

**Minutes of the  
Faculty Senate Meeting  
Friday, 2 November, 2001  
Student Center 214, 3:00pm**

Members present: Senators Bradie, Broschious, Catanzaro, Game, Keeling, Kidd, Marshall, Mazzarella, Purtle, Schell, Siochi, Underwood, Weiss, Winder, Wymer.

Members absent: Senator Mullen.

Also present: Dr. Thomas Berry, Dr. Randy Caton.

I. Call to order: President Siochi called the meeting to order at 3:05 p.m.

President Siochi moved to suspend the order of the Agenda and to discuss the recommendation from the Ad hoc committee on Faculty-Student relationships because Senator Kidd had to be in Norfolk, VA at 4 p.m. No objections.

V. Old Business

A. Ad hoc committee on Faculty-Student relationships

1. Senator Mazzarella surveyed the faculty at CNU to get the faculty perspective on the Faculty-Student relationships. Ninety faculty returned the survey. Eleven faculty stated CNU should ban all Faculty-Student relationships. Twenty-eight stated the current policy should be strengthened. Forty-three stated the policy should not be changed. Eight faculty returned the survey and stated they had no opinion.
2. Senator Kidd read the recommendation from the Ad hoc Committee on Faculty-Student Relationships.
3. Senator Purtle reported on the recommendation of the faculty assembly at the College of William and Mary to prohibit all romantic relationships between faculty and undergraduate students. Violating the policy could lead to a variety of sanctions from a letter of reprimand to termination.
4. Members from the Ad hoc committee argued that the CNU recommended policy is a good compromise that strengthens the current policy but is not arbitrarily harsh in dealing with students, faculty and administrators who violate the policy.
5. Senators discussed disciplinary procedures of individuals who violate this policy. Discussion centered on who was to initially hear charges of a violation of this policy. The Senate suggested that the initial charge be first brought before a special three-person panel of the Faculty Hearing Committee. The special panel would recommend to the Provost an appropriate sanction. No member of the special panel would then serve on any subsequent dismissal hearing should one be held concerning the same case.
6. Senators discussed the potential sanctions that the panel could recommend ranging from verbal reprimand to letter of reprimand to suspension and, in the most serious cases, dismissal.
7. **Senator Weiss moved the following resolution. Senator Mazzarella Seconded.**

**FACULTY SENATE RESOLUTION No. 2001-06**

**WHEREAS the academy is a special place where students and faculty come to challenge themselves in mind and heart in pursuit of higher knowledge; and**

**WHEREAS the faculty of Christopher Newport University seeks to instruct, guide and collaborate with students in the pursuit of higher knowledge; and**

**WHEREAS the faculty of Christopher Newport University desires an academic atmosphere of mutual trust and respect between students and faculty; and**

**WHEREAS it is the wish of the Board of Visitors of Christopher Newport University that the Faculty Senate revisit our current policies to further protect and preserve that environment of mutual trust and respect between faculty and students; and**

**WHEREAS the Faculty Senate recognizes that our current policy is among the strongest of all the Commonwealth's colleges and universities, yet also recognize the benefit to strengthening the current policy; and**

**WHEREAS a recent survey of the faculty shows support for keeping or strengthening our current policy; and**

**WHEREAS all parties wish to respect the constitutional and legal rights of all members of the University community; now, therefore be it**

**RESOLVED that the Faculty Senate of Christopher Newport University recommends that our current policies concerning amorous relations be expanded and strengthened by addition of the following; and, be it**

**RESOLVED FURTHER that the Faculty Senate of Christopher Newport University recommends that any charge of a violation of this policy be first brought before a special three-person panel of the Faculty Hearing Committee. The special panel would recommend to the Provost an appropriate sanction. No member of the special panel shall also serve on any subsequent dismissal hearing should one be held concerning the same case.**

**Motion passed unanimously.**

(see attached recommended changes to the University Handbook regarding amorous relationships).

3:50 p.m. Senator Kidd leaves

President Siochi moved to resume the order of the Agenda. No objections.

II. Minutes for October 19, 2001 were approved with corrections.

- III. President's Report
- A. Faculty Senate President Siochi noted he has had a very busy semester and President Tribble has a full schedule, the result is they have not had the opportunity for regular weekly meetings. Their meeting schedule has been when information needs to be passed from the Senate to President or from the President to the Senate.
  - B. Several Senators stated the importance of regular communication between the Senate and Administration. Communication between faculty and administration will be a concern the Leadership Committee will address.
- IV. Committee Reports.
- A. Leadership Committee  
Committee has been formed but has not yet met. The Leadership Development Fund has accumulated more than \$3000 in working budget.
  - B. Faculty Club Committee  
This committee has also been formed and is trying to work out meeting times.
  - C. The Undergraduate Curriculum Committee and General Education Council have been charged by the Provost to make a recommendation on "short term" General Education Curriculum changes. The committees have requested additional information from the Provost on the rationale for the changes. These committees will make a recommendation to the Senate in the Nov. 16 senate meeting and the Senate will forward the recommendation to the Provost by Dec. 4, 2001.
- V. Old Business  
Covered above.
- VI. New Business
- A. **Senator Mazzarella requested the Senate append resolution SR2001-03 item #6.** Senator Mazzarella argued that the recommendation should more explicitly state what type of exception members of the Armed Forces of the United States and their spouses and dependants could receive from the requirement that students must take at least 45 hours of their course work at CNU.
    - 1. Senator Mazzarella moved resolution SR2001-07. Senator Bradie seconded.

#### **FACULTY SENATE RESOLUTION No. 2001-07**

**WHEREAS, members of the Armed Forces of the United States may be subject to frequent changes of residence on short notice by their military superiors in fulfillment of their official duties, and**

**WHEREAS, The spouses and dependents of such members of the Armed Forces may be expected to accompany the member of the Armed Forces upon the member's transfer to another location, and**

**WHEREAS, the Faculty Senate of Christopher Newport University, recognizing that such frequent changes of residence may create undue**

**hardship on those men and women serving their country and its citizens in the pursuit of their educational goals, and**

**WHEREAS, the Faculty Senate wishes to reduce any undue burden that may be placed upon such members of the Armed Forces, their spouses and their dependants, and**

**WHEREAS, compelling members of the Armed Forces, their spouses and their dependant who are enrolled, or may enroll in Christopher Newport University in the future, may be unduly burdened by meeting the requirement, passed by the Faculty Senate on 21 September 2001, that all entering transfer students must take at least 45 hours of their course work at CNU, an increase by 15 hours from the previous requirement, now therefore the Faculty Senate**

**RESOLVES that it was the sense of the Senate, in its approval of the increased number of hours of course work, that the members of the Armed Forces of the United States, their spouses and dependants, be exempt from the 15 hour increased requirement and be required to complete a minimum of 30 hours of their work at Christopher Newport University. In the accordance with that sense, the Senate wishes the Office of Admissions to inform such members of the Armed Forces of the United States, their spouses and dependants who may enroll at CNU, that they are eligible for such exemption at the time of their application.**

**Motion passed unanimously.**

- B. Senator Siochi asked Dr. Randy Caton to present a resolution on shared Governance. Dr. Caton requested that the resolution be discussed at the General Faculty Meeting on Nov. 13, 2001.
  - 1. Senator Mazzearella moved that the **resolution GFR2001-01 (See attached)** be placed on the agenda for the General Faculty Meeting. Senator Winder Seconded. **Motion passed unanimously.**

VII. Other Business

- A. Senate discussed the agenda for the General Faculty Meeting to be held in Gaines Theater on Nov. 13, 2001 at 3 p.m.

VII. Adjournment

Senator Winder moved for adjournment, Senator Game seconded. Meeting adjourned at 5:30 p.m.

Respectfully submitted,

Dr. Timothy R. Marshall  
Faculty Senate Secretary

**Attachments****Recommended changes to the University Handbook**

## 16. Faculty-Student Relationships

## a. Rationale

The Board of Visitors has a substantial and compelling responsibility to prohibit conduct by members of the University community, which adversely affects the learning process, the unique academic working environment, or the University's academic image and reputation. The University's educational mission requires that the relationship between the faculty of the University and the students of the University be professional in nature. To this end, the Board deems it necessary and appropriate that every professor in the employ of the University have a professional relationship to and responsibility toward every student of the University. The Board deems such professional relationships to be incompatible with intimate relationships. The Board deems such intimate faculty-student relationships to have the potential to subvert the educational mission of the University; to have the potential to affect adversely the educational experiences of students; to have the potential to affect adversely the effectiveness of faculty in the discharge of their professional responsibilities; and to have the potential to affect adversely the mental, physical and/or financial well-being of both faculty and students -- including in all instances faculty and students who may not be direct parties to the relationship itself.

## b. Prohibited Acts

## 1. Consensual Relationships in the Instructional Context

No faculty member or teaching/laboratory assistant shall have an amorous relationship (consensual or otherwise) with a student who is enrolled in a course being taught by the faculty member or teaching/laboratory assistant or whose academic work (including work as a teaching assistant) is being supervised by the faculty member.

## 2. Consensual Relationships Outside the Instructional Context

**Faculty members and teaching/laboratory assistants must not engage in any relationship with a student that compromises the University's mission of establishing a safe and productive learning environment. As such, faculty members are expected to abstain from dating students in all situations where this mission could be compromised.**

**Specifically, such relationships are prohibited when the faculty member or teaching/laboratory assistant is in a position to affect the student's academic performance or advancement.**

Any faculty member who fails to withdraw from participation in activities or decisions that may reward or penalize a student with whom the faculty member has or has had an amorous relationship will be deemed to have violated the faculty member's professional and ethical obligation to the student, to other students, to colleagues, and to the University, and will be deemed to be in violation of this policy.

c. **Exceptions**

**Relationships which predate the enrollment of the student at CNU or that predate the faculty member's employment at CNU and spousal relationships are not subject to this ban, although it may in some cases be prudent to inform administrative personnel in advance about the relationship.**

d. **Sanctions**

Violations of this policy by faculty shall be sanctioned under the appropriate disciplinary procedures for faculty. **Sanctions may range from verbal reprimand to letter of reprimand to suspension and, in the most serious cases, dismissal pursuant to section II. 2.C. (12). (i). (3) & (6); and (13)** as appropriate, of the University Handbook, including: a) academic misconduct in one or more areas of teaching, research, public service, or administration; b) violation of Board policies; c) violation of the terms of the employment contract; or d) violation of the rights and freedom of students, Board members, or employees of the University.

e. **Complaints**

**Complaints involving violations of this policy shall be directed a special three-person panel of the Faculty Hearing Committee. The special panel would recommend to the Provost an appropriate sanction. No member of the special panel shall also serve on any subsequent dismissal hearing should one be held concerning the same case.**

f. **False or Malicious Charges**

This policy shall not be used to bring false or malicious charges against fellow students, faculty members, or employees. Disciplinary action under University personnel policies or the Code of Student Rights, Responsibilities, and Conduct, as appropriate, shall apply.

**GENERAL FACULTY RESOLUTION No. 2001-01**

Whereas the CNU University Handbook provides that "Instructional faculty shall have the reasonable opportunity to participate in the formulation, development, review, and alteration of regulations and procedures affecting academics" (XVII.A.2.a); and

Whereas this section of the CNU University Handbook was not followed in the academic reorganization of the University in the summer of 2001 and the elimination of general distribution CNU Online classes in the fall of 2001; and

Whereas the current SACS criteria for accreditation state: "Educational activities of an institution include teaching, research, and public service. Planning and evaluation for these activities must be systemic, broad based, interrelated and appropriate to the institution"; and

Whereas shared governance is a necessary ingredient for a free and liberal university environment; and

Whereas the instructional faculty of Christopher Newport University is disenfranchised from our right and proper participation in matters affecting the academic life of our institution as stated in the resolution by the general faculty at the General Faculty Meeting on 11/01/00, therefore we

Resolve that it is essential for the administration and faculty together to be involved in governance of and long term planning for Christopher Newport University and that the faculty handbook be followed in matters concerning that shared governance, and we further

Resolve that the Executive Planning Committee and the Budget Advisory Committee for university planning be made functional as defined in the University Handbook (Sections XVII.C.5.g and XVII.C.5.h).