

March 18, 2016

TO: Provost's Council

FROM: Judith M. Bowman  
Assistant Vice President for Undergraduate Studies

SUBJ: Provost's Council Agenda for Tuesday, March 22, 2016

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 minutes of the January 28 retreat (see attachment, p. 1-3)
2. Approval of the February 23 minutes (see attachment, p. 4-6)
3. Recommendation from the Canvas Learning Management System Evaluation  
Rusty Waterfield
4. 2015 FESSE/NESSE Data (see attachment, p. 7-17)  
Tisha Paredes
5. Proposed New Rank for Non-Tenure Track Faculty (see attachments, p. 18-27)  
Brian Payne
6. Results of the Adjunct Climate Survey (see attachment, p. 28-29)  
Dale Miller
7. Proposed Revisions to the Policy on Self Supporting Research Professional  
(SSRP) Positions (see attachment, p. 30-31)
8. Process for Filling Faculty Vacancies
9. Announcements
  - A. Active Shooter Training – Captain Garrett Shelton, ODUPD

PROVOST'S COUNCIL  
March 22, 2016  
Minutes

The Provost's Council met on Tuesday, March 22 from 8:30-10:00 a.m. in the Board Room in Koch Hall. Those present were Chandra de Silva (Chair), Oktay Baysal, Richardean Benjamin, Jane Bray, Clair Dorsey, Jim Duffy, George Fowler, Heather Huling, David Metzger, Dale Miller, Renee Olander, Brian Payne, Chris Platsoucas, Jeff Tanner, Rusty Waterfield, Charles Wilson, and Robert Wojtowicz. The following agenda items were discussed.

1. The minutes from the January 28 retreat were approved.
2. The February 23 minutes were approved.
3. Recommendation from the Canvas Learning Management System Evaluation

Rusty Waterfield discussed the Instructure Canvas Learning Management System (LMS) evaluation. Because of issues experienced with the Blackboard Learning Management System, the University began the process of reviewing the Canvas Learning Management System as a potential replacement. A faculty committee was formed to manage the evaluation and to collect and review relevant information to provide a recommendation to the Provost. Although the Canvas system was more intuitive, the committee found it to be light on functionality. Based on the information available, the faculty committee recommended that the University postpone a decision at this point and evaluate LMS options in 2019.

Once the Provost acts on the recommendation, the decision will be communicated to the campus and the full report from the faculty committee will be posted on the website.

4. 2015 FSSE/NSSE Data

Tisha Paredes discussed the 2015 results from the National Survey of Student Engagement (NSSE) and the Faculty Survey of Student Engagement (FSSE). She focused on one of the four content areas, academic challenge, and noted that Old Dominion is comparable to our peers or performing at a higher rate in this area.

Dr. Paredes stressed the importance of high impact practices throughout the curriculum. High impact practices share several traits: they demand considerable time and effort, facilitate learning outside the classroom, require meaningful interactions with faculty and students, encourage collaboration with diverse others, and provide frequent and substantive feedback. The University has the infrastructure in place for high impact practices, such as learning communities, ePortfolio, service learning and first-year seminars. More work is needed in the area of faculty development to make faculty aware of high impact practices and the traits associated with them.

Dr. Paredes stated she will be glad to come to college or department meetings to discuss the data and how to use it. She also asked the Deans to encourage their faculty to participate in the COACHE Survey.

#### 5. Proposed New Rank for Non-Tenure Track Faculty

Brian Payne explained the proposal for a new Master Lecturer rank for non-tenure track faculty. The proposal was developed by a faculty committee. The Master Lecturer rank aligns with the current definitions used for Lecturer and Senior Lecturer but would provide another level that would be reserved for those with superior records. It will incentivize teaching faculty by providing an additional career advancement opportunity within the non-tenure track rankings.

Council members supported the addition of the Master Lecturer rank. The addition of the rank would require changes to the policy on Academic Rank and Criteria for Ranks, Evaluation of Lecturers and Senior Lecturers and Promotion of Lecturers, the University Policy on the Evaluation of Teaching, and the Schedule for Faculty Personnel Actions. The proposal and accompanying policy revisions has been sent to the Senate for review.

Council members raised several issues related to the ranks of Lecturer, Senior Lecturer and Master Lecturer for consideration at a future meeting. Those issues concern the three-year appointment period, the time period for promotions, and the schedule for evaluations and promotions.

Dr. Payne noted that the faculty committee plans to present information related to recommendations for clinical faculty ranks at a later date.

#### 6. Results of the Adjunct Faculty Climate Survey

Dale Miller discussed the results of the Adjunct Faculty Climate Survey and provided information on some of the comments received as part of the survey. When asked about the positives in being an adjunct faculty member, respondents indicated being able to work with students, flexible schedule, autonomy to design courses, and professional engagement with colleagues. Some of the difficulties expressed by those responding were compensation, lack of benefits, the loss of incentive pay for distance learning courses, the pay schedule, parking, lack of support from colleagues, lack of participation in decisions, office space, lack of consideration for a full-time position, and lack of support for research. Aside from suggestions related to pay and the difficulties previously noted, respondents indicated an improvement would be the opportunity to participate in department meetings and the Faculty Senate. Dr. Miller suggested that an improvement might also be made in the payment schedule for parking. Dr. de Silva asked the Deans to think about ways to provide more support for adjunct faculty.

#### 7. Proposed Revisions to the Policy on Self Supporting Research Professional (SSRP) Positions

Council members discussed and supported a proposal to revise the Policy on Self-Supporting Research Professional Positions to establish a three-year, renewable term of appointment for these positions. The proposed revisions will be sent to the Faculty Senate.

8. Process for Filling Faculty Vacancies

Chandra de Silva and Jim Duffy presented a proposed form to be used to fill faculty vacancies. The Deans suggested several changes and agreed to use of the form.

9. Announcements

A. Chandra de Silva asked the Deans to schedule the Active Shooter Training in their colleges and/or departments. The training can be scheduled by contacting Captain Garrett Shelton in the ODU Police Department.

B. Chandra de Silva informed Council members of budget items approved for Academic Affairs.