

Faculty Senate Minutes: Full Faculty
3 December 2015
12:30-1:15pm DSU Ballroom

Present: Jana Adamitis, Chris Kennedy, Hussam Timani, Betsy Jelinek, Lynn Shollen, Jessica Thompson, Linda Waldron, John Nichols, Bob Winder, Harry Grau, Willy Donaldson, Costa Gerousis

- I) President Adamitis called the meeting to order at 12:30pm.
- II) Adamitis called for a vote on December Graduates; seconded by Chris Kennedy.
Unanimous.
- III) **Announcements:** Julianna Wait has been selected at the new Registrar for Christopher Newport University; Tom Kramer is the Assistant Director for the Wason Center and Government Relations, where he serves to represent the University to State Senators and Delegates and conveys crucial state information back to the University.
- IV) Adamitis reviewed the recent changes to the **Virginia Retirement System**, beginning with the Oct. 29th email to Human Resource departments that VRS had signed a contract with International City Management Association-Retirement Corporation (ICMA-RC) making them the sole third-party administrator for our Optional Retirement Plan for Higher Education. On Dec. 15, there will be a ORPHE Forum/Webinar where more details will be provided to state agencies. In Spring 2016, there will be site visits from VRS and IMCA-RC to discuss any changes in policies.
- V) **QEP Report:** Adamitis discussed the construction of the report, which collected information from the Collegiate Learning Assessment Plus Exam (CLA+), the National Survey of Student Engagement (NSSE) and the April 2015 Faculty, Staff, and Student Survey. Based upon these surveys, the following possible topics were proposed: Captains Explore Diversity (Intellectual, Campus/Cultural, Global); Captains Learning Research Literacy (Applying research skills to the real world, learning discipline-specific skills, independent research/internships/service learning) and Captains in the Know (Knowledge of national/international events, local events, and meaningful community living). QEP Committee member Bill O'Connell then proceeded to discuss each of these topics with attention to their applicability to assessment procedures emphasizing that a primary concern is that CNU will need to demonstrate attention to this area with quantifiable reference to discernable evidence. (a listing of benefits and limitations are included in the attached powerpoint).
- VI) **Budget Advisory Committee:** The Senate is drafting a memo that outlines recommendations to the Budget Advisory Committee. The memo addresses issues for faculty (such as salary, funding for research, and tenure-stream/renewable contract proportions), students (including financial aid), academics (for example, support for undergraduate research, post-graduate work, library resources, and the Honors

program), and Academic Co-Curricular activities (for instance, study abroad and service learning opportunities). (See attached powerpoint).

VII) **Lecturer Rank Streams:** Effective for the 2016-17 Academic Year, the Lecturer, Senior Lecturer, and Master Lecturer positions, with their commensurate lengths of contract and promotion procedures will begin. (See attached powerpoint for more information)

VIII) **Annual Review Proposal:** The Senate is currently in negotiations with the Administration about the **Formative Components** of the Annual Review (particularly the elimination of the required norming to a 3.0, the scoring of faculty based upon a consistent, shared rubric, and the preference for a raw number for the summary score rather than rounding the raw number) and the **Summative Components** (such as allocating merit pay based upon raw mean and standard deviations by college, reporting the mean and deviations on a 4 point scale (adjusted scale) by college, and the scores of a 3 on the adjusted scale receive 75% of the possible merit raise for that year.

IX) **January Senate Subcommittee reports** will address proposed changes in the curriculum review approval process, faculty evaluation and instructional faculty personnel regulations in the University Handbook. Adamitis encouraged faculty to review and respond to such reports.

X) **Adjournment** moved and seconded. Unanimous.