

*Minutes*  
*Faculty Senate Meeting*  
*April 1, 2009*

---

---

Professor Stephen Silvia called the meeting to order at 2:15 p.m.

Present: Professors Stephen Silvia, Gary Weaver, Lyn Stallings, Randall Blair, Wendell Cochran, John Douglass, Carole Gallaher, James Girard, Robert Karch, Ira Klein, Nanette Levinson, Andy Pike, Leigh Riddick, Anthony Riley, Jerzy Sapieyevski, Joanne Savage, Stacey Snelling, Steve Taylor, Shalini Venturelli, Michael Wilkerson, Dean Mardirosian, and Provost Scott Bass.

**Welcome and Introduction, Stephen Silvia**

Professor Silvia welcomed everyone to the meeting.

Professor Silvia mentioned that he will add Steve Taylor's name to the attendance record of the March Faculty Senate meeting minutes. The Senate **VOTED** to approve the March minutes, with one abstention.

**Report of the Chair, Stephen Silvia**

*Website*

The new American University website does not yet include the Faculty Senate website. It will be included in the second wave of updates. Until that time, the old Faculty Senate website can be accessed through a submenu on the new website or simply by searching for "faculty senate."

*Elections*

This year's Faculty Senate elections have been delayed because Professor Silvia thought it would work best to include an extra ballot sheet for a vote of the members of the ad hoc Faculty Manual Committee. This year, the unit elections will be done before the at-large elections. There are three ways to get on the Faculty Senate: to be elected at-large, to be elected by a unit, or to be elected as a standing committee chair.

**Report of the Provost, Scott Bass**

*Faculty Summit*

Dr. Bass announced that summaries from the discussion groups have been made available on line. He added that there is a tentative date for an overnight faculty retreat on October 17<sup>th</sup> and 18<sup>th</sup>.

### *Center for Teaching Excellence (CTE)*

Professor John Richardson will be stepping down from his position as head of the CTE. The search for a replacement has begun.

### *Enrollment*

Provost Bass has travelled around the U.S. and abroad talking with prospective students. He mentioned that enrollment is not of any concern thus far because the preliminary indicators seem fine. Dean Mardirosian added that requests for transcripts for student transfers have gone down significantly from last year.

### *Faculty Manual*

Dr. Bass emphasized that revising the Faculty Manual is very important for the future progress of the University.

## **Committee Reports**

### *Committee on Faculty Relations (CFR), Randall Blair*

Professor Blair discussed the proposed changes to the faculty manual, which the CFR had developed over the course of the academic year. He said that the CFR is proposing to change the name of “temporary” faculty to “contingent” to bring it in line with AAUP terminology. The cap would be replaced with requirements that at least eighty percent of all full-time tenured, tenure-track and contingent faculty at the university; and at least seventy-five percent of the full-time tenured, tenure-track and contingent faculty in each teaching unit, be comprised of tenured and tenure-track faculty. He added that the CFR is proposing to remove the 10% cap on temporary faculty. When new temporary faculty member are hired there should be a clear understanding of how they will be evaluated, and reappointments should be made at the unit level. The CFR involvement with appointing and reappointing temporary faculty would be eliminated.

Additionally, the determination of work load for individual faculty should be up to the units. There could be a minimum of two courses and maximum of five for tenure/tenure track faculty per academic year, and for the temporary faculty there would be a maximum of six courses.

There was a discussion among the Senators about the advantages and disadvantages of the two CFR revisions. Many believed that decentralizing the decision-making power to the level of the departmental units would be less bureaucratic, while others believed that this would give too much power to the departmental units creating a potential for inconsistency.

### *Proposal to Create an Ad Hoc Faculty Manual Committee*

Professor Silvia thanked the CFR members for their hard work to produce a revision of the manual text concerning multi-year contracts and work-load issues. As the faculty senate has wrestled with the manual over the academic year, he said that he has sensed strong support for pushing ahead with a revision of the entire Faculty Manual. For this reason he brought forth a proposal to create an Ad Hoc Faculty Manual Committee, whose charge would be to work on the Faculty Manual during this summer. Before the Committee would work on the draft, there would be a university-wide town hall meeting to get input from the faculty in the spring. During the summer the Committee would work on the draft. Again there would be a university-wide town hall meeting in the fall to get feedback from the faculty on the Committee's draft. The ad hoc committee would aim to produce a draft document that would be discussed the Faculty Senate at the October meeting. A revised draft could go to the Senate and be ready for the Provost by as early as November so that it could then be submitted to the Board of Trustees. Professor Silvia added that the committee would consist of about ten members: two members would be selected from an at-large faculty vote, one member would be selected from the Senators representing each of the six units and a Dean from a college and the Dean of Academic Affairs would serve as a non-voting resource to the committee. In the discussion, several Senators pointed out that the new Dean of Academic Affairs, Kay Mussell, would be in a good position to provide the prospective of a Dean, given her service as the Dean of the College of Arts and Sciences.

Professor Stallings moved to accept the proposal with the two friendly amendments: (1) the addition of a representative from the Washington College of Law to the committee, (2) the replacement of a Dean from the committee with the Dean of Academic Affairs as a non-voting member. The Senate **VOTED** to approve the proposal 17 to 1 with no abstentions.

### *Proposal to Create an Ad Hoc Faculty Senate Salary Equity Committee*

The charge of this committee is to produce a report on salary equity and to present that report to the Faculty Senate before the end of the 2009-2010 academic year. The report should also assess salary equity in terms of race, gender, and any other pertinent categories. There was a discussion among the Senators about the charge of this committee, and Professor Silvia emphasized that the committee should evaluate salary equity. The Senate **VOTED** to approve the proposal 15 to 0 with one abstention.

## **For the Good of the Order**

### *CAS Deans Search*

There will be several open-house meetings in April for the faculty to meet the five CAS Dean finalists.

*Emeriti Luncheon*

The spring Emeriti Luncheon will take place on May 4<sup>th</sup> and will feature retired SIS Professor Robert Gregg who is currently writing mystery novels.

*Faculty Recognition Dinner*

The annual Faculty Recognition Dinner will take place on April 26<sup>th</sup>.

**The meeting adjourned at 4:15.**