

Faculty Senate Minutes
WEDNESDAY, AUGUST 19, 2015, 1:45PM
McMurran 101
Full Faculty Senate Meeting and All-Faculty Forum

Senators Present: Adamitis, Holland, Nichols, Jelinek, Timani, Gerousis, Grau, Thompson, Manning, Shollen, Waldon, Winder, Donaldson

President Adamitis convened the meeting at 1:45. Approximately 60 faculty were present for the meeting, in addition to the senators. President Adamitis welcomed the faculty back to campus.

President Adamitis introduced the faculty senators for this year:

Senate Executive Committee:

President, Jana Adamitis

Department Chair, Associate Professor, Modern and Classical Languages & Literatures
College of Arts and Humanities
(757) 594-7057, jadam@cnu.edu

Vice President, Linda Manning

Department Chair, Associate Professor, Communication Studies
College of Social Sciences
(757) 594-7683, lmanning@cnu.edu

Secretary, John Nichols

Associate Professor, Director of Film Studies, English
College of Arts and Humanities
(757) 594-8896, jnichols@cnu.edu

Handbook Liaison, Chris Kennedy

Associate Professor, Department of Mathematics
(757) 594-8514, christopher.kennedy@cnu.edu

Parliamentarian, Harold Grau

Associate Professor, Molecular Biology and Chemistry
College of Natural and Behavioral Sciences
(757) 594-7946, hgrau@cnu.edu

Arts of Humanities

Jana Adamitis

Associate Professor, Department of Modern and Classical Languages & Literatures
(757) 594-7057, jadam@cnu.edu

Rachel Holland

Associate Professor, Department of Music
(757) 594-8875, rachel.holland@cnu.edu

Elizabeth Jelinek

Assistant Professor, Department of Philosophy & Religious Studies
(757) 594-7681, elizabeth.jelinek@cnu.edu

John Nichols

Associate Professor, Department of English, Director of Film Studies
(757) 594-8896, jnichols@cnu.edu

Hussam Timani

Associate Professor, Department of Philosophy & Religious Studies
(757) 594-7931, hussam.timani@cnu.edu

Luter School of Business

William Donaldson

Assistant Professor, Department of Management
(757) 594-7836, william.donaldson@cnu.edu

Natural and Behavioral Sciences

Edward Brash

Professor, Department of Physics, Computer Science & Engineering
(757) 594-7451, edward.brash@cnu.edu

Costa Gerousis

Associate Professor, Department of Physics, Computer Science & Engineering
(757) 594-7603, gerousis@cnu.edu

Harold Grau

Associate Professor, Department of Molecular Biology & Chemistry
(757) 594-7946, hgrau@cnu.edu

Chris Kennedy

Associate Professor, Department of Mathematics
(757) 594-8514, christopher.kennedy@cnu.edu

Jessica Thompson

Associate Professor, Department of Organismal & Environmental Biology
(757) 594-7307, jessica.thompson@cnu.edu

Social Sciences**Linda Manning**

Associate Professor, Department of Communication
(757) 594-7683, lmanning@cnu.edu

Lynn Shollen

Assistant Professor, Department of Leadership Studies
(757) 594-7557, lynn.shollen@cnu.edu

Linda Waldron

Associate Professor, Department of Social Work and Anthropology
(757) 594-8722, lwaldron@cnu.edu

Robert Winder

Professor, Department of Economics
(757) 594-7004, rwinder@cnu.edu

President Adamitis introduced Maggie Vaughan, Website Content Administrator, who went on to describe upcoming changes to the CNU website and the creation of an intraweb to help distinguish between publically accessible and CNU-only accessible information. A paper survey and an online survey were introduced to faculty to allow them to help in the design of the new site.

President Adamitis then outlined the following issues for the 2015-2016 Senate:

Five Year Strategies Planning for Departmental Chairs and Deans

In particular, how to arrive at a 75/25 ratio while meeting other institutional goals, such as having 85% of classes taught by full-time faculty and 60% of classes under 20 students per class.

Departmental EVAL-4s

In particular, translating UE-4 criteria to match disciplinary contexts and establishing standards for multi-year contracts and lectureship promotion.

Annual Review

A proposal is being developed to use increments of .25 for the summary score that will help determine the actual average score by college each year rather than through norming. A z-score would be used to normalize across colleges. If approved, the earliest this would be implemented will be Fall 2016.

Questions were raised by the assembled faculty. **Were the deans of the respective colleges on board with these changes in calculations for the annual review?** Yes, they are willing to negotiate the way AR's are calculated. **Was there a danger in running out of money to distribute based upon this new system?** No. Will there be college specific rubrics for the annual review? Yes, these will have to be developed. **So, faculty will be compared to a rubric rather than against one another?** Correct. There were additional questions about the use of the z-score and .25 increments. The Senate will provide Chris Kennedy's mathematical paper explaining the efficacy of this formula.

IDEA Best Practices

Last year, a Committee on IDEA Student Surveys extensively studied the IDEA research covering such issues as low response rates, potential biases, and percentage of teaching evaluated by student evaluations and other measures. The future question raised is now if IDEA is allotted 50% of the evaluative measure, what materials and documentation of teaching should be used to measure the remaining 50%?

Budget Advisory Committee Memo

The BAC memo, written in response to budgetary cutbacks several years ago, can now be revised to be less reactive and more proactive and thus address potential emphases for funding. Consequently, a reorientation of the BAC to identify aspects of the university that helps support the Phi Beta Kappa Initiative, can occur, focusing on support for such issues that affect all the faculty: faculty salaries, teaching load, study abroad, undergraduate research and internships, and service learning.

Curricular Process

Adamitis set forth a initiative to address curricular efficacy and efficiency, responding to such issues as the most efficient number of reviewers for new Area of Inquiry courses (currently it is 37), which committees or administrative positions have the deciding vote, how changes to the core might be handled in the future, and how feedback is communicated back to faculty/departmental sponsors of particular courses.

Questions were raised about the curricular ownership/partnership over the Area of Inquiry Civic and Democratic Engagement, which currently has a smaller number of courses in the Area (in comparison to the other Areas of Inquiry), despite various curricular proposals put forth last year.

Final Exams

The Senate will endeavor with consultation from the administration to clarify the nature of comprehensive assessments at the semester's end, re-consider the scheduling of make-up days for exams (particularly the issue of Saturday exams), and ensure a sufficient amount of time for students and faculty in the preparation and grading of exams.

Title IX

Adamitis reiterated the University's commitment to Title IX and welcomed Title IX Director Michelle Moody's review of new State guidelines earlier in the day. The Senate will review the Faculty Grievance and Hearing Procedures the in *Faculty Handbook*.

Questions and comments ensued: **Was the number of Title IX reports reflective of all assaults on campus last year?** The number can only reflect those that were reported and subsequently investigated. **Can confidentiality be maintained if a student requests it of the faculty member or of the Title IX Director?** No; a student may request confidentiality, but faculty must still report and must inform the student that further information cannot be kept confidential. The Title IX Director can consider requests of confidentiality, but is also bound to report incidents and follow through with potential investigations. **Might we have additional voluntary discussion with the Title IX Director about more specific questions or possible incidents?** This will be question will be passed along to Michelle Moody.

President Adamitis then invited additional questions and concerns to be addressed.

The continued reliance upon Follett to acquire books for classes was raised, especially given Follett's travails over the summer in misaligning books with courses as a result of database transfer. The University's relationship to area independent booksellers was raised; the purchasing of course books that might be then placed in the library were also raised.

The Senate session concluded at 2:50pm.