

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 superior faculty; to support exemplary teaching and learning, significant scholarship and meaningful service; and to participate in the design and implementation of policies and procedures 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
The SEC will issue a charge for the University-wide Eval 4 committee. Work with the Provost and University wide Eval-4 committee to share Senate concerns and suggestions.	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.
The Senate will facilitate implementation of the 3 college model.	

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).

Strategy 1D. Examine and make recommendations concerning faculty hiring procedures at CNU.

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 for innovative teaching excellence.	Work with Provost and Deans to establish a 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	Worked with Provost, Sponsored Programs Office and Deans to research and plan for an expanded Office of Sponsored Programs.

external research grants for faculty and students.	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 at least 10 sabbaticals are awarded for 2009-2010.	
Continue to pursue library resources	

Strategy 2C: Enhance and define faculty service.

2008-2009	2007-2008
Examine how to 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
Assess and if necessary offer revisions to exam week schedule
Revisit the 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.
Improve faculty-University communication regarding policy changes.
Enhance IT support of instructional technology.