

# FACULTY SENATE BACK UP MEETING

TUESDAY, February 18, 2025

Hampton/Newport News Rooms Webb Center

3:00-4:15 p.m.

## MINUTES

1. **Call to order 3:04pm.**

2. **Circulate the roll.** In person N = 26, via ZOOM N = 15. **Senators N = 41**

Abdullah Al-Tair	zoom	Lee Land	X
Marta Agata Ambrozewicz	zoom	Selena Layden	zoom
Ivan Ash	X	Tatyana Lobova	X
Sebastian Bawab	–	Denise McKinney	zoom
Elizabeth Black	excused	Amy Milligan	zoom
Nina Brown	zoom	Anil Nair	–
Larisa Bulysheva	X	Marc Quellette	X
David Burdige	X	Jennifer Poutsma	X
Elizabeth Burns	X	Desh Ranjan	X
Michael Carhart	X	Leryn Reynolds	X
Paul Champagne	zoom	Jesse Richman	–
Anjeza Cipi	–	Tinnika Robertson-Jones	–
John Crosby	X	Patrick Sachs	X
Kenneth Fitzgerald	X	Gary Schafran	X
Eva Forgacs-Lonart	zoom	Eric Schussler	X
Corrin Gillis	zoom	Mike Seek	zoom
Mahesh Gopinath	–	David Selover	X
Roderick Graham	X	John Sinacori	–
Dennis Gregory	X	Masha Sosonkina	zoom
James Michael Hall	X	Yonghee Suh	–
Joy Hampton	zoom	Ling Tuo	zoom
Richard Handel	zoom	Resit Unal	zoom
Janice Hawkins	zoom	Larry Weinstein	X
Kate Hawkins	X	Nicole Willock	X
Alireza Hosseini	–	Lucy Wittkower	–
Mia Joe	X	Nazita Yousefieh	–
Aurora Kerscher	X	Wie Yusuf	X

3. **Approval of the Agenda.**

- Approved

4. **Approval of the Minutes.**

- Approved

**5. Chair's Report.** (Chairman Carhart)

- Interim Provost Payne: AA has \$2.345 million per year for strategic initiatives. Salary compression will be addressed by investing \$0.345 million per year over three years. How it will be distributed is still undecided.
- At the January 2023 meeting with the Executive Committee, President and Provost have stated that per new 2023-2028 Strategic plan 55% of annual allocation of \$5 million will go to AA (= \$2.750 million per year). Some of these funds will go to address salary compression & equity. President Hemphill told EC that this should fix the salary compression once and for all. We need to follow up with the President and Provost.
- Cmte G obtained a list of the peer institutions used by the Seagal company to access and compare the salaries ranges. It will be attached to the minutes.
- Provost office stated to Cmte G that Seagal report and action plan will be released in June-July 2025.
- VP Brandi LaBanc has canceled her visit to Senate meeting in March due to scheduling conflict.
- Motion: to go to the closed session for discussion

*40 supported, 1 against*

**7. Adjournment 4:37 PM**