

PROVOST'S COUNCIL
July 28, 2020
Minutes

The Provost's Council met electronically on Tuesday, July 28, 2020 from 8:30-10:05 a.m. Those present were Austin Agho (Chair), Andy Casiello, Paul Currant, Tammi Dice, Gail Dodge, Renee Felts, Annette Finley-Croswhite, Stuart Frazer, Giovanna Genard, Dennis Gregory, Kate Hawkins, David Metzger, Tisha Paredes, Brian Payne, Elaine Pearson, Kent Sandstrom, Karen Sanzo, John Sokolowski, Narketta Sparkman-Key, Ben Stuart, Jeff Tanner, Bonnie Van Lunen, and Robert Wojtowicz. The following agenda items were discussed.

1. School of Cybersecurity and Coastal Virginia Center for Cyber Innovation

Brian Payne discussed the new School of Cybersecurity, which was approved by the Board of Visitors in June. The School reports to the Vice Provost for Academic Affairs and is the only interdisciplinary School of Cybersecurity in the nation. He presented information on the following topics.

- The history of cybersecurity at ODU
- Cybersecurity highlights
- New faculty hired in cluster hires
- Significant enrollment growth (>700) across ODU's cybersecurity programs
- Course requirements for the BS and MS cybersecurity programs
- Opportunities for the School, including stronger recruitment opportunities and enhanced funding opportunities for grants

Gail Dodge suggested development of a flyer about the different majors related to cybersecurity – computer science, computer engineering, and information technology – that could be shared with advisors and students. Several of the Deans expressed questions and concerns about the new School. Brian Payne will meet individually with Kent Sandstrom, Jeff Tanner, and Ben Stuart to address their questions.

Brian Payne also presented information on the Commonwealth Cyber Initiative and the Coastal Virginia Center for Cyber Innovation. The Commonwealth Cyber Initiative is an engine for research, innovation and commercialization of cybersecurity technologies and addresses the Commonwealth's need for growth of the cyber workforce. There are four Hubs across the Commonwealth, and the Coastal Virginia Center for Cyber Innovation (COVA CCI) serves the southeastern Virginia region. COVA CCI seeks to strengthen Virginia's economy through the commercialization of findings from cutting-edge cybersecurity research focused on the maritime, defense, and transportation industries. Strategic goals are as follows.

- Build world leading cyber physical systems security (CPSS) capabilities
- Accelerate cyber startup creation and technology commercialization
- Grow work-force ready cybersecurity and cyber physical system security talent to meet today's demands and tomorrow's economy

- Build a collaborative network

The organizational structure for COVA CCI consists of a Leadership Council and Executive Director, Brian Payne, along with five committees: academic curricula, research collaboration, experiential learning external partnerships, and institutional IT security.

2. Presentation from Dennis Gregory, Provost's Fellow for First Amendment

Dennis Gregory discussed the work he has done the past two years as Provost's Fellow for First Amendment. His charge from the Provost was as follows.

- Assess the knowledge of faculty at ODU to determine levels of knowledge about the First Amendment Freedom of Expression and Academic Freedom
- Provide workshops and presentations to allow faculty to gain knowledge in these areas
- Provide resources to support long-term learning in these areas
- Provide education opportunities to help prevent faculty speech issues at ODU

He described the survey he conducted with a group of graduate students to assess faculty members' knowledge of the First Amendment speech clause and academic freedom and presented the results. He also described outreach projects he was involved in during his time as Provost's Fellow. Dr. Gregory is available to meet with units as needed.

3. Six Point Plan Toward a More Inclusive ODU

Narketta Sparkman-Key present the Six Point Plan Toward a More Inclusive ODU. The six pillars of the Plan are the following.

- Partnership: The Office of Faculty Diversity and Retention will partner with the Office of Institutional Equity and Diversity to improve hiring practices. This partnership will focus on: (1) implementation of recruitment plans for all searches which focus on the recruitment of diverse candidates to diversify the candidate pool and (2) improving mandatory training to focus more on diversity and recruitment as well as compliance.
- Research: The Office of Faculty Diversity and Retention will partner with the Darden College of Education and Professional Studies to form the "DCEPS Diversity Center," which will house the Office of Faculty Diversity and Retention and The Alliance for Equity-Based Research and Practice, a new center focused on specific diversity initiatives related to the college, K-12 and professional studies.
- College Initiatives: All college deans will ensure that College diversity statements and plans are publicly shared (after formally approved by the Provost), with goals posted on websites for stronger visibility and

accountability. As a part of the department diversity planning process, each department will review existing coursework and/or develop new curricula to advance a focus on multicultural competence and racial and social justice.

- **Curriculum Development:** The Center for Faculty Development will facilitate semester-long faculty learning communities, helping faculty review their curriculum and infusing allyship and anti-racism into the classroom.
- **Professional Learning:** The Office of Faculty Diversity and Retention will offer multiple opportunities for professional learning on topics related to the history of African Americans and racial injustices, diversity, unconscious bias, anti-racism, and systemic racism in education.
- **Town Halls:** The Provost will hold “Diverse Conversations” each semester to discuss these initiatives, continue the conversation around systemic racism and provide an opportunity to capture diverse voices and ensure transparency and accountability in the implementation of the above efforts.

Austin Agho will share the Six Point Plan with President Broderick. Narketta Sparkman-Key will share the Plan with incoming faculty.

Bonnie Van Lunen asked if other Colleges could be involved in the Alliance for Equity-Based Research and Practice housed in the Darden College of Education and Professional Studies. Tammi Dice expressed a willingness to expand the Alliance and involve other Colleges. Brian Payne asked if a statement on diversity and inclusion from the Provost’s Council would be beneficial. Narketta Sparkman-Key responded that this would be a positive step. Narketta Sparkman-Key, Brian Payne, and Giovanna Genard were asked to work on a statement on diversity and inclusion.

4. Complying with the New State Authorization Reciprocity Agreement (SARA) Regulations

Tisha Paredes informed the Deans that her office will reach out to programs to help comply with the SARA regulations. The regulations cover programs offered by Distance Learning to students residing in other states and students from other states taking ODU courses. She asked the Deans to let her know if they are working with international institutions. The SARA regulations and compliance will reside on the Institutional Effectiveness & Assessment’s accreditations web page.