

RADFORD UNIVERSITY
FACULTY SENATE MINUTES
2022-2023

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April 28, 2022

MINUTES
2022-2023 Faculty Senate Meeting
April 28, 2022
Zoom

Members present:

Margaret Adams, Alyssa Archer, David Beach, Denise Bernardini, Brad Bizzell, Caleb Bradberry, Jason Browning, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat, Kevin Farrell, Jake Fox, Sandra French, Tim Fuhrer, Roofia Galeshi, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman, Katie Hilden, Molly Hood, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Stockton Maxwell, Diane Millar, Roby Page, Geoff Pollick, Chapman Rackaway (Daniel Reed), Tammy Robinson, Christine Rogerson, Carrie Sanders, Rachael Santos, Susan Schoppelrey, Ryan Sincavage, Liang Shao, Judy Smith, Maneesh Thakkar, Shuhong Wang, Marjorie Young

Members absent: I-Ping Fu, Chris Monceaux, Cheri Triplett

- I. Meeting was called to order at 5:02pm by Dr. Katie Hilden
- II. Welcome to new senators.
- III. Elections were held for officers of the 2022-2023 Faculty Senate
 - a. President
 - i. Dr. Kurt Gingrich was nominated and seconded.
 - ii. Dr. Gingrich was elected 44-1
 - b. Vice President
 - i. Dr. Sheila Krajnik was nominated and seconded.
 - ii. Dr. Katie Katz was nominated and seconded.
 - iii. Dr. Krajnik was elected 23-21
 - c. Secretary
 - i. Dr. David Beach was nominated and seconded.
 - ii. Dr. Beach was re-elected 45-0
 - d. At-Large (2 position)
 - i. Dr. Katie Katz was nominated and seconded.
 - ii. Dr. Matthew Close was nominated and seconded.
 - iii. Dr. Kevin Farrell was nominated and seconded.
 - iv. Dr. Katz was elected in the first round with 28 votes.
 - v. Dr. Close was elected in the second round with 32 votes.
 - e. Parliamentarian
 - i. Dr. Jake Fox was nominated and seconded.
 - ii. Dr. Fox was elected 43-2
- IV. The meeting was adjourned at 5:21pm

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August 15, 2022

MINUTES
2022-2023 Faculty Senate Retreat
August 15, 2022
Heth 043

Members present:

Margaret Adams, Alyssa Archer, David Beach, Brad Bizzell, Caleb Bradberry, Jason Browning, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat, Kevin Farrell, Jake Fox, Andrew Foy, Sandra French, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman, Molly Hood, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Stockton Maxwell, Diane Millar, Roby Page, Geoff Pollick, Tammy Robinson, Christine Rogerson, Carrie Sanders, Rachael Santos, Susan Schoppelrey, Ryan Sincavage, Judy Smith, Marjorie Young

Members absent:

Denise Bernardini, I-Ping Fu, Tim Fuhrer, Roofia Galeshi, Katie Hilden, Chapman Rackaway, Liang Shao, Maneesh Thakkar, Cheri Triplett, Shuhong Wang

- I. Meeting was called to order at 2:00pm by Dr. Kurt Gingrich
- II. Report from the Interim Provost: Dr. Marten denBoer
 - a. Students must be introduced to “the life of the mind.”
 - b. Faculty Search Process for filling new and vacant positions
 - c. Workload optimization – ensure most faculty do not have obligation to teach four courses each semester. Not about reducing workload, but optimizing ability to move students forward, finding other ways to work with our students.
 - i.
- III. Report from the Assistant Provost for Undergraduate Education: Dr. Nicole Hendrix
 - a. Enrollment numbers as of 8/15
 - b. New Student Convocation on Friday, August 19 at 6pm on McConnell Lawn. Food will be provided for all, and transportation will be available from RUC.
 - c. Presentation on Undergraduate Education.
 - d. Data on higher education in Virginia can be found at <https://research.schev.edu/>
- IV. Report from the Faculty Senate President: Dr. Kurt Gingrich
 - a. Health and Wellbeing update sent today
 - b. Logistics of Interim Provost selection
 - c. Provost search will probably take a year.
 - d. Interim Provost would like to attend full Faculty Senate meetings.
 - i. Would be welcome unless the Senate decides it should be in a closed meeting, only for Senators and T&R Faculty
 - e. Faculty Convocation, Thursday, August 18 at 3:30pm in Preston Auditorium
 - f. Student Convocation, Friday, August 19 at 6pm on McConnell Lawn
 - g. Presidential Inauguration, Friday, September 30. Faculty encouraged to cancel classes for students and faculty to attend inauguration.
 - h. Logistics for new Senators

- i. Question to consider: How will Senate meet during the year?
- V. Approval of the Minutes of April 28, 2022.
- VI. Discussion of Meeting Modality
 - a. Meet in person on Main Campus Sept 1, meet via Zoom for Sept 15 through Nov 3, meet in Roanoke on Nov 17.
 - b. A proposal for Spring meeting modality will be due from committees on Dec 1.
- VII. New Business
 - a. 22-23.01: Motion to Revise the MSN in Nursing Administration
- VIII. Committee Organizational Meetings
 - a. Campus Environment
 - i. Chair, Jake Fox
 - ii. Secretary, Carrie Sanders
 - b. Curriculum
 - i. Co-Chairs, Anna DeVito & Scott Dunn
 - ii. Secretary, Rhett Herman
 - c. Faculty Issues
 - i. Chair, Kevin Farrell
 - ii. Secretary, Matt Close
 - d. Governance
 - i. Chair, Andrew Foy
 - ii. Secretary, Brad Bizzell
 - e. Resource Allocation
 - i. Chair, Dale Henderson
 - ii. Secretary, Roby Page
- IX. The meeting was adjourned at 4:50pm

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September 1, 2022

MINUTES
2022-2023 Faculty Senate
September 1, 2022
Heth 043

Members present:

Margaret Adams, Alyssa Archer, David Beach, Denise Bernardini, Brad Bizzell, Caleb Bradberry, Jason Browning, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat, Kevin Farrell, Jake Fox, Andrew Foy, Sandra French, I-Ping Fu, Tim Fuhrer, Roofia Galeshi, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman, Katie Hilden, Molly Hood, Katie Katz, Sheila Krajnik, Stockton Maxwell, Diane Millar, Roby Page, Geoff Pollick, Chapman Rackaway, Tammy Robinson, Christine Rogerson, Carrie Sanders, Rachael Santos, Liang Shao, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Marjorie Young

Members absent:

John Cook, Ji-Eun Lee, Cheri Triplett, Shuhong Wang

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich
- II. Approval of the Minutes of August 15, 2022
- III. Report from the President – Dr. Bret Danilowicz
 - a) Decline in enrollment for FA22 on Main Campus, approximately 7,700 on Main Campus. Expect to hit a low in FA25 before rebounding.
 - b) NRCC, the largest feeder for community college students, also has enrollments declining. Will reboot relationships with NRCC to help with enrollment & retention.
 - c) VT has plans to increase enrollment 2% a year – about 600 students a year, 400 from the Commonwealth.
 - d) SACSCOC report due around 9/7 for external review. Will be reporting that we’re not in compliance in areas of assessment. Only half the programs have “closed the loop” or done their reports.
 - e) Committed to Highlander Promise, capstone projects for all students to help businesses and non-profits in the community.
 - f) Going through the process to create flexible scheduling for university offices, focusing on salary and job flexibility. Every student-facing office will be defining core hours. Units at the division level will decide how to cover core hours and build flexible schedules for staff. For academic departments – may have one staff member. Flexibility will affect everyone, including academic staff.
 - g) Compensation Study – long process (6 to 9 months). Employees are paid less than we desire them to be paid. Need to determine where biggest misalignments are and the gaps – then plan to mitigate differences through time. Develop a foundation to plan funding that also allows us to be equitable.
 - h) October 6 – Coffee with the President and Provost.
- IV. Report from the Interim Provost: Dr. Marten denBoer

- a. Faculty Searches – doing this in a coordinated manner to view needs of university across all colleges and programs. Taken all requests. Cannot honor all of them, but will be able to honor many – 34 searches for TT faculty this year. Deans were notified on 8/31.
 - b. FERP will be offered again. Don't have all the details yet. Criteria will be similar to the last FERP: at least 60, ten years of service, and tenured. Timeline has not been determined but would like decisions to be final sometime in January so Departments can backfill ASAP. Announcement will be made soon.
 - c. Workload optimization – optimization will be what is best for our students. Could be teaching, building bridges for internship, developing experiential learning programs. Hoping that colleges will have themes for what optimization looks like. Goal for alternative assignments will be how to help students succeed – both for recruitment and retention.
 - d. Academic Program Review – We are under obligation to SACSCOC to continue academic program reviews this year. Trying to simplify the process for this year.
- V. Report from the Faculty Senate President: Dr. Kurt Gingrich
- a. Interim Provost would like to remain for Senate meetings. Some expressed understandable reservations. Interim Provost is happy to leave if requested. Senators are asked to consider the following:
 - i. Review agenda in advance and let FSEC know if the Provost should leave.
 - ii. If something comes up mid-meeting that is sensitive, and if a senator feels comfortable doing so, ask the Provost to leave.
 - iii. If a senator does not feel comfortable, send a quick message to the Senate Secretary.
 - b. Inauguration of President Danilowicz on Fri Sept 30 at 10am on McConnell Lawn with reception to follow. Information on inauguration will be coming soon. All faculty are encouraged to participate; however, if classes meet during the time, classes should meet as scheduled.
 - c. Cleveland State U was sued by student over policy of surveillance during online tests. Judge ruled policy violated the 4th Amendment. Consider this when conducting online tests. The University attorney is investigating this for RU.
 - d. Coffee with the President – October 6 from 9a-10a via Zoom. President will start with 5m update on the University then respond to questions. Send questions to Kurt Gingrich. Questions will be anonymous. Will check if this will be recorded for those who teach at that time.
- VI. Committee Reports
- a. Campus Environment
 - i. Discussed and clarified charges.
 - b. Curriculum
 - i. Focusing on revisions to T&R Handbook. Will have something to Senate in early October.
 - c. Faculty Issues
 - i. Discussed charges and set priorities.
 - d. Governance
 - i. Discusses charges and set priorities.
 - ii. Will be addressing minority reports in personnel reports.
 - e. Resource Allocation

- i. Discussed and clarified charges.
- VII. Old Business
 - a. 22-23.01: Motion to Revise the MSN in Nursing Administration
Motion passed by acclamation.
- VIII. New Business
 - a. None
- IX. Announcements
 - a. Next two weeks are committee meetings. Next Senate meeting on 9/22.
 - b. Jay Caughron re ending of PsyD program – This was a decision by the Psychology Department and was supported by Administration.
 - c. Science Expo in Artis College in Reed-Curie Atrium on Friday, September 2, 2p-5p, open house style. Planetarium and museum will be open.
 - d. Animals on campus must be leashed and under control. Make a report to Safety Department if animal causes attack. Animals on University Property policy reviewed April 2022.
 - e. NASA will try to launch Artemis on Saturday. Planetarium will be open for launch.
 - f. Library’s Welcome Back Reception this afternoon in Kyle 340
- X. The meeting was adjourned at 4:50pm

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September 22, 2022

MINUTES
2022-2023 Faculty Senate
September 22, 2022
Zoom

Members present:

Margaret Adams, Alyssa Archer, Maggie Bassett, David Beach, Denise Bernardini, Brad Bizzell, Caleb Bradberry, Jason Browning, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat, Kevin Farrell, Jake Fox, Andrew Foy, Sandra French, Tim Fuhrer, Roofia Galeshi, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman, Katie Hilden, Molly Hood, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Stockton Maxwell, Diane Millar, Roby Page, Geoff Pollick, Chapman Rackaway, Tammy Robinson, Christine Rogerson, Carrie Sanders, Rachael Santos, Liang Shao, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Shuhong Wang, Marjorie Young

Members absent:

I-Ping Fu

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich
- II. Approval of the Minutes of September 1, 2022
- III. Report from the President – Dr. Bret Danilowicz
 - a. Decline in enrollment for FA22 on Main Campus, approximately 7,700 on Main Campus. Expect to hit a low in FA25 before rebounding.
 - b. NRCC, the largest feeder for community college students, also has enrollments declining. Will reboot relationships with NRCC to help with enrollment & retention.
 - c. VT has plans to increase enrollment 2% a year – about 600 students a year, 400 from the Commonwealth.
 - d. SACSCOC report due around 9/7 for external review. Will be reporting that we’re not in compliance in areas of assessment. Only half the programs have “closed the loop” or done their reports.
 - e. Committed to Highlander Promise, capstone projects for all students to help businesses and non-profits in the community.
 - f. Going through the process to create flexible scheduling for university offices, focusing on salary and job flexibility. Every student-facing office will be defining core hours. Units at the division level will decide how to cover core hours and build flexible schedules for staff. For academic departments – may have one staff member. Flexibility will affect everyone, including academic staff.
 - g. Compensation Study – long process (6 to 9 months). Employees are paid less than we desire them to be paid. Need to determine where biggest misalignments are and the gaps – then plan to mitigate differences through time. Develop a foundation to plan funding that also allows us to be equitable.
 - h. October 6 – Coffee with the President and Provost.
- IV. Report from the Interim Provost: Dr. Marten denBoer

- a. Retention is a priority for this year.
 - b. Progress surveys for students have been helpful.
 - c. Visit from House Appropriations Committee went well.
 - d. Notices went out to those eligible for FERP yesterday. Once we know who will take advantage, chairs will advise how to proceed.
- V. Special Report, SACSCOC Reaccreditation – Dr. Jessica Stowell, Director of the Office of Institutional Effectiveness and Quality Improvement
- a. Sent in report on Sept 7. Final review will occur Nov 1-4, with response in late November.
 - b. Submitted two standards of partial compliance
 - Student assessment
 - Student success
 - c. Met with CHBS and Waldron already, will meet with other colleges so we can be in compliance by March
 - d. SACSCOC will report these areas as non-compliant, but this means that we have an opportunity to make meaningful changes for assessment and student success.
 - e. Will have a chance to respond in February.
- VI. Special Report, RISE – Ms. Merrie Winfrey, Co-Chair, QEP Development Committee & Dr. Allison Wisecup, Team Lead, QEP Data and Assessment Team
- a. RISE = Realizing Inclusive Student Excellence
 - b. Report of racial equity gaps of student success in 100- and 200-level courses with a ten-year supply of data (2012-2021).
 - c. RISE Faculty Institute
 - i. 5 cohorts of 20 faculty, going through two semesters and a summer
 - ii. Community of Practice
 - iii. In-person and online training, both required and optional
 - iv. Incentives: one course release and a summer stipend
 - v. Assessment includes pre- and post-redesign surveying of students, course deliverables, equity gap analysis
 - vi. Faculty Fellows will be selected through interest forms/voluntary
 - vii. First cohort formed in Spring 2023
 - viii. Priorities for selecting Fellows
 - 1) Course to be revised is a 100- or 200-level required course
 - 2) Number of students potentially impacted
 - 3) Level of and reasons for interest in the Institute
 - 4) Ability to commit to participation for two semesters and a summer
 - 5) Ability to commit to participation in a community of practice following the Institute
 - 6) Willingness to share lessons learned with colleagues
 - 7) Representation of colleges and departments
 - 8) Approval of department chair
 - ix. RISE Community Action Teams (R-CATs)
 - 1) Goal: facilitate campus belonging
 - 2) Teams by college and RUC
 - 3) Students of varying majors and one faculty member from each department on each R-CAT

- 4) Review college equity gap reports to situate programming within college's equity context
- 5) R-CAT Council for communication, collaboration, and support between and with R-CATs
- 6) Will form in Spring 2023, programming to begin Fall 2023
- x. Asking Faculty Senate for a statement of support to show broad support for QEP in report to SACSCOC
- xi. Have been at Club Fair and will have a table at Family Weekend. Response from students has been positive. 70 students so far interested in being in R-CATs.

VII. Report from the Faculty Senate President: Dr. Kurt Gingrich

- a. Inauguration of President Danilowicz is Friday, September 30, 10am, on McConnell Lawn.
 - i. Faculty should gather in regalia between Whitt and Young at 9:30am. Faculty will process to fountain then to seating.
 - ii. Some parking lots will be closed that day. Look for email notifications.
- b. Family Weekend this weekend, inauguration week activities begin on Monday, Homecoming is weekend after inauguration.
- c. Need volunteers for Monday event with Baine the therapy dog.
- d. Coffee with President, October 6, via Zoom. Presidents of the three Senates will offer questions to President Danilowicz. Need questions from T&R Faculty by Tuesday, October 4.
- e. Board of Visitors September meeting. FSEC joined the BoV for an informal reception at Selu. Great success in starting better communication between faculty and BoV.
- f. Retention is a university priority this year. Thanks to all who did 3-week progress reports.
 - i. Overall response rate: 74%
 - ii. HSC analyzing data and acting on 179 referrals in order to help students.
 - iii. Mid-semester grade reports: required to submit grades for all undergraduate students. Will help reach students at risk.
- g. Discussion starting on Labor Day being a holiday, with possibility of costing Fall Break.

VIII. Committee Reports

- a. Campus Environment
 - i. Discussing possibility of attendance policy.
- b. Curriculum
 - i. Working with Faculty Issues on handbook changes.
- c. Faculty Issues
 - i. Working with Curriculum on handbook changes.
 - ii. Post-merger concerns – four motions in New Business.
- d. Governance
 - i. Working on four motions.
- e. Resource Allocation
 - i. No report.

IX. Old Business

- a. None

- X. New Business
 - r. 22-23.02: Motion to Revise the T&R Handbook Language to Clarify Faculty Professional Development Leave
 - s. 22-23.03: Motion to Revise the T&R Handbook Language to Revise Minimum Criteria for Faculty Promotions to Senior Instructor
 - t. 22-23.04: Motion to Revise the T&R Handbook Language to Revise Awarding Rank of Senior Instructor to New Faculty
 - u. 22-23.05: Motion to Revise the T&R Handbook Language to Clarify Probationary Period for Tenure-Track Positions

- XI. Announcements
 - v. None

- XII. The meeting was adjourned at 4:49pm

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October 6, 2022

MINUTES
2022-2023 Faculty Senate
October 6, 2022
Zoom

Members present:

Margaret Adams, Alyssa Archer, Maggie Bassett, David Beach, Denise Bernardini, Brad Bizzell, Jason Browning, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat, Kevin Farrell, Jake Fox, Andrew Foy, Tim Fuhrer, Roofia Galeshi, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman, Katie Hilden, Molly Hood, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Stockton Maxwell, Diane Millar, Roby Page, Geoff Pollick (Guy Axtell), Chapman Rackaway, Tammy Robinson, Christine Rogerson, Carrie Sanders, Rachael Santos, Liang Shao, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Shuhong Wang, Marjorie Young

Members absent:

Caleb Bradberry, Sandra French, I-Ping Fu

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich
- II. Approval of the Minutes of September 22, 2022
- III. Report from the President – Dr. Bret Danilowicz
No report.
- IV. Report from the Interim Provost: Dr. Marten denBoer
 - a. Thanks to those serving on standing committees.
 - b. FERP process is ongoing.
 - c. Compensation study starting soon through Gallagher Benefits Services.
- V. Special Report, Highlander Student Center Update – Dr. Nicole Hendrix, Assistant Provost for Undergraduate Education
 - a. Week 3-4 Progress Survey
 - i. 72.4% of 100- and 200-level course surveys were completed.
 - ii. Possible support for adjunct faculty to support student success
 - iii. Over 2,000 academic performance flags, 191 advising flags.
 - iv. Over 770 referrals.
 - v. Almost 5,000 kudos to students.
 - vi. 50 referrals for Dean of Students/Wellness, 7 for Student Involvement.
 - vii. All students with academic advising referrals were contacted.
 - viii. 182 students had 3 or more flags and/or referrals – those were escalated for more intensive intervention and outreach.
 - b. Midterm grade reports open on Friday and are due by 10am on 10/14.
 - c. D2L Engagement Initiative
 - i. Examining the effectiveness of using D2L data to help identify students in need of support.

- ii. IT has been helping by developing queries that examine how students and faculty engage with D2L.
- iii. Project continuing to evolve.

VI. Report from the Faculty Senate President: Dr. Kurt Gingrich

- a. Update on Provost Search
 - i. Two forums for Faculty on Zoom: Tues Oct 11 from 9am to 10am, and Wed Oct 12 from 4pm to 5pm. If faculty cannot attend either forum, forward questions/concerns to Kurt Gingrich.
 - ii. Hoping to have initial interviews in December/early January, campus visits in winter.
- b. Feedback on Labor Day as a holiday mixed.
- c. Coffee with the President recording will be uploaded for those who could not watch live.
 - i. University's General Counsel will be leaving. A search for a new General Counsel will begin.
 - ii. Looking for two new associate or assistant provosts for RUC and DEI. Likely not until after the search for Provost is completed.
 - iii. DEI associate/assistant provost will be part of President's Cabinet.
 - iv. President Danilowicz "looks forward to staying at Radford for 15 years."
 - v. President's number one priority for this year is enrollment and retention.
- d. Faculty Professional Development Leave is available for next year. Deadline for applying: November 14.
- e. Call for applications for Executive Director of the Summer Governor's School.
- f. Nominate students to be Quest assistants for next summer. Nominations due by October 10.
- g. Midterm grades are now required reporting for all students in all undergraduate courses. Due by 10am on Friday, October 14.

VIII. Committee Reports

- a. Campus Environment
 - i. Meeting with SGA President next week.
- b. Curriculum
 - i. Finished draft of workload motion. Awaiting more feedback.
- c. Faculty Issues
 - i. Met jointly with Curriculum on workload motion.
- d. Governance
 - i. Motion for personnel timeline coming soon.
 - ii. Looking at Faculty Senate seat allocations.
- e. Resource Allocation
 - i. Informal luncheon with Interim CFO next week to develop working relationship.

IX. Old Business

- a. 22-23.02: Motion to Revise the T&R Handbook Language to Clarify Faculty Professional Development Leave

Motion to delay this motion four weeks to clarify legality. Motion passes 40-2-2.

- b. 22-23.03: Motion to Revise the T&R Handbook Language to Revise Minimum Criteria for Faculty Promotions to Senior Instructor

Motion to extend time to 5pm. Motion fails 24-18-1.

- c. 22-23.04: Motion to Revise the T&R Handbook Language to Revise Awarding Rank of Senior Instructor to New Faculty
- d. 22-23.05: Motion to Revise the T&R Handbook Language to Clarify Probationary Period for Tenure-Track Positions

X. New Business

- a. 22-23.06: Motion to Add Temporary Membership for School of Nursing Representatives to Faculty Appeals and Faculty Grievance Committees
- b. 22-23.07: Motion to Revise T&R Handbook Language to Clarify the Use of FARs and Their Inclusion in Official Personnel Records

XI. Announcements

- a. None

XII. The meeting was adjourned at 4:50pm

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October 20, 2022

MINUTES
2022-2023 Faculty Senate
October 20, 2022
Zoom

Members present:

Alyssa Archer, Maggie Bassett, David Beach, Denise Bernardini, Brad Bizzell, Caleb Bradberry, Jason Browning, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat, Kevin Farrell, Andrew Foy, Sandra French, Roofia Galeshi, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman, Katie Hilden, Molly Hood, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Stockton Maxwell, Diane Millar, Roby Page, Geoff Pollick, Chapman Rackaway, Tammy Robinson, Christine Rogerson, Carrie Sanders, Rachael Santos, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Shuhong Wang

Members absent:

Margaret Adams, I-Ping Fu, Jake Fox, Tim Fuhrer, Liang Shao, Marjorie Young

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich
- II. Approval of the Minutes of October 6, 2022
- III. Report from the President – Dr. Bret Danilowicz
 - a. Glen Mayhew will serve as Interim Associate Provost of RUC for the next year or so until we have a search for that position. Carilion is fully supporting this position.
 - b. Mike Melic will be stepping down as General Counsel. A search will begin to replace him.
 - c. Enrollment: Main challenge is in-person enrollment on Main Campus. Currently, applications for 2023-24 down 30%. This is a potential indicator of enrollment, not what enrollment will be.
 - i. Enrollment Strategies Forum on Friday, November 4.
 - ii. If enrollment begins to slide, 70% of tuition is tied to salaries.
 - iii. Need to determine strategies for enrollment.
- IV. Report from the Interim Provost: Dr. Marten denBoer
 - a. Faculty can participate in enrollment strategy by reaching out to existing students and to high schools.
 - b. FERP: Seventeen applications so far. Deadline is Friday, October 21.
 - c. In principle, the FERP positions will not be backfilled.
 - d. Provost will make decisions on FERP applications on December 2. Official separation date will be August 9, 2023, and retirement date will be September 1, 2023.
 - e. No new information on adjunct salaries.
 - f. New search for associate dean of the Graduate School.
 - g. Interim dean positions in Library and School of Nursing will probably stay through 2022-23.
 - h. Discussion of shifting the academic calendar. No consensus on the Labor Day holiday, so the administration will make a decision soon. Juneteenth holiday for 2023 falls in the

gap between Summer I and Summer II, but need to decide on this as a holiday for future years.

- V. Report from the Faculty Senate President: Dr. Kurt Gingrich
 - a. Thanks to Interim Dean Laura Jacobsen to making space in McConnell Library (Room 579) to be a Faculty Lounge, opening on Monday, October 24. Open during the time the Library is open.
 - b. Thank you to faculty for submitting midterm grades – over 95% of undergraduate grades were submitted. Only 15% of grades were Ds or Fs. This helps identify at-risk students.
 - 1. Foundational Writing: 21.3% grades submitted are Ds and Fs
 - 2. Foundational Math, MATH 100: 27.2%
 - 3. Foundational Math, MATH 121: 39.5%
 - 4. Foundational Math, MATH 125: 30.6%
 - 5. ART 100: 22%
 - 6. BIOL 310: 37%
 - 7. CRJU 100: 36%
 - 8. HIST 111: 26%
 - 9. PSYC 121: 32%
 - 10. RELN 112: 24%
 - 11. STAT 130: 24%
 - c. Remind students they can receive help at Harvey Center, send kudos via Starfish, discuss withdrawing, or reach out to Jessie Beckett (Main Campus) or Sarah Cox (RUC).
 - d. Long-term Interventions
 - 1. Use D2L for syllabus and gradebook
 - 2. Track and report attendance
 - 3. Look for cheaper course material (OER)
 - 4. Faculty development
- VI. Committee Reports
 - a. Campus Environment
 - i. Had productive meeting with SGA president on student perspective.
 - b. Curriculum
 - i. Two motions in New Business.
 - c. Faculty Issues
 - i. No report.
 - d. Governance
 - i. Two motions in New Business.
 - ii. Met with Interim Dean of the School of Nursing on pathways. Discussed situation of SoN having units instead of departments.
 - e. Resource Allocation
 - i. Will meet with Interim VP of Finance next week to discuss compensation study.
 - ii. Reviewed adjunct pay report to see how administration is using data.
 - iii. Reviewing OER policy to see if there are any concerns.
- VII. Old Business
 - b. 22-23.02: Motion to Revise the T&R Handbook Language to Clarify Faculty Professional Development Leave

Motion to delay this motion to clarify legality. Motion passes 40-2-2.

- c. 22-23.03: Motion to Revise the T&R Handbook Language to Revise Minimum Criteria for Faculty Promotions to Senior Instructor
Motion to amend language. Seconded. Passed 28-9-8.
Motion passed 39-3-3.
- d.
- e. Motion to extend time to 5pm. Seconded. Motion failed 25-20.

- f. 22-23.04: Motion to Revise the T&R Handbook Language to Revise Awarding Rank of Senior Instructor to New Faculty
Tabled to Nov 3.
- g. 22-23.05: Motion to Revise the T&R Handbook Language to Clarify Probationary Period for Tenure-Track Positions
- h. 22-23.06: Motion to Add Temporary Membership for School of Nursing Representatives to Faculty Appeals and Faculty Grievance Committees
- i. 22.23.07: Motion to Revise T&R Handbook Language to Clarify the Use of FARs and Their Inclusion in Official Personnel Records
- j.

VIII. New Business

- k. 22-23.08: Motion to Revise T&R Faculty Handbook Language on Teaching Responsibilities
- l. 22-23.09: Motion to Approve Recommendations for Revisions to the Academic Program Review and Enhancement Process
- m. 22-23.10: Motion to Approve a One-Year Modification to the Academic Program Review and Enhancement Timeline
- n. 22-23.11: Motion to Establish an *ad hoc* Multi-Disciplinary Program Governance Committee

XI. Announcements

- o. None

XII. The meeting was adjourned at 4:50pm

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November 3, 2022

MINUTES
2022-2023 Faculty Senate
November 3, 2022
Zoom

Members present:

Margaret Adams, Alyssa Archer (Karen McCool), Maggie Bassett, David Beach, Denise Bernardini, Brad Bizzell, Caleb Bradberry, Jason Browning, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat, Kevin Farrell, Jake Fox, Andrew Foy, Sandra French, I-Ping Fu, Tim Fuhrer, Roofia Galeshi, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman (Shawn Huston), Katie Hilden, Molly Hood, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Stockton Maxwell, Diane Millar, Roby Page, Geoff Pollick, Chapman Rackaway, Tammy Robinson, Christine Rogerson, Rachael Santos, Liang Shao, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Shuhong Wang, Marjorie Young

Members absent:

Carrie Sanders

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich
- II. Approval of the Minutes of October 20, 2022
- III. Report from the President – Dr. Bret Danilowicz
No report.
- IV. Report from the Interim Provost: Dr. Marten denBoer
No report.
- V. Report from the Faculty Senate President: Dr. Kurt Gingrich
 - a. The next meeting of the Faculty Senate, November 17, will be in person in Roanoke, RUC 617. Parking is free in the parking deck adjacent to the RUC building. Masks are required in the hallways, but not in the room where we will meet. Anyone interested in touring the RUC spaces can meet there at 3pm.
 - b. The Enrollment Strategies Forum will be held tomorrow, November 4. Facilitated by the University President, the forum will begin with an overview of our current enrollment, our enrollment goals, and our current enrollment strategies. Following this overview, breakout sessions will focus on potential new initiatives. If successful, the forum will identify specific ways in which faculty effort can be used effectively to aid in student recruitment.
 - c. Quest sessions this summer will be only one day. The dates are as follows:
 1. Thursday, June 8 – Transfer
 2. Saturday, June 10 – new 1st Year
 3. Monday, June 12 - new 1st Year
 4. Saturday, June 17 – new 1st Year
 5. Thursday, June 22 – Transfer
 6. Saturday, June 24 – new 1st Year

7. ***Monday, June 26 – new 1st Year
 8. ***Friday, June 30 – new 1st Year
 9. ***These dates will be held and not advertised unless registration for the above dates meets capacity. However, if one or both are needed, then there will be used.
- d. The week prior to the beginning of the Fall 2023 semester will feature an extended orientation program. First-year residential students will move in on Tuesday, August 22 through Wednesday, August 23. Programming and engagement will begin Wednesday evening and is being planned for Thursday, August 24 through Saturday, August 26, 2023.
 - e. The University is undertaking a compensation study with the independent firm, Gallagher, with the goal of establishing a competitive compensation structure for current and future employees. We need 3-5 senators willing to serve on a project team for the Compensation Study. A senator from the Resource Allocation Committee has agreed to serve on the Steering Committee.
 - f. A University-level Student Impediment Reduction Committee has begun reviewing issues that seem to be creating needless hurdles for students. This has led to a new policy on student schedules dropped for non-payment (their schedules will not be automatically reinstated so that the registration system no longer has to be closed during a crucial three-day period just before the semester beings). The Committee asks that faculty members teach courses in off-grid times only when absolutely needed. If faculty know of any policies or practices that are needlessly slowing student progress, please let me know so that I can share with that committee.

VI. Committee Reports

- a. Campus Environment
 - i. Did not meet.
- b. Curriculum
 - i. No report.
- c. Faculty Issues
 - i. Examining extra employment policies.
- d. Governance
 - i. Examining allocation of Faculty Senate seats.
- e. Resource Allocation
 - i. Met with Interim CFO to discuss Compensation Study and other related items.

VII. Old Business

- p. 22-23.02: Motion to Revise the T&R Handbook Language to Clarify Faculty Professional Development Leave
Motion passes 48-0-1
- q. 22-23.04: Motion to Revise the T&R Handbook Language to Revise Awarding Rank of Senior Instructor to New Faculty
Motion to amend language. Seconded. Passes 47-0-0
Motion to amend amended language. Seconded. Passes 45-1-1

Motion passes 47-0-0

- r. 22-23.05: Motion to Revise the T&R Handbook Language to Clarify Probationary Period for Tenure-Track Positions
Motion to indefinitely delay. Seconded. Passes 48-0-1
- s. 22-23.06: Motion to Add Temporary Membership for School of Nursing Representatives to Faculty Appeals and Faculty Grievance Committees
Motion passes 45-0-4
- t. 22-23.07: Motion to Revise T&R Handbook Language to Clarify the Use of FARs and Their Inclusion in Official Personnel Records
Motion passes 41-3-5
- u. 22-23.08: Motion to Revise T&R Faculty Handbook Language on Teaching Responsibilities
Motion to amend language. Seconded. Passes 47-0-1
Motion passes 45-1-2
- v. 22-23.09: Motion to Approve Recommendations for Revisions to the Academic Program Review and Enhancement Process
Motion to amend language. Seconded. Passes 25-15-3
Motion tabled to next meeting.
- w.
Motion to extend to 5:00pm. Seconded. Passes 38-7-1
Motion to extend to 5:15pm. Seconded. Passes 32-12-0
Motion to extend to 5:30pm. Seconded. Passes 27-11-2
- x. 22-23.10: Motion to Approve a One-Year Modification to the Academic Program Review and Enhancement Timeline
- y. 22-23.11: Motion to Establish an *ad hoc* Multi-Disciplinary Program Governance Committee

VIII. New Business
None

XI. Announcements
z. None

XII. The meeting was adjourned at 5:30pm

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November 17, 2022

MINUTES
2022-2023 Faculty Senate
November 17, 2022
RUC 617

Members present:

Alyssa Archer, Maggie Bassett, David Beach, Brad Bizzell, Caleb Bradberry, Jason Browning, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn (Betty Kennan), Jeannine Everhart, Daniel Farhat, Kevin Farrell, Jake Fox, Andrew Foy, Sandra French (Sam Jennings), Tim Fuhrer, Roofia Galeshi, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman, Katie Hilden, Molly Hood, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Stockton Maxwell, Roby Page, Geoff Pollick, Christine Rogerson (Susan Schoppelrey), Carrie Sanders, Rachael Santos, Ryan Sincavage, Judy Smith, Shuhong Wang, Marjorie Young

Members absent:

Margaret Adams, Denise Bernardini, I-Ping Fu, Diane Millar, Chapman Rackaway, Tammy Robinson, Liang Shao, Maneesh Thakkar, Cheri Triplett

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich
- II. Approval of the Minutes of November 3, 2022
- III. Report from the President – Dr. Bret Danilowicz
 - a) Thanks to faculty who participated in the Enrollment Strategies Forum. The presentation and notes will be distributed via the Faculty Senate President.
 - i. Summary of focal points
 - I. Connect to alumni teachers in K-12 system
 - II. Communicate nature of campus including outdoor amenities
 - III. Explore how students and alumni can be used as social media influencers
 - IV. Create purposeful offsite events for first-year students
 - V. Create purposeful connections with community college students and businesses
 - VI. Expand and integrate summer camps
 - VII. Create a meaningful brand for campus and help employees understand and use the brand
 - VIII. Update campus calendar showing events that have impact
 - IX. Use student tour guides strategically
 - b) Legislative Priorities
 - i. Can find information on legislative priorities at the Government Relations page (<https://www.radford.edu/content/president-office/home/govt-relations.html>)
 - ii. Maintaining Affordability
 - I. Requests to offer a reduced tuition rate to students living out of state but in the Appalachian Region
 - II. Requests additional operating support to offset potential future tuition increases

- iii. Enhancing Student Wellness
 - I. Requesting \$1.1M to centralize wellness support to provide a coordinated wellness approach using existing offices
 - iv. Meeting the Needs of the Commonwealth
 - I. Requesting \$1.5M to develop a Virtual Learning Academy to provide provisionally licensed teachers with the professional studies coursework in a CBE self-paced model
 - v. Future Capital Needs
 - I. Exploring shared academic and student support space to construct a new RUC building as part of the Roanoke Innovation Corridor
 - c) Professional Development Fund
 - i. Looking to develop funding for leadership development opportunities (like HERS, ACCE, ASKEW, etc.)
 - ii. Carry forward funds (not able to pay salaries with this, but can do some one-time projects)
- IV. Report from the Interim Provost: Dr. Marten denBoer
 - a) Received offsite SACSCOC report. Looks good. Thanks to everyone for work on this, particularly Jessica Stowell. Only 8 non-compliant areas—the main one being assessment. SACSCOC also had questions about the QEP program. Onsite visit scheduled for March 27-30.
 - b) Congratulations to School of Social Work for receiving reaccreditation.
 - c) Shoutout to the Wicked Festival. Some students will present their work to the BoV.
 - d) Enrollment looks better now than it did last year – up 500 applications.
 - i. Enrollment Management thinks students are deadline driven.
 - ii. Second Open House well attended.
 - e) Number of continuing students down from last year
 - f) Board of Visitors meeting in early December. Will report on midterm grades, OERs, and Student Impediment Removal Committee.
- V. Report from the Faculty Senate President: Dr. Kurt Gingrich
 - a. Report of Spring 2022 COACHE survey data.
 - i. 52% response rate
 - ii. Compared RU to peers and cohorts
 - 1. Peers: Appalachian State, James Madison, Houston-Clear Lake, Tennessee-Chattanooga, Tennessee-Martin
 - 2. Cohort: 82 similar schools
 - iii. Strengths: Health & Retirement Benefits
 - iv. Concerns: Collaboration, Mentoring, Leadership (Departmental and Senior), Governance (Adaptability, Shared Sense of Purpose, Trust, Understanding the Issue at Hand)
 - v. Need to consider what we can do about these areas of concern
- VI. Committee Reports
 - a. Campus Environment
 - i. Met with VP of Enrollment Management after the Enrollment Strategies Forum.
 - b. Curriculum

- i. Some ESL courses coming
 - ii. Examining D2L usage and prior learning assessment
- c. Faculty Issues
 - i. Motion in New Business
- d. Governance
 - i. Two motions going to FSEC for School of Nursing having permanent appeals/grievance options and Faculty Senate seat allocation
- e. Resource Allocation
 - i. Will be sending a motion to reinstate the University Planning and Budget Committee, not convened since President Kyle
 - ii. Will meet with VP of Finance to discuss retirement administrative committee and more choices for retirement funding
 - iii. Examining Dalton Dining quality

VII. Old Business

- aa. 22-23.09: Motion to Approve Recommendations for Revisions to the Academic Program Review and Enhancement Process

Motion to amend. Seconded. Motion passed 33-2-1.

Motion to extend time to 5:00pm. Seconded. Passed by acclamation.

Motion to extend time to 5:10pm. Seconded. Passed by acclamation.

Motion passed 27-5-4

- bb. 22-23.10: Motion to Approve a One-Year Modification to the Academic Program Review and Enhancement Timeline

Motion to extend time to 5:20pm. Seconded. Passed by acclamation.

Motion passed 38-0-0

- cc. 22-23.11: Motion to Establish an *ad hoc* Multi-Disciplinary Program Governance Committee

Motion passed 38-0-0

VIII. New Business

- a. 22-23.12: Motion to Revise Privileges and Responsibilities for Emeritus Faculty

XI. Announcements

- dd. None

XII. The meeting was adjourned at 5:19pm

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January 19, 2023

MINUTES
2022-2023 Faculty Senate
January 19, 2023
Zoom

Members present:

Margaret Adams, Alyssa Archer, Maggie Bassett, David Beach, Denise Bernardini, Brad Bizzell, Caleb Bradberry (Ian Barland), Jason Browning, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook (Andrew Murray), Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat, Kevin Farrell, Jake Fox, Andrew Foy, Sandra French, I-Ping Fu, Tim Fuhrer, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman, Katie Hilden, Molly Hood, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Stockton Maxwell, Diane Millar, Roby Page, Geoff Pollick, Chapman Rackaway, Tammy Robinson, Christine Rogerson, Rachael Santos, Liang Shao, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Shuhong Wang, Marjorie Young

Members absent:

Roofia Galeshi, Wally Scott

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich
- II. Approval of the Minutes of November 17, 2022
- III. Report from the President – Dr. Bret Danilowicz
 - a) Changing the budget process. Every division will be asked for different scenarios: a 1% investment, and 2%, 4%, and 6% decreases. This will be done on a yearly basis to determine priorities. This exercise will help us have a good view of the University budget when the new VP of Finance, Robert Hoover, arrives in March. Budget ranges will shift based on how the budget goes.
 - b) Summary is not complete, but University is running at approximately a \$5M loss for fall. However, we have more than \$5M in carryover to cover us, but this is not sustainable.
 - c) Legislative priorities: Worried about the legislative process in Richmond. Currently, we have a legislative request to recruit students from the entire Appalachian region at in-state rates which is broadly supported by House and Senate.
 - d) Four budgetary priorities are viable in legislature.
 - i. \$11M for ongoing operational funding
 - ii. Bolster mental health services for students
 - iii. Support for CBE nursing programs
 - iv. Support for CBE for teacher licensing programs
 - e) Enrollment Strategy Forum: Thanks to Jane Machin and Meg Konkel who performed analytics on the forum data. Will be reviewing data to find greatest impacts to translate into who can do the work.
 - i. Thanks to faculty at large for midterm grade reporting. This allowed HSC to help students get back on track.
- IV. Report from the Interim Provost: Dr. Marten denBoer

- a) Echo what the President said about Faculty reporting midterm grades, attendance, on-time assignment, academic flags. Valuable information to know when reviewing appeals for suspension.
 - b) Many new students have had challenges with math courses, often because they are misplaced in the wrong course. Will adopt a procedure for new students to take placement/development exam, ALEKS, which will help us place students in the right course.
 - c) Transfer Virginia: Community colleges and universities work to align academic programs for seamless transfer from community colleges to four-year institution. Nicole Hutchinson, the head of program, will be visiting RU on March 15. Want to be sure we're doing all we can to make transfer process smooth.
 - d) Assessment of writing intensive programs: Jessica Stowell, director of Institutional Effectiveness
 - i. We are in the midst of reaffirmation by SACSCOC. Offsite report received last November. We were in noncompliance with general education assessment. Reason: The GenEd program (REAL) is relatively new, and we're not far enough into the program to send data to SACSCOC.
 - ii. Have Foundational Writing and Foundational Math, and WI data.
 - iii. In a review of WI assessment submissions, a number of assessments were missing. Not enough detail in the data to let the REAL Council to assess it university-wide. With missing data across departments, that tells us something. Data reported as "met" or 70% "competent" or "highly competent."
 - iv. Have reached out to deans and program with a simple template to report if students are highly competent, competent, or not competent.
- V. Special Report from Dr. Jay Caughron on the Salary Survey Steering Committee
- a) Steering Committee has been investigating salary comparisons with each field of study and considering equity issues of inversion and compression.
 - b) Strategic consideration will be considered along equity if any adjustments are made.
 - c) Important to note there is no implied commitment to make adjustments.
- VI. Report from the Faculty Senate President: Dr. Kurt Gingrich
- a) Will email an update on the status of passed motions.
 - b) Interaction with BoV: formal meeting and dinner. Found them to be productive. One-on-one contact between faculty and BoV unusual thing at Virginia universities.
 - c) Update on Provost search: good input from faculty. Good candidate pool. Narrowed to interim list of 11 candidates. Initial interviews will be done this weekend. Goal to have finalists on campus the week of February 6.
 - i. College representatives on search committee: Jake Fox (Artis), Meredith Bowen (CVPA), Courtney Watson (CHBS), Antonio Ellis (CEHD), Milena Staykova (SoN), Sarah Smidl (Waldron), Steve Childers (Davis)
 - d) Search for VP of Enrollment Management: President is still thinking though committee. One faculty member will serve on the committee. Please send nominations to FSEC. Want to empanel the committee next week.
 - e) Good with idea of having Senate committee meetings on Zoom. All Senate meetings will be on Zoom except one meeting at RUC on March 23 and on Main Campus on April 20.
- VII. Committee Reports

- a) Campus Environment
 - i. Launch faculty morale survey in about a month.
 - ii. Concrete things to boost faculty morale – send suggestions to CEC
 - iii. Motion in new business
 - b) Curriculum
 - i. No report
 - c) Faculty Issues
 - i. Developed CFP for Faculty Leadership Development.
 - d) Governance
 - i. Motions for SOC moving to FSEC soon.
 - e) Resource Allocation
 - i. No report.
- VIII. Old Business
- a. 22-23.12: Motion to Revise Privileges and Responsibilities for Emeritus Faculty
Passed 48-0-0
- IX. New Business
- a. 22-23.13: Motion to Revise Teaching Responsibilities to Require LMS Usage
- X. Announcements
- ee. a. Congratulations to Senator Bradberry on the birth of his first child.
- XI. The meeting was adjourned at 4:45pm

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February 2, 2023

MINUTES
2022-2023 Faculty Senate
February 2, 2023
Zoom

Members present:

Margaret Adams, Alyssa Archer (Jennifer Resor Whicker), Maggie Bassett, David Beach, Brad Bizzell, Caleb Bradberry (Ian Barland), Jason Browning, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat, Kevin Farrell, Jake Fox, Andrew Foy, Sandra French, I-Ping Fu, Tim Fuhrer, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman, Katie Hilden, Molly Hood, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Stockton Maxwell, Diane Millar, Roby Page, Geoff Pollick, Tammy Robinson, Christine Rogerson, Liang Shao, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Shuhong Wang, Marjorie Young

Members absent:

Denise Bernardini, Roofia Galeshi, Chapman Rackaway, Rachael Santos, Wally Scott

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich
- II. Approval of the Minutes of January 19, 2023
- III. Report from the President: Dr. Bret Danilowicz
 - a) Just returned from Advocacy Day in Richmond. RU has longest standing Advocacy in the Commonwealth – this is our 23rd year. Several legislators and legislative aides stated our students have been the most well-prepared.
 - b) Legislative update:
 - i. Bill to offer in-state rates to Appalachian region: upheld in committee because of one legislator’s insertion of language. All committee members support the bill except for one.
 - c) As of July 1, the Registrar’s Office will report to Academic Affairs.
 - d) Search for VP of Advancement and University Relations has been suspended. Will try a different approach and align with the search for VP of Enrollment Management, whose primary task external communication.
 - e) Dean Smith is chairing the search for VP of Enrollment Management. Hope to bring candidates in later in the spring to start in the summer. Title may change during the process.
 - f) Would like to attract businesses to campus that would employ students in professions in their majors. Have been calling this “cooperative education.”
 - i. The Commonwealth sees such relationships between employer and student counting as an apprenticeship with two specific rules.
 - ii. Rule: Typically, students work between 10-20 hours per week and must be paid a minimum wage of minimum wage over the course of the apprenticeship and must receive one raise.
 - iii. Rule: Business must register as a mentor to students
 - iv. No more rule of students working 2,000 hours per year.

- g) Developing some new professional certificate programs using CBE (Computer Based Education).
 - i. CEHD: Pathways for moving from provisionally licensed teachers to licensed teachers.
 - ii. SoN: Working with community college systems to build a nursing program that goes from zero credits to the BSN and ultimately the MSN.
 - I. Infrastructure will be developed for courses beyond the major, such as ENGL 111, Social Work, etc.
 - iii. No other university in the Commonwealth is doing this or starting this.
- IV. Report from the Interim Provost: Dr. Marten denBoer
- a) Also attended Advocacy Day. Echo praise from legislators about students. Students praised their professors and how much they engaged them individually. Thanks to Faculty for all the good work.
 - b) Academic Affairs is developing budget for 2024. This is an iterative process and will not be completed until late spring/early summer based on enrollment and state funding.
 - c) Adjunct Compensation Study: Situation somewhat complicated because of two 5% raises since the report came out. Also doing a full compensation study across staff and faculty, which includes adjuncts.
 - i. Need to use faculty, including adjuncts, more efficiently. Discussing section sizes with Deans.
 - ii. As budget develops, possibly less need for adjuncts.
 - iii. Funds for adjuncts are part of the allocation to the Provost's Office, and some of those allocations have been cut in the past.
 - d) All faculty who requested FERPs and were approved and have signed contract are finalized. Sixteen colleagues will officially leave the University by the contract date.
 - e) Shoutout to Deans on the presentations to BoV on faculty workload optimization. BoV is supportive of the process.
 - f) SCHEV is coming up with new guidelines on how to evaluate military training for academic credit.
- V. Report from the Faculty Senate President: Dr. Kurt Gingrich
- a) Coffee with the President on February 10 at 9am. Please send questions to Kurt to ask the President.
 - b) Three provost candidates will be coming to campus over the next two weeks. RUC faculty can Zoom into the T&R Faculty Forums, though there will be an Open Forum for each candidate at RUC. An email with links to their CVs, the schedule of forums, and evaluation forms will be sent out at the end of the week.
 - c) Dates of in-person Faculty Senate meeting will be March 23 on the Main Campus and April 20 at RUC.
 - d) Shout-out to current secretary and past secretary Kim Gainer for tracking down evidence for a motion passed in 2013.
 - e) Parliamentarian will be stepping down for this meeting to introduce a motion. Ian Barland, without objection, named to be parliamentarian for the remainder of the meeting.
- VI. Committee Reports
- a) Campus Environment

- i. Began discussion on COACHE results.
 - ii. Motion in Old Business today.
 - b) Curriculum
 - i. Motion in New Business today.
 - c) Faculty Issues
 - i. Finalized CFP for Faculty Leadership Grants, and it has been sent to faculty. Proposals are due by March 13 to Kevin Farrell (kfarrell2@radford.edu).
 - d) Governance
 - i. Reviewed documents from School of Nursing re proposed organizational structure.
 - ii. Need to revisit several proposed motions based on School of Nursing new organization structure.
 - iii. The Interim Dean of the School of Nursing will be invited to the next meeting.
 - e) Resource Allocation
 - i. Reinstating the University Budget and Planning Committee to give faculty more input. Will get the new VP of Finance and Administration to meet with the committee when he arrives.
 - ii. Have checked on pathways for an internal move from one college to another. Appears that the pathways are being followed correctly.
 - iii. Salary Survey Committee updates forthcoming.
- VII. Old Business
 - a. 22-23.13: Motion to Revise Teaching Responsibilities to Require LMS Usage
Motion to extend meeting to 5:00pm. Seconded. Passed 31-11-0.
Motion to extend meeting to 5:10pm. Seconded. Passed 28-14-0
Motion passes 38-3-0
- VIII. New Business
 - a. 22-23.14: Motion to Revise ESL Course Descriptions
- IX. Announcements
 - a. None.
- X. The meeting was adjourned at 5:09pm

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February 16, 2023

MINUTES
2022-2023 Faculty Senate
February 16, 2023
Zoom

Members present:

Margaret Adams, Alyssa Archer (Jennifer Resor Whicker), Maggie Bassett, David Beach, Denise Bernardini, Brad Bizzell, Caleb Bradberry, Jason Browning, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat, Kevin Farrell, Jake Fox, Andrew Foy, Sandra French, I-Ping Fu, Tim Fuhrer, Wayne Gallops, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman, Katie Hilden, Molly Hood, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Stockton Maxwell, Diane Millar, Roby Page, Geoff Pollick, Chapman Rackaway, Tammy Robinson, Rachael Santos, Liang Shao, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Shuhong Wang, Marjorie Young

Members absent:

Roofia Galeshi, Christine Rogerson, Wally Scott

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich
- II. Approval of the Minutes of February 2, 2023.
- III. Report from the President: Dr. Bret Danilowicz
 - a. RU has historically had an 18:1 instructor-to-student ratio. Because of decline in enrollment, now at 12:1. The lowest in the Commonwealth is 11:1.
 - b. With enrollment shrinking, the number of instructors has not. RU has added faculty lines and increased adjunct faculty usage. Significant concern as we have a potential budget reduction for the next few years.
 - c. Asking chairs and deans to look at courses with low enrollment or multiple course sections with low enrollment. A solid rule of course enrollment would not work at RU (e.g., clinical/internship courses, accreditation standards, graduate programs).
 - d. Currently, 25% of staff positions are open. The number one reason these are not filled is because salaries are so low.
 - e. Plan to reinstate the University Planning and Budget Committee to oversee budget/faculty concerns.
 - f. Projection that we will be down 400 students, and the low enrollment will be bottoming out in Fall 2025.
 - g. Plan to revive the Sustainability Committee.
- IV. Report from the Interim Provost: Dr. Marten denBoer
 - a. Asking deans and chairs to reduce the number of course sections or course offerings or change timing of course offerings. We have more faculty than we need, and this is not sustainable.
 - b. Professional Development Leave letters should go out early next week. Because of funding, several meritorious proposals could not be funded.

- c. Thanks to the faculty for responding to Week 3 Progress surveys. Response was around 75%, and this will help identify students who are going off track.
 - d. Up 1% in freshman retention from Fall to Spring over last year, and up 2% in sophomore/junior retention.

- V. Special Report on Attendance: Interim Dean Laura Jacobsen
 - a. Presented information trends between attendance and grades.
 - b. Many studies suggest attendance is a better predictor of higher grades than other predictors.

- VI. Senate President's Report
 - a. Introduction of new Assistant Vice President of Human Resources, Leah Taylor. She can assist faculty with any HR needs. Her direct line is extension 6787 and email is lataylor3@radford.edu.
 - b. Faculty Senate will be reviewing and recommending a new textbook sales policy based on a state policy update from 2018 which indicates all institutions have a policy and guidelines on OER and low-cost course materials.
 - c. Please provide feedback through evaluation forms or directly to Faculty Senate President on provost candidates.
 - d. Week 3 Progress Reports: 74% participation. Early intervention is important. Any student who received 6 or more referrals will have an intervention with advisor. Number of flags: missing assignment, 810; class attendance, 546.

- VII. Committee Reports
 - a. Campus Environment
 - 1. Last meeting was at the University Club at Virginia Tech. Suggest restarting a faculty club at Radford.
 - b. Curriculum
 - 1. Met with Whitney Pitschke (Assistant Director, Admissions) and Laura Hopkins (New River Community College) on the Bridge Program. As a committee, we decided to make no recommendations for changes to the program at this time.
 - c. Faculty Issues
 - 1. General discussion of two charges: relationship with Academic Partnerships and Faculty Convocation.
 - d. Governance
 - 1. Four new motions under New Business.
 - 2. Question as to whether interim deans should be evaluated. We have not done this in the past.
 - e. Resource Allocation
 - 1. Working on increased transparency for budgets.

- VIII. Old Business
 - a. 22-23.14: Motion to Revise ESL Course Descriptions
Motion passes 40-1-0

- IX. New Business
 - a. 22-23.15: Motion to Support the Post-Professional Certificate in Educational Leadership
 - b. 22-23.16: Motion to Change the Name of the School of Nursing to the College of Nursing
 - c. 22-23.17: Motion to Change the School of Nursing's Organizational Structure

- d. 22-23.18: Motion to Revise Membership of the Faculty Appeals Committee to Add School of Nursing Representative
 - e. 22-23.19: Motion to Revise Membership of the Faculty Grievance Committee to Add School of Nursing Representative
- X. Announcements
- a. None
- XI. The meeting was adjourned at 4:54pm.

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March 2, 2023

MINUTES
2022-2023 Faculty Senate
March 2, 2023
Zoom

Members present:

Margaret Adams, Alyssa Archer, Maggie Bassett, David Beach (Kim Gainer), Brad Bizzell, Caleb Bradberry, Jason Browning, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat, Kevin Farrell, Jake Fox, Andrew Foy, Sandra French, I-Ping Fu, Tim Fuhrer, Roofia Galeshi, Wayne Gallops, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman, Katie Hilden, Molly Hood, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Stockton Maxwell, Diane Millar, Roby Page, Geoff Pollick, Chapman Rackaway, Tammy Robinson, Christine Rogerson, Rachael Santos, Liang Shao, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Shuhong Wang, Marjorie Young

Members absent:

Denise Bernardini, Wally Scott

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich
- II. Approval of the Minutes of February 16, 2023.
- III. Report from the President: Dr. Bret Danilowicz
 - a. No report.
- IV. Report from the Interim Provost: Dr. Marten denBoer
 - a. Faculty Professional Development Leave: Only able to fund 5 of 16 applications. Wish we could have awarded more. If application was not accepted, please submit again next year.
- V. Senate President's Report
 - a. More motions coming forth in the remaining meetings.
- VI. Committee Reports
 - a. Campus Environment
 1. Met with Assistant Provost for Undergraduate Education to discuss impact of attendance reporting.
 2. Continued discussion of a faculty club.
 - b. Curriculum
 1. No report.
 - c. Faculty Issues
 1. Discussed issues relevant to academic freedom and beginning to draft a statement.
 2. Accepting faculty leadership grant applications up to March 13.
 - d. Governance
 1. Deans' evaluations will be sent out soon.
 - e. Resource Allocation

1. Good support from President Danilowicz on Budget Planning Committee, and he wants it to start before the next Board of Visitors meeting in March.
2. OER textbook policy passed on February 9.
3. Salary study workgroup has a meeting with the consultant and assistant vice president of Human Resources on March 14 and 21.

VII. Old Business

- a. 22-23.15: Motion to Support the Post-Professional Certificate in Educational Leadership
Motion passes 43-0-1
- b. 22-23-16: Motion to Change the Name of the School of Nursing to the College of Nursing
Motion passes 38-6-3
- c. 22-23.17: Motion to Change the School of Nursing's Organizational Structure
Motion to amend language. Seconded.

Motion to extend meeting 10 minutes to 5:00pm. Seconded. Motion passes 31-14-0

Motion to postpone amendment motion to March 23. Seconded. Motion passes 41-2-0

- d. 22-23.18: Motion to Revise Membership of the Faculty Appeals Committee to Add School of Nursing Representative
Motion under discussion when meeting was adjourned.
- e. 22-23.19: Motion to Revise Membership of the Faculty Grievance Committee to Add School of Nursing Representative

VIII. New Business

- a. 22-23.20: Motion to Add Language to the Textbook Policy
- b. 22-23.21: Motion to Support ISAS Move from the Artis College to the Davis College
- c. 22-23.22: Motion to Eliminate the Pre-Test from REAL Curriculum Assessment
- d. 22-23.23: Motion to Eliminate Oral Communication as a SCHEV Competency and to Report Professionalism as a SCHEV Competency
- e. 22-23.24: Motion to Align General Education Assessment Outcomes with REAL Curriculum Outcomes

IX. Announcements

- a. None

- X. The meeting was adjourned at 5:00pm.

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March 23, 2023

MINUTES
2022-2023 Faculty Senate
March 23, 2023
Heth 043

Members present:

Margaret Adams, Alyssa Archer, Maggie Bassett, David Beach, Denise Bernardini, Brad Bizzell, Caleb Bradberry, Jason Browning, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat, Kevin Farrell, Jake Fox, Andrew Foy, Sandra French, Tim Fuhrer, Wayne Gallops, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman, Katie Hilden, Molly Hood, Katie Katz (Sarah Gilbert), Sheila Krajnik, Ji-Eun Lee, Diane Millar, Roby Page, Geoff Pollick, Chapman Rackaway, Tammy Robinson, Christine Rogerson, Rachael Santos, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Shuhong Wang, Marjorie Young (Sharla Cooper)

Members absent:

John Cook, I-Ping Fu, Roofia Galeshi, Stockton Maxwell, Will Sawyer, Wally Scott, Liang Shao, Cheri Triplett

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich
- II. Approval of the Minutes of March 2, 2023.
- III. Report from the President: Dr. Bret Danilowicz
 - a. No report.
- IV. Report from the Interim Provost: Dr. Marten denBoer
 - a. No report.
- V. Senate President's Report
 - a. SACSCOC will be at RUC on Monday and at Radford Main Campus Monday through Wednesday. Their exit interview will be on Thursday.
 - b. Would like a list of what faculty think will be priorities for Bethany Usher, the incoming provost by the last Faculty Senate meeting, April 27.
 - c. RUC faculty: Start thinking about what will be needed in a new building.
 - d. FSEC had dinner with the Board of Visitors on Wednesday evening. FSEC will continue to work with the Board.
 - e. Reported on faculty work with retention, recruitment, and budgetary issues to the Board of Visitors earlier today.
 - f. April 20 Faculty Senate meeting will be at RUC.
- VI. Committee Reports
 - a. Campus Environment
 1. President Gingrich joined the last meeting to discuss possible endeavors to improve faculty morale.
 2. Faculty Morale survey will be sent out soon after a final review.
 - b. Curriculum

1. Many motions in New Business.
- c. Faculty Issues
 1. Reviewed three President's Faculty Leadership Grant applications and have forwarded them to the President.
 2. Approved an Academic Freedom statement and have sent it to FSEC for review.
- d. Governance
 1. Several issues arose in the last Faculty Senate meeting re the appeals and grievance committee motions. Older motions that passed were not added to the T&R Handbook, so that needs to be rectified.
 2. Started a discussion on reallocation of Faculty Senate seats.
 3. Deans' evaluations begin next Monday.
- e. Resource Allocation
 1. Salary Benchmarking Study: Need to examine CIP codes against the work faculty do.
 2. Received feedback on University Budget Planning Committee from Cabinet which cut faculty representation to three. Plan to meet with the President to ask for representation from each college. .

VII. Old Business

- a. 22-23.17: Motion to Change the School of Nursing's Organizational Structure
Motion to amend language. Seconded. Passed by acclamation.
Amended motion passed 34-3-3.
- b. 22-23.18: Motion to Revise Membership of the Faculty Appeals Committee to Add
School of Nursing Representative
Motion to postpone indefinitely. Seconded. Passed by acclamation.
- c. 22-23.19: Motion to Revise Membership of the Faculty Grievance Committee to Add
School of Nursing Representative
Motion to postpone indefinitely. Seconded. Passed by acclamation.
- d. 22-23.20: Motion to Add Language to the Textbook Policy
Motion passed by acclamation.
- e. 22-23.21: Motion to Support ISAS Move from the Artis College to the Davis College
Motion passed by acclamation.

Motion to extend meeting 10 minutes. Seconded. Passed by Acclamation.

- f. 22-23.22: Motion to Eliminate the Pre-Test from REAL Curriculum Assessment
Motion passed by acclamation.
- g. 22-23.23: Motion to Eliminate Oral Communication as a SCHEV Competency and to
Report Professionalism as a SCHEV Competency
Motion passed by acclamation.

- h. 22-23.24: Motion to Align General Education Assessment Outcomes with REAL Curriculum Outcomes
Motion passed by acclamation.

VIII. New Business

- a. 22-23.25: Motion to Approve the Online Master of Social Work Program
- b. 22-23.26: Motion to Approve the Certificate of Advanced Graduate Study in Health Professions Education
- c. 22-23.27: Motion to Approve the REAL Designation for the BA/BS Communication Major: Communication Studies Concentration
- d. 22-23.28: Motion to Approve the REAL Designation for the Digital Communication and Research Analytics Minor
- e. 22-23.29: Motion to Approve the REAL Designation for the Computer Science Minor
- f. 22-23.30: Motion to Approve the Human Resource Management Minor
- g. 22-23.31: Motion to Approve the Changes to the BA/BS Media Studies: Production Management Concentration
- h. 22-23.32: Motion to Eliminate the BA in Biology Program

IX. Announcements

- a. Winesett Library Research Awards deadline is April 1.

- X. The meeting was adjourned at 5:00pm.

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April 6, 2023

MINUTES
2022-2023 Faculty Senate
April 6, 2023
Zoom

Members present:

Margaret Adams, Alyssa Archer, Maggie Bassett, David Beach, Denise Bernardini, Brad Bizzell, Caleb Bradberry, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat (Eftila Tanellari), Kevin Farrell, Jake Fox, Andrew Foy, Sandra French, I-Ping Fu, Tim Fuhrer, Wayne Gallops, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman, Katie Hilden, Molly Hood, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Stockton Maxwell, Diane Millar, Roby Page, Geoff Pollick, Chapman Rackaway, Tammy Robinson, Christine Rogerson, Rachael Santos, Will Sawyer, Liang Shao, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Shuhong Wang, Marjorie Young

Members absent:

Jason Browning, Roofia Galeshi, Wally Scott

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich
- II. Approval of the Minutes of March 23, 2023.
- III. Report from the President: Dr. Bret Danilowicz
 - a. SACSCOC was successful. Thanks for all the faculty did to achieve accreditation.
 - b. Many groups are doing work that will continue our success:
 - i. Freedom of Expression and Civil Discourse Task Force
 - ii. Sustainability Committee
 - iii. Experiential Learning Task Force
 - iv. DEI Task Force which completed its work in 2020. A small group will be convened soon to update the President on what now needs to be done.
 - v. Environmental Sciences Interdisciplinary Program
 - c. The Governor, through SCHEV, will be giving metrics to all institutions to gauge effectiveness: enrollment, graduate rate, employment rate, debt owed by students at graduation.
 - d. Two-year strategic plan: Need to present a draft at the September Board of Visitors meeting. Over the next few weeks, the Cabinet will go over a skeletal draft. Deans will take these back to colleges for feedback. Some main points of the strategic plan:
 - i. CFO securing planning funds for a new building at RUC
 - ii. Enrollment Management integrating new branding
 - iii. Academic Affairs implementing RISE and flexible faculty workloads
 - e. IT is working to implement new access levels for employees to install appropriate updates.
 - f. Restructuring in the Provost's Office: Not expecting any more shifts until the incoming Provost arrives, but also expects any changes will be done in consultation with her. Bethany Usher has been meeting one-on-one with deans and vice presidents and will

meet with Faculty Senate President at the end of the month.

IV. Report from the Interim Provost: Dr. Marten denBoer

- a. Congratulations on SACSCOC accreditation. Spoke with incoming Provost earlier today; she was impressed there was only one finding.
- b. Have work to do in building community for students. Forming the Faculty Institute for RISE with Community Action Teams (CATS) starting this fall.
- c. For this summer's Quest, we will be able to offer housing to students the night before the event. Thanks to all faculty who participate in Quest.
- d. Working on logistical issues for the three-day orientation in August. Will need faculty engagement.
- e. Call for request for new faculty searches will go out this week. Deans will send requests to chairs for department requirements, then the deans will prioritize requests. Deans' prioritizations will go to the Provost's Office – both denBoer and Usher will review. Because of budget issues, there will not be a great number of searches approved.
- f. Radford is behind other Commonwealth universities in developing smooth paths for transfers from community colleges. Will be designating a staff or faculty to work with departments to help facilitate transfer guides.
- g. Changes in the Provost's Office: For the short term, Solitaire Kelley and Rhonda Bryant will directly report to the Provost. The Office is in the process of developing a new organization chart.

V. Senate President's Report

- a. Because of a scheduling conflict on April 20, no room large enough to hold the Senate is available at RUC. The April 20 meeting will be on Zoom.
- b. Send questions for Coffee with the President to Kurt by Wednesday April 12. Reminder of Coffee with the President: Friday April 14 @ 9am. Have continued to ask that recordings of previous Coffees with President be made available to faculty.
- c. Faculty Morale Survey will be sent out this afternoon. It will be open until May 10.
- d. On behalf of the Faculty Senate Executive Council, want to address the recent changes in the Office of the Provost:
 1. FSEC understood that relieving the Assistant Provost for Undergraduate Education of all responsibilities is significant, will affect many people, and raised questions that FSEC did not have enough information to answer.
 2. FSEC over the last few weeks and days met with the Interim Provost, the former Assistant Provost for Undergraduate Education, and the President.
 3. Based on these meetings as well as other information conversations with faculty and staff, FSEC believes the following three things:
 - First, Executive Council believes that on this issue, but not only on this issue, communication and transparency has not been sufficient. Evidence is abundant. We cite just two facts. One, an e-mail sent to all faculty members by the Interim Provost on 3 March said that the Assistant Provost for Undergraduate Education (quote) "has announced her decision to step down." This statement, along with a second statement in the same paragraph, was not true. Compounding the dissemination of false information is that this false statement was never corrected. Two, an e-mail

sent to all faculty on 30 March by the Interim Provost announced that the Assistant Provost for Undergraduate Education would be returning to the teaching faculty, but while this message included a promise to provide (quote) “additional information about other functions in the Office of Undergraduate Education,” no further information has yet been officially provided to faculty.

- Second, Executive Council believes that the manner and the timing of the decision to relieve the Assistant Provost for Undergraduate Education of all responsibilities raises serious concerns and questions. Rather than belabor with explanation, I’ll note only that among the questions is this one: why was this decision made by a soon-to-be-replaced Interim Provost rather than waiting for the imminent arrival of the permanent Provost.
- Third, Executive Council believes that Academic Affairs needs to develop a strong vision and direction. The lack of vision and direction is obvious; I need not detail. I’ll say instead that we need an end to the shifting of portfolios and reporting lines in the Office of the Provost. We need a sensible and clearly articulated organizational structure conducive to student and faculty success. We need people to be able to count on support so that they can get done the jobs with which they were tasked.

VI. Committee Reports

a. Campus Environment

1. Urge all faculty to take the Faculty Morale Survey.

b. Curriculum

1. Many motions in Old and New Business.

c. Faculty Issues

1. Met with Jennifer McDonel re faculty awards to understand selection process.
2. Considered and approved revisions to Resolution of Academic Freedom which is now in New Business.

d. Governance

1. Finalizing letters for deans’ evaluations.
2. Faculty should take the Faculty Morale Survey. In last year’s survey, only 46% of faculty responded. This is often the only way to evaluate administration.

e. Resource Allocation

1. No report.

VII. Old Business

a. 22-23.25: Motion to Approve the Online Master of Social Work Program

Motion passed 45-0-1

b. 22-23.26: Motion to Approve the Certificate of Advanced Graduate Study in Health Professions Education

Motion passed 45-0-0

c. 22-23.27: Motion to Approve the REAL Designation for the BA/BS Communication Major: Communication Studies Concentration

Motion passed by acclamation.

- d. 22-23.28: Motion to Approve the REAL Designation for the Digital Communication and Research Analytics Minor

Motion to extend meeting to 5:00pm. Seconded. Passed 33-15-0.

Motion to extend meeting to 5:10pm. Seconded. Failed 15-29.

- e. 22-23.29: Motion to Approve the REAL Designation for the Computer Science Minor
- f. 22-23.30: Motion to Approve the Human Resource Management Minor
- g. 22-23.31: Motion to Approve the Changes to the BA/BS Media Studies: Production Management Concentration
- h. 22-23.32: Motion to Eliminate the BA in Biology Program

IX. New Business

- a. 22-23.33: Motion to Approve Changes to OURS 100, Introductory Seminar in Research and Creative Inquiry
- b. 22-23.34: Motion to Approve Changes to OURS 200, ARO Research Experiences
- c. 22-23.35: Motion to Create the Data Analytics Minor for Non-Business Majors
- d. 22-23.36: Motion to Create the English Minor
- e. 22-23.37: Motion to Create the Hispanic Studies Minor
- f. 22-23.38: Motion to Create the Human Resources Minor for Non-BBA Majors
- g. 22-23.39: Motion to Create the Science and Values Minor
- h. 22-23.40: Motion to Create the Science and Communication Minor
- i. 22-23.41: Motion to Approve Changes to the Information Science and Systems Major
- j. 22-23.42: Motion to Approve the REAL Designation for the Data Analytics Minor for Non-Business Majors
- k. 22-23.43: Motion to Approve the REAL Designation for the English Minor
- l. 22-23.44: Motion to Approve the REAL Designation for the Hispanic Studies Minor
- m. 22-23.45: Motion to Approve the REAL Designation for the Human Resources Minor for Non-BBA Majors
- n. 22-23.46: Motion to Approve the REAL Designation for the Science and Values Minor
- o. 22-23.47: Motion to Approve the REAL Designation for the Science and Communications Minor
- p. 22-23.48: Motion to Approve the REAL Designation for the Information Science and Systems Major
- q. 22-23.49: Motion to Approve the Changes to the RN to BSN Program at Radford University Carilion
- r. 22-23.50: Motion to Change the Number of Days to Submit a Suspension Appeal from 10 to 5 Business Day
- s. 22-23.51: Resolution on Academic Freedom

X. Announcements

- b. None.

XI. The meeting was adjourned at 5:02pm.

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April 20, 2023

MINUTES
2022-2023 Faculty Senate
April 20, 2023
Zoom

Members present:

Alyssa Archer, Maggie Bassett, David Beach, Denise Bernardini, Brad Bizzell, Caleb Bradberry, Jason Browning, Brian Buccola, Christi Callahan, Jay Caughron (Eric Mesmer), Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat, Kevin Farrell, Jake Fox, Andrew Foy, Sandra French, I-Ping Fu, Tim Fuhrer, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman, Katie Hilden, Molly Hood, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Stockton Maxwell, Diane Millar, Roby Page, Geoff Pollick, Chapman Rackaway, Tammy Robinson, Christine Rogerson, Rachael Santos, Will Sawyer, Liang Shao, Ryan Sincavage, Judy Smith (Sara Nicely), Maneesh Thakkar, Cheri Triplett, Shuhong Wang, Marjorie Young

Members absent:

Margaret Adams, Roofia Galeshi, Wayne Gallops, Wally Scott

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich
- II. Approval of the Minutes of April 6, 2023.
- III. Report from the President: Dr. Bret Danilowicz
 - a. Thanks to the faculty for all their efforts with students. Understand this is an important time with grading and exams.
 - b. Expecting a report from the Task Force on Civil Discourse and Freedom of Expression within two weeks, and will report to the Board of Visitors in June.
 - c. Past Coffees with the President will be available on 4/21.
 - d. Exploring options with RHEC (Roanoke Higher Education Center) to pilot aggressively in 2023-2024. In 2007, Radford had 16 academic programs with 634 students. In 2022, 4 academic programs – one was to move online and the nursing programs were moving to RUC. Currently, there is one academic program (STEL) with 14 students.
- IV. Report from the Interim Provost: Dr. Marten denBoer
No report.
- V. Senate President's Report (sent to Senators via email to save time)
 - a. Please be prepared to extend the length of today's meeting given the amount of work in Old Business as well as what will be coming in New Business.
 - b. FSEC had a good meeting with members of the Board of Visitors Executive Committee, having open and frank conversations on academic freedom and Section 1.15 of the T&R Faculty Handbook.
 - c. Remind constituents to pass along faculty priorities to share with the incoming provost.
 - d. Remind constituents to complete the Faculty Morale Survey.

- e. Remind departments and schools they have an opportunity to send a representative to the Undergraduate Curriculum Institute in May. Goals and an agenda are still being developed.

VI. Committee Reports

- a. Campus Environment
 - 1. No report
- b. Curriculum
 - 1. Many motions in Old and New Business.
- c. Faculty Issues
 - 1. No report.
- d. Governance
 - 1. No report.
- e. Resource Allocation
 - 1. Davis College dean will serve on the University Budget Committee.

VII. Old Business

- a. 22-23.28: Motion to Approve the REAL Designation for the Digital Communication and Research Analytics Minor
Motion to postpone indefinitely, seconded. Motion failed 12-28-6.
Motion passed 31-11-3.
- b. 22-23.29: Motion to Approve the REAL Designation for the Computer Science Minor
Motion passed by acclamation.
- c. 22-23.30: Motion to Approve the Human Resource Management Minor
Motion passed 43-2-1.
- d. 22-23.31: Motion to Approve the Changes to the BA/BS Media Studies: Production Technology Concentration
Motion passed 42-2-1.
- e. 22-23.32: Motion to Eliminate the BA in Biology Program
Motion passed 45-0-0.
- f. 22-23.33: Motion to Approve Changes to OURS 100, Introductory Seminar in Research and Creative Inquiry
Motion passed 45-0-0.
- g. 22-23.34: Motion to Approve Changes to OURS 200, ARO Research Experiences
Motion passed 43-0-0.

Motion to extend time to 5:05pm. Seconded. Motion passed 33-11-0.

- h. 22-23.35: Motion to Create the Data Analytics Minor for Non-Business Majors
Motion passed 42-2-0.
- i. 22-23.36: Motion to Create the English Minor
Motion passed 40-1-1.
- j. 22-23.37: Motion to Create the Hispanic Studies Minor
Motion passed 39-3-1.
- k. 22-23.38: Motion to Create the Human Resources Minor for Non-BBA Majors
Motion passed 42-2-0.

Motion to extend time to 5:20pm. Seconded. Motion failed 28-17-0.

- l. 22-23.39: Motion to Create the Science and Values Minor
- m. 22-23.40: Motion to Create the Science and Communication Minor
- n. 22-23.41: Motion to Approve Changes to the Information Science and Systems Major
- o. 22-23.42: Motion to Approve the REAL Designation for the Data Analytics Minor for Non-Business Majors
- p. 22-23.43: Motion to Approve the REAL Designation for the English Minor
- q. 22-23.44: Motion to Approve the REAL Designation for the Hispanic Studies Minor
- r. 22-23.45: Motion to Approve the REAL Designation for the Human Resources Minor for Non-BBA Majors
- s. 22-23.46: Motion to Approve the REAL Designation for the Science and Values Minor
- t. 22-23.47: Motion to Approve the REAL Designation for the Science and Communications Minor
- u. 22-23.48: Motion to Approve the REAL Designation for the Information Science and Systems Major
- v. 22-23.49: Motion to Approve the Changes to the RN to BSN Program at Radford University Carilion
- w. 22-23.50: Motion to Change the Number of Days to Submit a Suspension Appeal from 10 to 5 Business Day
- x. 22-23.51: Resolution on Academic Freedom

IX. New Business

- a. 22-23.52: Motion to Revise Data Engineering M.S.
- b. 22-23.53: Motion to Revise Healthcare Administration M.H.A.
- c. 22-23.54: Motion to Revise Master of Occupational Therapy
- d. 22-23.55: Motion to Delete the Doctor of Psychology Degree
- e. 22-23.56: Motion to Create the Certificate of Clinical Research Administration
- f. 22-23.57: Motion to Create the Post-Master's Certificate in Nursing Education
- g. 22-23.58: Motion to Create the Art B.F.A. Concentration in Digital Arts and Illustration
- h. 22-23.59: Motion to Create the Geometric Expression Minor
- i. 22-23.60: Motion to Create the German Minor
- j. 22-23.61: Motion to Create the Unmanned Aerial Systems Minor
- k. 22-23.62: Motion to Approve the REAL Designation for the Art B.F.A. Concentration in Digital Arts and Illustration

- I. 22-23.63: Motion to Approve the REAL Designation for the Geometric Expression Minor
 - m. 22-23.64: Motion to Approve the REAL Designation for the German Minor
 - n. 22-23.65: Motion to Approve the REAL Designation for the Unmanned Aerial Systems Minor
 - o. 22-23.66: Motion to Approve the REAL Designation for the Criminal Justice Minor
 - p. 22-23.67: Motion to Approve the REAL Designation for the B.A. and B.S. in Sociology
- X. Announcements
None.
- XI. The meeting was adjourned at 5:07pm.

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April 26, 2023

MINUTES
2022-2023 Faculty Senate Special Meeting
April 26, 2023
Zoom

Members present:

Margaret Adams, Alyssa Archer, Maggie Bassett, David Beach, Denise Bernardini, Caleb Bradberry, Jason Browning, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat, Kevin Farrell, Jake Fox, Andrew Foy, Sandra French, I-Ping Fu, Tim Fuhrer, Roofia Galeshi, Wayne Gallops, Kurt Gingrich, Dale Henderson, Katie Hilden, Molly Hood, Katie Katz, Sheila Krajnik, Roby Page, Geoff Pollick, Chapman Rackaway, Tammy Robinson, Rachael Santos, Will Sawyer, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Shuhong Wang, Marjorie Young (Sara Brown)

Members absent:

Brad Bizzell, Steve Glass, Rhett Herman, Ji-Eun Lee, Stockton Maxwell, Diane Millar, Christine Rogerson, Liang Shao, Cheri Triplett, Wally Scott

- I. Meeting was called to order at 4:02pm by Dr. Kurt Gingrich
- II. Approval of the Minutes of April 20, 2023.
- III. Old Business
 - a. 22-23.39: Motion to Create the Science and Values Minor
Motion passed 32-4-1.
 - b. 22-23.40: Motion to Create the Science and Communication Minor
Motion passed 33-2-4.
 - c. 22-23.41: Motion to Approve Changes to the Information Science and Systems Major
Motion to postpone indefinitely. Seconded and passed by acclamation.
 - d. 22-23.42: Motion to Approve the REAL Designation for the Data Analytics Minor for Non-Business Majors
Motion passed 31-7-1.
 - e. 22-23.43: Motion to Approve the REAL Designation for the English Minor
Motion passed 35-2-0.
 - f. 22-23.44: Motion to Approve the REAL Designation for the Hispanic Studies Minor
Motion passed 36-2-0.
 - g. 22-23.45: Motion to Approve the REAL Designation for the Human Resources Minor for Non-BBA Majors
Motion passed 37-2-0.

- h. 22-23.46: Motion to Approve the REAL Designation for the Science and Values Minor
Motion passed 33-5-0.
 - i. 22-23.47: Motion to Approve the REAL Designation for the Science and Communications Minor
Motion passed 34-4-1.
 - j. 22-23.48: Motion to Approve the REAL Designation for the Information Science and Systems Major
Motion passed 26-11-2.
 - k. 22-23.49: Motion to Approve the Changes to the RN to BSN Program at Radford University Carilion
Motion passed 36-4-0.
 - l. 22-23.50: Motion to Change the Number of Days to Submit a Suspension Appeal from 10 to 5 Business Day
Motion to postpone until April 27. Seconded and passed 38-2.
 - m. 22-23.51: Resolution on Academic Freedom
Motion to amend. Seconded and passed 40-0-0.
Motion passed as amended 40-0-0.
 - n. 22-23.52: Motion to Revise Data Engineering M.S.
 - o. 22-23.53: Motion to Revise Healthcare Administration M.H.A.
 - p. 22-23.54: Motion to Revise Master of Occupational Therapy
 - q. 22-23.55: Motion to Delete the Doctor of Psychology Degree
 - r. 22-23.56: Motion to Create the Certificate of Clinical Research Administration
 - s. 22-23.57: Motion to Create the Post-Master's Certificate in Nursing Education
 - t. 22-23.58: Motion to Create the Art B.F.A. Concentration in Digital Arts and Illustration
 - u. 22-23.59: Motion to Create the Geometric Expression Minor
 - v. 22-23.60: Motion to Create the German Minor
 - w. 22-23.61: Motion to Create the Unmanned Aerial Systems Minor
 - x. 22-23.62: Motion to Approve the REAL Designation for the Art B.F.A. Concentration in Digital Arts and Illustration
 - y. 22-23.63: Motion to Approve the REAL Designation for the Geometric Expression Minor
 - z. 22-23.64: Motion to Approve the REAL Designation for the German Minor
 - aa. 22-23.65: Motion to Approve the REAL Designation for the Unmanned Aerial Systems Minor
 - bb. 22-23.66: Motion to Approve the REAL Designation for the Criminal Justice Minor
 - cc. 22-23.67: Motion to Approve the REAL Designation for the B.A. and B.S. in Sociology
- IV. New Business
None.
- V. Announcements
None.
- VI. The meeting was adjourned at 5:00pm.

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April 27, 2023

MINUTES
2022-2023 Faculty Senate Meeting
April 27, 2023
Zoom

Members present:

Margaret Adams, Alyssa Archer, Maggie Bassett, David Beach, Denise Bernardini, Brad Bizzell, Caleb Bradberry, Jason Browning, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat, Kevin Farrell, Jake Fox, Andrew Foy, Sandra French, I-Ping Fu, Tim Fuhrer, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman, Katie Hilden, Molly Hood, Katie Katz, Sheila Krajnik, Stockton Maxwell, Diane Millar, Roby Page, Geoff Pollick, Chapman Rackaway, Tammy Robinson, Christine Rogerson, Rachael Santos, Liang Shao, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Shuhong Wang, Marjorie Young (Sara Brown)

Members absent:

Roofia Galeshi, Wayne Gallops, Ji-Eun Lee, Will Sawyer, Wally Scott

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich
- II. Approval of the Minutes of April 26, 2023.
- III. Report from the President: Dr. Bret Danilowicz
 - a. Will have engaged discussions on community college articulation agreements with Wytheville, Virginia Western, Virginia Highlands, and Patrick & Henry over the summer. In Fall '23, department will need to work on articulation agreements.
 - b. Thanks to all the faculty for their dedication and commitment over the year.
- IV. Report from the Interim Provost: Dr. Marten denBoer
 - a. Thanks to the faculty who worked with TransferVA for getting up to speed with the transfer guides.
 - b. Shout out to Joanna Hunter who gave a presentation at AALT on black students' mental health support.
 - c. Thanks to the Senate for the courtesy and honor to participate during the year.
- V. Report from the Faculty Senate President: Dr. Kurt Gingrich
 - a. Remind your constituents to complete the Faculty Morale Survey which closes on May 10.
 - b. Met with incoming Provost, Bethany Usher, this morning and had a useful initial discussion. Thanks to all who submitted priorities for the new provost.
 - c. Planning continues for the Accelerated Strategic Plan for 2024-25. The President has asked vice presidents to prepare goals or priorities for that two-year period. The Interim Provost is preparing his list and once prepared, it will be shared with faculty for feedback.
 - d. Planning continues for the Undergraduate Curriculum Faculty Institute, May 22-25.
 - e. Dr. Close attended the regular meeting of the Faculty Senate of Virginia. He reported that senators from other universities are interested in reviewing the Resolution on

Academic Freedom and Civil Discourse we passed on April 26. He also reported that senators from across the state noted difficulty in maintaining faculty involvement in shared governance.

VI. Committee Reports

- a. Campus Environment
 - i. No report.
- b. Curriculum
 - i. No report.
- c. Faculty Issues
 - i. No report.
- d. Governance
 - i. No report.
- e. Resource Allocation
 - i. No report.

VII. Old Business

- a. 22-23.50: Motion to Change the Number of Days to Submit a Suspension Appeal from 10 to 5 Business Day
Motion to postpone indefinitely. Seconded and passed 38-2.
- b. 22-23.52: Motion to Revise Data Engineering M.S.
Motion passed 41-2-0.
- c. 22-23.53: Motion to Revise Healthcare Administration M.H.A.
Motion passed 41-1-0.
- d. 22-23.54: Motion to Revise Master of Occupational Therapy
Motion passed 42-0-0.
- e. 22-23.55: Motion to Delete the Doctor of Psychology Degree
Motion passed 36-5-0.
- f. 22-23.56: Motion to Create the Certificate of Clinical Research Administration
Motion passed 40-0-0.
- g. 22-23.57: Motion to Create the Post-Master's Certificate in Nursing Education
Motion passed 27-12-4.

Motion to extend time to 5:10pm. Seconded and passed 32-11-1.

- h. 22-23.58: Motion to Create the Art B.F.A. Concentration in Digital Arts and Illustration
Motion passed 39-1-0.
- i. 22-23.59: Motion to Create the Geometric Expression Minor
Motion passed 33-7-0.

- j. 22-23.60: Motion to Create the German Minor
Motion passed 29-10-2.

Motion to extend time to 5:20pm. Seconded and passed 29-11-0.

- k. 22-23.61: Motion to Create the Unmanned Aerial Systems Minor
Motion passed 39-3-0.
- l. 22-23.62: Motion to Approve the REAL Designation for the Art B.F.A. Concentration in Digital Arts and Illustration
Motion passed 35-6-1.
- m. 22-23.63: Motion to Approve the REAL Designation for the Geometric Expression Minor
Motion passed 30-11-0.
- n. 22-23.64: Motion to Approve the REAL Designation for the German Minor
Motion passed 35-6-1.
- o. 22-23.65: Motion to Approve the REAL Designation for the Unmanned Aerial Systems Minor
Motion passed 37-4-1.

Motion to extend time to 5:25pm. Seconded and passed 30-11-0.

- p. 22-23.66: Motion to Approve the REAL Designation for the Criminal Justice Minor
Motion passed 36-4-1.
- q. 22-23.67: Motion to Approve the REAL Designation for the B.A. and B.S. in Sociology
Motion to call the question. Seconded and passed
Motion passed 26-14-0.

VIII. New Business
None.

IX. Announcements
None.

X. The 2022-23 Faculty Senate was adjourned at 5:27pm.

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