

Opening Faculty Meeting
Friday, August 21, 2020
9:00am via Zoom

The meeting was called to order at 9:03am by Faculty Senate Chair JoEllen Pederson. She explained that chat was available to attendees for the purposes of asking questions. It was determined that a quorum was present.

The minutes of the August 23, 2019 Opening Faculty Meeting were approved as submitted (the 2020 Spring Faculty Meeting was cancelled by COVID-19).

Dr. Pederson thanked Senate Executive Committee, Senate members, and Teresa Irish for the hard work during the summer. She remarked that her takeaway from Toni Murden McClure's talk in 2017 was that anyone over 30 can write their story as a tragedy. Longwood has worked very hard to write its 2020 story as a victory and the faculty will continue to write that story.

Cam Patterson and Dr. Naomi Johnson reported on the [Equity Action Taskforce and University Diversity Council](#), respectively. Mr. Patterson's presentation re-introduced the members of the Equity Action Taskforce and outlined the taskforce's recommendations and actions to date. We are very close to hiring a director of the University's new Title VI office. Dr. Johnson reported that the University Diversity Council's diversity plan is approximately 80% complete. It will be comprehensive and draw from theory, research, and best practices. Its goals are measurable and reporting will be transparent. She offered the [plan at Murray State University](#) as a good example but says ours will be better. Implementation began this summer and will continue throughout 2020-21.

Dr. Lee Bidwell explained her role, Faculty Representative to the Board of Visitors, as liaison between faculty and the Board. She sits on Senate and the President's Advisory Committee, attends and presents at BOV meetings, and reports back to faculty about that meeting. Meetings occur in September, December, March, and June. Her reports to the Board consist of faculty highlights; the September 2020 report is due to the President's office September 2 and will spotlight adjustments for COVID19. She will solicit input via email early next week.

Dr. Kevin Doyle recognized the members of the Senate Financing and Planning Committee and reported on the committee's work over the summer. There is a Canvas course as a repository of the committee's work and it will be kept up to date. All faculty received an invitation to this course. Also, the committee sent a survey to solicit ideas for saving on expenses and generating revenue. He is still sifting through the results en route to publishing them.

Dr. Melanie Marks, chair of the Faculty Status and Grievances Committee, reported there were no cases in 2019-20. For new faculty members, she gave an overview of the committee's responsibilities. The 2020-21 committee members were introduced.

Dr. Brent Roberts reported that there will be reservable study spaces in Greenwood Library: six rooms on the 2nd floor with a reservation system on the library website. He reminded faculty that they may invite librarians to join them in their classrooms, in person or by Zoom. All research appointments will be virtual. Any library equipment check-in with due dates before August 28 may be made to a drop box. Best practices say the items will be quarantined for three days which will impact reserves. The library is part of budgetary belt tightening and will be reducing the book budget and subscriptions. An email is coming after today's meeting detailing criteria for reviewing resources and those items which will be discontinued after December 31.

Dr. Melissa Rhoten gave a [status report on Civitae](#). There will be six sections of Symposium this fall and eight or more in the spring. She asked faculty to think about their interest in teaching a Symposium course and email an outline of the course to her in early September. There will be a Virtual Symposium Day November 14. We

are teaching out GenEd, and we have updated the Civitae checklist on website. We are phasing out ENGL 400. It is running this fall and online during intersession. There is continued focus on Pillar course assessment, and we are beginning Perspectives course assessment. There will be Professional Development offered for Symposium courses. Dr. Rhoten will take questions in chat or by email.

Dr. Larissa Smith opened her remarks by thanking Dr. Rhoten and her committee for their fantastic and remarkable work on Civitae. She went on to address the following:

- She is grateful to Senate Executive Committee and Ms. Irish for their excellent work this summer, including two all-faculty meetings and one called Senate meeting.
- She wants to address enrollment and budget today.
- Graduate enrollment has been a real bright spot. The retooled MBA is fully online and CBE faculty have reimagined the curriculum. The 187 student enrolled this fall represent a 500% increase in enrollment. Also, Ed Leadership enrollment has grown from 10 to 40 students.
- Undergraduate enrollment is better than hoped for: 880 freshmen deposits and 182 transfer deposits (829 and 159 last year). Our benchmark is 2018: 1,048 freshmen and 206 transfers. We don't have the numbers for upperclassmen returning. We have worked on a case by case basis with students who cannot come to campus (about 150 including international). About 75% of those have a full-time schedule.
- The budget big picture remains uncertain. The General Assembly convened this week to deal with the frozen budget from April. It will be a lean year at Longwood with salary reductions plus a five percent cut in the operational budget. Academic Affairs absorbed last year's cuts rather than spreading them to departments, and plans to do so again this year. The adjunct budget has been reduced by nearly 90%, there has been a 30% operating budget cut for Library, and a 40% cut to the Office of Student Research and Prism. Department budgets are not yet fully loaded due to waiting for accurate summer school numbers. There's very little money for travel; essential travel only, contingent on VP approval. However, faculty can participate in virtual conferences, and there will be department budget money to cover registration fees.
- Department chairs will work with deans to prepare and submit requests for faculty searches. Dr. Smith will work with deans to prioritize. Departments will develop contingency plans if searches are not done/filled. In response to the question of whether departments unable to fill tenure track positions this year will have priority next year, Dr. Smith said it is too early for that discussion.
- Dr. Smith is working with the Senate Finance and Planning Committee this fall to examine ways to save money. She noted that 75% of our budget comes from tuition, room and board. Academic Affairs is the heart of the institution. Other VPs know this and are taking cuts too. Without students on campus, Academic Affairs cannot continue to absorb budget cuts.

President Reveley began his remarks by thanking all faculty for working harder than ever before and assuring new faculty we care about each other and work in the spirit of shared governance. He focused on three things:

- Budget matters: the Commonwealth has our back. Virginia venerates education in ways that other states don't. We don't know at this point of the year about the State budget, but it could be a seven figure gyration. He and others are working to preserve residential liberal arts education.
- COVID19: what circumstances could cause us to shift away from face-to-face education? If it comes to that the decision will be made with the Virginia Department of Health. Our detailed plans for reopening were approved by SCHEV. All public colleges and universities in Virginia are planning to do face-to-face instruction this fall. Our governor is an MD and stays on top of hospital capacities. We must pay attention to trends. No specific number of cases or positivity rate or people in quarantine requiring us to go 100% online have been determined.

- Traditions and Ceremonies: The Honor and Integrity Ceremony which traditionally follows this meeting will be live streamed this afternoon. Convocation and 2020 Commencement scheduled for October will be deconstructed affairs with plans finalized after Labor Day.

The President closed by encouraging all faculty to go see Allen Hall and the new faculty lounge.

Dr. Smith closed by discussing strategies o increase enrollment. Longwood was the only state school doing admissions tours this summer, and there are efforts to improve the tour process. We had the most applications ever but COVID-19 messed up yield season.

Dr. Smith congratulated Dr. Roberts on his newly minted doctorate.

There being no further business, the meeting adjourned at 10:39

Respectfully submitted,

Teresa Irish, Recorder