

**Faculty Assembly Meeting**  
**Minutes for April 28, 2020**  
**3:30-5:00 pm**  
**Remotely via Zoom**

*Officers Present:* Tom Ward (President), David Armstrong (Vice President), Chris Abelt (Secretary) and Cathy Forestell (Faculty Representative to the Board of Visitors)

*Other Members Present:* Mark Brush, Josh Burk, Lynda Butler, Marji Friedrichs, Brennan Harris, Natoya Haskins, Bill Hutton, Lisa Landino, Rowan Lockwood, Michael Luchs, Alan Meese, Jennifer Mellor, John Riofrio, Scott Swan and Molly Swetnam-Burland

*Members Absent:* Sophia Serghi and Brad Weiss

*Others in Attendance:* Peggy Agouris (Provost), Chon Glover (Chief Diversity Officer), Ann Marie Stock (Vice Provost for Academic and Faculty Affairs), Martha Wescoat-Andes (Senior Associate Provost), Chris Lee (Chief Human Resources Officer), Terry Meyers (Parliamentarian), Suzette Spencer, Margaret Morrison

**1. Call to order**

Mr. Ward called the meeting to order at 3:35 pm.

**2. Provost's Report**

The administration is planning for an on-campus presence in the fall. It must be conducted safely and it can be overruled by the state. A decision will be made in June. A Plan Ahead Team is working on the logistics. Concerns include the quality of delivery and being efficient with resources. The Provost has been working with the Deans to make a leaner curriculum. They also will try to address inequities in teaching capabilities across the university. Many parents are eager for their students to return. Surveys of other institutions (for example, the on-campus presence at Liberty University this spring), parents, students, and faculty will help inform the decision. Fall teaching likely will be in dual-mode.

**3. Approval of the minutes**

Minutes for the March 31<sup>st</sup> and February 25<sup>th</sup> meetings were approved.

**4. Faculty Hiring**

Chon Glover presented a report from a working group that was formed to study faculty diversity in faculty hiring. While eleven hires resulted from the special opportunity program formulated by the previous Provost, significant attrition has negated these gains. This presentation is part of the process of getting feedback from stakeholders. The group looked at several areas in the hiring process. This first of these is governance and it examines the role of the faculty, the Deans, and the Provost in hiring. The second is creating new programs for specific needs; for example, increasing the representation of women in STEM fields. The third is training. While members of search committees must complete training, the same is not true for others who interact with candidates. Morgan State University uses a search advocate. This individual helps with protocol and process to ensure fairness and transparency. The fourth is the formal

involvement of students in the search. They would have to be trained as well and the search advocate could assist. The fifth is accountability. Currently, we do not track outcomes, only the diversity in the initial list. The last is the structure of the process. Here the group proposes having a talent acquisition position to build a pipeline.

The university seems to be losing diverse candidates during the on-campus phase of the hiring process. Retention has been hampered by the lack of competitive counter-offers. We do not currently conduct exit interviews for faculty we lose to other institutions.

## **5. Faculty Survey**

Cathy Forestell modified the Faculty Survey report in response to feedback. The survey will inform the goals for next year's Assembly and guide topics for the Assembly retreat. The Assembly voted unanimously to accept the report.

## **6. Committee Reports**

Executive Committee - Tom Ward

The committee has been engaged in university issues resulting from the pandemic.

Liaison Committee - David Armstrong

The shortened BOV meeting on May 12 will not have subcommittee sessions. The results of the faculty survey will be presented next academic year.

Faculty Affairs - Scott Swan

The faculty compensation board was inactive this year. The last equity study was done last year, but the compensation board can study other issues such as tuition remission.

Academic Affairs - Rowan Lockwood

Academic affairs spearheaded the modified course evaluations for the spring semester. The evaluations asked about the switch to remote learning. Faculty can opt-in to using these evaluations in tenure, promotion, and annual merit.

COPAR - Lynda Butler

No report due to the effect of the pandemic on university resources.

## **7. Adjourn**

The meeting was adjourned at 5: 00.

Prepared by Chris Abelt