

VIRGINIA STATE UNIVERSITY

2019 Annual Fall Faculty & Staff Opening Conference

Tuesday & Wednesday
August 13 - 14, 2019



*Building Upon our Past, Imagining our Future:
A Pathway to Preeminence with Purpose*

VIRGINIA STATE UNIVERSITY

2019 Annual Fall Faculty/Staff Opening Conference Tuesday—August 13, 2019 Location: Virginia Hall

Presiding: Donald E. Palm, III, Provost/Senior Vice President for Academic and Student Affairs

MORNING SESSIONS – VIRGINIA HALL

8:00 A.M. – 9:00 A.M.	REGISTRATION	
9:00 A.M. – 9:05 A.M.	Moment of Reflection	<i>Reverend Jasmyn C. Graham</i> <i>Director of the FLOW Wesley Foundation</i>
9:05 A.M. – 9:15 A.M.	Welcome	<i>Dr. Donald E. Palm, III</i> <i>Provost/ Senior Vice President for Academic and Student Affairs</i>
9:15 A.M. – 9:20 A.M.	Faculty and Staff Senate Welcome	<i>Dr. Maxine Sample</i> <i>Faculty Senate Vice-Chair</i>
		<i>Ms. Paula H. McCapes</i> <i>Staff Senate Chair</i>
9:20 A.M. – 9:25 A.M.	Introduction of the President	<i>Dr. Donald E. Palm, III</i>
9:25 A.M. – 10:25 A.M.	State of the University Address	<i>Dr. Makola Abdullah</i> <i>University President</i>
10:25 A.M. – 10:30 A.M.	Introduction of the Speaker	<i>Dr. Donald E. Palm, III</i>
10:30 A.M. – 11:30 A.M.	Transforming Education Through the Understanding of Demographic Change	<i>Mr. Byron Garrett</i> <i>Motivational Speaker</i>
11:30 A.M. – 12:00 P.M.	BUS SERVICE TO GATEWAY	
11:30 A.M. – 1:00 P.M.	LUNCH BREAK - TABLE TALK	
12:45 P.M. – 1:00 P.M.	Who Moved My Cheese? - Video Organizational Change	<i>Dr. Cynthia Ellison</i> <i>Director of University Counseling</i>

AFTERNOON SESSIONS - GATEWAY DINING

1:00 P.M. – 2:00 P.M.	Active Shooter Training	Chief David L. Bragg <i>Chief of Police</i>
2:00 P.M. – 3:00 P.M.	Strategic Planning Welcoming of New Employees	Dr. Donald E. Palm, III <i>Provost/ Senior Vice President for Academic & Student Affairs</i>
3:00 P.M. – 3:15 P.M.	Coffee Break	
3:15 P.M. – 4:00 P.M.	Conflict Resolution	Office of Human Resources Ms. Tanya Simmons <i>Associate Director of Human Resources</i> Ms. Robin Franklin-Morton <i>Training and Development Specialist</i> Ms. Shelby Black <i>Employment Specialist</i>
4:00 P.M. – 4:30 P.M.	Body Language	Dr. Cynthia Ellison <i>Director of University Counseling</i>
4:30 P.M. – 6:00 P.M.	Reception with the Provost	Dr. Donald E. Palm, III
5:30 P.M. – 6:30 P.M.	Bus Service Back to Virginia Hall & Surrounding Parking Lots	

Wednesday - August 14, 2019
Virginia Hall

9:00 A.M. – 10:00 A.M.	When Life Gives You Lemons: Turning Adversity, Doubters & Failures into Fuel for Success!	<i>Mr. Byron Garrett</i> <i>Motivational Speaker</i>
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Breakout Sessions
Location: Various Academic Buildings

10:00 A.M. – 12:00 P.M.	Faculty and Staff Concurrent Workshops (See attached list below)
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12:00 P.M. – 1:00 P.M.	Lunch Break (own your own)
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1:00 P.M. – 2:30 P.M.	College Meetings
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2:30 P.M. – 4:00 PM	Department Meetings/Faculty Advising
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Faculty and Staff Concurrent Workshops 10:00 A.M. – 12:00 P.M.

Presenter	Title of Presentation	Location	Time
Joseph L. Lyons	<i>From Backpacks to Briefcases: Integrating Transferable Skills in the Classroom and the Workplace!</i>	Hunter-McDaniel 143N	10am
Carmalita Trotman*	<i>The NEW Blackboard Learn</i>	Hunter-McDaniel 38	10am
Michelle Olgers*	<i>A Trojan Odyssey To VSU's Randolph Farm</i>	Randolph Farm	10am
Robin Franklin-Morton *	<i>Performance Management Town Hall</i>	Harris Hall 219B	10am
Larry Keen II	<i>Uncovering the IRB: Processes and Procedures for Investigators</i>	Hunter-McDaniel 154W	10am
Trina L. Spencer	<i>Examining Culturally Relevant Strategies</i>	Harris Hall 102	10am
Juliette Davis	<i>Unpack Your Bags and Discover Your Purpose</i>	Harris Hall 219A	10am
Monica J Brown	<i>Professional Growth and Development: A Win for the Entire Team</i>	Singleton 316	10am
Deborah Howard	<i>Title IX Compliance - A "Village" Concept</i>	Singleton 214	10am
Reshunda L Mahone	<i>Make it Rain! Strategies to increase philanthropy for VSU</i>	Harris Hall 218	10am
Gerald Burton	<i>The VSU Annual Planning Document: The Relationship Between the Teaching, Research and Service Plan, Faculty Workload, Faculty Evaluation and Pay-for-Performance</i>	Singleton 120	10am
Chantel M Wilson	<i>Engaging with Virginia Cooperative Extension and 4-H at VSU</i>	Singleton 316	11am
John Blackwell	<i>E-Portfolios the latest in College of Education</i>	Harris Hall 219A	11am
Justina O. Osa	<i>Preparing for a Successful Academic Year: Assessment with a Purpose</i>	Harris Hall 218	11am
Maxine Sample	<i>Designing an Academic Framework for Global Learning</i>	Hunter-McDaniel 154W	11am
Carmalita Trotman	<i>The NEW Blackboard Learn</i>	Hunter-McDaniel 38	11am
Michelle Olgers	<i>A Trojan Odyssey To VSU's Randolph Farm</i> Please RSVP: ext.vsu.edu/trojanodyssey	Randolph Farm	11am
Robin Franklin-Morton	<i>Performance Management Town Hall</i>	Harris Hall 219B	11am

Chaya R. Jain	<i>Educators as Mentors for Developing Lifelong Quality Learners and Self-Growers</i>	Singleton 120	11am
Cynthia A Thomas	<i>Universal Design for Learning in Higher Education</i>	Harris Hall 102	11am
Ethel N. Haughton	<i>Building on the Past Requires Knowing the Past: What Do You Know About VSU?</i>	Hunter-McDaniel 143N	11am
Gwen Williams Dandridge	<i>"The Art of Captivating A Room Through Effective Presentation Skills."</i> (* Repeated Workshop)	Singleton 214	11am

Synopsis

Joseph L. Lyons

From Backpacks to Briefcases: Integrating Transferable Skills in the Classroom and the Workplace!

The career readiness of college graduates is an important issue in higher education, in the labor market, and in the public arena. The National Association of Colleges and Employers (NACE) defines career readiness as the attainment and demonstration of requisite competencies that broadly prepares college graduates for a successful transition into the workplace.

Transferable skills are the skills acquired through various experiences including coursework, internships, part-time jobs, volunteer work, service learning, athletics, and other life experiences. Employers expect college students and recent graduates to apply the skills they have learned through their studies, work, and life experiences to the work environment. This interactive workshop will explore the top relevant skills that employers are seeking and techniques that we can be utilized to teach our students how to identify and apply these skills during the college experience. By collaborating we can prepare our students for a successful transformative experience post-graduation.

Carmalita Trotman

The NEW Blackboard Learn

There are NEW things happening in Blackboard! Faculty will soon see a new Blackboard course template, which will provide faculty and students with a consistent lay out of course information and resources. Also, Blackboard Collaborate Ultra is available and is an upgrade to the original Blackboard Collaborate. Collaborate Ultra is completely browser based, does not require any downloads, and provides more features and functionalities than the original Collaborate. This session will provide a preview of the new Blackboard course template, highlight key features of Collaborate Ultra, and identify basic content that should be uploaded for every course in Blackboard.

Michelle Olgers

A Trojan Odyssey to VSU's Randolph Farm

To be a Trojan—or teach a Trojan—you need to understand what sets VSU apart from other Virginia HBCUs and universities. One of our key differences is that we're a land-grant university, a title in Virginia only shared by Virginia Tech. Join the College of Agriculture's academic, research and Cooperative Extension staff and faculty for this special one-hour tour of VSU's Randolph Farm, where you'll take an open-air, covered trolley ride around this 416-acre outdoor classroom. You'll learn what makes VSU a land-grant university and see first-hand the work your

fellow Trojans are doing to fulfill our land-grant mission. Discover why VSU has 57 fish ponds and the largest collection of blueberry plants in the state; why we're growing hops for beer; the important role we're playing in the industrial hemp industry; how the farm's herd of sheep and goats are helping make a multi-million-dollar impact on small farmers across the world, and more. Space is limited to the first 50 registrants. Pre-registration is required. Randolph Farm is just five minutes by car from VSU's main campus. There is ample, free parking available.

Robin Franklin-Morton

Performance Management Town Hall

The Performance Management Town Hall provides VSU leaders an opportunity to enhance their understanding of the performance management process that is used to foster and reward employee performance at state agencies throughout the Commonwealth of Virginia. Participants will be encouraged to articulate ideas and understandings, uncover assumptions and misconceptions. The ultimate goal is to foster consistency and quality of performance management throughout the University.

Larry Keen II

Uncovering the IRB: Processes and Procedures for Investigators

This informational session will walk potential and current investigators through the proper procedures for the VSU Institutional Review Board (IRB). This will be an open discussion about the committee processes, including estimates in timelines, required documentation to apply for IRB approval, and frequently presented issues/concerns that may slow an investigator receiving IRB approval.

Trina L. Spencer; Willis Walter; Michael McIntosh

Examining culturally relevant strategies

Today's diverse classrooms require college and university instructors to have the ability to teach all students. Instructors need to recognize the strengths and unique qualities of their students and understand the strategies that are necessary for their success. Culturally relevant strategies originated in K-12 education, but they have implications and applications for higher education. These strategies involve having instructors learn about the lives and culture of students to develop and foster meaningful relationships with students. This interactive session will discuss the need for culturally relevant teaching practices in higher education. It will outline practice areas for culturally responsive teaching, which include self-awareness, developing student trust, information processing, and community building (Hammond, 2015). The audience will learn how these strategies can be integrated into coursework.

Juliette Davis

Unpack Your Bags and Discover Your Purpose

"There's no greater gift than to honor your life's calling. It's why you were born. And how you become most truly alive." – Oprah Winfrey Media mogul and Presidential Medal of Freedom honoree, Oprah Winfrey profoundly capsulizes why purpose is so important. It is how you become most truly alive. Yet many of us spend a life time going through the motions, working hard and juggling multiple priorities while secretly asking, "Is this as good it gets in terms of serving my community, leaving a mark, and living my best life?" It is time to unpack our bags, declutter our lives, and discover our purpose. In this session, we will use implementable strategies for finding your sweet spot; the intersection between experience and purpose. Using an interactive approach, we will identify ways to put "real" back into reality and help you find the fulfillment, passion and satiety that can be found when you discover your purpose.

Monica Brown

Professional Growth and Development: A Win for the Entire Team

What is your idea of professional growth or development? Are you searching for methods to increase your skills, educational opportunities while networking in a rapidly changing world? Do you desire to sharpen your soft skills and technical abilities...or gain practical knowledge and hands-on guidance to become a more valuable and versatile employee? This session will provide you with an “avenue” to gain all the above as well as certification to be the best office professional that you can be and increase the collective knowledge of your TEAM establishing a greater sense of camaraderie!

Deborah Howard

Title IX Compliance - A "Village" Concept

This will be an interactive session which includes scenario/case study evaluation, group activity, and personal reflection. Areas to be covered include: Responding to sexual and gender based harassment; bystander intervention; intersections of identity and Title IX and; proposed changes to Title IX legislation which will impact classroom interaction.

Reshunda L Mahone

Make it Rain! Strategies to increase philanthropy for VSU

Join us for an interactive session with topics ranging from VSU's philanthropic priorities for fiscal year 2020, learn best practice strategies which will increase contributions to VSU's colleges and units, learn about giving trends, metrics and industry research regarding philanthropy and finally how to leverage alumni and events to maximize philanthropic efforts.

Gerald Burton, Justina O. Osa, Cheryl M. Adeyemi, Andrean Oliver, Stephan A. Wildeus

THE VSU ANNUAL PLANNING DOCUMENT: The Relationship Between the Teaching, Research and Service Plan, Faculty Workload, Faculty Evaluation and Pay-for-Performance

The Purpose: The purpose of this workshop is to provide individualized mentoring and serve as a sounding board and provide advice about: (1) preparing the Annual Performance Planning Weights which describes the process and relative amount teaching, research and service for all faculty, (2) realistically discuss faculty workload and (3) address issues related to Faculty Performance Evaluation and Pay for Performance. The Workshop Goal The primary goal of the workshop is to provide a supportive academic environment through provision of advice, support, and guidance by supportive, knowledgeable senior faculty members. The Workshop Objectives: 1.To establish a professional working relationship between senior faculty and new and non-tenured faculty who can provide practical advice, support and guidance related to the processes of annual performance planning. 2. To facilitate a clear understanding of VSU organizational structures, evaluation documents, culture and resources. 3. To assist faculty members in planning activities related to time management and completion of tasks related to teaching, research and service responsibilities. 4. To allow faculty members opportunities and constructive feedback on their instructional, research, and service activities. Participant Responsibilities: Participants will participate in whole group and small group dialogue sessions. Faculty members will be given the opportunity to develop a long range plan for teaching, research and service. Description of Workshop Activities: 1.Provide the guidelines for annual planning. 2. Planning the relationship: clarify roles, establish purpose, document initial goals, establish a reasonable time frame, informal interactions and discuss constructive feedback. 3. Introduce the relationships between annual planning and annual faculty evaluation. 4. Identify and expand upon the planning and evaluation needs of the individual. 5. Discuss and present documents related to pay-for-performance.

Chantel M Wilson

Engaging with Virginia Cooperative Extension and 4-H at VSU

Virginia Cooperative Extension (VCE) represents a partnership between Virginia's land-grant universities, Virginia State University and Virginia Tech to provide statewide educational outreach. Extension agents and specialists form a network of educators to provide research-based solutions and information to the public through two universities, 108 county and city offices, 11 agricultural research and Extension centers, and six 4-H educational centers. Extension focus areas include agriculture, community & leadership, families, food & health, lawn & garden, natural resources, and 4-H/Youth. VCE engages in collaborations with the public, university faculty, state agencies, private partners, and volunteers to enable personal growth and positive societal change. 4-H is a National Cooperative Extension program that provides youth with "learn by doing" experiences. In 4-H, kids complete hands-on projects in areas like health, science, agriculture and civic engagement in a positive environment while receiving guidance and leadership encouragement from adult mentors. Virginia State University's 4-H program is rebuilding and we need the help of VSU's faculty, staff, and students to strengthen programming and engage with VCE to provide positive youth development experiences both in the local community and statewide. In this session, individuals will learn how they can engage with Virginia 4-H, how faculty/staff can contribute their expertise or collaborate for youth programming, or how Virginia 4-H can be used as a recruitment tool for Virginia State University.

John Blackwell

E-Portfolios the latest in College of Education

The session will cover the implementation of the LiveText Via E-Portfolio System developed for the College of Education. The session will cover how to set up and manage assignments in BlackBoard that are connected to Via. Faculty will learn how to build an assessment and review rubrics that have been developed for Program Evaluation.

Justina O. Osa

Preparing for a Successful Academic Year: Assessment with a Purpose

Whether teaching at the undergraduate or graduate level, it is important for faculty members to strategically assess the effectiveness of their teaching by measuring the extent to which students are meeting the target set for each Program Level Student Learning Outcome (Fisher, 2019). Assessment inspires faculty to ask some hard questions which include: Is the academic program achieving its pre-determined student learning outcomes? How can assessment results inform continuous program improvement? One major challenge some faculty members experience is considering assessment as an integral part of instruction as they prepare to teach their assigned courses. A new academic year is a time for reflection and new resolution to do better. Before the new academic year begins, faculty members need to adequately prepare some crucial assessment-related activities that will give a boost to a successful academic year. The overarching goal and focus of this proposed presentation session will be the specific preparations that faculty members must complete as they plan for the achievement of student learning outcomes in the new academic year. The presenter will discuss: (1) the need for and value of assessment in higher education; (2) preparing assessment with a purpose; (3) communicating assessment results; and (4) the spiral nature of the assessment process. During the presentation session, participants will have the opportunity to work in small groups using a checklist of assessment-related documents that should be ready as they prepare for a successful 2019-2020 academic year. Participants will have the opportunity to share their relevant experiences and comments. They will leave the session with: (1) a good knowledge of how assessment directs preparations for a new academic year; and (2) relevant and useful hands-outs.

Maxine Sample

Designing an Academic Framework for Global Learning

This faculty development workshop offers guidance to faculty who are interested in learning how to integrate into their department's academic programs and general education courses a variety of international experiential learning components that facilitate students' global learning. Participants will be challenged to rethink how the curriculum across disciplines can be aligned with education abroad experiences that help students achieve both programmatic outcomes as well as global learning outcomes. Education abroad includes study abroad, service learning, internships, research/field experiences, and intensive foreign language training. While setting and program design may vary from one education abroad program to the next, central to any program's design is the recognition that curriculum/program design is intrinsically linked to assessment of student learning. Participants will become acquainted with the Forum on Education Abroad's Standards of Good Practice for Education Abroad, with particular attention to standards related to designing an academic framework that appropriately supports student learning and development, supports the mission and goals of academic programs, and leverages the unique learning opportunities offered by the location abroad. Participants will be provided information about education abroad program types, university policies related to program approval and implementation, and responsibilities of faculty leaders of education abroad programs sponsored by the University. Resources for discipline-specific program integration will be available. In addition to providing training to faculty interested in developing programs in their areas, this preparation is intended to assist Virginia State University in meeting its strategic benchmarks for increasing opportunities for students' and faculty's global engagement. Faculty are encouraged to come to the session with ideas and questions about how to integrate international components into a course they have identified.

Chaya R. Jain

Educators as Mentors for Lifelong Quality Learners and Self-Growers

Most educators consider the vocation of teaching their true calling. Each of us also creates our own set of skills to best educate the learner. With due recognition of multiple facets involving the art and science of teaching and learning, the purpose of this presentation is to share an educator's crucial role in developing quality learners for life through the concept of self-growth. It begins with the principle that every learner can learn to learn better, regardless of his or her current level of achievement; that one's potential is not limited by one's current ability. The discussion focuses a structured approach involving three harmonizing dynamics with aim to help germinate the motivation for self-growth as a lifelong pursuit. A brief hands-on exercise will help understand the concept. The session is designed to be equally informative for any learner interested in being a lifelong learner and self-grower.

Cynthia A Thomas

Universal Design for Learning in Higher Education

According to the Higher Education Opportunity Act of 2008 (PL 110 - Sec 103) Universal Design for Learning (UDL) means a scientifically valid framework for guiding educational practice that provides flexibility in the way information is presented, students demonstrate knowledge and skills; and in how students are engaged. UDL (a) reduces barriers in instruction, (b) provides appropriate accommodations, and (c) supports, challenges, and maintains high achievement expectations for all students. This presentation will provide a brief overview of the topic and provide suggestions for how to incorporate UDL in college level classrooms.

Ethel N. Haughton

Building on the Past Requires Knowing the Past: What Do You Know About VSU?

The theme of the Fall 2019 Opening Conference is “Building Upon Our Past, Imagining Our Future: The Pathways to Preeminence With Purpose.” This poses the question: “How can we build on our past if we do not know the past?” VSU’s past goes well beyond the very brief history that is found on the VSU home page. We must not only be concerned with a few facts; we must understand the significance of those facts. It is not enough to know the various names of the institution; we must know and understand the reasons for the name changes. What has happened at the institution since the signing of the charter on March 6, 1882 must be placed in perspective of local and national issues and events. While the information provided in this presentation will focus on the past, it will also show how those people from the past imagined the future—possibly a brighter future than we have realized. Throughout VSU’s history there have been people and programs that unquestionably gained preeminence. We need to know who and what they were. Students at VSU need to know where they are. They need to know about the people who walked some of the streets on which they walk and sat in buildings in which they sit. They need to know the “firsts” among the VSU faculty and alumni in various fields of endeavor. They need to know that there are models from VSU’s history that they can follow in order to achieve success. They need to be exposed to this information not only in class, but in informal conversations with administrators, faculty, and staff. Therefore, administrators, faculty, and staff must be familiar with the information. Hopefully, attendees at this presentation will leave wanting to engage in further study.

Gwen Williams Dandridge

"The Art of Captivating a Room Through Effective Presentation Skills."

Presentation and Public Speaking skills are essential in our everyday lives. Developing both the confidence and ability to deliver a good lecture/presentation and to stand in front of an audience and speak well are core competencies for self-development. We have many hidden treasures; however, without the ability to express ourselves, others may never receive all the wisdom that we possess. In this fun and interactive session, you will learn quick, easy, and implementable tips to help you discover "The Art of Captivating A (Class) Room Through Effective Presentation Skills".

