

PROVOST'S COUNCIL  
March 27, 2018  
Minutes

The Provost's Council met on Tuesday, March 27 from 8:30-10:00 a.m. in the Board Room in Koch Hall. Those present were Austin Agho (Chair), Stephanie Adams, Richardean Benjamin, David Burdige, Andy Casiello, Tammi Dice, Gail Dodge, George Fowler, Kiran Karande, David Metzger, Renee Olander, Brian Payne, Kent Sandstrom, David Silvis, Charles Wilson, and Robert Wojtowicz. The following agenda items were discussed.

1. The February 27 minutes were approved.
2. Proposed Changes to the Schedule for Faculty Seeking Tenure and the Schedule for Faculty Seeking Tenure Mid-Year

Charles Wilson described the proposed changes to the Schedule for Faculty Seeking Tenure and the Schedule for Faculty Seeking Tenure Mid-Year. The changes provide clarification and make the procedures consistent with the policy. Council members approved the changes. David Burdige indicated the changes do not need to be reviewed by the Faculty Senate.

3. Proposed Changes to the Schedule for Faculty Seeking Promotion in Rank

Charles Wilson described the proposed changes to the Schedule for Faculty Seeking Promotion in Rank. The changes provide clarification and make the procedures consistent with the policy. Council members approved the changes. David Burdige indicated the changes do not need to be reviewed by the Faculty Senate.

4. Proposed Changes to the Schedule of Reappointment/Nonreappointment of Nontenured Faculty Members and Faculty of Practice in the First Year of Service and Lecturers, Senior Lecturers and Master Lecturers in their First Year of Employment and the Schedule for Mid-Year Appointees

Charles Wilson described the proposed changes to the Schedule of Reappointment/Nonreappointment of Nontenured Faculty Members and Faculty of Practice in the First Year of Service and Lecturers, Senior Lecturers and Master Lecturers in their First Year of Employment. The changes add dates for the submission and evaluation of the teaching portfolio review materials. Council members approved the changes. David Burdige indicated the changes do not need to be reviewed by the Faculty Senate.

5. Schedule of Reappointment/Nonreappointment of Lecturers, Senior Lecturers and Master Lecturers (Beyond Their First Year of Employment)

Charles Wilson described a proposed change to the Schedule of Reappointment/Nonreappointment of Lecturers, Senior Lecturers and Master Lecturers (Beyond Their First Year of Employment). The change is intended to clarify the procedure by specifying when the teaching portfolio review should be conducted for faculty at various ranks.

Dr. Wilson also raised another issue concerning the Schedule for Reappointment/Nonreappointment of Nontenured Faculty Members and Faculty of Practice Appointed at Mid-Year in the first Year of Service for the Deans' consideration. According to the current schedule, nontenured faculty appointed at mid-year submit materials for evaluation within a week of the start of their employment. In addition, there are no student opinion survey results to be reviewed. Dr. Wilson asked the Deans to think about whether nontenured faculty hired at mid-year should be evaluated during the regular evaluation cycle for nontenured faculty in the fall semester. Such a change would result in an automatic renewal of faculty hired mid-year absent a major personnel issue.

Proposed changes to the Schedule of Reappointment/Nonreappointment of Lecturers, Senior Lecturers and Master Lecturers (Beyond Their First Year of Employment) and the issue of when to conduct the evaluation for nontenured faculty hired mid-year will be discussed at a future meeting.

6. Faculty Senate Issue AY17-10-E3, Proposed Changes to the Policy on Evaluation of Teaching Effectiveness

Council members discussed proposed changes to the policy on Evaluation of Teaching Effectiveness. The changes are the result of the work done by the reconciliation committee comprised of members of the Faculty Senate and staff in the Provost's Office. Information on the policies and practices for student opinion surveys at national peer institutions and Virginia peer institutions was distributed.

The changes address why we evaluate teaching effectiveness and how to conduct the evaluation more effectively. Brian Payne stated that Information Technology Services will no longer report individual faculty comparisons to the department and college mean.

Council members discussed the use of incentives. While the reconciliation document states that faculty may not offer incentives or extra credit to students to complete the student opinion surveys, Council members supported exploring the option of giving students incentives to complete the student opinion surveys.

Gail Dodge expressed concern about the section on Other Methods of Evaluation. There is no provision on how to address concerns about an individual faculty member's teaching performance.

Judy Bowman called Council members' attention to the proposed section of the policy that describes the schedule for the administration of the student opinion surveys in different terms (fall, winter, spring, Maymester, and summer). Current policy for summer term is that student opinion surveys will not be administered unless individual faculty opt to do so. The Provost's Council supports allowing faculty to opt out of the surveys in the summer rather than opting in. David Burdige asked Ms. Bowman to send the Provost's Council recommendation to him, and he will discuss it with the Executive Committee.

Discussion of this issue will continue at a future meeting.

#### 7. SREB Implementation Plan

Robert Wojtowicz announced that the Graduate School has assumed responsibility for the State Department scholarship program for minority doctoral students. He encouraged the deans to participate in an event in October that will provide an opportunity to recruit qualified applicants for search pools. More information will be sent closer to the event.