

**University Faculty Affairs Committee**  
**Minutes: November 9, 2015**  
**Monroe 213: 4pm**

**Committee members in attendance:** Eric Gable (Chair; CAS); Louis Martinette (COB); Angela Pitts (CAS); Hilary Stebbins (Secretary; CAS)

**Special Guest:** Jonathan Levin (Provost)

1. The provost presented a brief update on issues related to salary:

- Last year we had an authorized 2% raise from state. This meant that the state covered roughly 1% and the University was expected to pick up the other 1%. This 2% was of the total salary pool and the University was able to determine the mechanism of distribution. In addition, the provost came up with an additional 1% that came from faculty salary savings (the difference between the salaries of new faculty versus those who retired).
- We don't know what the state will authorize for this year – 2% has been floated, but that is very preliminary. The provost posed the question of how any additional money should be distributed if he were able to, once again, free up additional funds (which may be even more difficult this year than last). We discussed three potential options:
  1. Last year we elected to do a flat raise across the faculty.
  2. We haven't had any money devoted to merit pay in a very long time and the Provost noted that each year we go without it, it becomes more difficult to reinstate. If money were devoted to merit pay we would have to very carefully address questions such as whether one would average a merit score over all years that we have not received merit pay. In addition, it's unlikely that we could obtain a percentage raise big enough to make up for missed merit. Eric noted that this is something that UFAC has discussed previously at length and that we may need to devote a single meeting toward whether/how to reinstate merit awards. In addition, he noted that this was the option that would least likely address any compression problems among faculty salaries.
  3. A compensation study was done in 2011 that helped to establish benchmarks for each faculty member based on his/her rank and discipline. These number were updated in the past year (2014-2015) by taking the average salary increase (averaged across rank and discipline) across all peer schools for the years since the last compensation study and increasing the 2011 benchmarks by that percentage. These data suggest that out of 232 faculty about 132 would be pegged to get some type of salary increase based on the benchmark data (the gaps ranged from \$1,000 - \$9,000+). We would need approximately 1 million to get everybody to benchmark so this goal is more long-term. The provost mentioned that in our 6 year plan we put in as the #1 priority a figure of 1.5 million over 2 years to bring salaries to appropriate benchmarks. The authorization of this by the legislature and governor are not likely but it does signify that we're trying to plan for how to fill the gaps in these benchmark numbers.
- Because this is all very preliminary at this time, nothing definite was decided. UFAC note that the more transparent we can be about the options, the happier the faculty are likely to be regarding any decisions made. We suggested possibly canvassing the faculty to get a better sense of how they think any potential funds should be distributed.

2. UFAC received a request from the head of the UMW coaching staff to put forward a motion regarding the length of coaching contracts (see below). The UFAC members present decided to defer acting on the motion

and will ask the head of the coaching staff to provide some data or evidence to support the assertion that the NCAA considers this policy best practice.

3. The UFC would like to proceed with UFAC administering a faculty morale survey on a yearly basis. Eric distributed a version of the survey that was used to assess faculty morale in the CAS last year. He asked that we all glance over it to make any comments or suggestions on questions. Hilary will then meet with Ros Cooperman (UFC member and author of previous study) to finalize the document.

The meeting was adjourned at 5:06 pm.

Submitted by: Hilary E. Stebbins

Motion: to change wording in faculty handbook on fixed term hires (Section 3.3 p.36) to allow the coaching staff to become one-year appointments (see attached revisions) rather than having fixed contracts of 3 years.

Rationale:

UMW is the only institution in the state of Virginia and one of the very few nationwide that is operating with a pure faculty-coach model, including 3- and 5-year contract renewals plus 12-month notice of nonrenewal. Such contracts are rarely seen at the Division III level, and put the University of Mary Washington outside the scope of NCAA best practices. The intent is not to dismiss anyone, but rather to provide some flexibility if and when it is needed and to put us more in line with other NCAA athletic departments.

This proposed policy was brought to the committee of the UFAC via the head of the coaching staff at UMW. It was drafted via input by the Provost, in conjunction with the Associate Provost, the Dean of the College of Arts and Sciences, the Director of Athletics and University Counsel. It has been endorsed by the President, as well as the Intercollegiate Athletic Advisory Committee, which is comprised of faculty from all three Colleges. The coaching staff has been informed that this policy is being proposed as a Faculty Handbook change.

The proposed changes would entail that:

1. All head coaches on faculty Renewable Term Appointments would be converted to one-year RTA positions at the end of their current contracts. All head coaches would remain faculty; no existing faculty lines would be lost or converted to administrative.
2. Promotion from Lecturer to Senior Lecturer would remain as per current policy. However, the length of the contract would be one year.
3. Coaches beyond their second year would receive one year's (12 months) notice of nonrenewal. Currently, this would include all but one member of the Athletic Department.
4. Coaches in their first or second years would be notified of nonrenewal by March 1 or December 15, respectively, in accordance with AAUP and/or University guidelines.
5. This policy would only affect Athletic Department personnel and would not be applicable to RTA personnel in any other department.
6. This policy would not affect the three current members of the Athletic Department who are tenured.

**Potential changes to RTA appointments language in section 3.3 page 36 of the *Faculty Handbook***  
New language in red

### **3.3 RENEWABLE TERM (RTA) FACULTY RANKS**

**3.3.1 Lecturer** Renewable term appointments of individuals with little or no prior teaching or coaching experience at the college or university level are made at this rank. **For all athletic coach appointments at this**

rank in the Department of Athletics, Health, and Physical Education, initial appointments and reappointments (if justified on the basis of performance to date) are for one year. For all other lecturer positions outside of the Department of Athletics, Health, and Physical Education, initial appointments are for a two-year period and reappointments (if justified on the basis of performance to date) are for three years. Lecturers are appointed to carry out full-time instructional (or coaching), professional, and service responsibilities. There is no limit upon the number of reappointments possible. Tenure cannot be awarded at this rank.

**3.3.2 Senior Lecturer** Renewable term appointments of individuals with substantial prior teaching or coaching experience (at least five full-time years) may be made at this rank. For all athletic coach appointments at this rank in the Department of Athletics, Health, and Physical Education, initial appointments and reappointments (if justified on the basis of performance to date) are for one year. Appointments following promotion to this rank are also for one year. For all other Senior Lecturer positions outside of the Department of Athletics, Health, and Physical Education, initial appointments at this rank are made for a two-year period. Reappointments or appointments following promotion to this rank are for five years. Senior Lecturers are appointed to carry out full-time instructional (or coaching), professional, and service responsibilities, There is no limit upon the number of reappointments possible. Tenure cannot be awarded at this rank.

### **3.3.3 Policies and Procedures Applying Specifically to Faculty with Renewable Term Appointments (RTA)**

**3.3.3.1 General Policies and Procedures** Full-time RTA faculty are full fledged members of the *general faculty* and the *instructional faculty* (as defined in §2.1.1.1) and of their respective academic departments. They are eligible to serve on any faculty committees except those that specifically require tenure and/or senior academic rank for membership (e.g., the Promotion and Tenure Committee). They may request and qualify for faculty leaves as provided for in §3.12, with the exception of sabbatical leaves which require tenure. They are also eligible for any of the various forms of institutional faculty development support that are available to tenure-track faculty. They are entitled to the same notice of non-reappointment as tenure-track faculty §3.17, and if being dismissed for cause they are entitled to the due-process provisions of §4.3. They also are entitled to the due process afforded by §5.8 on Faculty Grievances.

**3.3.3.2 Performance and Performance Evaluation** RTA faculty, like tenured and tenure-track faculty, are expected to contribute in the areas of teaching, professional activity and service, following the guidelines set forth in §§6.1 – 6.5, and they are expected to participate in their department's peer evaluation process if the department completes peer evaluations. Performance criteria applied are the same as for tenure-track faculty.