

Faculty Senate Meeting
February 24, 2010 – 2:00-4:00 pm
Newcomb Hall Commonwealth Room

Meeting Minutes

Ann Hamric, Chair of the Faculty Senate and Professor in the School of Nursing, called the meeting to order and offered welcoming remarks.

John T. Casteen III, President, reported on the State budget and its impact on the University's resources. The State's contribution is a small percentage of the budget, but it is important because certain schools depend on this for salaries. Cuts predicted for this year are the deepest in the State's recorded budget history. [President Casteen presented two handouts: "Commonwealth of Virginia General Fund Budget Allocation 1985-2010" and "University of Virginia Side-by-Side Analysis of Primary Issues in the 2010-12 Budget."] The charts show that developments this year are not new. It is hard to see a correction to the problem in near term because the State is broke. It is making reductions and cuts of a kind that will make resources scarce.

The State has relied partly on stimulus funds to balance the budget. The University also has received its share of the stimulus monies. Barring unusual action in Washington, no additional stimulus funds are discussed; funds will run out in 2011, and the State most likely won't come back by then. All states have largest aggregate debt ever recorded. As of the beginning of fiscal year 2012, we're looking at different kind of budget. Both houses of the General Assembly have refused to enact the most draconian proposals.

President Casteen discussed what the impact on the University would be of various proposals in the House and Senate budgets. He said that a lot of proposals involve employee compensation. The University has asked the governor to get rid of the furlough concept; to tell us how much money they want and we would find it somewhere. The cost of furloughs to the hospital in particular is greater than the amount the State would recover.

The University's capital campaign is now at \$2.1 billion, with some \$ 100-150 million more in process of closing. In addition to development events in the U.S., those in China, India, and elsewhere have had a good response.

At a time when all salaries are frozen, the University's policy has been to try to supply some funds to those who move from assistant to associate professor or from associate to full professor. We deal with extraordinary offers from other places; but this is not a happy time to try to finance the schools.

Mr. Casteen commended Colette Sheehy and Leonard Sandridge for the superb job they have done this year in dealing with the legislature.

Brian Pusser –Vote on the Revised Resolution on Open Access and Scholarship

Brian Pusser explained that the goals of the resolution are: to build greater consensus in favor of open access; to enable faculty to use their own articles; and to make our own articles as widely available as possible under existing copyright law. In the current resolution, open access is no longer mandatory, so there is no need for an opt-out. The language calls for a continued task force to report on faculty use of the library's repository.

In response to a question about the cost, University Librarian Karin Wittenborg said that the Library has already established a repository; if faculty want to opt in and keep their copyrights, they can – there is no additional cost to the Library of them doing that.

A vote was taken on the revised resolution, which **passed unanimously**.

Report by Arthur Garson, Jr., Provost

When asked what happened to the letter that went out to non-tenure-track faculty, Dr. Garson said the letter was generated as a result of the Faculty Senate faculty survey, the results of which came out two years ago. He said that now that we have eight new deans, we should think about doing it again soon; the Provost's Office will help subsidize it.

One of the main issues that came out of it was a desire for more transparency; this translated into a perception of poor treatment of faculty by their departments, with some schools and departments being ranked worse than others.

Dr. Garson's intention was to have each of the leaders of the Commission on the Future of the University (COFU) give a report about the progress in their areas. One area that has become the easiest to identify as single program – and the easiest to raise money for – is one Dr. Garson is participating in, called Jefferson Public Citizens, run by Milton Adams. It calls for students to get together to do something service-oriented that also asks an academic question; if certain stipulations are met, it can become an honor on a student's transcript. Milton and Megan Raymond have done a lot of work in just 14 months.

Milton Adams reported that the program was proposed and started by Megan Raymond. A team of undergrads works with a faculty advisor and maybe a grad student to propose a service aid project and carry it out. All the teams have submitted papers to a journal called *Public*; at a symposium, they will all present their conclusions. Each team needs to be multi-disciplinary. Half of the projects are international, going to places all over the world.

Report from Craig Littlepage, Director of Athletics

In December, Mr. Littlepage decided to replace the football coach. He understands and shares the concerns of many around U.Va. about the financial impact of that decision. The financial obligation was funded privately; no U.Va. budget or public monies were used. He was looking for an educator, a mentor, who would understand the balance between academics and athletics – someone who would collaborate and be a bridge builder in relationships around U.Va. and the state. Many of these objectives were shared by student athletes. We have found such a person.

Mr. Littlepage reported that he received a number of great suggestions during a meeting with the Faculty Senate Executive Council. There is now a link on the Athletics Department website where any faculty can go for information about student athlete requirements and rules. The Athletics staff is responsive to these kinds of suggestions; they want to hear from you routinely; they accept your ideas and your criticisms, which will help them improve.

One issue is missed class time. It is not permissible according to Athletics rules for a student to miss a class because of practice. If you hear that, challenge it or notify the Athletics Department. Athletics wants student athletes in class room. Away travel may make missing class unavoidable. Before a coach can sign off on his travel schedule, he must check on how many days of class time will be missed. We want to make sure athletes are successful in the classroom.

Mr. Littlepage works with Leonard Sandridge and his staff regarding downturns in ticket sales; Athletics has consequently pulled a lot of things out of the budget. Its four major revenue sources are tickets, student fees, scholarships and NCAA distributions as a result of being in the ACC, and non-scholarship-related donations. Personnel – professional staff, wage employees, and scholarships – are a big part of the budget, as well as travel. Athletics has little control over some expenses, e.g. higher travel costs and raises in tuition, which affect scholarships. Ticket prices are as high as we can make them; student fees won't change – so we must be as efficient as possible. In comparison with our peer institutions, we are running an efficient program.

A question was asked about the University's "problem" – academic standards, that are potentially in conflict with building a great football program. Mr. Littlepage does not call it a conflict. He has a great group of coaches who don't come here because of higher salaries or other considerations. Many coaches were recruited, but have not left. They see standards as something to help them run their program, not an impediment. It does make it a little more difficult. Coaches make what they do look easy; but college coaching is difficult anyway; doing it with these academic standards where kids are supposed to be in class every day is fun but challenging.

A senator said that it would be great to have more Athletics representatives come into classrooms to talk to us. Carolyn Callahan, the faculty representative on the Athletics Advisory Council, said that coaches used to have great contact with the faculty; but at one time, the Faculty Senate said they didn't want contact with coaches; they considered it pressure for special treatment. Coaches are very open to more contact. But we may have to approach coaches rather than vice versa.

Regarding admissions: years ago, coaches would sit down with deans to talk about prospective students. For the past 20 years, instead, administrators have served as intermediaries between dean and coach. This has served us well, but a coach may feel strongly about being able to advocate for a particular student.

When Mr. Littlepage serving as interim athletics director, he put together the Faculty Partners Program: every head coach was assigned faculty member with whom to develop a personal and professional relationship. Coaches would routinely go to their faculty partner's classes and go out to lunch with them. Mr. Littlepage wanted the coaches to be respected as educators and teachers. Some of those relationships have continued. We probably should figure out ways to develop more routine interactions across lines.

The statement was made that the advice students are getting seems to have gotten worse about how to play the student game. They used to be told to sit in the front of room, and talk to the professor about writing their paper. Now it's an email to the professor saying, "Did so and so show up?" or someone coming in to class to see if student is there. Mr. Littlepage said that Mike London, the new football coach, has been very concerned with this. At one of his first meetings with the team, he went through a list of things they must do or they can't participate – including sitting near the front of the class and not wearing their hats sideways.

Ann Hamric thanked Mr. Littlepage for giving the Faculty Senate a Dissertation-Year Fellowship in this difficult budget year.

The faculty survey referred to is on the Faculty Senate website. She urged senators to look it up and share it with their faculty constituents, as well as the document Mr. Littlepage provided.

The meeting was adjourned at 4:50.

Submitted by Kevin Lee, Secretary of the Faculty Senate

Revised Resolution on Open Access and Scholarship
Prepared by the Senate Task Force on Scholarly Publications and Authors' Rights
2/5/2010

WHEREAS: According to the constitution and by-laws of the Faculty Senate of the University of Virginia: "The Faculty Senate represents all faculties of the University with respect to all academic functions such as the establishment and termination of degree programs, major modifications of requirements for existing degrees, and action affecting all faculties, or more than one faculty, of the University;" and

WHEREAS: In the interest of preserving its historical commitment to producing and disseminating knowledge in the public interest, the Faculty Senate of the University of Virginia is dedicated to making the research and scholarship of the faculty of the University of Virginia as widely available as possible.

NOW THEREFORE the Faculty Senate of the University of Virginia hereby adopts and endorses the following policy relating to copyrights in scholarly articles authored by the faculty and encourages the development of an open access program for the University as provided below:

Each Faculty member at the University of Virginia is encouraged to reserve a nonexclusive, irrevocable, non-commercial, global license to exercise any and all rights under copyright relating to each of her or his scholarly articles, in any medium, and to authorize others to do the same. To enable public access to and preservation of scholarly articles, each faculty member is encouraged to provide an electronic version of the article as to which the necessary rights have been retained, to the University Library for deposit in a repository at such time as the Library might make such services available to faculty.

The University Library's continued development of a digital repository for the University is strongly endorsed. The University Library is encouraged to enable deposit of faculty works for which sufficient rights have been retained in the repository and to continue to offer information services relating to author's rights and copyright to University faculty in support of open access.

The Senate shall continue the existence of the Task Force on Scholarly Publications and Authors' Rights to monitor developments in scholarly licensing practices and copyright law, to work with the Library and faculty to develop a useful and easily managed scholarly repository for faculty scholarship, and to report to the Senate each year on the progress of this Resolution. The Task Force shall continue until such time as, in the judgment of the Executive Council of the Faculty Senate, the continuation of the Task Force is no longer useful.