University Faculty Council
Annual Report 2012-2013
April 23, 2013

2012-13 UFC Membership:

Malcolm Hill - A&S (3rd of 3 yrs., expiring 2013) Della Fenster substituting 2012-13 academic year
Paul Clikeman - Business (3rd of 3 yrs., expiring 2013)
Gary McDowell - Leadership Studies (3rd of 3 yrs., expiring 2013)
Kristen Osenga - Law (3rd of 3 yrs., expiring 2013)
Joanna Drell - A&S (2nd of 3 yrs., expiring 2014)
Jennifer Erkulwater - A&S (2nd of 3 yrs., expiring 2014)
Jan French - A&S (2nd of 3 yrs., expiring 2014)
Julie Laskaris - A&S (2nd of 3 yrs., expiring 2014)
Shakun Mago - Business (2nd of 3 yrs., expiring 2014)
Erling Sjovold - A&S (2nd of 3 yrs., expiring 2014)
Patricia Strait - SPCS (2nd of 3 yrs., expiring 2014), CHAIR
Gene Anderson - A&S (1st of 3 yrs., expiring 2015)
Laura Browder - A&S (1st of 3 yrs., expiring 2015 on professional leave spring 2013)
Eric Yellin - A&S (1st of 3 yrs., expiring 2015)
Kathrin Bower - A&S (2nd of 3 yrs., expiring 2013) completing Catherine Bagwell's term
Hank Chambers - Law (1st of 3 yrs., expiring 2015)
John Earl - RSB (1st of 3 yrs., expiring 2015)

Subcommittee membership for 2012-2013:

Retirement Policy and Benefits
1. Joanna Drell
2. Laura Browder

Provost Advisory
1. Gary McDowell - Jepson
2. Patricia Strait - SPCS
3. Hank Chambers - Law
4. John Earl - RSB
5. Jan French - A&S

Faculty Governance
1. Julie Laskaris
2. Erling Svojold
3. Gary McDowell
Child Care
1. Shakun Mago
2. Del Dumbaugh

Faculty List-Serv
1. Paul Clikeman
2. Kristen Osenga

Floater
Eric Yellin
Gene Anderson

Distinguished Educator Committee membership for 2012-13:
Jennifer Erkulwater--UFC, A&S
Don Forsyth--Former winner, Leadership
Joan Neff--Academic Council
Tom Shields--SPCS
Chris Cotropia--Law
Monika Kukar-Kinney--Business
Taylor Michals--Student Gov't
Michael Rogers--Alumni

Topics addressed by University Faculty Council (UFC) academic year 2012-13:

1. Title IX Compliance Briefing.
   Steve Bisese, Dan Fabian, and Kerry Albright Fankhauser briefed members on the Title IX Information Session that all campus constituencies are receiving. Using video and discussion, the Information Session addresses 1972’s Title IX against sexual discrimination and the follow up, 2012 “Dear Colleague Letter,” specifying sexual misconduct as a form of sexual discrimination. UFC heard background for the legislation and discussed sexual misconduct at UR. Members discussed a range of issues including UR’s requirement to share information with the police; levels of consequences for the perpetrator; faculty/individual’s requirement to report an incident related by a victim; presentation goals; perpetrators who aren’t UR students.

2. Faculty Handbook revisions about leaves of absence
   Provost Allred presented a draft of revisions to current LoA [Leave of Absence] policy following questions that arose over the summer regarding whether UR covers benefits when a faculty member goes on unpaid personal or professional leave. Upon comparing UR’s practices with those of peer institutions, Provost Allred concluded that UR should move to be more in line with their practices. Members discussed various aspects of LoA
practices including distinctions between ‘personal’ and ‘professional’ leaves, and whether the LoA practices applied to Directors. Provost Allred said a separate provision for Directors would be needed and to discuss the issue first with the Dean of A&S. Members submitted editorial revisions and suggestions to Provost Allred who brought the text before whole faculty at October University faculty meeting. The revised version was approved by UFC at 10/5/12 meeting.

3. **UR Athletics Sports Mix Decision.**
   Lori Schuyler, Chief of Staff to President Ayers, spoke with UFC about the changes made to the mix of Division I and Club Sports. Schuyler explained the process and rationale for making the sports mix decision, including methodology for data collection, broader athletic conference and program contexts, implications for admissions, financial aid, net tuition revenue, philanthropy, alumni engagement, facilities and assumptions. Members expressed skepticism about the decision, the methodology and analysis of data gathering, the composition of the Task Force, the how/when/why student athletes and faculty were informed of the lacrosse decision. Members also expressed concerns over the impact of the sports mix decision on campus social and academic environment, referencing the NCAA study on the academics and social climate of men’s collegiate lacrosse. Schuyler said she didn’t anticipate such problems at UR owing to residence arrangements and monitoring (most student athletes live on campus; work of RC and WC Deans). Members thought that faculty should play a role in shaping what lacrosse will be like at UR in reference to integrating lacrosse players into the UR community. UFC members also expressed they felt faculty should be more involved in hiring of coaches and the athletic director.

4. **Changes in Short Term Disability benefit and appeals process.**
   Laura Dietrick and Carl Sorenson spoke with UFC about UR’s Short Term Disability benefit and appeals process [note: ‘STD’= Short Term Disability; ‘LTD’ = Long Term Disability] Effective 1.1.13 STD will be provided for UR staff; faculty already receive it. CIGNA will be the provider for both groups. Since CIGNA is already UR’s LTD vendor, there will be a smooth continuity of benefit; claims adjudication will go through CIGNA directly; no paperwork; easier benefit payout. Members requested clarification about specific LTD/STD issues.

5. **Changes to faculty contract letters.**
   Associate Provost Joan Neff explained that faculty contract letters will be sent out no later than day after Commencement due to a change in timing of Board of Trustees
meeting, assorted changes in faculty contract process, and administrative load trying to process letters. There will be different systems for tenure-track and tenured faculty. Tenure-track faculty will receive appointment letters in March but salary info in May, while tenured faculty and faculty on continuous contracts will receive only one letter, the salary letter in May.

6. USAC connections
Historically, chairs of USAC meet with President of UFC twice yearly. This year UFC President Patricia Strait met with USAC chairs to discuss a number of issues including changes to the STD benefit and the campus pet policy, UR has reached no resolution on the latter and no changes have taken place ref pet policies (i.e. having pets on campus). In addition, USAC staff officers expressed feelings of alienation with respect to relations with faculty, specifically expressing disappointment that faculty do not attend staff appreciation awards ceremony. USAC members requested that faculty members give greater consideration to attending staff award ceremonies.

7. The Role of UFC.
The sports mix discussion resulted in a look at the role of UFC, specifically agenda setting and roles of subcommittees. With regard to the sports mix, members questioned whether the issue had been settled, noting that many on the faculty continue to be dissatisfied with handling of final decision. Members discussed balancing UFC’s responsibilities a) to advise provost and president and b) represent concerns of faculty. Members agreed that greater attention should be given to UFC imperative to represent faculty and clarification of autonomy from university administration, in particular UFC agenda setting. Provost Allred addressed concerns regarding Provost’s role in setting UFC agenda and declared no interest in controlling the agenda; reiterated that the agenda is set by UFC; reiterated respect for UFC and faculty governance. The Provost also reserved right to express concern about the proper forum (e.g.: subcommittee) to discuss an issue. Members discussed ways to inculcate and continue UFC practice for dealing with faculty concerns. The chair noted that UFC practice has been to address concerns when an issue touches upon the faculty broadly, i.e., individual concerns are typically raised when they have a broad impact. Members explored ways to maintain continuity of practice on UFC.

8. Martin Luther King Jr. Day
UFC was informed at the 1/18/13 meeting of the decision made by the administration, after many years of concern and in consultation with President Ayers and the Office of Common Ground, to recognize the Martin Luther King holiday. Initially, the administration proposed to swap Friday and Monday schedules to accommodate the missed class day. While acknowledging the value of university statement of respect of
MLK Jr., members expressed concern that the MLK holiday decision had been made without the faculty being consulted and requested information regarding the procedure for making this decision. Members discussed problems of compressed schedule in particular the difficulties that losing a class day created for lab-based and business school courses, and other night classes. Members discussed other possible scheduling solutions and further wondered if other national holidays deserved recognition. Overall, members requested that the reasoning and procedure be well explained to faculty, once again expressing concerns about a lack of faculty consultation in major university decisions. The Provost declared that faculty will have a direct role in implementation, with a year to work out the details.

9. UR Data Security Policy
Kathy Monday briefed UFC on revisions to UR’s Data Security Policy. The revised version of the data policy which is to be circulated in the Fall to the five schools for further discussion addresses advanced needs for data privacy (email), expanded data storage (the Cloud, for example), and the use of new portable devices (smart phones/tablets). Data Security is an “evolving process” as new data services for storage and management are developed for higher education needs. UR’s Data policy is a living document that will be subject to change as new technologies are developed. The UR community must continue to practice security and apply common sense in data usage.

10. UR Policy about school shooting
In response to recent school shooting events Newtown, Virginia State, Coastal Carolina – to name only a few - Police Chief Dave McCoy and Brittany Schaal, Director of Emergency Management explained UR’s policy about school shooting. They explained what the campus community can do in the event of an active shooter and supported an approach called, RUN, HIDE, FIGHT. UFC Members watched a brief video about responding to an active school shooting incident that will be shown to the campus community in the fall. Chief McCoy invited feedback about video and members offered suggestions about emergency ladders for upper floor windows and the matter of sealed windows in some buildings.

11. Faculty Handbook changes pertaining to benefits
Revisions were made to wording of Long Term and Short Term Disability benefits to ensure consistency in language between faculty handbooks and HR website. In fall 2013, UFC will review the university’s long-term disability policy. Per instructions from the University Faculty Meeting of 3/19/13, the review will be conducted in consultation with the Office of Human Resource and Joan Neff with two goals in mind: 1. To seek further improvements in the long-term disability policy; 2. To clarify any additional
inconsistences between the faculty handbook and university’s the long-term disability policy

12. Gender Equity Study
Jim Monks presented UFC with the results of the latest analysis of issues related to gender and faculty salaries. First conducted four years ago, the study samples salaries of full time, tenured and tenure-track faculty who did not reside in the SPCS. The latest analysis confirmed results from four years ago, concluding that there were no significant salary differences between genders within (not between) all schools—School of Arts and Sciences, Jepson, Business School and the Law School. In response to a UFC questioning, and upon consultation with the Provost, the SCPS full time faculty on continuing contracts will be included in future analyses.

13. Discussion of the University Calendar
In the course of discussing the implementation of the Martin Luther King, Jr. holiday with the five schools, Provost Allred noted questions arising around a number of issues relating to the university calendar including: When to begin the academic year, exam schedule/ the number of reading days, parity between the fall and spring semesters, coordination between the calendars of the Law School and undergraduate college so as to facilitate cross-listed courses particularly those within the PPEL program, the holding of commencement on Mother’s Day, the possibility of accommodating professional conferences, the dates for Fall Break and Spring Break, and recognition of Labor Day. UFC discussed tasking a committee, ideally the Provost’s Advisory Committee, to study these issues and come forward with a recommendation that would then come to UFC for discussion before being forwarded to the faculty for discussion and a vote. This committee should have representation from the five schools, plus Joan Neff from the Provost’s Office and Susan Breedan from the Registrar’s Office, with a goal to implement changes for the 2014-2015 academic year. The UFC chair will bring this agenda item to the first meeting in Fall 2013 so that UFC can vote to charge the Provost’s Advisory Committee with conducting the study and making recommendations.

14. Dean Evaluation
In the course of discussing a proposal to initiate the review for A&S Dean Kathleen Skerrett, UFC determined that Deans Nancy Bagranoff and Wendy Perdue are also scheduled for review and Sandra Peart might also be due for review during the 2013-2014 academic year. UFC discussed conducting the reviews of Deans Bagranoff and Sandra Peart in the fall semester and Deans Skerrett and Perdue in the spring semester. The suggestion was made that UFC consider staggering the Deans’ reviews in the future. Subsequent conversations between UFC chair and provost confirmed that all five dean evaluations are scheduled to take place this coming academic year 2013-14.
15. Executive Session meeting with President Ayers
UFC requested to meet with President Ed Ayers in executive session to discuss how the UFC and the faculty as a whole can work more closely with the president in making decisions which effect the academic mission. As a result of the executive session with President Ayers, in order to build a closer connection between UFC and the President, Ayers will now be copied on UFC minutes and Ayers agreed to meet with the chair of UFC on a regular basis with the first of these meetings to occur at 10 a.m. on May 2, 2013. President Ayers also reiterated his commitment to a strong faculty governance structure and UFC’s responsibility to represent and respond to faculty concerns. To aid in the UFC transition for fall 2013, the new UFC chair and secretary will attend the May 2nd meeting and schedule subsequent meetings with the President.

16. Proposed Faculty Governance Study
To follow up on matters of faculty governance, Jennifer Erkulwater, Jan French, and Eric Yellin proposed a subcommittee to study faculty governance and make recommendations to the UFC. UFC charged the Faculty Governance Subcommittee with this task but determined that schools outside A&S should be represented on the Subcommittee.

17. Additional discussion items
Throughout the course of the 12-13 academic year, UFC engaged in general conversation about a number topics raised by committee members. Though none of these discussions led to specific actions, the following items or concerns were brought forward: faculty and staff working together to push for a better dental plan; having a more timely class/university cancellation policy with closure announcements made more in sync with other local institutions.

18. UFC Leadership for 2013-14 Elections were held for both chair and secretary positions. A total of six members were nominated for chair including Strait, Svojold, Yellin, Laskaris, French, and Chambers. Strait, Svojold, and Laskaris declined their nominations. A runoff election took place between Chambers and French who tied for number of votes. Jan French won the runoff election and will be serving as chair for the upcoming academic year 2013-14. Eric Yellin who was also nominated as secretary was elected to serve as secretary.

Respectfully submitted,

Patricia Strait, Chair UFC
Joanna Drell, Secretary UFC