

**Opening Faculty Meeting**  
**Friday, August 20, 2021**  
**9:00am Blackwell Ballroom**

The meeting was called to order at 9:03am by Faculty Senate Chair, JoEllen Pederson. It was determined that a quorum was present. Dr. Pederson welcomed everyone back. She talked about the hard work that went into last year, mentioning that a total of 18 changes were voted on, and passed, to change the FPPM. Dr. Pederson thanked Virginia Lewis and the Committee on Promotion and Tenure for the massive edit that they accomplished last year, she also thanked Bill Abrams and the Education Policy Committee for all their hard-work. Dr. Pederson continued by introducing the 2021-22 Senate Executive Committee and the President's Advisory Council (PAC). She explained what PAC is, and encouraged everyone to submit items to her for the meetings. A brief overview of the Faculty Senate website was explained. Dr. Pederson closed her greeting with a short reflection. That being chair of Senate has taught her the absolute importance of faculty working together with staff, students and administration to accomplish meaningful change. She looks forward to collaborating again this year. Dr. Pederson then asked new and returning senators to stand to be recognized. She also acknowledged and thanked Teresa Dodson for her work with Senate.

The minutes of the [March 25, 2021 Closing Faculty Meeting](#) were approved as submitted.

Dr. Lee Bidwell explained her role as Faculty Representative to the Board of Visitors, as the liaison between faculty and the Board. She attends Senate Meetings, is a member of 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 and the next report will spotlight what faculty have been doing professionally over the summer months. She reminded everyone to email her with their ideas and information.

Dr. Melanie Marks, chair of the Faculty Status and Grievances Committee, reported there were no cases in 2020-21. For new faculty members, she gave an overview of the committee's responsibilities. By-law changes were submitted to Senate as part of their work from last year. The 2021-22 committee members were introduced. Dr. Marks closed by thanking the 2020-21 committee for all their hard-work.

Dr. Heather Lettner-Rust gave a report on Civitae. She opened with a story about herself, her family, and how she grew up. Her father liked to use metaphors and she shared several with everyone. As she embarks on her new role as Director of Civitae she has taken two of his metaphors and kept them in mind. She acknowledged the original Civitae committee and commended them for their work and asked them to stand and talked about the history of Civitae and what the original committee's charge was. She commended Sharon Emerson-Stonnell for the vast amount of work that was accomplished during that time. Next, she acknowledged the committee of the last 4 years and also acknowledged Melissa Rhoten for her leadership since 2018.

Over the summer Dr. Lettner-Rust worked on streamlining the language of the Civitae documents across the Solomon website, the Longwood website and the Canvas site to make sure there is consistency of meaning and word choice. She worked to shorten the process needed to submit a proposed course and she, along with the Dr. Wade Edwards, and Ashley Leslie in the DEC, redesigned the Civitae Canvas course. The new design was shared with the audience. Dr. Lettner-Rust gave an overview on how to maneuver around the site and how it will be used in the future. In closing, Dr. Lettner-Rust used a metaphor, having everyone think of Longwood as a ship, sharing a picture of a ship, she continued to explain that Longwood and its departments are the sails on the ship, the administration is the rudder and the keel of the ship. The rudder and the keel of the ship gives it direction and keeps the ship upright despite the wind and the waves. She charged the committee to ask faculty how teaching and learning is going, what successes have been seen in the classroom where and how can we help replicate the success. Where can we help share it with others in the level pillar perspectives and symposium? She looks forward to hearing and disseminating the results of those discussions to help strengthen the sail of the ship.

Dr. David Shoenthal gave an update on SACSCOC reaffirmation and the QEP process. Dr. Shoenthal shared a [slide presentation](#) on the reaffirmation process and explained why we are required to go through the process. Longwood's accrediting agency is the Southern Association of Colleges and Schools Commission on Colleges, every 10 years this process is required. The process will help us find areas that we can improve. He reviewed the timeline for reaffirmation and explained why reaffirmation and the QEP processes are different. He introduced the Reaffirmation Leadership Team, the Compliance Writing Team and the QEP Topic Recommendation Committee, finally introducing Dr. Pam Tracy as the Chair of the QEP Topic Recommendation Committee and turned things over to her. Dr. Tracy continued with a [slide presentation](#) explaining what the QEP is. She discussed the things to think about for the QEP topic selection considerations. What the Topic Recommendation Committee Responsibilities are, and what the topic recommendation process and timeline look like.

Dr. Larissa Smith opened her remarks by thanking Dr. JoEllen Pederson, Faculty Senate Executive Committee and the members of Senate who met last week for the called meeting.

- She thank Dr. Heather Lettner-Rust for reminding us of our Civitae history and its origins.
- She discussed fall planning, as it relates to Covid.
- About 95% of student vaccination forms have been turned in. Based on the forms submitted, 83% have been vaccinated and 6% to 7% are partially vaccinated.
- The Covid dashboard will be reported daily on all cases in our community, even if not physically on campus.
- Jennifer Green has put into place the Covid notification system. This year, when we have Covid cases, we now have an experienced contract tracing and quarantine operation. The operation is led through the University Health Center in coordination with the Virginia Department of Health.
- Graduate enrollment continues to be strong with over 1000 students enrolled this fall, which is a 29% increase over last year. This number includes just over 400 MBA students in our online MBA program that launched last May. Dr. Smith congratulated Dean Perry, her team, and the faculty for their success.
- Undergraduate enrollment is down slightly from last year and this is due to the pandemic and the interruption in the admission cycle. Enrollment for first time freshmen sits at 745 and around 160 for transfer students.
- Enrollment does have an impact on budgets, the Federal and State Covid funding has been important. Roughly 70% of our budget comes from student tuition, fees and room and board.
- Dr. Smith remains confident that navigating around budget challenges is possible. Despite the challenges, faculty will continue to receive sabbatical, and professional development grants. Department budgets are fully funded based on a conservative formula. Dr. Smith encouraged virtual conferences, instead of in person travel. Final adjustment have not been made to operating funds in central academic affairs and Dr. Smith will consult the deans and directors of offices if budget cuts are needed. Central academic affairs, rather than academic department will absorb the cuts if there is a need.
- Several faculty searches for the coming year are making their way through HR and the onboarding system.
- Dr. Smith thanked Dr. Alix Fink for her leadership in the Office of Research and Sponsored Programs for the receiving significant grants that have been awarded to Longwood faculty and staff. Faculty have received NIH grants and the LCVA has received and MILS grant. Dr. Michelle Perry was thanked as well for her work with the National Science Foundation. The NSF provides scholarship and support for students in the natural science majors. In May, the NSF proposal was funded to support a new chapter of the Life Stem Program. In addition to over \$1 million in direct scholarship support to academically talented low income student. This grant was awarded after a first time submission.
- Dr. Maureen Walls-McKay was acknowledged for work on the Campus Suicide Prevention Program. Through this program, Dr. McKay and her team will implement new service that will provide students with access to high quality digital mental health services and wellness resources, available 24-7.
- SACSCOC reaffirmation process was discussed and its importance.

- The University Diversity Council has finalized the draft of its five year strategic plan and portions were submitted to the Commonwealth in July. Dr. Smith thanked Jonathan Page and Dr. Naomi Tsigaridas for their work with this council. She announced Dr. JoEllen Pederson as the new co-chair for this year.
- The Action Task Force convened in the summer of 2020 and the focus is to recruit and hire a diverse faculty, to offer bias training to faculty and to develop a provost advisory committee on DEI issues
- A new minor, United States Race and Ethnic Studies, will roll out this year. Dr. Smith thanked Dr. David Magill for leading the committee on its creation, and she also thanked Dr. Shayla Betts and Dr. Spencer Tricker for agreeing to co-chair the minor.
- A Well Being Council has been created. This council will be led by Dr. Maureen Walls-McKay. Dr. Renee Gutierrez and Dr. Wade Edwards have agreed to serve on the council.

In closing, Dr. Smith focused on retention of our students. Commenting, as teachers we must continue to work hard on retaining our current students. Pointing out that the sophomore class experienced the blended classroom, and we have an incoming freshman class that spent much of the last 18 months online. She asked the faculty to pay attention to the new skills and competencies they bring into the classroom and the importance of engaging them in the classroom. Teaching 2 years ago vs. now is different. She emphasized that she and the Deans are here to support their work and to help.

President Reveley began his remarks by welcoming everyone back. He focused on our challenges and strengths:

- Challenges: The economy is in a jumble right now and is sending out mixed signals. How that will ultimately affect us is unknown. Higher Education has lost its place in public opinion. We have to keep navigating through that. The ever changing issues that Covid-19 keeps giving us. Covid-19 caused a hiccup for the common application in 2020. Demography is a vexing problem for so many sectors of American life. Since the 08 crash the birth rate has slowed which has put the population in a plateau as opposed to a population that is constantly growing. This has affected our enrollment and we continue to work on finding ways to navigate around this.
- Strengths: In contrast from last year, we are better off. Vaccines make a huge difference and they came quicker than we originally anticipated. Our seniors this year will be the first cohort to have gone through the Civitae Core Curriculum. Our campus is a beautiful place now and is beginning to draw and attract people to our campus. The endowment has grown from \$48.2 million in June 2013 to \$99.9 million today, soon to cross over to the \$100 million mark. This endowment is a big source of great strength. We have each other and came through Covid together. With the exception of the masks, this year will seem more normal than last, in all the good ways. The floor was opened for questions.

Dr. Roger Byrne introduced the Cook-Cole College of Arts and Sciences new faculty

Dr. Tim O'Keefe introduce the College of Business and Economics new faculty

Dr. Lissa Power-deFur introduce the College of Education and Human Services new faculty

Under announcements:

Dr. Brent Roberts announced on September 1st at 5pm the library will be having the inaugural Faculty Book Plate Ceremony recognizing faculty promotion and tenure. October 21<sup>st</sup> the Library will once again offer the Human Library. He encouraged all faculty to come visit with their classes. Another round of grant funding through VIVA is available, please contact your Librarian for more information. Dr. Roberts is on the newly formed sustainability committee, this committee was formed to help implement the governor's executive order to reduce single use plastics on campus. He mentioned several initiatives that the committee will work on and asked those interested to contact him directly.

There being no further business, the meeting adjourned at 10:45am

Respectfully submitted,  
Teresa Dodson, Recorder