

**Opening Faculty Meeting
Friday, August 23, 2019
9:00am, Blackwell Ballroom**

The meeting was called to order at 9:03am by Faculty Senate Chair Chuck Ross. He asked for all 2019-20 Senators to stand and be recognized. It was determined that a quorum of faculty was present.

The minutes of the Spring Faculty Meeting on March 28, 2019, were approved as submitted.

A [change to the Faculty Senate bylaws](#) was proposed: to amend the last sentence of Article III, Section 1 to read “Full-time faculty shall be understood to mean the number of current full-time faculty allotted to the department at the time of the election.” After discussion, the proposal passed by acclamation.

Claire LaRoche, chair of the Faculty Status and Grievances Committee, reported that the committee did not need to meet in 2018-19. She introduced the 2019-20 committee: Audrey Church, Charlie Kinzer, Eric Laws, and Sarah Porter, and alternates Virginia Beard, Sara Miller, Wade Znosko, and David Geraghty. She also thanked former members Jennifer Apperson, Lee Bidwell, Steven Isaac, and Leigh Lunsford.

Naomi Johnson-Tsigaridis, co-chair of the UPC Diversity Committee, introduced the members of her committee and thanked President Reveley and Provost Ferguson for their support. She presented the [Five Year Diversity Plan](#) and noted that the Diversity Committee will be scheduling meetings throughout the fall to refine it. She will send out an email in the near future with committee contact information.

Melissa Rhoten, director of Civitae, gave an update on Symposium courses. She thanked all faculty for their hard work. We now have 80 pillar and 60 perspective courses. It’s time to develop the last part of Civitae, [Symposium for the Common Good](#). In March we solicited Symposium theme proposals, and the winner is E Pluribus Unum. Dr. Rhoten will send an email to all faculty in the near future regarding the timeline for Symposium courses.

Lee Bidwell asked how many Symposium sections will be offered in Fall 2020. Dr. Rhoten anticipates 10-ish, the pilot sections of CTZN 410. Meg Thompson asked if, for planning purposes, departments need to consider how many seniors are in the department. Dr. Rhoten replied no but she will consider that information cohort-wise. Jeff Halliday asked what training would be available for faculty who haven’t had experience with teaching capstone courses. Dr. Rhoten and her committee are in the process of developing training with CAFÉ. Additionally, select members of the Civitae committee will attend an AAC&U conference this summer to get more information. Leigh Lunsford asked if there are will be a specific prerequisite for CTZN 410. Dr. Rhoten says probably not because students will not be able to take symposium without finishing perspectives. Jake Milne asked for training in how to advise students how to get to symposium. Dr. Rhoten replied that in Solomon there are some advising materials, and she will send an email about upcoming advisor workshops.

Dr. Ferguson opened her remarks by thanking Dr. Rhoten and her committee for their fantastic and remarkable work on Civitae. She went on to address three big topics: people, places and things.

- We have 29 new faculty this fall, providing all of us with a burst of energy.
- Our teacher prep initiative is off the ground, thanks to Dr. Gena Southall. The Office of Professional Services and Liberal Studies are co-located in Coyner to provide a one-stop-shop for students and raise the profile of teacher prep. Kathy Charleston has joined this initiative.
- There will be a change in Dean leadership in the College of Education and Human Services. Dr. Paul Chapman will retire and return to the faculty, and Dr. Lissa Power-deFur will serve for 18 months as interim dean while we conduct a national search.

- Additional funding from the state made for a larger salary pool. She's proud of work done by the deans and department chairs toward eliminating salary compression.
- Our freshmen enrollment is down and admissions has developed strategies for being more competitive in our target markets and presentations to Faculty Senate and ACC will happen in September. Longwood is joining the Common Application in September.
- The Deans and Provost continue to meet with the Enrollment Management team to do strategic planning for new programs. Students want distinctive programs and accomplished faculty. They are thinking through how to repackage some existing programs, and how that might help draw enrollment and attract students to Longwood.
- We continue to strengthen our graduate courses and professional studies, thanks to Dr. Jeannine Perry and our graduate faculty. "Four plus one" programs are being investigated as a means to encourage our best students to stay at Longwood. Two graduate programs have been revamped: masters in educational leadership led by Dr. Sarah Tanner-Anderson, and our MBA, which is totally online and geared to working adults.
- The Academic Affairs and department budgets are strong thanks to Kim Wingo and her work on more equitable department budgets allocations. The money is disbursed as a block grants to chairs. Philanthropic money is part of department budgets. Those dollars are rolling to local accounts next week so be thinking about how to spend and be good stewards of resources we have.
- Our work on faculty lines is geared toward meeting search needs. An online search tool, which will centralize paperwork will roll out in September.
- Retention and student success still matter. As a faculty we are still grappling with Generation Z while rolling out new curriculum. Put students at center of all we do.
- Update on new Academic Building behind French: there will be labs and a classroom for HARK in the basement, DEC will move to the 2nd floor as will Communication Studies, and the 3rd floor is for CAFE. There will also be collaborative learning spaces for students. Teacher preparation will move into the current Communication Studies space.
- Other highlights: Sarah Porter's work with grants for our LifeStem program; Brian Bates's work with Noyce grants; the Longwood Recovers grant; the progress and planning for new music replacement building.

President Reveley began his remarks by citing Civitae as a source of incredible pride and said we should trumpet it loudly. He also commended Dr. Johnson-Tsigaridis for her timely and important work on the UPC Diversity Committee. He congratulated Dr. Chapman on his successful tenure as Dean of CEHS.

America has developed a real concern about higher education, about whether we are doing the right things and whether what we do matters. People do not have that unease about Longwood; we see it in parents entrusting their children to our care, and he thanks the faculty for that. Classic liberal arts residential model is under attack. Schools like Arizona State and Purdue are trying to reinvent higher education, but Longwood is trying to do it the right way as we begin our 181st year.

In 1989 Longwood's total assets were \$5 million. Now we are in the top 150 universities in the U.S. with assets approaching \$100 million. Our reinvigorated physical plant and the percentage increase in full-time faculty are two points of pride.

The President noted that the Honor and Integrity Ceremony begins at 11:30 and opened up the floor for questions. Dr. Bidwell asked what Longwood is doing to promote Civitae to prospective students. Dr. Smith replied that at present it's being promoted on www.longwood.edu and we are beginning the process of developing flashier marketing materials. She and other members of the Civitae committee presented at AACU and published an article about our innovative core curriculum. Now is the time to push exciting strengths. The President added that politicians care about jobs and STEM, but he senses a broader sentiment of enthusiasm around what we are doing.

Dr. Sara Miller asked how to balance high touch with wanting to provide equity to those who don't have elements of privilege. The President replied that, at its root it's a financial question and Longwood is doing some consequential things: the lowest percentage tuition increase of any Virginia public university; and working much harder and smarter at employing financial aid and scholarship dollars. We work hard to graduate our students in four years debt is less (52% at 4 years; national rate is 38% overall). Our Pell graduation rate is the same as the student body rate.

Dr. Ross called upon the deans to introduce their new faculty and reported that we are working with Café to publish a web page with photos and mini bios for new faculty.

In announcements, librarian Sarah Reynolds enumerated some of the Library's new resources: Library Media Box in vestibule; new research resources including JOVE and the online version of the Washington Post; and working with IT for LancerNet login for inter library loan.

Dr. Chris Swanson, co-chair of Blackwell Talks with Dr. Ken Fortino, thanked CAFE for its support of six featured speakers throughout the semester. They will share research projects in progress. It's a 20-30 minute presentation followed by Q&A. Look for a call for proposals in the next couple of days; the talks begin September 26.

Dr. Bill Abrams moved to adjourn the meeting at 10:37am.

Respectfully submitted,

Teresa Irish