

PROVOST'S COUNCIL
July 27, 2021
Minutes

The Provost's Council met on Tuesday, July 27, 2021, from 8:30-10:00 a.m. via Zoom. Those present were Austin Agho (Chair), Andy Casiello, Paul Cant, Gail Dodge, Renee Felts, Stuart Frazer, Giovanna Genard, Nick Ganser, Kate Hawkins, Jonathan Leib, Renee Olander, Brian Payne, John Sokolowski, Narketta Sparkman, Ben Stuart, Jeff Tanner, and Robert Wojtowicz.

1. The April 27, 2021 minutes were approved.
2. Demographic Data on Faculty and Students for 2011-2020

Austin Agho presented the following demographic data on faculty and students from 2011-

- x Race, ethnicity and gender diversity of current tenure track faculty and non-tenure eligible faculty
- x Student enrollment by race and ethnicity
- x Teaching and research faculty by race and ethnicity
- x Administrative and professional faculty by race and ethnicity

The data was requested by members of the Board of Visitors and presented at the June meeting of the Academic and Research Advancement Committee. Participation was high.

- x Regarding faculty workload, the Senate has reviewed workload policies we have in place and the policies at other institutions. In the coming year, the Senate will work on addressing how to accurately capture what faculty are doing and assign a faculty workload to cover instruction.
- x An additional Senator was added to represent research faculty who are not part of an academic department.

- x Faculty felt like they were not adequately represented in the Presidential search process with only one faculty member on the search committee. The Senate passed a resolution that faculty needed to be more involved. The resolution was forwarded to the Board of Visitors. As a result, four additional faculty were added to participate in the finalist interviews. The Senate also felt that the search process should have been open at the finalist stage in order to provide an opportunity for input.
- x The Senate will provide input to the Provost on the program review process.

4. Faculty Exit Interview Results

Narketa Sparkmark Key shared the results of the faculty exit interviews in 2009. Nine individuals participated representing five colleges. The top areas faculty were dissatisfied with were faculty treatment, salary, and teaching support. The items most often cited as contributing to participants leaving were equitable treatment, research opportunities, salary, bullying, and interactions with colleagues. While 88% of participants would recommend ODU as an institution to work at, 55% of participants would not recommend their department as a place to work.