

PROVOST'S COUNCIL
July 27, 2021
Minutes

The Provost's Council met on Tuesday, July 27, 2021, from 8:30-10:00 a.m. via Zoom. Those present were Austin Agho (Chair), Andy Casiello, Paul Currant, Gail Dodge, Renee Felts, Stuart Frazer, Giovanna Genard, Nina Gonser, Kate Hawkins, Jonathan Leib, Renee Olander, Brian Payne, John Sokolowski, Narketta Sparkman-Key, Ben Stuart, Jeff Tanner, and Robert Wojtowicz.

1. The April 27, 2021 minutes were approved.
2. Demographic Data on Faculty and Students from 2011-2020

Austin Agho presented the following demographic data on faculty and students from 2011-2020.

- Race, ethnicity and gender diversity of current tenure-track faculty and non-tenure eligible faculty
- Student enrollment by race and ethnicity
- Teaching and research faculty by race and ethnicity
- Administrative and professional faculty by race and ethnicity

The data was requested by members of the Board of Visitors and presented at the June meeting of the Academic and Research Advancement Committee. The Committee has requested updates to the data at future meetings, data on faculty rank and diversity, and information on promotion and tenure guidelines and committee membership.

Dr. Agho asked the Deans to share the data in their college, especially with department chairs. Kate Hawkins suggested that the data also be presented at a meeting of the department chairs.

3. Activities of the Faculty Senate

John Sokolowski gave the following update on activities of the Senate for the past year and issues for 2021-22.

- Establishment of the Faculty Code of Conduct was a significant accomplishment. The sanctions piece still needs to be addressed. The Senate will work on revisions to the Faculty Sanctions policy in the coming year.
- The Senate worked on revisions to the Student Opinion Survey in 2020-21 with a focus on improving teaching. Work on this issue will continue in the fall; the Senate will look at implementation of the new survey and how to increase student participation.
- Regarding faculty workload, the Senate has reviewed workload policies we have in place and the policies at other institutions. In the coming year, the Senate will work on addressing how to accurately capture what faculty are doing and how to assign faculty workload to cover instruction.
- An additional Senator was added to represent research faculty who are not part of an academic department.

- Faculty felt like they were not adequately represented in the Presidential search process with only one faculty member on the search committee. The Senate passed a resolution that faculty needed to be more involved. The resolution was forwarded to the Board of Visitors. As a result, four additional faculty were added to participate in the finalist interviews. The Senate also felt that the search process should have been open at the finalist stage in order to provide an opportunity for input.
- The Senate will provide input to the Provost on the program review process.

4. Faculty Exit Interview Results

Narketta Sparkman-Key shared the results of the faculty exit interviews in 2019-20. Nine individuals participated representing five colleges. The top areas faculty were dissatisfied with were faculty treatment, salary, and teaching support. The items listed most often as contributing to participants leaving were equitable treatment, research opportunities, salary, bullying, and interactions with colleagues. While 88% of participants would recommend ODU as an institution to work at, 55% of participants would not recommend their department as a place to work.

Dr. Sparkman-Key noted that the survey results provide an opportunity to address the following.

- Issues with collegiality and bullying behavior in department culture
- Equitable treatment among women and minorities
- Teach load and the value of lecturers
- Faculty salary

The focus for the coming year will be on faculty mentoring with a goal to develop a University-wide faculty mentoring program and establish a mentoring culture. Training will be provided on how to be an effective mentor. Lunch and learn sessions on mentoring will be offered throughout the semester.

Austin Agho noted that the Board of Visitors has asked about faculty exit interviews. He asked if the survey results from previous years could be combined to ensure an adequate number of participants.

5. Announcements

- A. Narketta Sparkman-Key will follow up with the Deans about the Excite the Dream event scheduled for October 3-5.