1. **Membership**
   *Arts and Sciences*: Jane Berry, Geoff Goddu, Libby Gruner (substituting for Sydney Watts—on leave), Michelle Hamm, Kasongo Kapanga, Julie Laskaris, Ladelle McWhorter, Dan Palazzolo, Gary Radice, Bill Ross  
   *Business*: Tom Arnold, Dean Croushore, Pat Fishe  
   *Leadership Studies*: Doug Hicks (chair)  
   *Law*: Chris Cotropia (substituting for Azizah al-Hibri—on leave), Jonathan Stubbs  
   *Continuing Studies*: Ellen Walk

2. **Distinguished Educator Award Selection Committee Membership**
   *Arts & Sciences*: Bill Ross (chair; UFC representative; previous winner)  
   *Business*: Val Vendryzk  
   *Continuing Studies*: Dan Roberts  
   *Law*: Corinna Lain  
   *Leadership Studies*: Al Goethals  
   *Academic Affairs Council*: Kathy Monday  
   *RC Alumnus*: Eric Loeppe  
   *RC Student Government Association*: Will Gordon

3. **Subcommittee on Retirement Policy**- Tom Arnold, Pat Fishe (chair), Gary Radice  
   This subcommittee produced a recommendation, which was endorsed by the UFC body, to allow early retirement in August or in January—the latter of which could be more favorable to the tax burden of early retirees. The subcommittee suggested specific changes to the relevant University policies, and the matter was forwarded to the University’s General Counsel to be sure that the policy was acceptable in legal terms. The UFC will follow up on this matter to support and ensure its implementation in the summer or fall.

4. **Subcommittee on Faculty Governance**- Geoff Goddu, Libby Gruner, Julie Laskaris, Dan Palazzolo (chair)  
   This subcommittee recommended the formation of an ad hoc group on restructuring faculty governance, comprised of UFC members from each of the five schools. See #5 below.  
   The subcommittee also brought a recommendation to forward to the Board of Trustees a draft paragraph to be added to the University By-Laws that would specify the composition of presidential search committees. That language, with an amendment, was passed by UFC. Chair Hicks forwarded the language to Board Rector George Wellde. Rector Wellde informed Hicks that this language will be considered in the revisions to the By-Laws to take place this summer under the coordination of Secretary of the Board Ann Lloyd Breeden. Hicks pledged to work with the rector and secretary to finalize this matter.

5. **Ad Hoc Group on Restructuring Faculty Governance**- Dean Croushore, Doug Hicks, Dan Palazzolo (chair), Jonathan Stubbs, Ellen Walk  
   Chair Palazzolo convened this group, which had been named late in the spring, and the members determined to survey the faculty on their perceptions of the effectiveness of the current system of faculty governance and to consider any recommended changes in light of the findings. This group will continue its work in the fall, including the drafting and administering of the survey.

6. **Ad Hoc Subcommittee on Dependent Care**- Jane Berry, Michelle Hamm (chair), Thad Williamson  
   The University Task Force on Work-Life Balance and Dependent Care completed its work in the fall semester, and its report, along with a survey commissioned by HR and completed by the consulting firm WFD, of Boston, was presented to University faculty and staff in the early spring. Upon the request of several faculty members to present a faculty perspective on these data and findings, and to keep a constructive effort moving forward to address childcare, including the possibility of an on-campus childcare center, UFC formed an Ad Hoc Subcommittee on Dependent Care. The subcommittee presented its report to the UFC and received the body’s endorsement in April. The report calls for two immediately implementable ways to address childcare needs of staff and faculty and for a continued long-term commitment to make an on-campus childcare facility a reality.
The report also notes that elder care is a growing concern to many faculty and staff, and suggests that the university consider elder care issues in its ongoing deliberations of dependent care. The report comes to the University Faculty with UFC’s recommendation for faculty endorsement at the May 11 meeting.

7. Provost Advisory Group - Tom Arnold, Michelle Hamm, Doug Hicks, Jonathan Stubbs, Ellen Walk
This group met informally with Provost Allred four times this year as a way to keep up regular and good communications between the administration and UFC on matters not requiring the whole body’s action.

8. HR Benefits Advisory Group (participants recommended to HR) - Chris Cotropia, Del McWhorter
After consultation with UFC chair Hicks and others on campus, Associate Vice President for HR Carl Sorensen formed an HR Benefits Advisory Group, which includes two faculty members recommended by UFC. This group met on an occasional basis to advise HR on staff and faculty needs, benefits plan options, and ways to promote knowledge of benefits to faculty and staff.

9. Strategic Plan and Budgeting Discussions
In the fall the UFC discussed the strategic plan at various draft stages, offering feedback to Provost Allred on the “integrated academic experience” working group and on the complete document. At its December meeting the UFC voted to support that document and recommended full faculty endorsement, which occurred in the consequent University faculty meeting. UFC also discussed the changes to the University budgeting process announced by President Ayers, which included the composition of a new Budget Committee. That committee includes the UFC president or his/her designee; UFC chair Hicks served in that role.

10. Gender and Faculty Salaries Study
Upon the request of UFC, and in conversation with the Office of Institutional Effectiveness (OIE), Provost Allred commissioned a study of gender and faculty studies. Faculty members KimMarie McGoldrick and Jim Monks completed the study with data (with names removed) provided by Patty Murphy of the OIE. The key results were as follows: “In each case, within these subgroups, female faculty salaries were not found to be statistically different from male faculty salaries, conditional on the above outlined factors, in two-tailed tests. Overall, and in each analysis, the results indicate that females do not earn significantly more or less than their male colleagues.” The results are based on analyses of one year of salary data, academic year 2008-2009. KimMarie McGoldrick and Steve Allred were available at two meetings in the spring to address the report and answer questions. Provost Allred agreed to conduct such a study at least every three years.

11. Diversity in Faculty Hiring
In consultation with Glyn Hughes, Director of the Office of Common Ground, UFC debated and made changes to the Diversity in Faculty Hiring document to reflect a change in the official University language in hiring announcements for faculty positions. The changes clarify the expectation that all faculty searches will have a diversity advocate, who will receive an orientation and other training and resources, and that search committees may add specific language about diversity in their hiring announcements. The UFC also endorsed Provost Allred’s Opportunity Hiring Initiative.

Respectfully submitted by Douglas A. Hicks, Chair
April 28, 2009