to base salary and a one time bonus of 1% as an adjustment recognizing recent history, also based on merit. The merit aspects would be handled through the Deans and Directors of academic units and tied to performance and Quest goals.

2) The compensation study is reported as being completed and as being considered by the Dean’s. Consultants have been used to look at the results and provide information and advise on other universities approaches to compensation and adjustments.

3) It appears that review of the compensation study will lead to conducting an equity study this semester, with faculty involvement as representatives and for technical assistance. This could result in consideration of things such as an equity pool to be used over several years and perhaps (this is my hope) of further strides in shared governance.

4) Promotion and/or promotion with tenure will be examined to institutionalize a meaningful salary adjustment when faculty achieve career milestones.