

General Faculty Meeting
Thursday, March 25, 2021
3:30pm via Zoom

The meeting was called to order at 3:31 pm by Faculty Senate Chair, Dr. JoEllen Pederson. After introducing herself, she opened the meeting with a remark that talked about communication, teamwork, compromise, and how modeling those for our students showed them what perseverance looked like, especially in the times of COVID-19. On behalf of the Executive Committee of the Faculty Senate, she thanked the administration, staff, students and faculty for their extreme dedication and teamwork this year. After the opening speech, it was determined that a quorum was present (via Zoom chat)

The minutes from the August 21, 2020 Opening Faculty Meeting were approved as submitted

Election of Faculty Representative to the Faculty Senate of Virginia took place – Dr. Mary Carver was voted in for a 2nd term.

Election of Faculty Representative to the Board of Visitors took place – Dr. Lee Bidwell was voted in for a 2nd term.

Action Item: Changes to [FPPM Sections VI. A. By-laws of the Faculty Senate, Article IX. VI. L](#) (vote passed)

Action Item: Changes to [FPPM Section VI. A. By-laws of the Faculty Senate, Article VII. 1.](#) (vote passed)

Dr. Melissa Rhoten presented her report from the Core Curriculum. She thank everyone for their hard work and for their continued support of the Civitae Program. Sharing her report, she summarized the faculty's contribution to the program over the past several years since starting the program in fall 2108. She showed that 32 different ENGL 165/265 instructors and 53 unique CTZN 110 instructors worked with first year students and she expressed what an amazing accomplishment that is. She shared a table of the number of approved courses in each of the pillar and perspective categories. This slide also highlighted work with this year's new courses that will become part of the program in the academic year. Some of the courses are fully approved and others are still under review. She talked about the piloted CTZN 410 course in both fall and spring. Progress data was shown. A snapshot of the Legacy General Education Progress was reviewed and shown as well as a snapshot of the Civitae Progress. A slide was shared that summarized programmatic assessment. The slide detailed the assessment type and strategy and also showed what activities will be happening this year and next, in terms of assessment. She also shared some slides that discussed student outcome data. In conclusion, she shared that the committee had been working to redesign the Civitae Canvas site and shared a sample of what the revised site looked like. Dr. Rhoten acknowledged and thanked Dr. Heather Lettner-Rust and Dr. Wade Edwards, as well as the DEC for their work on the project.

Dr. Bill Abrams presented the [AAUP Report](#) . Dr. Abrams reminded everyone that the report is available for review on the Senate web page. He also stated that the salary data in the report is data without the salary reductions in it. He further explained, that the salary reductions are temporary, and being that they are temporary that would make the data over time comparable. Dr. Abrams also asked, that if anyone had concerns about the way the data was calculated, to express those concerns directly to him.

- Dr. Abrams reminded everyone that the spring budget forum is going to be held virtually, on Tuesday, April 20th at 3:30pm. He said he would send reminder messages out 10 days to 2 weeks before the scheduled meeting.

President Reveley opened his remarks by echoing what Dr. Pederson stated in her open statements. Reflecting back to last year and the fall, President Reveley said that we are in a good stable spot compared then, and he thanked everyone for their commitment on getting us to this point.

He further commended the students, staff, board members, the Town and the entire Community for their remarkable job. He stated that everyone working together, has been vital in getting us to where we are today. He profoundly thanked everyone at the meeting. In addition thanking Dr. Abrams for his hard work on the salary study. President Reveley mentioned the reduced salaries, stating that salaries will go back to normal, along with a salary increase. He also discussed that he received many messages of gratitude, solidarity and camaraderie when having to make some of the very tough decisions that had to be made in the face of COVID. He said he thinks of those messages fondly and those kinds of messages speak to the spirit of this place that we all love so much.

President Reveley talked about the near term, and the intermediate term. Stating that he feels Longwood is in a cautiously stable spot, and it is thanks to the fact that the state of Virginia is doing well, which in turn helps Longwood do well. He feels the state budget is in a much better place than anyone could have imagined a year ago. Things are looking good for next year. In addition, he talked about the state of Higher Ed and what the future looks like, stating that demographics plays a vital role and the impact of having fewer children being born this year due to Covid, and looking forward 18 years from now, one can get a sense of what the future of Higher Ed could look like. All institutions will be impacted by this shift.

President Reveley closed, by thanking, and expressing his gratitude, to Dr. Pederson for her remarkable work, and for taking on the role as Chair of Faculty Senate, during such challenging times.

Provost Smith recognized (and promised them a party in the future) the retiring faculty members, Dr. Bob Cochran, Dr. Wendy Smith, Dr. Steven Samaras, Dr. Barbara Newton, Dr. Joe Garcia and Chief Kim Lettner.

Provost Smith also thanked Dr. Pederson and the members of the Senate Executive Committee for their leadership and hard work in representing the views and range of faculty perspectives. She expressed her appreciation on their counsel. Continuing, she thanked the entire faculty, staff and students for all the sacrifices and hard work that everyone has made. She asked for everyone to pause and look back on how far we have come.

She discussed Civitae and its future. She thanked the committee for their hard work on reviewing curriculum proposals, giving feedback, working with faculty and also developing the assessment tools and assessing student work. Stating that Civitae is now at a time of transition. Part of the transition effort will involve looking at assessment, and refining assessment tools to achieve the outcomes established for the program. Professional development will continue. She asked everyone to hold May 20, 2021 for the next annual Teaching and Learning Institute. This year the focus will be on how the Moton Museum, its history and the work it does with our students and in our Community. It will also allow for broader consideration of how our disciplines can relate to racial and social equity issues, issues that are incredibly important to our students and to our society today. Provost Smith also announced that Dr. Rhoten will step down as Director of Civitae. She thanked Dr. Rhoten for her dedication and work on Civitae. Currently the process of seeking a successor for the position has begun. Provost Smith will be talking to all Civitae Committee members to get their thoughts and she also encouraged, and welcomed, input from the faculty.

In regard to what fall will look like, she expressed the importance on returning to in-person learning. However, some of the technology for virtual learning will remain. Our Zoom license and classroom cameras will remain. Technology will be upgraded as needed. In keeping this technology it will bring many questions that will need to be considered, she plans to follow up with an email to department chairs. She encouraged everyone to examine how Longwood can remain competitive, about undergraduate and graduate levels for the long term. Explaining that we must position ourselves to be attractive to prospective students by investing in programs and activities that will bear fruit. Encouraging the need to explore opportunities for growth in more depth in the fall semester, stating that she will work with Dean's and Department Chairs, as well as Faculty Senate, colleagues and Student Affairs in order to provide opportunities to do so.

In closing, she talked about the tough year it has been, how patience has been tested, profound lessons have been learned, and how social interaction is missed. As we get back to more normal times, where face to face interaction will begin happening more and more, she is convinced that everyone will have a renewed appreciation for an eagerness to cooperate and tackle complicated issues with kindness and persistence. With that being said, she encouraged the faculty to take advantage of taking time off on April 1st and 2nd. Using that time to recharge as they enter the final weeks in the semester.

Following the remarks some faculty had questions about remote learning in the fall. Provost Smith asked everyone to encourage their students to direct all such questions to questions@longwood.edu. As things look right now, it appears in-person learning will return in the fall. We are continuing to monitor the public health situation as we have all along. There was also a question about the mask policy. Provost Smith said there are no changes at this time and we will continue to monitor the situation. The final question was about vaccine requirements in order for students to return in the fall. Provost Smith answered by saying we will rely on what the Virginia Department of Health tells us in terms of what we can require for vaccines.

Announcements – Ian Danielsen encouraged everyone to attend “Voices of the Pandemic” on Tuesday, April 6th from 6 – 8pm. The event will be a hybrid event and the in person part will be held in Jarman.

Faculty Recital by Works for Women Composers will live stream Friday, March 26th at 7:30pm.

There being no further business, the meeting adjourned at 4:31pm

Respectfully submitted,

Teresa Dodson, Recorder