Meeting Minutes, Tuesday, 3 November 2015 4:00–6:00 PM, Monroe Park Campus, Student Commons, Forum Room
http://www.maps.vcu.edu/monroepark/univcommons/

Attendance:
Present: Alcaine (EDU, Alt. for Chen), Alford (ARTS), Alvarez (HAS), Anthony (HAS), Artello (WS), Bedell (StAff), Bodnar-Doren (HAS), Boyes (HON), Brookman (SOM), Brown (NUR), Coe (DEN), Conlon (SWK), Crislip (HAS), Daugherity (HAS), Davis (VCU-L), DeAngelis (ARTS), Easley (ARTS), Elmore (SOM, Alt. for Elmore), Franzak (BUS, Alt. for unfilled), Freyer (ARTS), Gaphery (VCU-L), Hargraves (EDU), Harrison (HAS), Hawkridge (PHA, Alt. for Hylton-Gravatt), Jallo (NUR), Kaziewicz (UC), Le (SOM), Lee (BUS), Lodge (UC), McVoy (SOM), Nicholson (HAS), Ogbonna (PHA), Ortega Loayza (SOM, Alt. for Sabick), Ottens (SOM), Pellegrini (DEN, Alt. for Octave), Rathert (AHP, Alt. for Jamerson), Ratliff (SOM), Rector (HAS), Robnolt (EDU), Rodriguez (HAS), Saladino (HAS), Secret (SWK), Seinfeld (SOM), Shriar (WS), Smith (UC), Spindle (BUS, Alt. for Baranoff), Steel (ARTS, Alt. for Patton), Street (HAS), Totah (HAS), Weatherford (StAff), White (Webmaster), York (SOM)

Absent: Carroll (SOM), Dodson (SOM), Fraser (SWK), Hobgood (SOM), Hsu (SOM), Israel (ARTS), Kidd (SOM), Lister (SOM), O'Neal (RetFac), Parsons (SOM), Samso (SOM), Smith (BUS), Vanderbilt (SOM), Wagner (AHP), Wen (ENG), Xu (EDU), Zhang (EGR), Zhou (SOM)

Procedural Items:
4:00 PM Call to Order Holly Alford
4:02 PM Minutes of September 29th meeting Scott Street
Approved as presented by unanimous vote

Faculty Senate Items:
4:05 PM President’s Report Holly Alford
Provost Hackett has announced two recent hires in her office at the Vice Provost level: Deborah Noble-Triplett, Ph.D., as senior vice provost for academic affairs effective the beginning of next semester, and Katherine Bassard, Ph.D., as senior vice provost for faculty affairs effective Dec. 1, 2015.

Academic and Professional Status is researching appropriate tools for evaluating and assessing faculty teaching.
Faculty have inquired about where near/around the campus people can legally carry firearms. Holly is working with Campus Police to get updated information and determine an appropriate method for sharing that information.

Scott Street will distribute meeting bullet points after each meeting, and Senators are reminded that they are expected to email these out to all of the faculty in their schools.

Mary Secret and Allen Lee discussed that the Faculty Affairs Committee of the University Council is working on reviewing shared governance in the bylaws of the schools of the university.

**Action Items:**

4:15 PM Honor System Mr. Justin Moses
If anyone has any further comments on the proposed changes to the Honor Policy (currently an interim policy) can be submitted to Justin Moses. After brief discussion, the Senate voted to support the proposed changes to the Honor Policy.

**Faculty Senate Committee Reports:**

4:20 PM Academic and Professional Status Kristine Artello
This committee is working on a survey to send out to faculty about using student course evaluations to assess faculty teaching. A discussion ensued regarding the inadequacies of student course evaluations.

**Guests:**

4:30 PM Faculty Status Report Provost Gail Hackett
Provost Hackett made a presentation regarding the updated Faculty Status Report (presentation available on Faculty Senate website at facultysenate.vcu.edu). The presentation contains the details, so they will not be restated in these minutes. It was noted by Kathleen Shaw (Vice Provost for Planning & Decision Support) that the data presented is based upon annual snapshots and reflects a net annual change due attrition as well as new hiring.

Provost Hackett acknowledged that we need to increase the numbers of tenured and tenure-track faculty. She also recognized that there are very legitimate reasons for hiring term faculty as well (e.g., clinical faculty in health, social work, education, etc.; research-only faculty; teaching-only faculty; etc.); however, some term faculty have been hired strictly due to budgetary reasons, and these positions are the ones that should be changed to tenure-track positions. She stated that each school/unit needs to have discussions as to what is the appropriate mix of term and tenure/tenure-track faculty and the appropriate roles for each. She also stated that it is better to have full-time term faculty instead of lots of part-time adjunct faculty “that are not well-connected to an academic program.”

The Provost then stated that her predecessor, Bev Warren, started a pilot program with University College term faculty and Qatar term faculty that offered multi-year contracts (currently term faculty are offered only single-year contracts). Provost Hackett has been working with the deans to create a policy to expand multi-year contracts to appropriate term faculty, and she hopes to present a draft of that policy soon. This should help provide a much-
needed job security to those term faculty that we want to keep long-term at VCU. She also mentioned that she wants to see the salary ranges for term faculty to overlap those of tenured/tenure-track faculty of equal ranks and that she is currently working to increase pay for adjunct faculty.

Kathleen Shaw noted that the growth of nearly 200 professional faculty since 2012 has included 35 people in athletics (coaches, assistant coaches, trainers, people who give massages, etc.) and 64 people on the Monroe Park Campus who are academic advisors or career counselors in the various school. Student Affairs and the Office of the Provost account for another 35 people, and Residential Housing has seen an increase in professional due to opening four new residence halls in the last few years. The faculty of the ALT Lab are also professional faculty. Provost Hackett mentioned that the reports of the two task forces on A&P Faculty will be reviewed, and she hopes to implement some of their recommendations soon.

At the end of the presentation, a discussion ensued about what the desired percentages should be for various groups within the faculty. We currently focus on ensuring a diverse pool of candidates; however, we cannot match the percentage of minority faculty to the percentage of minority students (as one Senator suggested) because the numbers of eligible candidates isn’t sufficient for all universities to reach that goal. One suggestion of the provost was to start recruiting graduate students nationally two or three years before they graduate as a head-start to gaining diverse faculty from a limited pipeline of candidates.

Mary Secret also requested that faculty retention be studied and reported on to the Senate.

5:35 PM  Presidential Medal Awards  Frank Macrina & Laurie Carter
Frank Macrina and Laurie Carter discussed the Presidential Medallion and the Edward A. Wayne Medal that are typically presented at commencement or convocation. The process for nominating potential recipients has been formalized, and a request was made for nominations. Laurie distributed a handout with the details, summarized the process, and answered a few questions from the Senators. The handout is available online at the Faculty Senate website (facultysenate.vcu.edu), and the link to the online nomination form can be found in the handout.

5:45 PM  Research Updates  Frank Macrina
Frank Macrina provided an annual report as required by the Corporate Sponsored Research Policy. While the policy is specific on certain criteria for corporate sponsored research, but it allows for exceptions, and these must be shared annually. There were thirteen such exceptions requested (and all were approved) this year. These included a request for extending the time that confidentiality was held for an agreement from five years to seven years (due to the proprietary nature of the materials being investigated), eleven requests for delayed publication from 90 days to as much as 135 days (to permit for adequate time to review publications for proprietary information and/or to look for patentable items as per company-wide policy). There was one unusual request (that was ultimately approved): a period of two years was requested in a multi-site clinical trial to ensure that results from all sites could be adequately collected, combined, and analyzed before publication. It was noted that all primary investigators were supportive of these exceptions. Frank concluded his report by mentioning that the Corporate Sponsored Research Policy is being revised and will be open for public comment later this year.

6:00 PM  Adjournment  Holly Alford