

March 17, 2011

TO: Provost's Council

FROM: Judith M. Bowman
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SUBJ: Provost's Council Agenda for Tuesday, March 22, 2011

The Provost's Council will meet on Tuesday, March 22 from 8:30-10:00 a.m. in the Board Room in Koch Hall. The following agenda items will be discussed.

1. Approval of the February 22 minutes (see attachment, p. 1-3)
2. President Broderick
3. Draft Plan on Compression Adjustments (see attachment, p. 4-5)
4. Special Appointments Policy (see attachment, p. 6)
5. Tenure Schedule for New Hires when Hired at Mid-Semester
6. Quality of Life in Hampton Roads Survey – 9:15 a.m.
Tancy Vandecar-Burdin
7. Demonstration of College and Department Websites – 9:30 a.m.
Grace Little
8. Announcements
 - A. Proposal to Change the Name of University College to the Division of Academic Enhancement
 - B. CLT Faculty Development Needs Assessment
 - C. Survey on Internationalization of Faculty
 - D. Upcoming Events and Dates (see attachment, p. 7)
 - E. Graduate Research Achievement Day – April 6, 2011 in Webb Center
 - F. SACS On-site Visit – April 15-22, 2012

PROVOST'S COUNCIL
March 22, 2011
Minutes

The Provost's Council met on Tuesday, March 22, 2011 from 8:30-10:00 a.m. in the Board Room in Koch Hall. Those present were: Carol Simpson (Chair), John Broderick, Oktay Baysal, Chandra de Silva, Bob Fenning, Heather Huling, Linda Irwin-DeVitis, Elizabeth Kersey, Brenda Lewis, Grace Little, David Metzger, Ginny O'Herron, Renee Olander, Jason Phenicie, Chris Platsoucas, Marty Sharpe, Deanne Shuman, Matt Sullivan, Tancy Vandecar-Burdin, Charles Wilson, and Gil Yochum. The following agenda items were discussed.

9. The February 22 minutes were approved with a correction to the name of the Math and Science Resource Center.

10. President Broderick, Bob Fenning and Elizabeth Kersey met with Council members. Mr. Broderick reflected on the state budget and noted that Old Dominion University received the largest amount of funding in the Commonwealth. This provides us with an opportunity to fill some voids created by recent growth and to see where we can make strategic investments for the future. He stressed the need to be focused on enrollment decisions that will be made, noting that in response to the Governor's initiatives, the next budget will focus on STEM disciplines, serving Virginians, awarding more degrees, and relationships with the community colleges.

The University has decided not to grow in large numbers on campus. Instead, we need to look for opportunities to increase enrollment at the higher education centers and through distance learning. In addition, we must come up with ideas to increase retention and graduation rates and respond to the Governor's initiatives. President Broderick noted that funding will be available for initiatives that fit the Governor's goals. He also emphasized that too many people at too many levels are making financial decisions that impact the University, such as removing class sections from a higher education center. He stressed the need for the Deans to be more accountable than ever for enrollment and decisions that are made regarding scheduling. In particular, if a department or college decreases enrollment in one area, enrollment should be increased in another area of the department or college. If not, departments or colleges could lose part of their funding.

Bob Fenning discussed potential programs, aspirational goals, and other initiatives that will constitute ODU's Six-Year Plan that is part of the Virginia Higher Education Opportunity Act of 2011 and is due in Richmond by July 1. This will provide us an opportunity to focus on what we would like to do and to receive additional funding. Mandatory areas that must be addressed in the plan are as follows:

- Provide a six-year financial plan that anticipates general fund appropriations and details proposed tuition and fees by degree level and domiciliary status.
- Provide a six-year enrollment plan that details undergraduate and graduate enrollments, community college transfers, and dual enrollment initiatives.

- Provide proposed six-year student financial aid initiatives and resources that include support for low- and middle-income families, and the source of these resources.
- Provide specific goals for degrees to be conferred to Virginia students.
- Provide programs and plans for more optimum year-round use of campus facilities and instructional resources.
- Provide current and planned initiatives to effect resource-sharing programs/services with other institutions.
- Identify new programs or initiatives including quality improvements and institution-specific funding based on particular state policies or institution-specific programs.

Targeted economic and innovation incentives that are optional and may be addressed in the plan are as follows:

- Increased enrollment of Virginia students
- Increased degree completion for Virginia residents who have partial credit completion for degree
- Increased degree completion in a timely or expedited manner.
- Improved retention and graduation rates
- Increased degree production in STEM areas and other high-need areas such as health-care related professions
- Increased research, including regional and public-private collaboration
- Optional year-round utilization of resources and other efficiency reforms designed to reduce total institutional costs
- Technology-enhanced instruction, including course re-design, online instruction, and resource sharing among institutions
- Enhanced community college transfer programs and grants and other enhanced degree path programs.

Finally, the plan may contain maintenance of effort initiatives for individual institutions with unique missions and demonstrable performance in specific incentive areas (catch-up).

A matrix with the responsible offices and deadlines has been developed to incorporate our responses and develop the plan.

11. Draft Plan on Compression Adjustments

Council members discussed the draft plan on compression adjustments for spring-fall 2011 prepared by Chandra de Silva. Fox Lawson Associates, the consultants on faculty pay compression, will aim to complete their initial report on the extent of compression at ODU, their recommendation of a strategy to deal with it and their identification of 'egregious' cases, by May 1, 2011. Implementation of compression pay adjustments will be done in August, 2011, with the compression increases backdated to July 25. Once the process is complete, Fox-Lawson Associates will submit a final report on future strategies.

Council members raised several questions about the details of the process. A teleconference with the Provost, Deans, and Chandra de Silva will be scheduled to discuss these issues. The compression adjustment process will be discussed again at the next Provost's Council meeting.

12. Special Appointments Policy

This issue will be discussed at the next meeting.

13. Tenure Schedule for New Hires when Hired at Mid-Semester

Carol Simpson will contact the Deans by e-mail about what the tenure schedule should be for faculty when they are hired mid-semester.

14. Quality of Life in Hampton Roads Survey

Tancy Vandecar-Burdin, Associate Director of the Social Science Research in the College of Arts and Letters, discussed the upcoming Life in Hampton Roads Survey for 2011. The goals of the survey are to establish a platform for faculty to compile pilot data for research publications and grant proposals and to develop a baseline of social/economic indicators for use by local governments and other community organizations. Questions for the 2011 survey will be solicited through deans, associate deans and chairs at the end of March, and the survey will be conducted in May, June and July. She asked the Deans to make faculty aware of the upcoming call for questions and the survey.

15. Demonstration of College and Department Websites

Grace Little, Matt Sullivan, and Jason Phenicie attended the meeting to demonstrate the revised college and department websites that are under development. Council members made several suggestions and comments. Ms. Little will contact each of the Deans to schedule demonstrations with the chairs in each college.

16. Announcements

- G. Carol Simpson announced that a proposal to change the name of University College to Academic Enhancement will be considered by the Board of Visitors in April.
- H. The CLT Faculty Development Needs Assessment has been sent.
- I. Chandra de Silva asked the Deans to encourage faculty to participate in the Survey on Internationalization of Faculty.
- J. A listing of upcoming events and dates was included with the agenda.
- K. Brenda Lewis distributed a flyer on Graduate Research Achievement Day, which will be held April 6, 2011 in Webb Center.
- L. The SACS On-site Visit will be April 15-22, 2012.