

Faculty Senate General Faculty Meeting

3 December 2015

Vote on the December Graduates

Administrative Changes

- Julianna Wait: New Registrar
- Tom Kramer, Asst. Director for the Wason Center and Government Relations

State-Level Changes to the Virginia Retirement System

- Oct. 29 Email: VRS signed a contract with [International City Management Association-Retirement Corporation](#) (ICMA-RC) making them the sole third-party administrator for our Optional Retirement Plan for Higher Education (ORPHE)
- Dec. 15 ORPHE Forum: Details will be provided to state agencies
- Spring 2016: Site visits from VRS and ICMA-RC

QEP Report

Topic Selection Based on Institutional Data and Survey

- Collegiate Learning Assessment Plus Exam (CLA+)
- National Survey of Student Engagement (NSSE)
- April 2015: Faculty, Staff, Student Survey

QEP Report

Three Proposed Topics

– Captains Explore Diversity

- Intellectual, Campus/Cultural, Global

– Captains Learning Research Literacy

- Applying research skills to the real world, learning discipline-specific research skills, independent research/internships/service learning

– Captains in the Know

- Knowledge of national/international events, local events, and meaningful community living

Captains Explore Diversity

- strong support from CAH and CSS
- Main Points Raised in Focus Groups
 - Perception that the administration is not interested in diversity
 - Campus lacks the appropriate infrastructure to address diversity
 - Defining diversity is potentially problematic
 - Given the QEP budget (650-800K), the outcomes would be small

Captains Learning Research Literacy

- strong support from CNBS and LUTER
- Main Points Raised in Focus Groups
 - Disconnect between research as an initiative and our definition of research
 - Campus lacks the appropriate infrastructure to support research initiatives
 - Research literacy already central to the mission
 - Given the QEP budget (650-800K), the outcomes would be greater

Captains in the Know

- Faculty/staff unsupportive; students supportive
- Main Points Raised in Focus Groups
 - This topic would be the most difficult to assess
 - Liberal arts mission strongly connected to knowledge about one's local, national and international communities

Recommended Topic: Captains Learning Research Literacy

- Most strongly connected to current university mission and objectives
- Offers an opportunity to formalize and centralize our efforts
- Strongest potential to produce measurable results over the scope of the plan
- Provides students with creative and innovative ways to apply their education

Diversity

- Strong support from faculty, but greater challenges for implementation
- Committee could craft a proposal to make diversity a topic of significance

Next Step

- Write a formal proposal based on the following learning goals:
 - Differentiate between scholarly and popular literature, primary and secondary research, and current vs. historical research.
 - Analyze information in order to determine if it is an appropriate source for their current information need.
 - Evaluate information in order to determine its reliability, validity, accuracy, authority, timeliness, point of view or bias.

- Select the most appropriate investigative methods or resources (interviews, fieldwork, lab experiments, library catalog, databases, Internet, etc.) in order to retrieve relevant information.
- Summarize what one learned about a particular topic for a lay audience.
- Participate in applied research initiatives appropriate for the student's field of
- study and post-college career plans.
- Design and conduct an independent research effort appropriate to the student's field of study and post-college career plans.

Senate Recommendations to the Budget Advisory Committee

- **Faculty:** In order to meet the high academic standards set by both Christopher Newport and PBK, we must recruit and retain a stable, high-quality faculty. This will entail:
 - offering competitive salaries and benefits packages, inclusive of parental leave;
 - increasing funding to support research, scholarship and creative activity; and
 - maintaining a high percentage of tenure-stream faculty lines, with the goal of reaching a 75/25% tenure-stream/renewable contract target by 2022.

Senate Recommendations to the Budget Advisory Committee

Student Financial Aid: Seek a balance of merit-based and need-based scholarships for students, with special attention devoted to

- first-generation students; and
- under-represented student groups, including but not limited to groups characterized by race, national origin, and socio-economic class.

Senate Recommendations to the Budget Advisory Committee

Academics: Building on our existing foundation, we should enhance the following:

- Honors Program;
- undergraduate research and creative activity;
- outbound success initiatives, inclusive of both careers and post-graduate work; and
- library resources.

Senate Recommendations to the Budget Advisory Committee

Academic Co-Curricular Activities: These should focus on experiential learning connected to the academic curriculum:

- study abroad, with primary focus on semester and year-long programs;
- internships and practica; and
- service learning.

Lecturer Rank Streams:

Effective AY 16-17

- Lecturer
 - May apply for a 3-year contract in the 3rd year
- Senior Lecturer
 - May apply in the 7th year
 - 5-year contract
- Master Lecturer
 - Must hold the rank of Senior Lecturer
 - May apply in the 14th year
 - 5-year contract

Annual Review Proposal

In negotiation with the administration

- Formative Component
 - Eliminate the required norm of 3.0
 - Score faculty based on a consistent, shared rubric
 - Give the raw number for the summary score (e.g., don't round)

Annual Review Proposal

In negotiation with the administration

- Summative Component
 - Allocate merit pay based on the raw mean and standard deviations by college
 - Report the mean and deviations on a 4-point scale (adjusted scale) by college
 - Faculty scoring a 3 on the adjusted scale receive 75% of the possible merit raise for that year

January Senate Subcommittee Reports

- Curriculum
- Faculty Evaluation and Instructional Faculty Personnel Regulations