Faculty Senate Leadership Meeting Minutes – October 19, 2021
4:00 – 6:00 PM
https://tinyurl.com/faculty-senate-vcu
For complete minutes and related files, see: http://www.facultysenate.vcu.edu/
Please email ecarpenter2@vcu.edu with questions or corrections.

Procedural Items:
Call to order, Welcome 4:00-4:02
Valerie Robnolt, President

Minutes from September 21, 2021 4:02-4:05
Everett Carpenter, Recording Secretary

Guest
Proposed School of Public Health 4:05-4:20
Arthur L. Kellermann, Professor and Senior Vice President, VCU Health Sciences

Faculty Senate President’s Report/Issues 4:25-5:15
University Committees Update/Issues
  Shared Governance – Building a Relationship with Administration
  Academic Analytics
  Central Bank Internal Loans Policy and process for giving feedback on policies
  Annual evaluations (goal - next steps with regard to Faculty Affair’s paper and COVID concerns)
  Dean and Other Admin Evaluations across Units (next steps about goal)
  Unit Bylaws and Faculty Governance Structures Update – should there be a meeting time for faculty without administrators present?
  Spring schedule & Calendar Committee (Scott Street)
  Pat Cummins/Carmen Rodriguez (FS Va)
  Any other university committee reports?
  Other items: All Committee members

Stretch Break 5:15-5:20

Faculty Senate Agenda (October 26, 2021) 5:20-5:30
Work time for committees - 4:00-4:25 (committee chairs – send zoom link by 10/22)
Provost Office Report
Dr. Kellermann, Proposed School of Public Health
Blythe Bowman, Grievance Panel Chair Report – Update on revisions to Faculty Mediation and Grievance Procedure
Erin Webster Garrett, REAL
Kim Case, Director of Faculty Success
Faculty Senate Committee Business/Goals  5:30-6:00

VCU Health Systems Relations – Discussion of future of committee
TBD (chair)

Faculty Affairs - faculty evaluations and appeal process
Maria Teves (chair)

Governance - shared governance (school/unit)- what are other schools doing
Kristy Artello (co-chair)
Oliver Karam (co-chair)

Academic Programs and Research - course evaluations
Ryan Cales (chair)

Diversity and Inclusive Excellence- anti-racism statement action items
Sarah Jane Brubaker (chair)

Academic Support Services- facilities
Valerie Robnolt (chair)

Alumni and Community Relations
Adjournment

Next FS Meeting: October 26, 2021 4-6pm Zoom

Next Leadership Meeting: November 16, 2021 4-6 pm Zoom

Minutes

Attached updates on the ADA and responses to the concerns over the central bank policy
Meeting (Valerie and Everett) with provost tomorrow over academic analytics

- Kellerman—Proposed school of public health—Mentioned at September Board of Visitor’s meeting resulting in dean’s anxiety, prompting swift rethinking. KEY POINTS—No added cost to the university, no risk to existing programs. Most significant thing to engage students and attract students to existing programs. Updates coming. COVID revealed gaping holes in public health education today. PHS are typically catalytic in driving team sciences. Biostatics health behavior and policy, health administrative, epidemiology. Office of health equity. Two SoM departments would move with one division. Health behavior and health policy. 3 MPH degrees and 4 PhD.
Plan attractive 5-year dual degree track. CHP would not move health services and its BS program. VCU-HS will cover any shortfall so NO additional university funds to school.

- Academic Analytics discussion tomorrow (Wed., 10/20) with provost. There were several takeaways from the meeting:
  1) First and foremost, the data from academic analytics would in no way be used for P&T decisions or on annual evaluations. He had charged a member of his staff to draft a memo, maybe even policy to that effect. He recognizes that the faculty control that process and understand their field better than administration.
  2) That use of the data would be far cheaper than if VCU tried to compile it themselves. He did not have exact costs, but it was less than 100K.
  3) The software would be used to benchmark VCU's departments/schools/colleges and programs to peer institutions across the nation. This would be used to identify weaknesses and strengths to help guide strategic plans. He did acknowledge that the software does not do a good job with some disciplines. Therefore in all cases, faculty would get an opportunity to correct the data or to provide additional context to the data.
  4) The software could be used to help identify overperforming and underperforming faculty in order to help create policies within department/schools/colleges to help balance workloads within departments but not across the campus as a whole. **He says that the algorithms in the software do take into account a wide range of activities so it could weigh many of our service activities which are often ignored or overlooked.**
  5) That the software has been used to collect that information on individuals at other institutions in order to make strategic hires. Ultimately he did recognize that the data alone cannot be used but that it needs to be put in context by the departments.
  6) Academic analytics is coming to VCU to present to the council of dean's meeting and Valerie and Nancy have been invited to that meeting. So more to come. Also Fotis plans to come to a faculty senate to present his proposed use of the software and to hear faculty concerns once he has crafted his memo.

- There was discussion about what can we do to help build trust with Provost
- Talk about annual evaluations during this year. Do we move from last year where everyone starts at excellent, or do we return to normal?
- Skip Central Bank Policy
- Skipping dean evaluations – Email from Fotis -- Deans on the Monroe Park Campus report to the provost and are evaluated annually. Included in the evaluation process is a survey sent to all full-time faculty in the college or school through which they can provide feedback on the dean's performance. Every third year the dean receives a full 360-evaluation. In light of the challenges with the pandemic, the survey was not deployed for 2020. However, deans were required to submit self-reports as part of the annual evaluation process. What I mentioned in our meeting is that I am currently developing a set of performance metrics and quantitative goals that will also be used in evaluating Monroe Park Campus deans moving forward. Deans on the MCV Campus report to the senior vice president for health sciences. MCV deans are evaluated annually, based on school performance and goals that are determined by the senior vice president. Additionally, evaluation surveys are deployed to faculty for their input on a dean's performance. Results of these surveys are reviewed in conjunction with the deans' self-reports and metrics related to goals.
- UC-AA faculty governance structure at each unit, should admin be present during meetings? Or should it be a time for faculty to discuss things without admin? FS by-laws define department chairs as administration as well as their contracts.
• Calendar committee group seeking input about moving from 15 to 16 semesters to help accommodate the mini-mesters, 4, 5, or 8 week sessions. More to come.
• At Nov 16th Leadership meeting, committee chairs will report out at the beginning of the meeting the outcomes/information from committee meetings on 10/26.