



# VCU

## Faculty Senate

### Faculty Senate Leadership Meeting Agenda — December 8, 2020

4:00-6:00 pm

Faculty Senate Leadership meeting link:

<https://tinyurl.com/faculty-senate-vcu>

For complete minutes and related files, see: <http://www.facultysenate.vcu.edu/>

Please email [ecarpenter2@vcu.edu](mailto:ecarpenter2@vcu.edu) with questions or corrections.

#### **Procedural Items:**

**Call to order** 4:00-4:02  
Nancy Jallo, President

**Minutes from November 17, 2020** 4:02-4:05  
Everett Carpenter, Recording Secretary

**Faculty Senate President's Report** 4:05-4:20

#### **University Committees Update/Issues**

Provost Search (Nancy/Scott)  
University Policies (Nancy)  
Academic Continuity (Valerie Robnolt)  
Updates on Spring semester (anyone?)  
Others

**Faculty Evaluations** 4:20-4:40  
Collaboration between Valerie Robnolt (University Council Faculty Affairs and Maria Teves (Faculty Senate Faculty Affairs Chair)

**Anti-racism Course** 4:40-5:00  
Christopher Saladino (Faculty Senate Student Affairs Chair)

**Stretch Break** 5:00-5:05

**Shared Governance faculty service survey** 5:05-5:15  
Neno Russell (Faculty Senate Governance co-chair)

**Faculty Senate Agenda (January 26, 2021)** 5:15-5:20

- Provost Office
- Faculty collaborating with Student success  
Maggie Tolan (VCU Student Success)
- University Promotion and Tenure Task Force (focus on tenured faculty)  
Curt Sessler and Jill Gordon (co-chairs)

**Faculty Senate Chairs-Discussion/Updates** 5:20-6:00

**Happy Winter Break!!!**

**Adjourn**

6:00

**Next Meeting:**

***Faculty Senate***, Next Meeting: January 26, 2021 4-6pm via zoom

***Faculty Senate Leadership***, Next Meeting December 8, 2020 4-6 pm via zoom

***Resources***

Faculty Senate Committees

Faculty Affairs -faculty evaluations

Maria Teves (chair)

Governance-shared governance (school/unit)

Neno Russell and Kristy Artello (co-chairs)

Academic Programs and Research -course evaluations

Susan Bodnar-Deren (chair)

Diversity and Inclusive Excellence-anti-racism statement (all)

Sarah Jane Brubaker (chair)

Academic Support Services-facilities

Valerie Robnolt (chair)

Alumni and Community Relations-inclusion and diversity

Gaynell Sherrod (chair)

Website and Social Media

Ashley Brewer (chair)

Credentials and Rules

Scott Street (chair)

State Legislative and Statewide Relations

Carmen Rodriquez (co-chair)

Pat Cummins (co-chair)

Student Affairs

Chris Saladino (chair)

Economic Status, Budget, and Planning

Roxanne Spindle (chair)

VCU Health Systems Relations

Allison Gregory (chair)

MCV/MPC Representatives  
Mark Crosthwaite MCV Campus Rep; Health Professions,  
Radiologic, Technology  
Jesse Goldstein Monroe Park Campus Rep College of Humanities and Science,  
Dep of Sociology

**Next Meeting:**

**Faculty Senate**, Next Meeting: Tuesday, January 26, 2021 4:00 PM – 6:00 PM

**Faculty Senate Leadership**, Next Meeting: Tuesday, January 19, 2021 4:00 PM – 6:00 PM

Meeting called to order at 4:00 --

Update on Provost search - Lots of feedback given from all stakeholders, survey link still open. Need to make sure all stakeholders know when they can voice opinions about the finalist when they come to campus.

President's Update: Talked with Jacqueline Kinska about policies and procedures process with the goal to increase our voice. She sent out a list of policy and procedures which have been recently approved/ revised and is in her words "looking for more checks and balances". The hope would be to get faculty input before the policy/procedure goes to UC for approval or even out for public comment. This way it could be tweaked before the final steps for approval. Offered up to come to FS meeting to give overview of governance to give a more robust discussion on how to move forward. Trying to have a discussion sooner so that things are not held up in UC waiting on simple things like wording changes etc.

Update on spring semester-- President meet with deans to talk about the enrollment for spring. Three action items from each dean for retention of students before BOV meeting on Friday. Spring enrollment is down 7.7% compared from last year.

Faculty Evals - Faculty Affairs committee of UC and FS agreed with the statement that was proposed. Looking for a more standardized way to do the evals.

" The faculty annual evaluation process is designed to reflect the work that faculty do across the year with regard to Teaching, Scholarship/Research, and Service. There has not been a year like 2020 and the issues that the world has faced due to COVID-19. The faculty have been on the frontlines of facing the pandemic by supporting the university, students, and each other. Therefore, schools and colleges can demonstrate their support of faculty through a flexible annual evaluation process in the time of COVID-19.

The Faculty Senate and the Faculty Affairs Committee of University Council believe that the faculty annual evaluation for the year of COVID-19 should take into account the extraordinary challenges that faculty have faced and continue to face, due to many factors, such as extra teaching loads, instructional delivery and patient care changes, having oversight of safety protocol in the learning spaces on campus, and not having access to labs and participants to conduct their research. We believe that each school and college should handle the annual evaluation process with flexibility. A model for faculty annual evaluation that we would like to present for consideration during the year of COVID-19 would be that all faculty start with an Excellent rating in each category of Teaching, Scholarship/Research, and Service. Faculty may receive ratings other than Excellent in categories in which they did not meet their basic responsibilities, but the person conducting the annual evaluation should be clear that they are taking into consideration the issues faced by faculty due to COVID-19 when discussing their justifications for these lower ratings. "

Ready to be sent to Provost. Let her forward it to deans. Then forward to faculty senators. Also Faculty Affairs committee would like to address the tenure/promotion task force.

Racial Literacy course update-- results of votes were emailed out to groups

Faculty Governance Survey -- Survey has sent it out. Will send out reminder out in January. Now need to get list of committees from other offices besides Provost's office.

Diversity - Reached out to Kim Case about a statement for syllabus. A reluctance expressed from Nasim's office because of differences between units. So instead of a university wide statement, there is a link from CTLE site to statement suggestions/guidelines if faculty want to include a statement

Support Service - Working with Collen Bishop to create a new faculty advisory technology committee.

Website - just working to stay updated, and making sure there is a good link between listserv and website

Legislative Affairs - Reminder that Higher education advocacy events in January

MCV/MPC rep - need help to charge reps. Maybe need to be an ex officio committee member to some committees. FARES adopted on MCV around 5 years ago for annual reporting, not every unit has it.

Other points -- Scott Street's Comments to the BOV on Dec 11, as the faculty representative:

Faculty Senate  
2020 Fall Semester Report

*Faculty at VCU have performed exceptionally well for our students during these COVID-19 times. They have moved courses to remote or online instruction, they have adjusted procedures in labs and studios, and they have even taken on extra courses in order to accommodate the fewer-than-normal limits on student enrollment per course section due to social distancing requirements. All of this has occurred while still maintaining the high-quality of instruction and mentorship that VCU is accustomed to. Of course, many of our faculty have also been dealing with the extra burden of caring for family and friends and working with children who have been at home instead of in school each day.*

*All of this work by our faculty has been performed out of a sense of duty and responsibility and not for any extra compensation or reward. However, there have been costs to faculty activity related to COVID-19 consequences. Faculty research has been stunted or stalled in some cases due to priority for resources to go towards COVID-19 related projects (some of which have been under the direction of our outstanding faculty). Time that would have otherwise been spent on academic pursuits in labs, studios, etc. has been spent with students ensuring their success or spent caring for others in need (or caring for themselves). Because of this, Faculty Senate is taking a pro-active stance towards ensuring that Annual Faculty Performance Reviews are adjusted/modified accordingly. Faculty Senate is collaborating with the Faculty Affairs committee of University Council to seek support from schools, colleges, and departments in adopting evaluation practices that recognize the impact of COVID-19 on faculty and their workloads. In addition, we have been in discussions with the Provost's Office regarding adjustments to the 6-year tenure clock to protect our faculty during this time and provide them with reasonable extensions, when requested, to enable our tenure track faculty to grow and thrive as is expected of them. We have been encouraged by the support received from units across the University and look forward to when such efforts will no longer be needed.*

*At the September 2020 Board of Visitors meeting, we reported that one of our 2020-2021 Faculty Senate goals is to "learn about, develop, and engage in concrete anti-racist work at both individual and collective levels to support our students, faculty, and staff, and to promote real and lasting change." Earlier this semester, an interdisciplinary group of students from across the University presented a proposal for a course on racism and racial injustice to be added to the VCU General Education curriculum as a required course for all students. At our last Faculty Senate meeting, we passed the following statement of support:*

*"We endorse the CORE/SAG proposal for the required course on racism as a well-conceived, thoughtful, faculty and student led effort to confront systemic racism at the university level. We see efforts like this as both a core component of faculty governance, and the academic freedom of the collective faculty to shape and adapt the general curriculum of our university. While we understand that there may be institutional hurdles and important administrative details to work through, we welcome the Faculty Senate's involvement in this important initiative."*

*Finally, we would be remiss if we did not make mention of Provost Gail Hackett's announcement of her retirement after this academic year. Faculty Senate has enjoyed a strong working relationship with Dr. Hackett, and although at times we did not agree, we always were able to have a collegial discussion on matters and no*

*one ever departed without a clear understanding and acceptance of each other's position. This mutual respect has been greatly appreciated, and it is something that we hope can continue with the next provost. We would also like to thank President Michael Rao for including Faculty Senate President Nancy Jallo and myself on the search committee for the next provost. Dr. Rao's charge to the search committee was inspirational and motivational, and we look forward to the important work ahead of us during this search.*

*On behalf of Nancy Jallo and myself, we thank the Board for their time receiving our report.*

*Presented to the Academic and Health Affairs Committee of the VCU Board of Visitors on Friday, December 11, 2020.*

*W. Scott Street IV, PhD  
Faculty Representative to the Board of Visitors*

*Nancy Jallo, PhD, RNC, FNP-BC, WHNP-BC, CNS, FAAN  
Faculty Senate President and Alternate Faculty Representative to the Board of Visitors*