

Academic Committee Meeting
July 15, 2020
1:00-2:30 P.M.
ZOOM

Attendees:

Bagchi, Rajesh
Boyle, Kevin
Carlson, Kevin
Ghandforoush, Parviz
Gnyawali, Devi
Hall, Janice Branch
Hunnings, Kay
Khansa, Lara
Maher, Jack
McGehee, Nancy
Mitchell, Elizabeth
Russell, Robin
Singal, Vijay
Sumichrast, Robert

Absent:

Recording Secretary

Ridpath, Kimberly

Minutes/Action Items/Announcements

Dean Sumichrast welcomed the committee and made brief announcements. Jack Finney is leading an effort to provide faculty with additional flexibility for promotion and tenure during the pandemic. Pamplin has been informed that it will receive 5% less funding for FY2021. This is on top of reversing previously expected expenditures of \$2.8 million.

Creating an Inclusive Culture

Sumichrast gave a special welcome to Janice Branch Hall who normally is not working in the summer. Janice said she is working to help prepare faculty for the start of the fall semester—a time when many students and faculty will be concerned about their health as cases of COVID-19 increase and protests for greater justice and equality in the country continue. It will be important for all members of the Pamplin community to be prepared to address a range of issues that will come up in classes and other situations. Janice provided a presentation beginning with the societal landscape and her expectations for Pamplin in the fall. She recommended proceeding with a compassionate mission driven strategy. She provided examples of how Pamplin can balance empathy for stakeholder concerns while protecting workplace performance. Janice discussed several plans for students in the fall and several actions faculty and staff should consider. She suggested a strategic plan for alumni relations to

address systemic issues. Janice also suggested a long-term strategic model for diversity. Janice led the committee in a discussion of steps to prepare for the fall and for longer term actions.

Policy 495-Revisions to Multicultural Diversity Committee

Sumichrast said the Multicultural Diversity Committee has recommended changes to its structure and charge in Pamplin's Policy 495. These changes have been distributed to the academic committee. He invited Janice to summarize the changes and their motivation. Later, Kevin Carlson explained the change in student membership which he will propose for additional standing committees at a later date. The consensus was to adopt revised Policy 495.

Fall 2020 Operations

Kay Hunnings referred the committee to a document, listing principles that Pamplin will use as it considers staff and A/P faculty working from remote locations. She also noted that the university has updated information about telework on its web site but has not yet revised the associated form. Kay said Pamplin's telework principles provide flexibility to make safety and well-being a priority for all constituents, while recognizing the need that Pamplin units have to carry out their missions. Sumichrast encouraged all Pamplin leaders to look for ways to allow remote work. The committee discussed the Pamplin document and suggested minor changes. There was general support for the document as revised.

Kay described the timing of in person staffing plan for the dean's office and led a discussion about how other units would proceed. The committee discussed the value of PPE, cleaning, and physical changes to offices, classrooms, and public spaces in Pamplin, such as the atrium.

Kay provided an overview of Pamplin's 2020 Fall Operational Plan. Committee members were asked to send her recommendations for revisions and additions. An expanded plan will be made available for all Pamplin faculty and staff prior to a town hall where it will be discussed.

The committee also discussed two specific issues about fall classes, what process or approval is necessary if a faculty member determines that his or her class should change modality and what approval process is needed for a student to not attend class meetings for courses that are conducted in-person or as hybrid. These topics will be on the agenda for the next meeting.

Advancement

Elizabeth Mitchell described changes in Pamplin communications. There will be less staff available and Jeremy Norman has been made acting associate director of communications for the college. One key new duty will be to develop and publish an electronic newsletter for alumni on a monthly basis projected 10 issues each academic year. This electronic newsletter would take the place of the usual magazine. She shared an outline of the story budget and asked for input on its structure and name.

Elizabeth described how Pamplin's Advancement would continue to support the departments as well as other aspects of communication. She shared how they have been holding various virtual events to maintain our goals and continue the opportunity to grow Pamplin.

Elizabeth briefly updated that the FY 20 yearend results are not officially available, but it was a record year for the university and Pamplin, despite Covid pausing fundraising outreach for the 4th quarter. She will share the formal numbers when they are released. She refreshed the committee members on the "Advancement Champions" and how it is designed to help promote Pamplin Philanthropy and help change the culture of philanthropy. Giving Day is rescheduled to second semester 2021.

Advancement is working to secure donations to support the ENGAGE program which provides undergraduate teaching assistants to faculty. So far, \$5,000 has been pledged. She asked department heads and directors to support this effort by making their boards and employers aware of the opportunity.

Engage (Undergraduate TA Program)

Kevin provided an update on Engage, the undergraduate TA Program.

Action Items:

1. Janice will set up meetings with the department heads to address concerns/recommendations regarding the inclusive culture.
2. Department Heads will invite Janice to their fall faculty meeting to discuss inclusive culture.
3. Committee to provide any suggestions for expanding the fall operational plan before we send to faculty and staff.
4. Kim to schedule another meeting to discuss fall course formats and procedures.