

CNU Faculty Senate Minutes
8 October 2010
Boardroom, David Student Union

Senators Present: Adamitis, Brunke, Carlson, Connell, Hall, Kennedy (arrived at 3:30 p.m.), Lewis, Mollick, Pollard, Puaca, Rahim, Redick, Selim, Velkey, Von Burg

I. The meeting was called to order at 3:01 p.m.

II. The Senate acknowledged the electronic approval of the September meeting minutes.

III. President's Report

See the [President's Report](#) for important information regarding committee elections, the shift to a 3-3 load, Faculty Development Grants and Sabbaticals.

IV. Committee Reports

A. BOV Reports

1. *Advancement* (Mollick for Brunke): The University's primary goals are to increase giving from various "Friends" organizations affiliated with the University, corporations and alumni. Alumni giving is a particular concern: the current percentage of alumni who donate to the University is 5%, but the national average is 20%. The University has created alumni groups throughout the state in order to strengthen ties between alumni and CNU.
2. *Finance* (Adamitis): The main points of the discussion were:
 - a) In AY 09-10, \$900,000 of the state's contributions to the Education and General Budget reverted. The University compensated for this unanticipated loss primarily by making cuts to the administrative budget.
 - b) In the event of continued fiscal challenges in AY 11-12, President Tribble indicated that he would not like to see cuts to the academic side of the University; on the contrary he supports increasing the size of the faculty, decreasing class sizes, and shifting to a 3-3 load.
 - c) The Ferguson Center generated a modest profit in AY 09-10.
3. *Student Life* (Puaca): The report on the class of 2014 included the following information:
 - a) 1150 freshman enrolled for the fall semester, which is a little under the goal of 1200. This is due, in part, to Virginia Tech and JMU moving deeper into their waitlists.
 - b) PLP applications are up again this year, and the program currently has 293 students enrolled.
 - c) There was a 6% increase in minority applications for 2010. 23% of the Class of 2014 is comprised of minority students.
 - d) In recruiting for next year, CNU will aggressively target students in North Carolina.
 - e) In regard to the new Student Success initiative, the Dean of Students noted that 77 students have thus far been identified through faculty and staff referrals. These students are receiving assistance with problems that might have a negative impact on their adjustment to life at CNU.

4. *Academic Affairs* (Pollard): See this [handout](#) and meeting [summary](#).
5. *Full Board* (Carlson): The Board heard updates on Core Advising, potential new faculty lines for AY 11-12, the transition to online only book purchases and campus construction. There was also some discussion of a perceived need to increase our usage of the new university facilities.

B. Faculty Senate Goals

1. Objective 1: Hiring and Retention

- a) *Strategies 1C, Digital Measures* (Lewis): Faculty should relay feedback regarding Digital Measures to their Senate representatives by November 1st. Senator Lewis will present a report to the Senate at the November meeting.
- b) *Strategies 1D, Content of Dossiers* (Lewis): The issue of dossier content is connected to the utility of Digital Measures.
- c) *Annual Review Criteria* (Adamitis): The subcommittee met in early October and plans to complete a draft of the proposed AR criteria by early November. The proposal will comprise a qualitative rubric containing performance descriptors for scores of 1, 2, 3 and 4 in the areas of Teaching, Research/Creative Activity and Service.

Discussion: Several important questions were raised during the discussion of the University's evaluation criteria:

- What is the relationship among the UE-4, AR criteria and criteria for tenure and promotion?
- How do all of the above relate to program-specific accreditation standards?
- Will the AR criteria take normalization into account?
- What is the role of the departmental EVAL-4 in the tenure and promotion processes?

The AR committee will consider the first three questions at its next meeting. The Senate will discuss the role of the departmental EVAL-4 in the tenure and promotion processes with the Provost.

2. Objective 2: Teaching, Scholarship and Service

- a) Strategy 2A: *Virtual Teaching Center* (Mollick): Senator Mollick has been working with Prof. Sprague regarding the development of an effective virtual teaching center. There is an IDEA module that relates to Faculty Development and Improvement, and the University might consider using it in the future. Before the virtual center can be implemented, however, two practical considerations must be addressed: funding and responsibilities regarding site management.

3. Objective 3: Standards and Practices

- a) Strategy 3A, *Student Success/Core Advising* (Kennedy and Redick): Core Advising seems to be working thus far. The crews, however, are not quite as successful. The most significant issue is a perceived lack of cohesion among the group members; additional group activities may help to remedy the situation.
- b) Strategy 3B, *Faculty Recognition Site* (Puaca): The Senate will present a proposal for a site recognizing retired faculty to the President and Provost.
- c) Strategy 3C, *Child Care* (Hall): The committee requests guidance regarding whom they might consult within the administration.

C. Chairs' Reports: No reports.

V. Old Business

A. *Scholar Associates Program*

Background: Senator Velkey presented a proposal for a Scholar Associates Program whose stated purpose is as follows: "The CNU Scholar Associates program will assign trained undergraduates to specific courses with substantive research, creative, and scholarship components in order to provide students in those courses and the professors teaching them with a resource dedicated to the continued development of engaged and informed pedagogies in the respective fields." Refer to the August and September meeting minutes for the full proposal and the Senate's initial discussion of the Program.

The UCC is currently reviewing the proposal and will send a recommendation to the Senate.

B. Revised Freshmen Continuance Policies

Background: The revised policy (1) sets minimum criteria for continuance for first-semester freshmen and (2) transfers the appeal process from the faculty (Undergraduate Academic Status Committee) to the administration (Office for Student Success). At the September meeting the Senate approved the new policy with the stipulation that the UASC evaluate all appeals. Refer to the September meeting minutes for the proposed revisions and the Senate's initial discussion of the issue.

The Office for Student Success has agreed that the UASC should evaluate all appeals. The Student Success Coordinating Committee will develop provisional guidelines for freshmen continuance in AY 10-11 and will propose formal guidelines for the AY 11-12 catalog.

VI. New Business

A. Report on Faculty Pay for Summer Courses

The SEC collected data on faculty pay for summer courses at other state institutions and prepared [this report](#). In brief, the pay for full-time faculty in Virginia for a 3-credit summer course ranges from \$2800 to \$13,000, with a median of about \$4500. CNU currently offers \$2800 for a 3-credit course.

Action: Senators Hall and Lewis moved to accept the report.

Vote in Favor: Unanimous

Motion Passes

The SEC will acquire enrollment data for summer courses, review the Oklahoma State salary matrix and integrate this additional information into the report on summer salaries. The Senate will then present the report to the President and Provost for their consideration.

B. Faculty Development Grants

In consultation with the Provost's Office, the Senate substantively and substantially revised the Faculty Development Application form. The revised form is [here](#).

VII. Other

A. NCAA: Division 3

Senator Redick will give a presentation to the Senate on Division 3 athletics at the January meeting. He will also request meetings with departments.

B. Taxes on Summer Salaries

Pay for summer teaching is provided in a single check, even if the term of the summer teaching contract is greater than the normal two-week pay period. As a result, faculty pay higher taxes on their summer salaries. Faculty may choose to adjust their tax status during the summer pay period in order to avoid paying higher taxes. Faculty who wish to do so should consult Human Resources.

C. Interim Deans

Several faculty have requested an update regarding the status of the national searches for the Deans of Arts and Humanities and Natural and Behavioral Sciences. The Senate will consult with the President and Provost.

D. Proposed Change to Liberal Learning Core

A proposal to add a Leadership requirement to the Liberal Learning Core was presented to the Liberal Learning Council. The Senate will discuss this proposal with the President and Provost.

The meeting adjourned at 4:45 p.m.