

Commission on Faculty Affairs
Minutes
April 13, 2018
10:30 a.m.-12:00 p.m.
130 Burruss Hall

In Attendance: . B. HicoK (chairing today), G. Amacher, R. Blieszner, S. Chien, J. Finney, V. Groover, M. McGrath, T. Schenk, J. Spotila, P. Young

Absent: R. Willis, G. Daniel, D. Stoudt, M. Paretti, L. Brogdon, J. Ferris, R. Speer

Guests: M. Pratt Clarke, E. McCann, P. Becksted, A. Porter, E. Plummer, D. Musick

Upcoming Meetings: April 27, 2018 (130 Burruss)

1. **Welcome and Verbal Approval of Agenda.** **B. Hicok**
Meeting called to order at 10:30 am.
The agenda was approved unanimously.
M. McGrath will take the minutes today.
General introductions of commission members and guests.

2. **Approval of March 30, 2018 Minutes** **B. Hicok**
The minutes were approved unanimously.

3. **University's Strategic Plan** (proposed mission, vision, core values and objectives) **M. Pratt-Clarke**
Vice President for Strategic Planning Mena Pratt-Clarke presented the current draft of the University's Strategic Plan. This began with a review of the strategic planning process, its relationship to Beyond Boundaries and current Initiatives, and the strategic planning committee structure. The process began late last fall (December 2017) with a series of presentations regarding the institution as a whole (stakeholders). Previous strategic plans were reviewed, including the last holistic plan from 2001 (subsequent plans were updates). The draft of the 2019 plan including proposed mission, vision, core values and objectives was presented. The presentation to the CFA is part of a series of presentations across the University for input. The following link includes a copy of the power point presentation as well as a survey: <http://www.beyondboundaries.vt.edu/strategicplanning.html>

The committee discussed the objectives in view of the core responsibilities of a University to students and society. Pratt-Clarke positioned Beyond Boundaries as a long-range strategic response to areas of rapid change in the global educational environment. The current strategic plan requires meaningful metrics that can be attached to tactics aimed to move the institution towards the thirty-year target of joining the top 100 global universities. Prior plan review confirmed that we are not very good yet at measuring our achievements, and this planning process is predicated on doing better at assessing our progress towards objectives and being able to incrementally reposition the University to address change going forward. It is intended that the Strategic Plan framework, when implemented at the College level, and integrated in the PIBB, will provide better a more robust structure for the University to make informed decisions on where to make investments. Action items and priorities will be done at the College and unit level. These will be evaluated/assessed by University to see how as a whole we are progressing towards our vision. The Strategic Plan will inform and shape PIBB, not vice versa.

The committee asked whether we were studying the current plans of other Universities. Pratt-Clarke responded that a consulting firm has been engaged to provide this information. Universities across

the country are engaging in some form of Beyond Boundaries Initiatives that are based on establishing signature areas of research. The aim should be to not only ascertain who has done this well and learn from them, but also to consider the advantage to being first. How risk comfortable are we as an Institution?

The committee discussed the scale that the University leadership has chosen to work: We aren't incubating or piloting change in incremental phases. Pratt-Clarke remarked that as a Land Grant University, given the political nature of some the initiatives if you are only doing one agenda, plurality at scale makes sense. That said, she observed that the Institution became big on a small foundation, and that we need to develop our infrastructure to support our magnitude of growth. We need to consider what is a 30-year infrastructure, how do we develop that as we move forward, and how do we invest while we want to achieve objectives now?

The committee discussed the impact of University level initiatives on what faculty are expected to do, and whether we are structured appropriately as an institution to support these endeavors. Pratt-Clarke recognized that the campus community needs to discuss together how to support faculty productivity towards achieving the Institute's goal while preserving key values under the precept of *Ut Prosim* such as our significant mentoring relationships with students and experiential learning.

4. **Second reading of a revision to section 3.2.2 of the Faculty Handbook -- Alumni Distinguished Professor** **J. Finney**

Jack Finney presented the revision to section 3.2.2 in response to the CFA's concerns expressed in the initial reading regarding scholarship's predominance in the description. The committee's aim was to elevate all missions of the university, not to diminish value of teaching. The word "Scholarly" is used to define teaching & engagement as scholarship (to "ennoble them").

After some discussion, the revision was approved unanimously.

5. **Other business** **B. Hicok**

Jim Spotila reported back that the Commission on Equal Opportunity and Diversity (CEOD) recently passed a resolution to add new caucus members. To keep the size of the commission manageable, the CFA member has been taken away, as well as one Senate member. All groups that have three representatives have been reduced to one representative.

The CFA discussed that since some issues such as inclusion and diversity span the two commissions, it is useful to have someone there from CFA. John Ferris (CFA Chair) has already requested that the voting position be retained, but CEOD denied the request. It was suggested that the CFA seek an Ex Officio position, or consider appointing someone to attend the meetings and report back.

The CFA discussed the overall communication between Commissions. Ellen Plummer provided background of the structure that was set up when constituting the University Council and Commissions. Each Commission was allocated an administrator. One of the allocated roles of the administrators was to coordinate horizontally what goes on in the Commissions.

No action was taken on this issue today.

6. **Adjourn** **B. Hicok**

Motion to adjourn was unanimously approved at 11.49 am.