

Faculty Senate Minutes
19 April 2019, 3:00-6:00 p.m.
DSU Harrison Room

I) Call to Order (3:05)

Present: Atkinson, Cole, Connable, Donaldson, Flores, Hutchinson, Mulryan, Puaca, Rowley, Samuels, Schweig, Shollen, Waldron

Absent: Hunter, Rizova (Scotland)

II) Guest Presentation by Dr. Geoffrey Klein, Vice Provost of Graduate Studies, Research, and Assessment

The current handbook changes proposing affiliated scholars are born out of best practices on how to bring on affiliated scholars and how to adequately assess their performance.

Until now, sponsored research appointments had no evaluative handbook standards. Currently, all of these appointments (3, currently) were a product of collaborative research with CNU professors. While these appointments are not only for the hard sciences, they are most commonly found in the hard sciences

One senator was curious regarding “how commensurate is this with tenured ranks?”

Dr. Klein responded that it was “based on years at institution/years of experience.” At the same time, this has nothing to do with the tenure process. Pay is based off of the contract with the external agency. All of these faculty are on term-based contracts, directly linked to the funding grant.

Dr. Klein went on to explain that full-time faculty are not eligible for these positions as they are fully grant-funded. The current post-docs in LAMS are split-funded (grant/university) and function more as visiting assistant professors. As such, they do not apply.

Another senator expressed their concern about liability.

Dr. Klein responded that these appointees are full-time employees and are covered beneath CNU’s liability.

The granting agency and the available funding drives the salary for these positions. At the same time, the provost’s office ensures that they align with the field in regard to funding of these positions. Essentially, this year, for instance, they would receive a cost of living raise this coming year, but no merit raise... this money comes from the external agency.

Flores departs 3:38

III) Guest Presentation by Rob Lange, Dean of Admissions

Special Talent Recruits: Athletes, Theatre, ROTC

Overall number of requests has declined, number of 'special recruit waivers' declined

Average and GPA and SAT scores have risen. Academic profile mirrors overall class for the most part

86% Retention

Average Freshman GPA 2.8

By every measure, student athletes performing consistently alongside student body

All scandal schools are D1, with reserved slots for athletes

CNU admit rate 60's to 70's... Stanford 5%, Yale 7%, etc...

What we have designed here and how we perform academically/athletically is really something extraordinary.

IV) Approval March 15 Meeting Minutes

Unanimous electronic vote approved

V) Reports

A) President's Report

1. **Final Exams Calendar.** The Faculty Senate president met with the provost and president last week to continue our discussion of possible changes to the Final Exams calendar. After a healthy exchange of ideas, all parties agreed that leaving the calendar unchanged is the best way forward. As a result, the Senate anticipates no changes to the Final Exams calendar.

2. **Free Speech Committee.** The Free Speech Committee continues to meet weekly to draft a facilities use policy for our campus that outlines clear rules for the use of our campus. A draft of the statement is now under review by several campus offices. This policy will be shared with students and faculty as soon as is feasible, which will likely mean at the start of the next academic year. Once this policy is complete, the group will review the University Statement on Free Speech and Expression. The Senate would like to recognize all members of the group and thank them for their efforts: Cindi Perry (Chief of Staff), Dave Doughty (Provost), Emmet Aylor (2018-19 Student Assembly President), and Maureen Matsen (University Counsel as advisor).

3. **Administrator Review.** The Senate has worked all year to prepare a process for administrator review before graduation. That review will take place in the two weeks before graduation (April

29-May 10) and will include all four deans and the provost. Faculty will receive a link via email to complete the review electronically. These forms will be anonymous; however, faculty will be asked to identify the college to which they belong. Faculty will review only their own dean. All faculty will review the provost. The questionnaire will include approximately two dozen standardized questions and a free response section for comment.

The senate would strongly urge all faculty to complete the surveys and to do so in a constructive fashion. The review data will be provided to the deans, provost, and the Office of the President. The Senate would like to thank President Tribble for his support. It would also like to express its gratitude to Cindi Perry and Jason Lyons for their work to make this possible.

4. Digital Measures and ARs. The Provost's Office has worked to create a digital workflow in Digital Measures that will ensure that the AR process is completely electronic next year. This means the Eval-6 will be generated in Digital Measures and chairs and deans will work through these materials with no need for any hard copies. This will also mean that reviewers will be able to see supporting materials and documents uploaded to Digital Measures by faculty. The EVAL-AR forms will also be completed online. Furthermore, the Eval-6 and Digital Measures have been reordered to align more closely with one another. The goal here is to make the appearance of information entered into Digital Measures more logical on the Eval-6. The Senate wishes to express its appreciation to Carolyn Davis for her collaboration with faculty throughout this process.

5. Walker's Lawn. The Senate has been working over the past year to recognize a remarkable man for his contributions to Christopher Newport College and the local community. William Walker, Jr. was a local civic leader who lived on the parcel of land where the Alumni House now sits. When the city was working to select a location for the newly-chartered CNC, he represented local African American residents who urged the city to choose a nearby parcel that was higher, dryer, less developed, and significantly cheaper. Although initially opposed to locating Christopher Newport College on Shoe Lane because it required the taking of lands from African-American families, he emerged as a staunch supporter of the school and served three terms on its Board of Visitors from 1978-1990.

The University has agreed to name the lawn adjacent to the house for him and to recognize his contributions with a plaque (a large one provided by the City of Newport News). There will be a dedication ceremony and reception on the lawn planned for September 20, 2019. His son, Dr. Howard K. Walker, who served as the U.S. Ambassador to Togo and Madagascar in the 1980s, will be in attendance as will other members of his family. Please put this date on your calendar and join us for this event.

The Senate would like to thank President Tribble and Bill Brauer for their sustained support on this initiative. The language for the dedication plaque is as follows:

Mr. Walker was born and raised in Newport News. He attended Huntington High School where he later taught mathematics and chemistry. He also attended Howard University where he graduated magna cum laude in 1932. In 1936, he was named the community manager of Aberdeen Gardens, one of the first federal planned housing communities in America under New Deal legislation. Following World War II, Mr. Walker established successful real estate and insurance businesses on the Peninsula. He was a highly respected leader in the local community, served on many boards and associations and was the president of the Newport News Chapter of the NAACP. Although initially opposed to locating Christopher Newport College on Shoe Lane because it required the taking of lands from African-American families, he emerged as a staunch supporter of the school and served three terms on its Board of Visitors. His home once stood on this spot.

B) Academic Standing Committee Reports

ATAC – There will be an upgrade to Blackboard in December. Photo review of students may go away. Fall course shells will be pushed out a month later than usual. The University will be paying the extra cost to provide CNU full access to the program database.

ATAC would also encourage all faculty to turn off projectors when they leave a classroom.

CRC – Lack of timely communication at times from the Provost's office regarding issues makes the process difficult at times.

C) Departmental Liaison Reports

One department is concerned that the push toward STEM is becoming problematic for many departments as students have been steered away from majors in foreign languages, humanities, and social sciences.

One senator stated that: “this may be an issue to be addressed as a part of next year’s senate. We need to more deeply investigate the role of peer-to-peer education regarding the liberal arts ethos of the institution.”

One senator asked: “What is an integrated strategy where we address the complexity of this issue as a faculty/senate? How does it become a part of our story?”

Another senator stated that: “part of the problem is that, at this point, there is no strategic plan in place at CNU. We need a compelling, integrated, cohesive approach to where this institution is going.”

VI) Unfinished Business

A) Ongoing Conversation Regarding IDEA: Responses to Senate IDEA Report

Several senators expressed concern how the instrument is being used, as well as the extent to which it is being employed in the review process.

One senator stated: “We should be clear that this is a flawed system, and the faculty needs something better.” Another senator commented: “This is not a flawed system for what the administration wants to accomplish.”

B) Proposed Handbook Change 7: Section XIII Instructional Faculty Personnel Regulations/Sponsored Research Appointments & Evaluation, page 102 Vote Unanimous

VII) New Business

A) Faculty Excellence Awards: Vote on Nominees Vote Unanimous, 4 Abstentions (Waldron, Mulryan, Donaldson, Shollen)

B) Faculty Development Grants: Vote on Spring Proposals Vote Unanimous, 2 Abstentions (Mulryan, Rowley)

C) Recommendations for IDEA Administration in 2019-2020 from CISS

VII) Other

The Faculty Senate would like to acknowledge all of those who helped bring the Second Collaborative Ecosystem Summit to CNU in March. Furthermore, they would like to express their deep appreciation of the event and those who sponsored it as an example of the interdisciplinary spirit that stands at the heart of the liberal arts and hope that the university will more actively seek to promote and encourage interdisciplinary solutions to complex issues.

The Senate would also like to thank to Dr. Brian Puaca for his tireless service as Senate President over the last two years.

VIII) Adjournment

Motion to Adjourn: Rowley, Second: Waldron
Vote Unanimous.