

**Faculty Senate Meeting  
Friday, November 7, 2003  
SC 214, 3:00 p.m.**

Senators Present: Virginia Purtle, Cathy Doyle, Tracey Schwarze, Lori Underwood, Rebecca Wheeler, Harold Grau, Peter Knipp, Kelly Cartwright, Quentin Kidd (arriving at 4:00 pm), Tom Berry, Robert Gray, Robert Winder

Visitors: University Registrar Lisa Duncan-Raines, Dr. Tim Marshall (ex-officio Faculty Senate President), Associate Dean of Students Donna Eddleman, Captains Log reporter, and approximately 50 students.

Note Taker: Kathy Byars

I. Meeting is called to order by President Virginia Purtle at 3:00 pm. Visitors are welcomed. Purtle asks if there would be any objection to altering the agenda of the meeting to accommodate the students who are in attendance. No objections are heard.

II. University Nondiscrimination Statement  
Resolution 2003-2004:02 is presented. Tracey Schwartz moves to accept and Cathy Doyle seconds.

Peter Knipp states that he felt the resolution had needed more weight. Bob Winder states that he agrees with it in spirit but still has concerns about the interpretation should it ever end up in court. He used as an example certain clubs, ROTC, etc., as possibly not being in compliance.

Students are given opportunity to make brief remarks. Derek Austin thanks the Senate for listening and hopes for faculty support. CNU needs this to be a 21<sup>st</sup> century institution. He knows of no known cases of problems with ROTC at other institutions with this clause in their non-discrimination policy. Casey Denton states that students look for a certain comfort level and a chance to enjoy learning when choosing a university and that this statement will show the students at CNU that the school is really on their side. Mehreen Farooq supports the amendment and feels that the faculty has an intimate relationship with CNU students. This is important if we are to put students first and give attention to the rights of the students. Passing this will make CNU a stronger institution. Melissa Bell states that this is a transition period for the campus and we need to take this step even if it is only symbolic, it is still needed for CNU's future growth. Students want faculty to stand beside them on this. Bell thanks Senate for considering the policy on behalf of all of the students at CNU

President Purtle calls for a vote: Resolution passes 8-0-2

Yes – Doyle, Schwarze, Underwood, Wheeler, Knipp, Cartwright, Berry, Gray

No –

Abstain – Grau, Winder

**Christopher Newport University**  
**Faculty Senate**  
**Resolution 2003-2004: 02**  
(Sponsor: Kidd for the Student Government Association)

**Whereas**, the Student Government Association, by a vote of 103-1, with 1 abstention, passed a resolution during the Spring 2003 semester calling for the university non-discrimination policy to be amended to include sexual orientation, and

**Whereas**, the Student Government Association has forwarded that resolution to the Faculty Senate asking for the body that represents the faculty to show support for the concerns of the students, and

**Whereas**, the Faculty Senate understands that the essence of a liberal arts institution is openness and affirmation of differences so that any hindrance to the pursuit of knowledge and higher learning, such as a fear of discrimination or prejudice on the part of students, faculty or staff, should not be accepted, and

**Whereas** the university is committed to “access and opportunity”, and

**Whereas**, inclusive freestanding non-discrimination policies have never been challenged for providing more protections than state or federal anti-discrimination laws provide,<sup>1</sup> and

**Whereas**, Governor Mark Warner, Lt. Governor Tim Kaine, Attorney General Jerry Kilgore and nearly half of the members of the General Assembly have signed pledges or made policy statements stating that they will not discriminate in their legislative office on the basis of sexual orientation,<sup>2</sup> and

**Whereas**, of the 15 public four year institutions in Virginia, 9 currently include sexual orientation in their non-discrimination policies,<sup>3</sup> and

**Whereas**, of CNU’s 24 peer institutions across the country, 16 currently have sexual orientation in their non-discrimination policies,<sup>4</sup>

**Therefore Be It Resolved** that the Faculty Senate supports the spirit and objective of the Student Government Association resolution and recommends to the university community, including the administration and Board of Visitors, that CNU amend its non-discrimination policy to include sexual orientation.

## Notes

1. Indeed, courts have ruled that just because such laws do not cover sexual orientation "does not mean that the University may not adopt regulations more protective than existing law, provided, of course, such regulation does not otherwise offend the state or federal constitution." *Doe v. University of Michigan*, 721 F.Supp. 852, 861 n.11 (E.D. Mich. 1989). In fact, the U.S. Supreme Court has recognized that "[e]numeration is the essential device used to make the duty not to discriminate concrete and to provide guidance for those who must comply." *Romer v. Evans*, 517 U.S. 620, 628-629 (1996)
2. The list of General Assembly members includes the following twenty members of the Senate: Thomas Norment R, Yvonne Miller D, Frank Wagner R, Benjamin Lambert D, John Watkins R, Stephen Martin R, Henry Marsh III D, Edd Houck D, Louise Lucas D, Roscoe Reynolds D, John Edwards D, Creigh Deeds D, Russell Potts R, John Chichester R, Patricia Ticer D, Mary Margaret Whipple D, Janet Howell D, Leslie Byrne D, Richard Saslaw D, and Toddy Puller D and the following forty-three members of the House of Delegate: Morgan Griffith R, Ward Armstrong D, Clifton Woodrum D, Jim Shuler D, Danny Marshall R, Allen Louderback R, A. Victor Thomas D, Preston Bryant R, Glenn Weatherholtz R, Vince Callahan R, Jeannemarie Devolites R, Kenneth Plum D, JC Petersen D, Bob Hull D, Vivian Watts D, Jim Dillard R, David Albo R, Tom Bolvin R, Kristen Amundsen D, Marian Van Landingham D, Brian Moran D, James Almand D, Bob Brink D, Karen Darner D, Harry Parrish R, Michele McQuigg R, James Scott D, Frank Hargrove R, Mitchell Van Yahres D, Fenton Bland D, William Barlow D, Franklin Hall D, Viola Baskerville D, Floyd Miles D, Terrie Suit R, Bob Purkey R, Leo Wardrup R, Bob Tata R, Thomas Rust R, Thelma Drake R, Kenneth Alexander D, Flora Crittenden D, and Harvey Morgan R.
3. College of William & Mary, George Mason University, James Madison University, Mary Washington College, Old Dominion University, Radford University, Virginia Tech University, University of Virginia, Virginia Commonwealth University.
4. California State University – Stanislaus, Central Connecticut State University, Ramapo College of New Jersey, Rutgers University – Camden, Sonoma State University, Southwest State University, SUNY College at Old Westbury, The Richard Stockton College of New Jersey, University of Massachusetts – Dartmouth, University of Michigan – Flint, University of North Carolina at Asheville, University of Southern Colorado, University of Tampa, University of Wisconsin – Green Bay, University of Wisconsin – Park Side, Wilkes University.

Resume normal agenda

III. Minutes of October 3, 2002 meeting are approved by voice vote with three (3) corrections.

IV. New University Registrar Lisa Duncan Raines is introduced by President Purtle. Duncan Raines introduces herself to the Senate. She has come from Virginia Tech after 20 years there. She states that CNU is a very special place and she is extremely glad to be here. Her goal for the Registrar's Office is that it be very service-oriented, while still abiding by rules of discretion. She does not want it to be a frustrating experience for students or faculty. She wants the entire staff to be friendly and helpful to students, parents and faculty without disclosing the confidentiality of the students. She also states that students seem to be adjusting well to the new Banner on line registration. They have purposely staggered the registration so that they can clean up any "bugs" that may have occurred. She states that registration is just the beginning and that in the future grades, unofficial transcripts, etc., would come off-line and that the financial aid office and business office possibly could participate in the future. She states that although they wanted this to be an easy access for students and faculty, the Registrar's office is always open to both.

Harold Grau asked about pre-requisite screening and if it would be available? Duncan Raines responds that it will be possible in future year, but not in the current year.

V. President's Report:

A. Board of Visitors meeting will be on Friday, November 14. The Committee Meetings will be on Thursday the 13<sup>th</sup>. The President's office will notify the appropriate Faculty Senate representatives of the time and place of the committee meetings.

B. The Alliance for Virginia Students Town Meeting will be held November 12 at 7:00 pm in the Newport News School administration building. President Tribble will moderate the program. Virginia Purtle will represent CNU on the panel.

Tim Marshall reports that the Senate Faculty of Virginia meetings will be held at Longwood College on November 15, 2003. Many topics will be up for discussion including legislation for adequate funding for colleges, increase salaries to 60 percentile, insurance co-payments for university staff. Lobby day will be on January 15, 2004 in Richmond. The organization is looking for faculty to contribute \$100.00 each to pay for a lobbyist. \$125,000 fee for full-time, possibly should consider part-time.

C. The general faculty meeting is scheduled for December 2 in the Alumni Room. Items on the agenda include the resolutions pertaining to Faculty Senate membership composition and approval of December graduates.

D. The Provost has asked the Faculty Senate to provide a proposed schedule for Distinguished Professor nominations.

E. The Student Government Association voted to create an ad-hoc committee to research and evaluate the current sexual assault policy and they asked two faculty members to serve on the committee. Professors Claire Jacobs and Edward Weiss have agreed to serve.

F. Faculty raises will be 3.25% across the board, with the remaining 1% being used for adjustments to salaries that are out of line.

G. The following committee appointments were made: Faculty Hearing – Brian Bradie and Scott Pollard; Degrees – Martin Bartelt; and Admissions – Kara Keeling.

## VI. Committee Reports

A. Strategic Planning. President Purtle reports that approximately 200 participated in first round. A second round of meetings will be held. They are looking for vision concepts as opposed to goals and strategies. Right now all the information received is being sorted through. The question presented is “What is your Vision of CNU in 2010?” So far three sessions have been held as of 11/6 with a lot of good input. Anyone interested is encouraged to participate.

B. Curriculum & Academic Life Task Force. Kidd reports that the Task Force will meet next Friday to sift through all of the comments it has received after holding sixteen open meetings over the past month. At the open meetings, around 40 faculty, 4 staff, and 12 students provided comments and asked questions. The Task Force will take an official vote to submit its proposals to the department chairs at its Friday meeting. These proposals will eventually come to the Faculty Senate, and President Purtle urged all senators to look over them carefully in advance.

C. Elections committee: Grau reports that Harry Greenlee has been elected to the Degrees Committee. Thirty out of 45 faculty in SSPS voted in the election.

D. Ranking Committee: The President and Provost are very enthusiastic about this. Committee has not yet been formed, but some guidelines have been set. Should include two faculty members and two administrators.

## VII. Old Business

### A. Faculty Mentoring Program

Resolution 2003-2004: 06 is presented. Lori Underwood moves to accept and Cathy Doyle seconds. The floor is opened for discussion.

President Purtle notes that the sponsors of the resolution should be Tom Berry, Harold Grau and Tracey Schwartze.

Peter Knipp reports that he received negative feedback from his department on this. First, the main objection was that the mentor is from a different department. He states that the relationship would not be useful, they could not relate to the mentor. Second, department

chair should be coordinating this as opposed to the dean. Third, there are no restrictions on years of experience for a mentor.

Rebecca Wheeler states that she has been at CNU for five years and that for the first couple of years there was no mentoring and she would have greatly benefited from it.

Tracey Schwarze states that even with this new program the departments are still welcome to set up their own mentoring program.

President Purtle states that it might be better left up to the individual as to whom they want as a mentor, and maybe the resolution should include such a choice. A motion is made to add this choice and is approved by voice vote.

Robert Gray makes a motion to add language that would restrict a faculty mentor from serving on the candidate's peer committee except at the request of the candidate. The Motion is seconded by Berry. Lengthy discussion ensues. Kidd suggested that the resolution be sent back to the committee for further work. Much opposition to this suggestion is heard. Kidd withdraws suggestion. Purtle calls for a vote. Gray's amendment passes by voice vote.

Purtle calls for vote on Resolution 2003-2004:06. Resolution passes 10-1-0:  
Yes – Doyle, Schwarze, Underwood, Wheeler, Knipp, Cartwright, Berry, Gray, Kidd, Winder  
No - Grau.

**Christopher Newport University**  
**Faculty Senate**  
**Resolution 2003-2004: 06**  
(Sponsor: Sentors Berry, Grau, and Schwarze)

**Whereas**, Christopher Newport University is committed to excellence in undergraduate teaching—that is, innovative, student-centered classrooms enriched by faculty scholarship, critical engagement of students, hands-on learning, and the pursuit of undergraduate research, and

**Whereas**, recognizing that such a commitment, while critical, is only one of the expectations that individual faculty members face,

**Therefore Be It Resolved** that CNU establish a New Faculty Mentoring Program to assist new faculty in meeting the challenges involved in becoming excellent teachers as well as successful, productive members of the CNU community.

In brief, the New Faculty Mentor Program at Christopher Newport University is designed

- To foster excellence in undergraduate teaching,

- To support new faculty as they adjust to CNU students and institutional expectations, and
- To build collegiality among university faculty across departmental lines.

The program is intended to supplement, not supplant, existing departmental mentoring programs.

### **Implementation:**

The academic dean's offices should coordinate assignments of new faculty members and their mentors. New faculty may request a mentor. Mentor volunteers will be coordinated by the dean, who will be responsible for creating and distributing a master contact list of mentors and new faculty, *and arranging group roundtable discussions*. Mentors should be in a department other than that of the new faculty member, and can be at any stage of their CNU careers—a second-year assistant professor may mentor a newcomer as well as (albeit differently than) a ten-year full professor. Individual mentors may be assigned 1-2 new faculty members, if they so choose.

### **Responsibilities of Mentors:**

#### **Be available to assigned new faculty members**

- Make a phone call and/or email new faculty member a note prior to Getting Started Week
- Maintain regular contact (every 2-3 weeks) by phone, email, and in person during fall and spring semesters
- Have a face-to-face meeting over lunch or a soda at least once during the semester

#### **Offer to share experiences and advice as needed on matters of teaching, service, evaluation, etc.**

- Participate in New Faculty Teaching Roundtable Discussion during Getting Started Week
- *Participate in a New Faculty 'How Goes It' Roundtable, held 8-9 weeks into the fall term*
- Act as a sounding board for new faculty on matters such as evaluation calendar, IDEA processes, faculty governance, and committee service
- Offer to visit classes (with prior agreement of new faculty)
- Mentors may serve on candidate's peer committee only as the candidate's choice.

B. Student Liaison to the Faculty Senate

Resolution 2003-2004-07. President Purtle explains that the last Faculty Senate passed a resolution last spring that provided for a liaison from the SGA to the Faculty Senate. The exact wording of the resolution could not be found due to a computer problem. Thus, the Senate needs to pass a new resolution in order to confirm the role of the student liaison to the Faculty Senate. Kidd reads a draft of language for this resolution and no objections are raised.

**Christopher Newport University**  
**Faculty Senate**  
**Resolution 2003-2004: 07**  
(Sponsor: Senator Kidd)

**Whereas**, The Faculty Senate views it as important to hear from the student body concerning university governance,

**Therefore Be It Resolved** that one student liaison, appointed by the Student Government Association in a manner established by that body, and in accordance with the election schedule of the Faculty Senate, shall represent the Student Government Association at Faculty Senate meetings.

Motion is made by Kidd to suspend the first reading of this resolution and move to final reading. Motion seconded by Doyle and passed by voice vote.

Motion is made by Underwood to approve resolution and seconded by Knipp. Motion passes unanimously.

C. Elections Section in Handbook  
Resolution 2003-2004-08.

**Christopher Newport University**  
**Faculty Senate**  
**Resolution 2003-2004: 08**  
(Sponsor: Senator Wheeler)

Part A

WHEREAS The Faculty Handbook specifies the University divisions (XVIIC 3 c. lines 9 - 12 p. 145) as follows: “The Faculty Grievance Committee (FGC) shall consist of six faculty members (three from the College of Liberal Arts, two from the College of Science and Technology and one from the School of Business) and one faculty member selected by the senate”, and

WHEREAS the Handbook language no longer reflects the actual University division and

WHEREAS the numbers of committee members named in the handbook are not in line with the usual division representation (2 LA; 2 S & T; 2 SSPS; 1 BUS),



BE IT RESOLVED THAT we change handbook language to reflect actual University structure and the usual Senatorial representation across divisions as follows:

“The Faculty Grievance Committee (FGC) shall consist of seven faculty members (two from Liberal Arts, two from Science and Technology, two from Social Science and Professional Studies and one from the School of Business) and one faculty member selected by the senate.”

#### Part B

WHEREAS The Faculty Handbook specifies the membership of the Library Advisory Committee (LAC) as follows: “The Library Advisory Committee (LAC) shall consist of seven faculty members (two from the College of Liberal Arts, two from Science and Technology, two from Social Science and Professional Studies and two from the School of Business),” (XVII C4a, p. 145, lines 16 – 17), and

WHEREAS the number of committee members named in the handbook are not in line with the usual division representation (2 LA; 2 S & T; 2 SSPS; 1 BUS),

BE IT RESOLVED that the Handbook language be amended to reflect the usual Senatorial representation across divisions as follows:

"The Library Advisory Committee (LAC) shall consist of seven faculty members (two from Liberal Arts, two from Science and Technology, two from Social Science and Professional Studies and one from the School of Business).”

#### Part C

WHEREAS The Faculty Handbook specifies (XVII C4e, p. 146, lines 2-3), that “The Student Assessment Committee (SAC) shall consist of the Director of Assessment and Evaluation (chairman), one representative of the student affairs staff...” and

WHEREAS The Director of Assessment and Evaluation is not chair of the committee and

WHEREAS the Director of Assessment and Evaluation has asked that a faculty member be chair in order that the faculty may lead the process,

BE IT RESOLVED that we amend the Handbook language as follows: The Student Assessment Committee (SAC) shall consist of the Director of Assessment and Evaluation, one representative of the student affairs staff...”

#### Part D

WHEREAS The Faculty Handbook, in specifying membership of the Student Assessment Committee (SAC) refers to “the three collage/schools deans” (XVII C4e, p. 146, lines 4-5), and

WHEREAS CNU no longer has three Colleges and Deans

BE IT RESOLVED that we amend the Handbook language to reflect the actual University structure as follows: “The Student Assessment Committee (SAC) shall consist of the Director of Assessment ... the academic deans...”

Motion made to approve resolutions for vote by the faculty at the General Faculty meeting of December 2. Motion seconded by Berry and passed unanimously

#### VIII New Business

A. Faculty Development Grants. The Senate has received all proposals from the academic deans. A subcommittee consisting of Senators Knipp, Gray, Schwarze, and Cartwright will make recommendations to the Senate at a special meeting to be held on November 21.

B. Social Functions: President Purtle asks Senators to talk to their constituency about whether faculty would like to have social functions and/or other means for fostering faculty interaction. This will be added to the agenda at a future meeting.

No other items were discussed.

Meeting adjourned by President Purtle at 5:45 pm