

PROVOST'S MID-YEAR RETREAT  
Tuesday, January 31, 2017  
Agenda

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| 8:00-8:30 a.m.   | Muffins and coffee   |
| 8:30 a.m.        | Welcome and Opening Remarks – Austin Agho  |
| 8:35-10:00 a.m.  | Discussion of Tenure Policy (Deans only)   |
| 10:00-10:10 a.m. | Break  |
| 10:10-11:25 a.m. | Continue Discussion of Tenure Policy   |
| 11:30-12:30 noon | Lunch (Full Group)   |
| 12:30-2:00 p.m.  | The New Program Review – representatives from EAB  |
| 2:00-2:30 p.m.   | Marketing and Advertising On-Campus Programs – Heather Huling and Andy Casiello                        |
| 2:30-2:40 p.m.   | Break  |
| 2:40-3:10 p.m.   | Entrepreneurial Center Update – Nancy Grden  |
| 3:10-4:00 p.m.   | Updates from the Provost's Fellows – Wie Yusuf, Deri Draper, Wayne Hynes, Debra Major, and Dale Miller |
| 4:00 p.m.        | Wrap Up and Adjourn – Austin Agho  |

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Minutes

The Provost's Mid-Year Retreat was held on Tuesday, January 31, 2017 from 8:00 a.m.-4:00 p.m. Those present were Austin Agho (Chair), Stephanie Adams, Debbie Bauman, Steve Bell, Richardean Benjamin, Judy Bowman, Jane Bray, Andy Casiello, Shirshak Dhali, Gail Dickinson, Clair Dorsey, Deri Draper, Jim Duffy, David Earnest, George Fowler, Nancy Grden, Dana Heller, Wayne Hines, Kiran Karande, Janet Katz, Jeanie Kline, Rafael Landaeta, Debbie Major, Terri Mathews, Lisa Mayes, David Metzger, Dale Miller, Ravi Mukkamala, Renee Olander, Tisha Paredes, Brian Payne, Chris Platsoucas, Bryan Porter, Jim Shaeffer, Peggy Shaeffer, Liz Smith, Jeff Tanner, Kimberly Adams Tufts, Bonnie Van Lunen, Sandy Waters, Charles Wilson, Robert Wojtowicz, and Wie Yusuf.

Members of the Deans Council attended the morning session of the retreat. The main topic of discussion was the Tenure policy and proposed revisions that could make the policy clearer. Council members discussed issues related to the current policy and recommended the following revisions.

- Remove language describing tenure as recognizing years of dedicated service to the University.
- Add language that scholarly activity prior to appointment at Old Dominion University may be considered.
- Remove the option of reducing the probationary period at the time of initial appointment. This option is not needed since faculty already have the option to apply for early consideration for tenure. Faculty would be better served not to commit to the reduction at the time of appointment but to wait to determine whether to apply for early consideration.
- Clarify that external reviewers evaluate material mailed to them based on the department's approved criteria for the evaluation of scholarly activity and research. Also, add that all evaluations of a faculty member's research and scholarly activity, at every stage of the tenure process, are judged by the department's approved criteria.
- Add language that any committee member who participates in the tenure process votes at most only once on any particular case. At the college committee level, the representative from the faculty member's department will participate in deliberations in the candidate's case but will not cast a vote.
- Add language that a faculty member or administrator who participates in the tenure process must disclose any potential conflict of interest that might undermine the credibility of the process.
- Require that all eligible committee members vote yes or no on tenure cases.
- Clarify that the chair must be tenured in order to make the chair's recommendation on tenure cases.

The revisions will be reviewed and discussed at a future meeting and then sent to the Faculty Senate.

The agenda for the full group in the afternoon session was as follows.

### 1. The New Program Review

Brian Payne stated that the graduate program review will be expanded to a department review. The reviews will be coordinated through Institutional Effectiveness and Assessment and they will provide data for the reviews.

He introduced Ron Yanosky from EAB who presented information on the New Academic Program Review – Enfranchising Faculty in the New Budget Reality. Program reviews must change to adapt to a changing external environment of tighter resources, increased competition, raised ambitions, increased volatility, and more accountability. Dr. Yanosky discussed the steps required to enfranchise faculty.

- Communicate the financial challenge
- Measure unit performance
- Align central and unit goals
- Reallocate resources

### 2. Marketing and Advertising On-Campus Programs

Andy Casiello and Heather described what Distance Learning is doing to market online programs, including program materials (digital boards, flyers, promotional items, posters, ads, exhibit displays, etc.), digital advertising and social media, alumni and email campaigns, community engagement and event participation, and mass transit campaigns in Northern Virginia. Distance Learning is looking into how to apply their marketing efforts in other areas. They will begin with a dual campaign to market those on-campus programs that are offered online. Programs cards will be revised to include on-campus programs.

### 3. Entrepreneurial Center Update

Nancy Grden described the three areas of focus for entrepreneurial activity: the Center for Innovation, which is outward focused; the Strome Entrepreneurial Center, which is internally focused; and the Entsminger Fellows. To date, 18 faculty representatives from six colleges have attended the Babson Institute with the goal of spreading a culture of entrepreneurship at Old Dominion.

Ms. Grden introduced two student entrepreneurs who described their businesses.

#### 4. Updates from the Provost's Fellows

Each of the Provost's Fellows presented an update on their activities.

- a. Wie Yusuf, Provost's Fellow for Graduate Studies, has focused on developing the strategic plan for the Graduate School and professional needs of graduate students. Next steps are to develop a graduate student quality of work life survey.
- b. Deri Draper, Provost's Fellow for Continuing Education and Professional Development and the Center for High Impact Practices (CHIPS), has worked with contributing faculty in the College of Continuing Education and Professional Development on faculty development needs. She has also led faculty development efforts to support High Impact Practices such as ePortfolio. Dr. Draper is also involved in the SCHEV Affordable Pathways Grant.
- c. Wayne Hynes, Provost's Fellow for Biomedical Sciences Connections, described his work to make connections between the various biomedical units across campus. He is investigating the creation of a new interdisciplinary degree program in One Health, a multidisciplinary approach that encompasses human health, animal health and environmental health. Dr. Hynes is also working on issues related to declining enrollment in the Ph.D. in Biomedical Sciences.
- d. Debbie Major, Provost's Fellow for Diversity, discussed her work related to the University's institutional membership in the National Center for Faculty Development and Diversity (NCFDD). She is working on faculty mentoring
- e. Dale Miller, Provost's Fellow for Faculty Development, shared the results of two surveys he developed: the exit survey for ODU faculty and the adjunct faculty climate survey.

#### 5. Wrap Up

Austin Agho stated that discussions with EAB are ongoing. Given the budget situation, active faculty involvement will be needed. He stated he will be transparent regarding the budget and will keep faculty informed about the budget and why choices are made.