



# VCU

## Faculty Senate

### **Faculty Senate Meeting Minutes — December 5, 2017**

**Court End Ballroom, Larrick Center, 4:00 – 6:00 PM**

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

**Present:** Alcaine (EDU), Alford (ARTS), An (NUR), Artello (WS, Alt. for Jin), Bodnar-Deren (HAS), Bosco (BUS), Boyes (HNR), Branch (VCU-L), Crookendale (VCU-L), Cummins (HAS, Alt. for Coston), Daugherty (HAS), DiazGranados (MED), Dixon (PHA), Docef (EGR), Dula (BUS), Faris (ARTS), Frankenhoff (MED), Franzak (BUS), Fueglein (UC), Ghosh (MED), Gregory (NUR), Hawkins (StAff), Jallo (NUR), Jamerson (AHP), Jones (EDU), Klein (ARTS), Kunkes (StAff), Le (MED), Lockeman (MED), Lodge (UC), Manjili (MED), Mansfield (EDU), Morrison (ARTS, Alt. for Sherrod), Moslow-Benway (WS), Nadpara (PHA), Ottens (MED), Pellegrini (DEN, Alt. for Coe), Price (RetFac), Ramsey (MED), Rivera (HAS), Roberson-Nay (MED), Robnolt (EDU), Rodriguez (HAS), Russell (DEN), Saladino (HAS), Samso (MED), Secret (SWK), Stevenson (HAS), Street (HAS), Sun (MED), VCU Adj. Fac. (Rudy), VCU-Q (Jesse), VCU-Q (Khaled), Wajciechowski (EDU), Wen (EGR), Wike (SWK), York (MED), Zhang (MED), Zhou (MED)

**Absent:** Anthony (HAS), Arrington (ARTS), Bostian (BUS), Dawson-Cruz (HAS), Fraser (SWK), Goldberg (MED), Gronert (HAS), Hogan (MED), Hsu (MED), Jones (HAS), Kidd (MED), Kopyranski (ARTS), Kornstein (MED), Rafiq (MED), Waugh (MED), Wayne (EGR), Williams (AHP)

#### **Procedural Items:**

##### **4:05pm -- Call to order**

Scott Street, President

##### **Minutes from October 31<sup>st</sup> meeting**

Brian Daugherty, Recording Secretary & Treasurer

- Daugherty reminded faculty senators to introduce themselves before offering comments or questions during senate meetings.

#### **Guests:**

##### **4:05pm -- Strategic Plan 2025 Update**

Kathleen Shaw, Vice Provost for Planning and Decision Support

- Discussion topics: Shaw discussed VCU's next strategic plan, which will replace the Quest for Distinction (which is in its final year). The new plan will focus on four key areas: access, excellence, innovation, and distinction. The goal is to have it approved by the Board of Visitors in spring 2018, to go into effect that fall, and to remain in effect until 2025. Shaw discussed the five principal workgroups involved in the process, which focus on (1) VCU's national reputation, (2) student success, (3) diversity, (4) culture of appreciation, and (5) collective urban transformation.

- Senator Roberson-Nay asked about the implementation process, and Shaw responded that an implementation plan will be forthcoming. Senator Manjili asked about the measures or metrics which will be used to measure effectiveness. Shaw responded that the implementation plan will include metrics, and individuals will be assigned responsibility for the implementation of specific areas of focus.

#### **4:20pm -- Annual Faculty Status Report**

Gail Hackett, Provost and VP Academic Affairs

- Discussion topics: Provost Hackett presented the annual report on the faculty. Hackett focused her attention on Teaching & Research faculty, but also noted trends for Administrative & Professional faculty. Hackett noted that VCU continues to recruit term faculty at a higher rate (48% of new and replacement hires between August 2016 and August 2017) than tenured/tenure-eligible faculty (16%), mainly because of budgetary concerns. Hackett noted that term faculty make up the fastest growing category of faculty hiring, and that this is a national trend. The Provost pointed out that VCU is relying less on adjunct faculty than before.
- Senator Secret asked if VCU had benchmark measure for ideal percentages of term/tenured/tenure-eligible faculty. Hackett responded no, in part because some schools have different priorities than others, as well as budgetary concerns. Senator Manjili asked about the static number of tenured/tenure-eligible faculty, and Hackett mentioned that hiring term faculty is cheaper and preferable to continuing to rely on adjunct professors.
- Hackett reported that underrepresented and minority faculty (URM) make up 10% of all T&R faculty in fall 2017, up from 8.4% in fall 2012, and that VCU is making improvements in terms of recruitment as well as retention. Senator Alford asked how international faculty are categorized, and Kathy Shaw responded that if faculty identify as international first, then they will be categorized as such, and not as URM. Hackett noted that the hiring of Asian faculty accounts for much of the growth among URM tenured/tenure-eligible faculty.
- Hackett reported that tenure-eligible faculty increased 1.4%, the first recognizable increase since fall 2014. She added that women make up approximately 38% of tenured/tenure-eligible faculty at VCU, and close to half of all VCU term faculty. Senator Robnolt asked about the promotion process, and how that might negatively impact female faculty. Hackett responded that we do not have adequate measures related to effective teaching, which might impact that issue. Senator Price asked what factors are negatively impacting VCU's female faculty, and Provost Hackett noted that we currently do not have enough information to determine if it is retirements, departures, or what. Senator Cummins asked if there is data about salary/pay for female adjunct faculty members, and if so, does this show any gender disparity; Provost Hackett responded that most adjunct faculty are not able to negotiate their salaries. Hackett noted that VCU also conducted an equity study in 2016. Senator Klein asked about the results of the equity study, and Kathy Shaw responded with its principal findings. She noted that, within disciplines, there was no measurable difference in salary pay by gender.
- Senator Ottens asked about how the Human Resources redesign will impact this report in future years, and Hackett responded that the new category of University Academic and Professional positions will no longer be included.

## 5:00pm -- New General Education Curriculum

Faye Prichard & Jennifer Johnson, Co-chairs of the Gen Ed Task Force

- Discussion topics: Johnson presented the new Gen Ed 30 framework, which has been under development since early 2016. Members of the Task Force are currently sharing the framework with campus groups and entities, and soliciting feedback for the curriculum's refinement. Johnson presented the new framework in its entirety, focusing on the expansion of required credits from 21 to 30, the coherent rationale of the program, the interdisciplinary nature of the framework, and the transparent nature of the development process. The model includes a foundations component and four areas of inquiry: (a) foundations of learning, (b) diversities in the human experience, (c) creativity, innovation, and aesthetic inquiry, and (d) global perspectives, and (e) scientific and logical reasoning. The Task Force will also recommend the establishment of a standing committee to oversee the Gen Ed curriculum moving forward. Information about the new curriculum, and opportunities to provide feedback, are available at [provost.edu.edu/academic-affairs/gened30](http://provost.edu.edu/academic-affairs/gened30).
- Senator Street asked about upcoming presentations to University Council, various faculty and administrative groups, and so on, and Prichard responded that the Task Force will make an effort to meet with as many relevant entities as possible.
- Senator Cummins asked about the role of foreign language in the new gen ed curriculum, especially considering the importance of language in the present day. Johnson responded that its proposed standing committee will be charged with ongoing assessment of the curriculum, and that it will be the entity that could address the role of foreign language.
- Senator Mansfield asked how the new gen ed will impact current gen ed courses, UNIV courses in particular. Johnson responded that she is hoping that all units, University College included, will reconsider their role and impact on the curriculum.
- Senator Harris noted that students in interdisciplinary courses are often receiving repetitive information in various courses, taken across disciplines. Johnson suggested that Harris work with her dean (and/or the other cooperating departments) to address problems such as this, but that the task force is hoping not to issue a large number of waivers as a solution to such problems. Harris also expressed concern that students who change their majors might have to retake additional or different gen ed courses as part of their new major. Johnson responded that this will not be the case, but that some majors may add prerequisites to their upper-level courses in order to ensure that their majors are adequately prepared upon graduation.
- Senator Alcaine asked if existing classes would be allowed to transition into the new framework, if SCHEV approval will be required, and the timeline for implementation. Johnson tentatively answered yes to the first question, but noted that final decisions on courses (as well as implementation) will be overseen by the proposed standing committee.
- Senator Klein asked if the committee considered performing arts classes, and Johnson said the committee considered dance, but that one challenge is that these courses have to be open to all students. Klein also asked about students who could place out of gen ed courses in order to further their disciplinary studies, and

Johnson responded that the gen ed requirements are meant to provide base knowledge for all students.

### **5:40pm -- International Pathways Program**

VCU Provost Office

- Discussion topics: Provost Hackett announced and introduced the international partner that VCU has retained to help increase the number of international students at VCU—Navitas (<https://www.navitas.com/>). Hackett then introduced Gretchen Bataille, who gave a brief overview of Navitas (created in 1994) and its plans for VCU. Bataille explained that international partnerships and collaboration have allowed Navitas to recruit approximately 31,000 international students in its current programs, and that the company employs 180 individuals in approximately 130 countries. Bataille noted that many students will take English as a Second Language courses initially, before transitioning into the VCU curriculum. Navitas and VCU are finalizing their contractual obligations now with the intent on recruiting international students to VCU by next fall.
- Senator Jallo asked how many international students VCU might expect from Navitas by fall 2018 (the first cohort), and the company estimated ~50.
- Senator Goldberg asked if Navitas has plans to interact with the Health Sciences campus, and Bataille said that Navitas is interested in recruiting for the medical campus, but that recruitment will depend on licensing requirements, as well as the usefulness of degrees in medical fields in their home countries. Senator Goldberg also asked how Navitas will work with VCU's existing international partnerships, and Bataille said Navitas will work closely with them.

### **Faculty Senate Items:**

#### **6:00pm -- President's Report**

Scott Street, Faculty Senate President

- Discussion topics: President Street asked senators to check their email about a new policy proposal with regard to research misconduct, as well as a draft preview policy on faculty/staff interactions with government officials.
- Discussion topics: Carmen Rodriguez invited all senators to Higher Education Advocacy Day on Thursday, January 11, 2018, at One Capitol Square.

Meeting adjourned at 6:05pm. Minutes respectfully submitted by Brian Daugherty.