

PROVOST'S COUNCIL
July 23, 2019
Minutes

The Provost's Council met on Tuesday, July 23, 2019 from 8:30-10:30am in the SGA Chambers in Webb Center. Those present were Austin Agho (Chair), Jane Bray, Andy Casiello, Paul Currant, Gail Dodge, Annette Finley-Croswhite, George Fowler, Giovanna Genard, Kate Hawkins, Renee Olander, Kent Sandstrom, Karen Sanzo, John Sokolowski, Narketta Sparkman-Key, Ben Stuart, Jeff Tanner, Bonnie Van Lunen, and Robert Wojtowicz. Attending as guests were Renee Felts and Rebecka Hall. The following agenda items were discussed.

1. The June 25 minutes were approved.
2. Academic Affairs Website Redesign

Rebecka Hall, Lead Web Content & Media Specialist, presented highlights of the revamped Academic Affairs website. The site was redesigned to be more user-friendly, provide easy links to Colleges, Schools, and Offices, eliminate inactive links, and provide additional photos, calendar, and descriptive content. New pages have been created for Provost's Council and Dean's Council with membership lists and additional links. A new Faculty Awards page includes information about each award, eligibility criteria, past recipients, and dates for application (linked to the Academic Affairs overall calendar). On the Deans' listings on membership pages, there is a "learn more" link which connects to the College's home page. (At the request of the Council members who are not Deans, similar links will be provided to the member's program pages, such as Distance Learning, Higher Education Centers, etc.).

Other pages have been refreshed, including Strategic Plan and Faculty Expertise. A Faculty Announcements page will include postings with college links and an additional "Engage with Academic Affairs" page highlights additional opportunities.

The redesigned website is ready to go. The consensus was to give Council attendees a couple of days to preview the new site and provide comments to Rebecka before the new site is launched. Also, the Council agreed that notification to faculty about the new site should come from the Provost as well as the Colleges.

3. Brief Preview of Academic Year Plans, 2019-2020

Dr. Narketta Sparkman-Key, Academic Affairs Director of Faculty Diversity and Retention, presented highlights from her first two months in this role and her plans for the upcoming year. She has been engaged in fact finding and looking for ways to leverage resources, particularly with the Faculty Diversity Leaders (FDLs). She has met both individually and as a group with the FDLs, and observed that better

communication and coordination of activities would be beneficial, e.g., rather than separate college events on the same topic and experiencing low turnout, hold workshop open to all colleges and combine efforts for publicity, etc.

Upcoming activities and goals include:

- Developing a 3-5 year plan.
- Convening an FDL retreat with VP Sanderlin attending.
- Engaging with stakeholders, including the affinity groups.
- Launching a Faculty Diversity & Retention website and creating a branding message on inclusive excellence. This website will include a calendar of diversity & retention workshops and events, a video as well as photos of diverse faculty engaging in a range of activities, and consistent language that demonstrates to current and prospective faculty that we offer a diverse and welcoming environment at ODU.
- Utilizing COACHE data and information from recent recruitments to identify patterns and areas for attention.
- Finding creative ways to recruit diverse faculty, such as visiting lecturers, fellowships, and other opportunities to bring diverse faculty to our campus.
- Developing a recruitment gameplan in advance of key recruitment events such as SREB conferences so that efforts can be targeted towards specific opportunities.
- Encouraging Deans and other senior leaders to include a statement of inclusion on college websites and in their State of the College addresses.

Additional ideas were exchanged in the general discussion, and Dr. Sparkman-Key will follow up with the Deans and other Council members to discuss these ideas in more detail as she moves forward.

4. Second Chance Pell Grants

Provost Agho asked for the Council's feedback on the Department of Education's recent invitation to participate in the Second Chance Pell Experiment, circulated in advance of the meeting. The program would allow ODU to provide distance learning coursework to eligible students who are incarcerated in Federal or State penal institutions.

Comments focused on the need to ensure the university would identify courses leading to careers where employers are willing to hire students previously incarcerated and identify certificate programs that are Pell-eligible as well as degrees. Andy Casiello cautioned that additional issues would need attention, such as identifying professors willing to accommodate non-standard testing times and ensuring the institutions would meet our requirements for test proctoring. The consensus was that overall this program seems to be compatible with other university

goals like social mobility and we should send a letter of interest, which does not obligate eventual participation.

5. Announcements

- A. The Provost announced he would be traveling with President Broderick and a small delegation to Richmond to present ODU's 6-Year Plan. Academic affairs items included in the six-year plan are:
 - 1. School of Public Health
 - 2. Faculty salary increase
 - 3. Digital innovation academy
 - 4. Special allocation to handle transfer population; \$1.2M is projected.
 - 5. Construction funding: The Chemistry Building is on track, but there is need for maintenance funding.

 - B. The Provost announced that the focus of the Student Success Committee Initiative is being reevaluated, and until further notice, that committee would not meet.

 - C. The Provost announced there is a new ad hoc Committee on Enrollment, to re-evaluate our target size of 24,500 undergraduate students to potentially accept more incoming freshman to offset the loss of transfer students. The group includes Austin Agho, Greg DuBois, Deb Swiecinski, Jane Dané, Brian Payne, Scott Harrison, and Elaine Pearson.
6. An ad hoc Committee on Summer Studies is being formed.
7. General discussion:
- a. The Provost gave a general update on the Strategic Plan. There will be 5 goals and the number of objectives is being narrowed.
 - b. Kudos given to the College of Sciences' successful Apollo anniversary event last weekend. Dean Dodge commended Terri Mathews' vision and execution of the project.
 - c. Use of cost of living increases versus merit pay/retention increases was informally discussed.