

Faculty Senate Minutes
FRIDAY, OCTOBER 25, 2013
Board Room of the David Student Union

Senators present: Redick, Martin, Keeling, Connell, Selim; Barnello, Depretis, Grau, Hasbrouck, Holland, Hunter, Manning, Puaca, Thompson, Winder.

1. Call to order at 3:05.

2. President's update.

President Redick welcomed the two newly elected senators from the College of Social Sciences: Robert Hasbrouck and Robert Winder. He reminded the Senate that Faculty Development Grant and Sabbatical applications were to Deans that day and would be passed to the Senate soon, after the Deans had made their recommendations. He noted that Senator Puaca was the head of the Senate Sabbatical Committee and that Senators Thompson, Depretis, and Holland were on the FDG committee. He noted that he had talked with Provost Doughty about appointments to the Faculty Teaching Committee, which should consist of one tenured and one non-tenured faculty member per college; the provost had not yet appointed the committee but will soon.

President Redick also reported on attending Board of Visitors meetings. He attended the Advancement Committee, which had reported that gifts were on track for the year, though slightly below last year's at this time. As a side note, President Redick also mentioned that he had just spoken with Adelia Thompson of the Advancement Office, who noted that gifts were on track for the year and were now just ahead of last year at this time. The campaign is at 69% of its goal, and was making its 51 scholarships the top priority. The Advancement committee discussed strategies to attract more investment and donors for scholarships, and the plans to build an Alumni House on Prince Drew. They believe an Alumni House will attract monies, and the current plan is to start building it next summer. President Redick also addressed full Board, thanking them sincerely on behalf of the faculty for this fall's salary raise. He noted that Board members expressed their opinion that CNU faculty deserved the raise and that they regretted the amount of time that faculty had had to go without one. President Redick asked the Board for a moment of silence in memory of Dr. Edward Weiss. He then explained to the Board the Senate's priorities for the year: service expectations, child care (BOV receptive), curricular changes, and a teaching award for adjunct faculty. He noted that the Board was receptive to the idea of a child care program, and that they discussed full time vs. adjunct faculty ratio and asked President Tribble and Provost Doughty about current statistics.

President Redick also notified the Senate about an advisory meeting with Steve Campbell, the Chief Information Officer (CIO) on the recommendation that the Senate consider a policy of email for life at its next meeting. University policy is that students have it, and there should be a policy for faculty too. Senator Connell noted that the current policy is that email is terminated five days after the official termination day, although implementation depends on whether or not department chairs fill out the required form. President Redick also updated the Senate on the letter he had received from a Business faculty member on IT policy, concerned that the clause prohibiting faculty from using computers for commercial purposes could be construed to include emails on books and grants. President Redick asked about it at a CIO meeting,

suggesting adding a new clause that would exclude emails related to faculty members' position at the university; Steve Campbell was receptive to the idea at the time and has since added a clarification that he was planning to post as a guide.

3. Affirmation of Senate minutes

Motion 10/25/13.1 That the minutes of the September 21, 2013 Senate Meeting be approved. Moved Linda Manning. Seconded Abbe Depretis. Passed unanimously.

4. BOV Liaison Reports

The Senate liaisons to the Board presented their reports for the Board meeting of October 3, 2013. President Redick's report was contained in his Presidential Update.

Senator Selim attended the Finance and Audit Committee Meeting and reported that he had told the Board how much faculty members are enjoying Luter as their new classroom and office building. He also reported that the committee reviewed the annual statement of revenues and expenditures for the year ended June 30, 2013. The 2013 actual figures conformed to budget figures and the current debt to operating ratio is 7.77 % and less than the target ratio of 10%. The Internal Audit report was presented by Faith Belote, Director of Internal audit. She reported that an audit of the dining services was completed and submitted a report to the committee. The committee discussed the SWaM report: 27% of CNU expenditures go to small business, 10 % go to women business and 3.8% go to minority business. Although the goal for the minority business is 4%, the committee discussed ways to increase minority business expenditures without comprising timing of projects. The committee voted to approve three resolutions for the construction of a residence hall, the construction of library phase II and the CNU six-year plan. He also noted that the Board sees the increase of faculty members to 300 as a top priority, as well as increasing faculty salaries by 5%.

Senator Keeling attended Academic Affairs Committee Meeting. Provost Doughty reviewed the following issues for the committee members of the Board:

- The raises that CNU gave to faculty this summer. The Provost answered Board members' questions on how they had been formulated, discussing how compression and merit had been figured into the formula.
- Plans to expand the CNU faculty to 300. The Provost noted his request this fall that departments start planning how they want their departments to be composed with the final addition of one more position (perhaps two in a few cases). Board members had questions on when we might reach that figure and how many adjunct faculty members were being used; the Provost said there was no given year, and that he could forward them exact figures on how many adjuncts we currently employ. He noted the impact of the 3/3 teaching load and that the university might have to decide on using more adjuncts or larger classes, depending on how budgets go in the future.
- Student retention. The Provost explained how cohorts are measured and went over CNU's figures for the last several years, including how these statistics figure into the *U.S. News and World Report* surveys.
- Academic and curricular initiatives. The Provost discussed the Liberal Learning Core reforms initiated last year and introduced the administration's suggestions for changes

that are currently moving through faculty committees. He explained three intercollegiate task forces he is forming on Digital Humanities, Environmental Studies (as a major), and Life Sciences/Management. He also noted that SCHEV is planning to monitor universities by the degrees and salaries of alumni, and that the federal government is considering doing this as well.

- Raising the profile of the Luter School of Business. The Provost noted that President Tribble has asked him to work on this, and that he is exploring initiatives in creating scholarships and early acceptance plans to attract top-notch students into the program. One Board member suggested that internships might work better than scholarships, and the Provost made a note of that suggestion.

5. Senate review of the BAC goals

Senator Connell explained that the Budget Advisory Committee asks the Senate for its priorities in cost-saving measures when needed. The original memo was drafted in 2007/08 and is revised every year. He explained his suggested revisions and suggested that senators send him any further suggestions for amendments, so that the Senate can vote on it in the November meeting.

6. Expected 30/20% lecturer component of academic departments

President Redick explained the background to this issue. The number of CNU faculty is getting closer to the target of 300 full-time faculty members. Former provost Padilla initially said he would hold to a figure of 20% restricted, with the rest tenured and tenure-track. The number seems to be creeping from 20% maximum to 30% maximum: some departments are below that and some are above it. Provost Doughty is trying to adjust the figures so that all departments fall between 20-30% restricted. Long-time senators recalled that in September of 2011, President Tribble and Provost Padilla were asked about three-year contracts for restricted faculty members. President Tribble iterated his commitment to tenure; Provost Padilla said that 25% restricted faculty was to deal with the financial emergency and to pay for the reduced 3/3 teaching load by hiring short-term restricted faculty who would teach 4/4. He argued that CNU wants to be selective about whom we tenure and to keep to the teacher/scholar ideal. Expanding the faculty was important, so that as an institution we could continue to offer small classes and excellent teachers. Long serving senators offered to check for the memo on three-year appointments to see what exactly had been said. Senators discussed adjunct usage across the university, which President Redick said was down overall according to figures he'd seen this year, though it varied by department. Senators also discussed how faculty slots are not always replaced within a department when a faculty member departs, and how the lists of acceptable schools to hire from work, including how in some fields candidates will not apply to CNU because of the bad press about using the lists.

3:55 Senator Hasbrouck left.

The senators also discussed the issue of tenure-track conversions, and the difficulties that restricted faculty face in applying to convert to a tenure-track position. Several senators noted that the AAUP recommends that the best way to establish faculty stability is through the tenured and tenure-track faculty rather than contingent faculty.

7. Childcare progress report

Senators Hunter and Thompson noted that only one faculty member and one staff member had responded to their request for volunteers for a task force. The Senate suggested that they ask department chairs to advertise it to their faculty and ask Bill Brauer to suggest ways to better advertise it among the staff.

Invited guest Professor Pam Pringle arrived at 4:15.

The Senate went out of order at 4:18.

8. Requiring the Honor Code on Syllabi.

Professor Pam Pringle explained that CNU does not have a policy requiring faculty to have the honor code on class syllabi, and that she feels strongly it should be required. She noted that the Luter School of Business requires it in their syllabi, and that Dean of Students Kevin Hughes's study showed more violations of the honor code there because Luter is doing a better job in uncovering Honor Code violations. The students on the Honor Council believe in the Code's importance and are working to restore the plaques that used to be in classrooms that display the Honor Code. She noted that she is on the Advisory Council for the International Center for Academic Integrity and the importance of honor codes in preserving academic honesty. She noted that we require it for freshmen at the Honor Convocation during Welcome Week, that faculty recite the Code with them, and argued that faculty should be consistent. She noted it is useful for faculty to be able to say that it is in their syllabi when faced with an Honor Code violation. Several senators noted that they include the Honor Code in their syllabi. Professor Pringle added that they had made it automatic in the Business School, but that new faculty coming in hadn't known about it. It would be useful if a requirement came in the reminder email at the beginning of the semester that tells faculty of the other required elements in the syllabus, to institutionalize the requirement. Senator Grau moved and Senator Manning seconded; the Senate deliberated the issue further. A couple of senators noted that not all faculty would be in favor of such a requirement, and that it might infringe on academic freedom. Senators agreed to survey their constituents on the issue. The Senate planned to vote on the motion in the November meeting.

At 4:30, the Senate took a break; Professor Pringle departed.

At 4:44 the Senate came back into session and back in order.

9. Search Committee Funding resolution vote

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Motion 10/25/13.2 That the proposed Senate Resolution on Meals for Faculty on Search Committees be approved.

Whereas: CNU faculty are committed to hiring the best candidates to join the university; and

Whereas: CNU faculty members dedicate countless hours to identifying and hiring new colleagues through their involvement on search committees; and

Whereas: CNU faculty typically accompany prospective new hires to meals as part of their official responsibilities as search committee members; and

Whereas: It is standard practice and proper for universities to cover all costs associated with hiring new faculty, including meals for all search committee members; then

Let it be resolved, that CNU pay for the costs for all search committee members of all meals that are part of their official responsibilities in the job search process. These costs, however, may not exceed the maximum allowable amount per person according to state guidelines.

Moved Brian Puaca. Seconded Linda Manning. Passed unanimously.

New Business

10. Teaching Awards for Adjunct Faculty

The Senate discussed Dr. Jana Adamitis's proposal that the university establish a teaching award for adjuncts. The senators were generally in favor of the idea, citing the importance of adjunct faculty to the functioning of the university and the work that they put in to preparing and teaching their classes. President Redick agreed to talk with Provost Doughty about the possibility of a financial award.

11. Deborah Campbell emeritus resolution

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Emeritus Status for Associate Professor Deborah Carter Campbell

- **WHEREAS** Deborah Carter Campbell has served as an integral and committed member of the Christopher Newport University community as a member of the instructional faculty for over twenty years, and
- **WHEREAS** Deborah Carter Campbell has served her discipline with great distinction as a scholar, mentor, and faculty member for more than twenty years, and
- **WHEREAS** Deborah Carter Campbell has contributed to her discipline by producing approximately twenty presentations and publications with regional, national and international scopes, including an academic monograph on subjectivity and representation, and
- **WHEREAS** Deborah Carter Campbell has served her discipline with great distinction as a scholar, mentor, and faculty member for more than twenty years where she developed departmental courses in the areas of applied ethics and twentieth century continental philosophy, and

- **WHEREAS** Deborah Carter Campbell is a respected expert in the fields of aesthetics, ethics, feminism, phenomenology, and existentialism in which she focused on the body as the site of knowing the world in the philosophy of Merleau Ponty, and
- **WHEREAS** Deborah Carter Campbell fostered the steady and fruitful growth of the Department of Philosophy and Religious Studies by serving as chair for six years, and
- **WHEREAS** Deborah Carter Campbell has served the University well by Chairing the Undergraduate Academic Program Review Committee, the Undergraduate Curriculum Committee, the Undergraduate Academic Status Committee, and the College of Liberal Arts and Sciences Committee, and
- **WHEREAS** Deborah Carter Campbell has served CNU well on the Faculty Senate, the Institutional Review Board, the New Academic Building Committee, the College Curriculum Committee, and the College Committee on Faculty Development and Student Research and Development, and
- **WHEREAS** Deborah Carter Campbell has served the students of CNU as a Core advisor, developing courses in the Department of Philosophy and Religious Studies, and Directing the Concentration in Values and the Professions, and
- **WHEREAS** in the light of such distinguished scholarship, leadership, and service to Christopher Newport University and her decision to retire, the faculty of the Department of Philosophy and Religious Studies and The Dean of the College of Arts and Humanities have recommended that her relationship to the university be continued beyond the date of her retirement;

THEREFORE BE IT RESOLVED, that the Faculty Senate of Christopher Newport University hereby recommends that the title of Professor Emeritus be conferred upon Deborah Carter Campbell, Ph.D. (Binghamton University), with all the rights, honors, and privileges attendant to such status.

President Redick moved. Senator Keeling seconded. Vote will occur at the November Senate meeting.

12. Department Reports

Senator Puaca noted a number of complaints from colleagues that preparing the fall 2014 course schedule is a problem because the curriculum revisions are so far reaching that it is difficult to plan.

13. Liaison Reports

The Senate discussed the results of the faculty groups that have been working on the curriculum revision (summarized in the table below), and the implications of the differences in votes.

Committee	Economics A of I	Deletion of Area III	American A of I
NBS Curriculum	No	Yes	No
NBS Dean	Yes – but as foundation	Yes	Yes
CAH Curriculum	Yes – needs to be broadened	Yes	Yes – requested name change
CAH Dean	Yes	Yes	Yes
CSS Curriculum	Yes –but as foundation	Yes	Yes
CSS Dean	Yes – but as foundation	Yes	Yes
UCC	Yes – requested name change (6-0-5)	Yes (9-2)	Yes – requested name change (10-1)
LCC	Supports Economics as foundation (15-0-2)	No (0-17)	No (0-13-4)

Senator Connell explained to the Senate that the International Study Advisory Committee (ISAC) is now responsible for “study away” programs—that is, programs that are not international but involve students studying for a length of time off campus are now under their purview. He noted that any class in the CNU catalogue can be taught abroad, and that departments do not have to have separate study away/abroad classes.

Senator Hunter noted that the University Assessment and Evaluation Committee (UAEC) will meet with newly hired assessment director soon.

14. Motion 10/25/13.3 Moved to adjourn. Moved Linda Manning. Seconded Bill Connell. Passed unanimously.