



VCU

Faculty Senate

Faculty Senate Leadership Retreat Agenda — August 16, 2018 **Shockoe Room, University Commons, 2:00 PM – 6:30 PM**

In Attendance: Jose Alcaine, Holly Alford, Kristin Artello, Susan Bodnar-Deren, Ashley Brewer, Pat Cummins, Nancy Jallo, Susan Kornstein, Andrew Ottens, Joan Pellegrini, Maria Rivera, Valerie Robnolt, Carmen Rodriguez, Mary Secret, Scott Street, Jennifer Wayne

2:00pm – Meeting called to order

Scott Street

Minutes from May 1, 2018 meeting

2:10 - President's Report

Scott Street

- a. Street made initial comments and related that a new member, Susan Kornstein, will be replacing Andrew Ottens. In addition, Masoud Manjili, will be ending service in the Academic and Professional Status committee. There is also a need for a new committee, the VCU Health Systems Relations Committee; the name of this committee may still change but it is meant to facilitate communication and cooperation with VCU Health Systems. The Affirmative Action Committee has a new name, the Diversity and Inclusive Excellence. Likewise, the Communications Committee has a new name, the Website and Social Media Committee. Finally, the Board of Visitors approved the Faculty Senate bylaws at its May meeting; Bob Holsworth sent communication from the Board to Street.
- b. José Alcaine: Street related to leadership that Alcaine's status had changed from A&P faculty to AUP under the HR redesign. Alcaine was elected recording secretary at the Senate meeting May 1. Alcaine wishes to remain in service to the Senate and is seeking a change in status back to faculty within his school. Street posed the issue to leadership and stated that it was under Senate protocol to suspend the membership rules and allow Alcaine to serve as recording secretary for the year pending his appeal in status. If the status change does not materialize a special election for a new recording secretary will be invoked. Street put the matter up for discussion and vote and the leadership concurred with the motion.
- c. Summer Updates: Street and Holly Alford had meetings with President Rao. Rao has been in the process of restructuring his office given too many direct reports. Many direct reports now fall under Karol Grey, Senior VP for Finance. Brian Shaw and Kevin Allison, for example, are no longer in the President's office. Alford reported many changes under way at the Office of Inclusive Excellence as well as in Provost Gale Hackett's Office. Alford also reported that Aashir Nasim is Vice President for Inclusive Excellence but still Director of iCubed. Nasim is reorganizing the office and programming. Some concern was raised about important diversity initiatives that have been discontinued but for which there has been no official word. Perhaps we need to wait until the reorganization is complete. Tim Davey is now Vice-Provost for

Faculty Affairs and Gypsie Denzine is Senior Vice Provost for Faculty Affairs. In other summer updates, the suit between Governor Wilder and former Dean John Accordinio has been dropped. Further action or resolution is yet to be determined. Susan Gooden is serving as Interim Dean of the Wilder School.

- d. Last year's accomplishments and how we met our goals:
 1. The Forum on Academic Freedom was a big success with over 100 attendees. Feedback from the event indicates that faculty may want to have such a symposium every other year.
 2. The New Budget Model took effect 1 July. The widespread effect of the model may not be felt until the beginning of next year. Despite early anxieties about the model, it may be too early to tell how it will really work.
 3. The HR Redesign is now in effect and Senate members were involved in related committees. One aspect being investigated is how this redesign may impact shared governance structures.
 4. The Strategic Plan 2019–2025 is in effect. The plan is called *Quest 2025: Together We Transform*, and it includes five focus areas – national prominence, student success, collective urban and regional transformation, culture of appreciation, and diversity driving excellence.
 5. A white paper was produced on the assessment of student evaluations of faculty and faculty evaluations. This was tremendous work completed and presented by Krsitine Artello and her committee.
- e. Discussion of 2018–19 Faculty Senate Calendar (esp. locations of meetings)
 1. The location for meetings for the year is posted on the Senate website.
 2. The Senate was not notified in time to reserve the usual spaces for the year and within the normal timeframe. Street is looking into this to make sure the Senate has some priority as in the past. Nonetheless, locations for the meetings are in place.
- f. University Calendar for 2019–2020 (and beyond)
 1. Changes to start date, reading days, Thanksgiving Break, final exams. A change to take effect for 2019-2020 is classes starting on Tuesday rather than Thursday. This will free up two days in Thanksgiving break to take away. The semester will end on Monday and exam week will switch from seven to six days. There will only be one reading day.
 2. Policy for 3+ final exams in one day. Currently there is no policy on handling three or more exams on the same day but Deborah Noble-Triplett may be working on a policy on how to handle this.
 3. Commencements. The other item for consideration is changing commencement. With the proposal to tear down the Coliseum VCU would have no suitable place to hold May Commencement. December Commencement will be held in the Siegel Center but it is unclear what will happen to the May ceremony. There is talking of having Commencement outside, or having separate Commencement ceremonies. Provost Hackett is looking into this and this year will be a trial run.
- g. Maternity Leave Policies. Under the HR redesign AUP and classified employees receive twice as much time off for maternity leave policy. Faculty would like the same leave time if more favorable. VCU Health employees (non-medical school) benefit from short-term disability time, new parent (mother of father) time off, adoption or natural birth, etc.

- h. Term Faculty and Shared Governance. There was some discussion over the summer about term faculty representation and shared governance. Some issues have occurred and Provost Hackett is planning something in October to address this issue. Street will send a document to Mary Secret from UC that addresses university policies on representation. Valerie Robnolt stated that there are some efforts in Education to have wider representation in the Faculty Organization body and that the Dean has requested this to happen.
- i. Possible new national faculty senate organization. Carmen Rodriguez is very active in the Faculty Senate of VA but there is a possible, new, national senate organization forming. There is meeting in Austin, TX, on 27 October, sponsored by the Texas Faculty Senate. Carmen will attend this meeting in Austin as well as Nancy Jallo.
- j. University Academic and Administrative Information Technology Steering Committee. Street made a pitch for this committee which reviews every IT purchase for the university. IT meets the 4th Wednesday of each month at the ICA. If anyone has an interest in technology and on serving on this committee, let Street know. Valerie Robnolt may be interested in serving in this committee.
- k. Service by Senators. Holly Alford is seeking information on service by Senators to present to the BOV.
- l. Faculty Convocation (Aug. 22nd at 3:30 PM)

Past President's Report

Holly Alford

As reported there are a lot of changes happening with the Division of Inclusive Excellence. Nassim is the new head of Inclusive Excellence. The Building Inclusive Communities (BIC) program has been quietly shut down. Roz Hobson-Hargraves is also not saying much pending the reorganization efforts. The end of BIC may present some issues around the university.

University Council 2018-19

Scott Street

- 1. Scott Street (Faculty Senate President)
- 2. Nancy Jallo (Faculty Senate Vice President)
- 3. Holly Alford (Faculty Senate Member)
- 4. Stephanie Goldberg (Faculty Senate Member)
- Alternate: Susan Kornstein (Faculty Senate Member)

Committee Updates & Goals

Various Reporting

- a. Academic and Professional Status — Kristine Artello & Masoud Manjili
 - Not sure if Masoud Manjili is serving on the committee.
 - Changes at CTLE; Enoch Hale is gone. Currently there are no calls for CTLE faculty fellows
 - The Committee produced the white paper report on student evaluations
 - Street mentioned the faculty mediation and grievance policy has died in the Provost desk and we are waiting for her approval of the policy
- b. Academic Programs and Research — Susan Bodnar-Deren
 - GenEd 30 program is being finalized. The question is what will be implemented. Assessment of the program will be very important
- c. Academic Support Services — Valerie Robnolt
 - One issue being addressed is the use of Quick FM and the requirement of having to put an index account/budget code in order to get help.
 - Robnolt also serves on the Libraries committee; this is a highlight for her
- d. Alumni and Community Relations — José Alcaine
 - Have served as liaison with Alumni
 - A big push with the new budget model could be alumni development
 - Also talk to development in each unit in terms of faculty participation and development
 - An area of growth could be having Alumni Relations provide stakeholders with training and guidance how to help with development efforts
- e. Credentials and Rules — Joan Pellegrini
 - Approved bylaws for the Faculty Senate
 - Will get bylaws posted on website
 - Working on Leadership guidelines
- f. Diversity and Inclusive Excellence — Stephanie Goldberg & Mary Secret
 - Secret will sit in the Committee for Inclusive Excellence.
 - There are efforts to look at confederate memorabilia on the MCV campus
 - There may be some issues around the shutdown of BIC. Did administration follow due process?
- g. Economic Status, Budget, and Planning — Brian Daugherty (Andrew Ottens reporting)
 - There is an important seminar on the optional retirement plan in October. Kathleen Burke from HR is planning on bringing Barry Schmidt to give the financial talk.
 - This is an important topic that often gets overlooked; there is over 1 billion in the ORP program
 - Perhaps we can have someone briefly speak at the 2 October meeting
 - Ottens agreed to stay on the committee
- h. State Legislative & Statewide Relations — Pat Cummins & Carmen Rodriguez
 - The Faculty Senate had a great day at the General Assembly last January and there will ongoing plans for a visit during the next year
 - As stated before, Carmen Rodriguez will attend the Texas Senate meeting in Austin, TX, on 27 October
 - In addition, Rodriguez has been in touch with colleagues to look into starting a AAUP chapter at VCU; a minimum of seven people are needed to start a chapter; she will try to set up meeting to look into this process
 - Pat Cummins stated that VCU used to have a chapter but that membership dropped below seven and so the chapter was discontinued

- i. Student Affairs — Chris Saladino
 - Chris Saladino could not attend the meeting and has been very busy
 - The idea of having Co-chairs for each committee was discussed; this can help in sharing the work and also time commitments
- j. VCU Health Systems Relations
 - Street stated the name of the committee can change and this committee name was just a suggestion
 - It is important to staff this committee with people already at health systems
- k. Website and Social Media — Ashley Brewer
 - Ashley Brewer has been working hard on the website and it is now in the required T4 format
 - The website used be on the Wordpress platform but Wordpress support, specially in terms of security, is no longer supported
 - VCU blogs is still on the Wordpress format but it is very limited in terms of templates for building website pages
 - Rampages is more flexible and flashier but it is maintained by the Alt Lab and not central Tech Services

Goals for 2018–19

Scott Street

- a. Undergraduate Curriculum Reform (REAL, GenEd30, etc.)
- b. Strategic Plan — Quest 2025: Together We Transform
- c. Shared governance in the era of fiscal constraints and the new budget model
- d. Diversity Strategic and Action Plan implementation
- e. New budget model reaction or side effects (collect information from faculty regarding new budget model)

Potential Roundtable Discussion Topics for 2018–19

Nancy Jallo

- We will ask senators what the table topics should be for the coming year
- We will have a form and senators can write down ideas

September 4th Faculty Senate Meeting

Various

- a. New Senator Orientation (3:15 PM)
- b. Seating. There will be no seating arrangements for the first meeting
- c. Guests.
 - 1. Sarah Faris — Auctus: The Journal of Undergraduate Research and Creative Scholarship (here at VCU). Faris is a faculty member and will briefly speak about this new journal
- d. Agenda Items. Send suggestions to Street if you have them
- e. Roundtable Discussion Topic. Again, we will ask senators for topics and start with a roundtable discussion from the list at the following meeting. At the 18 September leadership meeting we can map out the topics for the year. Also, one idea is to have the roundtable discussions early at the general meetings rather than at the end

New Business

Holly Alford

- a. Board of Visitors Report. Senators should email Holly Alford with information on projects we may be working on for Faculty Senate

Adjourn

Scott Street

The meeting was adjourned at around 6:10 pm.

Next Faculty Senate Meeting:

Tuesday, September 4, 2018 — 4:00 PM in the Richmond Salons, University Student Commons

<https://maps.vcu.edu/monroepark/univcommons/>

Next Faculty Senate Leadership Meeting:

Tuesday, September 18, 2018 — 4:00 PM in the Church Hill Board Room, Larrick Center

<https://maps.vcu.edu/mcv/larrickcenter/>

Notes respectfully submitted by Jose Alcaine.