

Faculty Senate Minutes
FRIDAY, SEPTEMBER 21, 2013, 3:00 p.m.
Madison Room, David Student Union
Faculty Senate Meeting

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

Guests: Vice Provost Laura Deiulio, Roberta Rosenberg.

1. Call to order at 3:01.

2. President's update and welcome to guests.

President Redick extended the Senate's welcome to Vice Provost Deiulio. He then went over the points that the Senate had discussed with the President and Provost at the meeting they had with the Senate on Friday, September 14. He particularly discussed issues of the culture of service that the Senate had made to the President, particularly three main points: committees are integral to the functioning of the institution, service should not take a second seat to scholarship, and that faculty members model service commitments to students through their service to the university community. President Redick noted that within the last day he had finally received nominations for the two vacant Senate seats and other vacant committees, and that Dean Colvin had been quite helpful. He noted that President Tribble had discussed how the national Provost search was being initiated, picking two faculty members from each college, plus administrators for an interview team of about eight members. President Redick also mentioned President Tribble's welcome announcement that an Assessment Director had been hired, and that Jessica Thompson had introduced an emeritus resolution for Dr. Edward Weiss, which the Senate had gone into session so that it could be read for the first time, to facilitate it being sent forward to the Administration for presentation at the September Board meeting. He welcomed Dr. Roberta Rosenberg as a guest of the Senate, to speak about the Faculty Mentoring Committee and how the Senate meeting could help facilitate collaboration between her committee, Vice Provost Deiulio's work on faculty development, and a proposed Senate subcommittee on the same topic.

3. Affirmation of Senate minutes

Motion 9/21/13.1 That the minutes of the April 12, 2013 Senate Meeting be approved. Moved Linda Manning. Seconded Jamie Martin. Passed unanimously.

Motion 9/21/13.2 That the minutes of the August 21, 2013 meetings of the Senate with the Full Faculty, and of the Senate's initial meeting of the year, and of the Senate's brief session on September 13, 2013 for the reading of the emeritus resolution for Dr. Edward Weiss be approved. Moved Bill Connell. Seconded Laurie Hunter. Passed unanimously.

4. Laura Deiulio on Faculty Development

Vice Provost Deiulio noted that Faculty Development is an important part of her job, reminding the Senate of the emails faculty regularly receive on the workshops and the January conference that she organizes. She observed that it would be helpful for her and she would be very

appreciative if there was a Faculty Development Committee of the Senate, because more ideas would likely be generated from a group than from just one person, and so that ideas for workshops could be generated from the faculty and better serve their interests. She volunteered to help the Senate if the Senate chose to create such a committee. Senator Connell remembered from last spring that the Senate had formed that committee, but not in time to get it into the Handbook for this academic year, that the Provost was to appoint the members for the first time, and that no members were yet appointed to it. The Senate then discussed how the Faculty Development Committee and the Faculty Mentoring Committee differed, noting that the latter was geared primarily to matching up new faculty members with experienced faculty mentors, while the Faculty Development Committee had a broader purview, particularly in developing resources that faculty might use to improve teaching beyond what guidance the IDEAs offer. While the Faculty Development Committee will eventually be an elected committee, because it is not in this year's handbook the Provost needs to appoint its members as an ad hoc committee. The handbook description as approved by the Senate in April constituted the committee as having three members, two tenured and one probationary, from each College.

5. Dr. Roberta Rosenberg on Faculty Mentoring

Dr. Rosenberg explained the work that the Faculty Mentoring Committee does in matching incoming faculty members with mentors. One suggestion her committee has gotten would be a webpage of teaching resources, posted on the Provost website, so that the committee can develop of bank of resources that people would know how to find. The committee is also considering a panel discussion with perhaps ten faculty members to talk frankly about and offer collective wisdom on teaching, scholarship, and service issues. She had a list of issues that they would like to deal with:

- How to deal with tenure track expectations, particularly during times of administrative change.
- How to read "academic culture" and human relations within and outside of a department beyond "checking the boxes" for faculty success.
- Reading IDEA and Digital Culture: A Survivor's Guide--and How to do it.
- The definition of a lecturer position, and how to transition to tenure track.
- Creation of a webpage for "Resources" for New Faculty that could be posted on the Provost's or another easily found page and available to new hires and mentoring faculty.

Provost Doughty arrived at 3:30 p.m.

Vice Provost Deiulio and Dr. Rosenberg left at 3:35 p.m.

6. At 3:35, the Senate went into closed session for the discussion of proposed curricular changes with Provost Doughty, as moved by Senator Connell and seconded by Senator Grau.

7. At 4:59, the Senate returned to open session as moved by Senator Puaca moved and seconded by Senator Connell.

The Senate took a break from 4:59 and came back in session at 5:08. Provost Doughty left during the break.

8. Senate Priorities for the Budget Advisory Committee

The Senate examined the current existing draft of the Faculty Senate's Philosophy on priorities related to management of CNU during times of severe financial challenge. Senator Connell explained the history of the document, which was developed under Senate President Schwarze under the last set of significant budget cuts from the state. The document states what the Senate collectively prioritizes in our work and the order of budget cuts that the document endorses and currently states that the Senate places greatest priority on preserving faculty lines (tenured, probationary, and restricted), then the current teaching load, and if cuts are necessary that sabbaticals, grants, and then funds for travel be cut in that order. Senator Connell reminded the Senate that the document needs annual review for any desired revisions, a vote, and then should be sent to the BAC. He suggested that Senators read it through by the next Senate meeting for a vote then.

9. Percentage of Restricted Faculty

The Senate discussed the "30/20" proposal of the administration, noting that Provost Padilla had initially decided to fund the move to a 3/3 teaching load for tenured and probationary faculty by increasing the number of restricted faculty, though he had promised that there would never be more than 20%. The Senate noted that the current policy has crept up to a higher expected percentage of 30%, and that a strategy that was initially an emergency procedure to deal with budget problems resulting from a poor economy has now become a permanent part of the university structure. The economic rationale does not seem clear, since the university's budget has not declined. The Senate discussed multiple downsides of this policy, particularly noting that many lecturers with Ph.D.'s tend to remain on the job market seeking tenure-track jobs, and thus are less likely to give CNU their full attention because they need to focus their energies on scholarship that will result in getting a tenure-track job elsewhere. The faculty puts in much time making careful hiring choices, and it is frustrating (and expensive) to have to search for people to fill the same positions over and over as we lose excellent lecturers who leave for better positions. And since new hires may start searching for jobs elsewhere almost as soon as they get here, they may not bond with the university nor devote as much time to being engaged with the university community, although CNU desires a more engaged faculty. The Senate noted that this approach is ultimately less likely to build the world-class faculty that the administration says that it wants. Senators observed that faculty mentors for lecturers find themselves with a conflict of interest, having to choose between giving advice on what would be professionally best for their mentees (spend your time on scholarship that will get you a tenure-track job elsewhere since you're unlikely to get one here) and what would be best for CNU (spend time on your teaching engage with our students). Senators also noted that the evaluation of lecturers is not well defined: they have less time to do scholarship because they are teaching 4/4 yet they are often downgraded on evaluations for not doing as much scholarship compared to their 3/3 colleagues. The problem extends to service as well, particularly since restricted faculty have less chance of getting elected to committees since they are not as well known. Senators reported conversations with lecturers who report that they are seen as second-class faculty by their peers and at times even their students. The Senate agreed to think further on the issue and propose a resolution on it in the future.

10. Childcare

Senators Hunter and Thompson reported the results of their investigation. They noted that last year the committee worked primarily on family medical leave, but that not much progress had been made. So they met with Provost Doughty to see his views on the issue. Together they noted the lack of clear procedures, and he requested help from the Senate, particularly for guidance on timing for fall maternity leaves. Senator Hunter noted that bedrest and similar issues are dealt with under Medical Leave. Provost Doughty is hopeful that faculty on maternity leave can get 100% of their salary for a full semester off, but they may be asked to do four weeks of non-teaching work, such as scholarship and advising, etc. He does want faculty getting maternity or paternity leave to sign an affidavit that they are the primary care giver, and in the case of families where both parents are CNU employees he is unwilling to give both full-time leave. A number of Senators noted considerable inconsistencies over the past decade on a case-by-case basis in terms of who got maternity leave and how much they got; they expressed a clear desire for a policy that would be codified and equal, particularly so that faculty members would know what their rights and expectations are. Senators Hunter and Thompson also reported that they had looked up former Senator Thomas Hall's work on childcare from two years ago, and noted that no electronic vote had ever occurred. Senator Connell said that the Senate can still act on work that was done, if we choose to. The Senate briefly discussed whether faculty and staff might prefer a stipend to help pay for child care or have a child care program on campus; the general consensus was for the latter, particularly since former Senator Hall's study had suggested that such a facility on campus or nearby would be at least revenue neutral and potentially might make money. It could serve as a useful recruiting tool for new faculty and as a useful facility for students providing either paid work or internships as at other universities with similar facilities. The Senate suggested that we propose people to the Provost, who could create a task force to work on the issue and create concrete proposals.

11. Search Committee Funding Resolution

Senators Connell and Puaca put the following resolution on the table, to be voted on in the October Senate meeting.

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.

12. Emeritus Resolution for Dr. Edward Weiss.

Senator Jessica Thompson read the resolution for Dr. Weiss:

Whereas: Thomas Edward Weiss, Jr., Professor of Biology, has served with creative mind, uncompromising integrity, unconditional devotion, and continuing innovation as a member of the faculty of Christopher Newport University for thirty-three years; and

Whereas: He has served as chair of the Department of Biology, Chemistry and Environmental Science, and, after that Department's restructuring, as inaugural chair of the Department of Organismal and Environmental Biology, as a strong, caring leader who always listened and made decisions for the good of the whole while remaining a caring friend to all his colleagues; and

Whereas: He has served in multiple capacities including serving on or chairing many standing committees at the University, especially the Undergraduate Curriculum Committee on which he has served almost continuously for 20 years, on the faculty Senate where he was a member of the executive board, on many *ad hoc* University committees, and on numerous University and Departmental search committees, bringing his own special intelligence, interpersonal skills, organizational abilities and sense of fairness to these committees; and

Whereas: He has shown outstanding devotion to his students, both in and out of class, especially on extended environmental field trips along the Northeast Coast to Maine and the Southeast Coast to Florida, serving as a beloved instructor, a knowledgeable advisor, an excellent mentor, and a compassionate lifelong friend: and

Whereas: He continuously promoted the importance of plants and their underlying botanical functions by relentlessly championing the inclusion of general botany in the introductory curriculum for the major, and tirelessly and freely sharing his knowledge of all things botanical with his students, the Virginia Tech Agricultural Field Station, the master gardeners, and the general public; and

Whereas: He has served his departments as their resident computer expert, troubleshooting office and classroom computers and keeping all up-to-date; and

Whereas: He, for many years along with his colleague Harold Cones, gave freely of his time as the resident "pig smokers" for on- campus barbecue picnics;

Be it resolved that the title of Professor Emeritus be bestowed on Dr. Thomas Edward Weiss with all the rights and privileges pertaining thereto.

Motion 9/21/13.3 That the emeritus resolution for Dr. Edward Weiss be accepted. Moved Kara Keeling. Seconded Rachel Holland. Passed unanimously. [Action Motion]

13. Teaching Awards for Adjuncts

Dr. Jana Adamitis proposed that the Senate create teaching awards for CNU's adjunct faculty; the Senate tabled it for further discussion at its next meeting.

14. Department Reports

President Redick noted that he had not yet finished assigning Senators as department liaisons pending the election of two senators from the College of Social Sciences. He said he would send a list of unrepresented departments. The Senate discussed whether the rules governing departmental representation, intended to create more equal representation of smaller departments across the campus, might be having unintended side effects of making it harder to elect senators. It was suggested that if a college did not muster the requisite representatives that the seat be open to election within the college. The Senate tabled the idea for further discussion at the next meeting. Haven't done b/c waiting for new Senate members. Let me know who you might represent.

15. Liaison Reports

Senator Hunter noted that ATAC is planning to go forward with adopting Canvas to replace Blackboard on CNU Scholar and that a group of faculty are piloting it this semester.

16. Adjournment

Motion 9/21/13.4 Motion to adjourn the meeting. Moved Brian Puaca. Seconded Harry Grau. Passed unanimously.

The Senate adjourned at 6:11 p.m.