

PROVOST'S RETREAT
September 28, 2018
Minutes

The Provost's Retreat was held on Friday, September 28, 2018 at the Virginia Beach Higher Education Center. Those attending were Austin Agho (Chair), Maggie Barber, Debbie Bauman, Judy Bowman, Jane Bray, Andy Casiello, David Cook, Paul Currant, Gail Dodge, Annette Finley-Croswhite, George Fowler, Dennis Gregory, Kate Hawkins, Khan Iftekharuddin, Kiran Karande, Janet Katz, Jeanie Kline, Rafael Landaeta, Debbie Major, Lisa Mayes, Dale Miller, Renee Olander, Tisha Paredes, Brian Payne, Elaine Pearson, Bryan Porter, Kent Sandstrom, Jim Shaeffer, Liz Smith, Ben Stuart, Jeff Tanner, Bonnie Van Lunen, Sandy Waters, and Robert Wojtowicz. Attending as guests were David Burdige, Daniela Cigularova, Candice Goodin, Petros Katsioloudis, Karthik Navuluri, Virginia Tucker, Rusty Waterfield, and Hongyi Wu. The following topics were discussed.

1. Welcome – 8:30 a.m.

Provost Austin Agho welcomed the group and highlighted the accomplishments in 2017-18 and goals for Academic Affairs for 2018-19. Highlights of accomplishments included the following.

- Expansion of the School of Nursing
- Reorganization of biomedical sciences programs
- Successful searches including Paul Currant, Executive Director of International Programs; Annette Finley-Croswhite, Director of the Center for Faculty Development; Kate Hawkins; Vice Provost for Faculty Affairs and Strategic Initiatives; Elaine Pearson, Associate Vice Provost for Academic Affairs; and Bonnie Van Lunen, Dean of the College of Health Sciences
- Development of methodologies for administrative actions and processes
- Implementation of a process for regular departmental and program reviews
- Articulation agreement with TCC for the industrial technology program
- Several campus-wide events aimed at promoting STEM-H education
- Successful accreditation visits
- Transformation of the Career Advantage Program to LeADERS
- Exceeded enrollment projection for Online Virginia Network
- Acted on 58 tenure and promotion cases
- Nine new policies and/or policy revisions approved by the Faculty Senate and President
- Approval of six bachelor's, master's and graduate certificate programs

Goals for Academic Affairs in 2018-19 are as follows.

- Development of the 2020-25 Strategic Plan
- Review of the College of Continuing Education and Professional Development
- Apply for the 2020 Carnegie Foundation's Classification for Community Engagement
- IDS-Teacher Prep – alignment of institutional resources and organizational structures to meet the need for more teachers
- Continue work on the Virginia Beach expansion initiative with a focus on establishing a multi-disciplinary health care clinic (i.e., physical therapy, speech-hearing, mental health, and primary care)
- Handle space needs for various units

2. Community College Update

Daniela Cigularova presented an overview of the transfer student population at ODU. Some characteristics of our transfer students are as follows.

- 8,186 transfer students in fall 2018, which is 42% of the undergraduate student population of 19,519
- 2,217 new transfer students in fall 2018
- 751 new distance learning transfer students in fall 2018
- 65% of the transfer students come with an associate degree from the Virginia Community College System

Resources for transfer students include four Transfer Centers, with one on campus and one at each Higher Education Center, the transfer student portal, articulation agreements, transfer pathways, and other initiatives.

One of the challenges is the retention and graduation rates of transfer students. Ms. Cigularova noted that our retention and graduation rates are lower than our peers. She stressed the importance of being intentional in how we serve transfer students.

Petros Katsioloudis shared information on the ODU-TCC industrial technology articulation agreement. The agreement provides incentives to students to enroll in ODU's program; students can receive 23 credits for their work experience.

3. Academic Program Website

Rusty Waterfield introduced Candice Goodin and Karthik Navuluri from the Information Technology Services staff. Ms. Goodin presented information on the academic website support program. The website enhancement project involved development of an externally focused website and simplified design, enhanced navigation, and ensuring stakeholders are actively involved and part of a program of continuous improvement. Ms. Goodin and her web support team set out to accomplish the following.

- Lighten the burden while leveraging current capabilities
- Provide a single point of contact
- Maintain operational ownership of academic websites
- Make web updates appear seamless to the requestor
- Reduce issues regarding access
- Transparency in operations
- Quick turnaround on requests

They established shared governance with the colleges, informed decision making through analytics, and created value-added designs. Ms. Goodin highlighted that 948 pages have been updated or created, 704 requests have been completed, and 82 projects have been completed. The average completion time was three days. She also presented an update on the progress of academic web page updates in each college.

Mr. Navuluri presented information on the academic program page and search refresh project. He highlighted data from the New College Freshmen Survey showing students' communication preferences related to information sources, website information, social media, and digital advertising. Specific college websites and digital advertising were among the most used by students for information, especially as related to majors and minors.

The project involved rethinking the University's academic program pages to create pages that market the program, provide easy navigation, and target specific audiences. In addition, the updated program search portion focused on locating information, sorting by A-Z and area of interest, filtering by course delivery, program level, area of interest and/or career options, and pathways, and options such as saving favorites and comparing programs.

Mr. Navuluri showed a demo of what program pages could look like and search options. The next steps are to identify at least one program per college for initial development, build out identified programs, develop a plan and schedule to gather content for all programs, and convert all program pages to the new design. The goal is to complete the project in fall 2019.

4. SCHEV Update

Jeanie Kline described the type of program proposals and changes that require SCHEV approval. She noted that SCHEV requires nine months lead time for new program proposals and explained SCHEV's common core requirement for undergraduate and graduate programs.

5. Tour of the Center

Retreat participants toured the facility, particularly the space developed for the School of Nursing.

6. Overview of the Profile of Adjunct Faculty

Tisha Paredes gave an overview of the profile of adjunct faculty. The data show that adjunct faculty are mostly white and mostly female. The College of Arts and Letters has the most adjunct faculty. The percentages of classes taught by adjuncts are as follows.

- 47% of undergraduate lower-division classes were taught by adjuncts.
- 26% of undergraduate upper-division classes were taught by adjuncts.
- 24% of graduate classes were taught by adjuncts.

Austin Agho emphasized the need to recognize the contributions of adjunct faculty and involve them as members of the community.

7. Faculty Senate Agenda for the Coming Year

David Burdige noted two highlights from last year's Senate actions: (1) changes to the tenure and promotion policies to specify that committee members participating in these processes vote at most only once on any particular case and (2) the two policies on conversion of faculty to a tenure-eligible position or a clinical track position. Items for the Faculty Senate's agenda for the coming year include the following.

- Edits to clarify the conversion of faculty to a clinical track position
- Edits to clarify the voting on tenure and promotion recommendations
- Revisions to the policy on Evaluation of Teaching Effectiveness
- Development of a Code of Faculty Conduct

Dr. Burdige stated he hopes to make agenda information and materials available to all faculty and not just Faculty Senators.

8. Free Speech Provost's Fellow

Dennis Gregory discussed the following topics related to free speech.

- Rights associated with the First Amendment
- Forums for free speech and expression
- Types of unprotected speech
- Rights related to faculty speech

- Current First Amendment issues in the news
- Concerns of academic administrators and faculty

He asked for input from the group on suggested topics for his Provost's Fellow project on free speech.

9. Highlights of Recent Policy Changes

Kate Hawkins highlighted several recent policy changes and asked if there were questions. She clarified that promotion of lecturers and senior lecturers occurs in the fifth year, not after the fifth year. Also, lecturers, senior lecturers and master lecturers are to be reviewed only once annually. The form of the evaluation will vary if it is an annual vs. more in-depth review vs. a review for promotion. She also noted changes to the tenure and promotion policies.

Dr. Hawkins is looking into where faculty records are held. She asked the Deans to contact her with any questions about the Monarch workflow manager process and informed them that training is available for faculty.

10. Interdisciplinary Programs

Brian Payne noted that ODU is seeing an increase in interdisciplinarity with an emphasis on interdisciplinary and transdisciplinary thinking. Program coordinators for Interdisciplinary Studies majors presented information on their programs: Virginia Tucker, professional writing; Hongyi Wu, cybersecurity, cybercrime, and cyber operations; and Jeanie Kline, leadership. Gaming may be the next major developed under Interdisciplinary Studies.

11. Provost Crown and "Awesome" Awards

Austin Agho described the recently implemented Academic Affairs Recognition Program, which is designed to recognize, celebrate and reward contributions of classified staff and administrative and professional faculty. The program includes three levels.

- General recognition consisting of Division-wide events
- Special recognition with the Awesome Award to acknowledge contributions of colleagues throughout the year
- Provost Crown Award, which recognizes and rewards accomplishments that contribute to the mission of Academic Affairs, is a competitive award given annually to one classified staff and one administrator.

12. Wrap-up

Provost Agho closed the meeting with a review of additional areas to work on in the coming year.

- Transfer students – what more can we do?
- Continue work on the academic program websites
- Adjunct faculty – how do we make them feel a part of the campus?
- First Amendment project

The meeting adjourned at 3:30 p.m.