

## Christopher Newport University, Faculty Senate 2008-2009

**Vision 2008-2009:** To enhance the quality of faculty life at Christopher Newport University in order to recruit and retain the superior faculty integral to a nationally recognized university, and to support exemplary teaching and learning, significant scholarship and meaningful service that will enhance CNU's reputation as it evolves into the preeminent public liberal arts and sciences university it aspires to be and is now becoming.

**Objective 1:** Enhancing faculty life in ways that will facilitate the hiring and retention of faculty who well serve the needs of the University's academic programs and students.

**Strategy 1A. Transition to differential teaching load assignments (4-4; 4-3; 3-3) tailored to faculty career goals.**

2008-2009	2007-2008
Work with the Provost and University wide Eval-4 committee to share Senate concerns and suggestions regarding: <ul style="list-style-type: none"> <li>• Criteria for assessment and promotion to Associate and Full under 4-4, 4-3 and 3-3 teaching loads,</li> <li>• 2. The place of University Service Learning in Eval 4</li> <li>• 3. The relationship of Departmental Eval 4s to the University Eval 4.</li> </ul> <p>The SEC will issue a charge for the University-wide Eval 4 committee.</p>	Senate Resolution affirming University movement to 3-3 teaching load

**Strategy 1B. Examine the effectiveness of the faculty evaluation process for both summative (annual, tenure, promotion) and formative (improvement) assessment.**

2008-2009	2007-2008
Identify and take next steps in enhancing quality of Faculty Evaluation process based on 2007-2008 report.	Considered, evaluated and made recommendation regarding the Pollard Committee's report on faculty evaluation at CNU.
	Investigated appropriate next steps in faculty

	evaluation systems.
	Held faculty meetings (brown-bags) to determine goals for summative and formative evaluations.
	Laid foundation for future exploration of departmental management models based on the faculty evaluation system.
Explore streamlining of recommended materials for candidate dossiers.	
Establish committee to collect data, evaluate and make recommendation on parallel review model for dossier reviews.	Senate Resolution affirming trial run in 2008-2009 of a "parallel review" model for dossier reviews.
Explore and report on potential CLAS college structure to reflect increased size and differentiated needs of CLAS faculty.  Possible charge to workgroup: (Interview CNU faculty about what they would like to see and why; look at other universities and see what they do and why; Consult with Provost's office on models for what a dean should be, both as an expert and a boss; Study the budgetary implications of different models of restructuring; write a report based on the above recommending an academic structure)	

**Strategy 1C. Establish a university-wide faculty mentorship program.**

2008-2009	2007-2008
Establish procedures for mentorship program; Identify mentors, mentees; implement program activities in 2008-2009	Established university-wide mentorship program.
	Session held session 10/27/05 for approximately 20 attendees. Resulted in creation of Classroom Facilities Working Group (see 2E).

**Objective 2: Enhance and sustain core aspects of Faculty life at CNU, including exemplary teaching and learning, significant scholarship, and meaningful service.**

**Strategy 2A: Enhance faculty teaching.**

2008-2009	2007-2008
Work with Provost and Deans to plan a center	Work with Provost and Deans to establish a

for innovative teaching excellence.	center for innovative teaching excellence.
	Working with the Provost and Deans, set up a program of seminars and workshops that address a) how students learn and b) effective teaching techniques.
Assess the impact of ULLC section requirements on departmental course offerings..	

**Strategy 2B: Enhance resources for faculty scholarship and intellectual growth.**

2008-2009	2007-2008
Continue working with Provost, Sponsored Programs Office and Deans to research and plan for further expanding the Office of Sponsored Programs in order to increase opportunities for obtaining external research grants for faculty and students.	Worked with Provost, Sponsored Programs Office and Deans to research and plan for an expanded Office of Sponsored Programs.  Conducted national search for Director of Sponsored Programs. Hired Valerie Cheeseman.
Expand internal funds for faculty professional development and student research.	Expand internal funds for faculty professional development and student research.
Work to assure sabbaticals are awarded for 2009-2010 at least 2007-2008 levels.	

**Strategy 2C: Enhance and define faculty service.**

2008-2009	2007-2008
Examine how to effectively distribute service among faculty	Examine how to effectively distribute service among faculty

**Objective 3: Monitor and enhance standards and practices necessary for effective and productive lives of faculty and students at Christopher Newport University**

**Strategy 3A: Continue to explore improvements to student experience at CNU**

2008-2009
Work with Provost's office to improve student retention and graduation rates.
Assess and if necessary offer revisions to exam week

schedule
Revisit and possibly suggest revision to policy regarding students "getting to walk" at graduation if missing small number of completed credits.

**Strategy 3B: Explore improvements to faculty experience at CNU**

2008-2009
Assess and recommend as necessary improvements to new faculty orientation.
Explore possibilities regarding faculty job sharing.
Explore and suggest improvements to when faculty and students are able to see grades posted.