

# Longwood University Planning Council (UPC)

## Minutes

April 27, 2021

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The University Planning Council (UPC) met virtually on Tuesday, April 27, 2021 at 3:30 PM. President Reveley began with welcoming all in attendance. He remarked on the end of the semester and the last day of classes and gave credit to students, faculty and staff for the success of the academic year. He began with the approval of the January 28, 2021 minutes. All members in attendance were in favor and the minutes were approved.

### Committee Updates

Compliance Committee - David Shoenthal discussed Longwood's reaffirmation efforts. The beginning stages of the SACSCOC affirmation process have begun. A written report will be submitted in September 2023 and an onsite team will visit campus in the spring 2024. The written report has two parts (1) the compliance certification report and (2) quality enhancement report (QEP). The team of lead writers for the compliance certification report met this morning to take a first look at the work over the next two years. This team includes David Shoenthal, Russ Carmichael, Jen Fraley, Emily Heady, John Miller, Melissa Rhoten, Brent Roberts, Sarah Tanner-Anderson and Linda Townsend. The next QEP and team members that will work on topic recommendation next year are currently unknown. Next year the team will be looking for topic recommendations. He encouraged the UPC members to let him know if they have suggestions on people that could possibly serve on the topic recommendation team.

President Reveley thanked David for his report and welcomed and congratulated the new SGA President, Anne Patterson.

Assessment Committee – Lee Bidwell announced that the UAC met on January 14<sup>th</sup>. The purpose of the committee meeting was to work through how the committee takes budget requests from CAPR and AAC and look at how they are tied to the strategic plan and the assessment data that supports those ideas. They then prioritized the recommendations and discussed which were in most need of funding. David Shoenthal then takes the recommendations to the vice presidential areas and explains the UAC process and recommendations. The VP's then determine whether or not to fund them and they are ultimately passed to the Senate and Finance Committee for consideration. She stresses how important it is that everyone understands how important assessment and the need for everyone to identify program and unit goals, tie them to the strategic plan and consider their needs and create budget requests so they can be heard and prioritized.

Finance Committee – Leigh Lunsford announced the committee met on April 16<sup>th</sup> to discuss (1) salaries and raises. The faculty salaries will be reinstated with new contracts, faculty and AP raises will be based on merit and there is also hope for equity and compression raises, raises for adjunct pay and for teaching summer and intercession classes. (2) discussion of the Spring Budget Forum. She gave credit to Bill Abrams and the AAUP for planning the forum and its

success (3) in regards to UAC budget request recommendations – three requests were brought forward (a) a diversity package for HR to increase the number of postings for open positions on more diverse websites. This will be a \$5,000 recurring funding. (b) HR applicant tracking system in Hirezon for a \$20,000 recurring funding (c) training for professional development for Landscaping and Grounds staff to become certified in landscaping areas with national landscaper certifications. This will entail a one-time funding of \$2,500.

Purchasing Committee – Cat Mobley announced that eVA ordering platform is being changed by the Commonwealth of Virginia. Training is expected to be provided in October or November with a switch of the program taking place in December. More details will be shared at a later date. The COV also finished a disparity study focused on SWam and she reminded everyone to look at the various contracts to utilize and also see if can find a SWam vendor to use when purchasing for their departments.

### **NSSE 2020 Results**

Onie McKenzie shared an update regarding the NSSE Pulse 2020 survey results. The survey was administered to first year and senior students. Now with a three year pattern of the survey being administered the same method and time, there is adequate demographic representation within respondent groups so generalizations can be made with survey results. She does external comparisons with a select group of Southeast Public institutions. Onie feels as though the overall results were positive and that the university is on the right track. For further examination of results, everything referenced today is on the Longwood Solomon website under the Student Affairs/Assessment webpage.

### **Update regarding Diversity Strategic Plan**

Naomi Johnson and Jonathan Page provided a detailed overview of the university's 5-year Diversity Strategic Plan which is scheduled to roll out this fall. Jonathan Page also gave an overview of the One Virginia Plan for Inclusive Excellence. All state agencies will implement this plan and be charged with creating their own diversity strategic plans. Jonathan stated this means when looking at it from a higher education perspective, the state is focused on developing and cultivating an environment where faculty, staff, students and administrators feel welcomed and empowered. He stressed the importance of this. The Strategic Plan for Excellence stresses the need to reflect the Commonwealth's broader diversity. The plan complements SCHEV's plan and its goals to increase equity access and transformation. The plan will (1) provide institutions with the opportunity to assess and analyze current policies, programs and practices (2) allows for the identification and prioritization of the roots, causes of systemic inequity and the barriers that exist to prevent institutions from changing (3) develop strategies to eliminate any identified root causes and barriers (4) to monitor progress of all DEI efforts to ensure they remain integrated, intentional and central to the core mission and functioning of an inclusive an equitable institution. The Longwood University 5-year Diversity Strategic Plan will allow the university to systemically and transparently move forward together for better collaboration to ultimately provide a more inclusive culture at Longwood.

### **Adjournment**

President Reveley thanked everyone for attending and announced the next UPC meeting will take place, hopefully in person, in October. There being no further business, the meeting was adjourned at 4:37 PM.