

# Academic Excellence and Student Success Committee

March 2024



Radford  
UNIVERSITY



Academic Excellence and Student Success Committee  
10:45 a.m.\*\*  
March 21, 2024  
Roanoke Higher Education Center, Room 212, Roanoke, VA

**DRAFT**  
**Agenda**

- **Call to Order** Ms. Jeanne Armentrout, *Chair*
- **Approval of Agenda** Ms. Jeanne Armentrout, *Chair*
- **Approval of Minutes** Ms. Jeanne Armentrout, *Chair*
  - November 30, 2023
- **Presentation** Dr. Daniel Miner, *Professor of Physical Therapy*  
**The Effects: Rock Steady** Ms. Cassidy Gilmore, *Waldron College Ambassador, Class of 2024*  
**Boxing on the Gait and Balance**
- **Academic Affairs Update** Dr. Bethany M. Usher, *Provost and Senior Vice President for Academic Affairs*
  - Points of Pride
  - Two-Year Plan/Mid Semester Update
- **Faculty Senate Report** Dr. Kurt Gingrich, *President, Faculty Senate*
- **Recommendations and Action Items** Dr. Bethany M. Usher, *Provost and Senior Vice President for Academic Affairs*
  - Recommendation to Approve Merger of Department of Geospatial Science and the Department of Geology into the Department of Geospatial and Earth Sciences (*Attachment A*)
  - Recommendation to Approve Resolution on Tenure Recommendations for 2024-25 (*Attachment B*)
  - Recommendation to Approve Revisions to the Teaching and Research Faculty Handbook Language for Employment Classifications (Full-Time Temporary) (*Attachment C*)

- Recommendation to Approve Revisions to the Teaching and Research Faculty Handbook to be Consistent in the Use of the Ranking System in the Faculty Evaluation Procedures (*Attachment D*)
- Recommendation to Approve Revisions to the Teaching and Research Faculty Handbook for Employment Classifications (Special Purpose Faculty) (*Attachment E*)
- Recommendation to Approve Revisions to the Teaching and Research Faculty Handbook for Reappointment (*Attachment F*)
- **Information Items**
  - Emeriti Faculty (*Attachment G*)
  - Promotions (*Attachment H*)
- **Other Business** Ms. Jeanne Armentrout, *Chair*
- **Adjournment** Ms. Jeanne Armentrout, *Chair*

**\*\* All start times for committee meetings are approximate. Meetings may begin either before or after the listed approximate start time as committee members are ready to proceed.**

**COMMITTEE MEMBERS**

Ms. Jeanne Armentrout, Chair  
 Dr. Betty Jo Foster, Vice Chair  
 Mr. Robert Archer  
 Mr. George Mendiola  
 Ms. Georgia Anne Snyder-Falkinham  
 Dr. Kurt Gingrich, (Non-Voting Faculty Advisory Representative)

# Meeting Materials



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# Impact of Rock Steady Boxing on Functional Gait and Balance Performance in Parkinson's Disease

Daniel Miner, Chloe Byrum, Cassidy Gilmore, Caleb Kolb, Patrick Tarman, Skylar Roberson, Mara Strum, Kirbie Conner, Joshua Cockram, Stephanie Pham, Kevin Chui

Radford University Carilion  
Roanoke, VA



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Department of  
Physical Therapy

## Brain Functions Affected by Idiopathic Parkinson's Disease



### Substantia nigra

Regulates movement and motor skills

### Dopamine

Transmits signals to brain and body that support motor skills

### Norepinephrine

Communicates signals between nerve cells and controls critical functions such as heart rate

# THE PARKINSON'S ICEBERG

*Motor symptoms are just the tip of the iceberg*

**WHAT  
PEOPLE  
SEE**

Tremor  
Muscle rigidity  
Postural changes  
Slowed movement

**WHAT PEOPLE  
DON'T SEE**

Sleep disturbances  
Incontinence  
Constipation  
Sexual dysfunction  
Depression and emotional changes  
Swallowing difficulties  
Speech changes  
Fatigue  
Loss of smell  
Hypotension  
Cognitive issues  
Pain

# Background



Clinical practice guidelines (updated in 2022) strongly recommend that people with Parkinson's Disease (PwPD) engage in **community-based exercise programs** to reduce motor disease severity and improve functional outcomes.



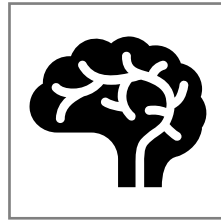
Rock Steady Boxing (RSB) is a popular exercise program among PwPD, however, there is **limited research** on its impact on outcomes related to mobility performance.



# Purpose/Hypothesis



To investigate the impact of RSB on **functional gait and balance performance outcomes** in PwPD over one year.



It was hypothesized that RSB will **improve** motor symptoms and functional gait and balance performance for PwPD.



# Materials/Methods

---

- Subjects: 12 males, 7 females; Age  $74.6 \pm 8.5$  years; Years Since PD Diagnosis  $7.2 \pm 5.5$ ; Hoehn & Yahr  $2.4 \pm 0.6$ .
- Baseline Testing:
  - Unified Parkinson's Disease Rating Scale- Motor Score (UPDRS-III)
  - Functional Gait Assessment (FGA)
  - MiniBESTest (MBT)
- Intervention: Subjects engaged in 1-hour RSB classes 2x/week for 12 months.
- Statistical Analysis: Repeated-measures ANOVA was used for all OMs (total and subscales) with Bonferonni adjusted post-hoc analyses and partial eta-squared effect sizes. Pearson correlation was used to examine the relationships amongst OMs at each time and the difference scores between baseline and 12-month values.



# Results

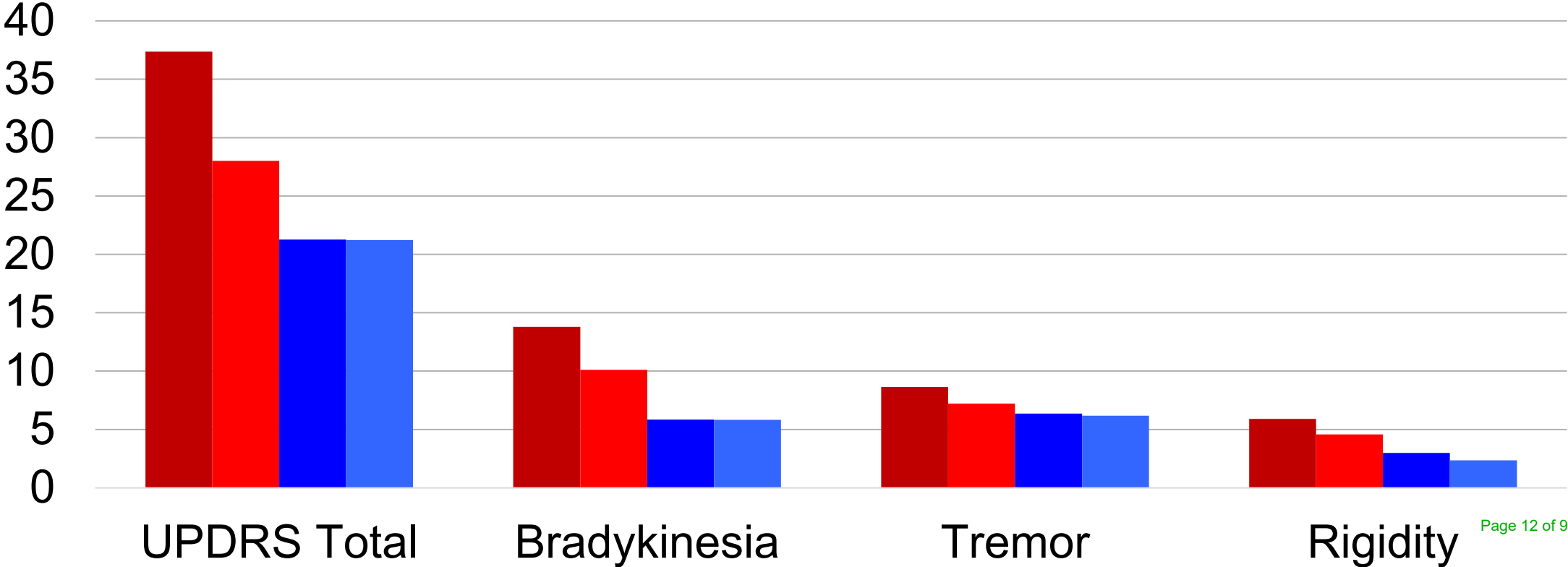
Significant improvements ( $p < 0.05$ ) were observed over time in: UPDRS-III total score and subscales for bradykinesia, rigidity, and tremor; MiniBEST total score and subscales for anticipatory, sensory orientation, and dynamic gait; and FGA.

Pairwise comparisons demonstrated significant differences between baseline and follow-up.

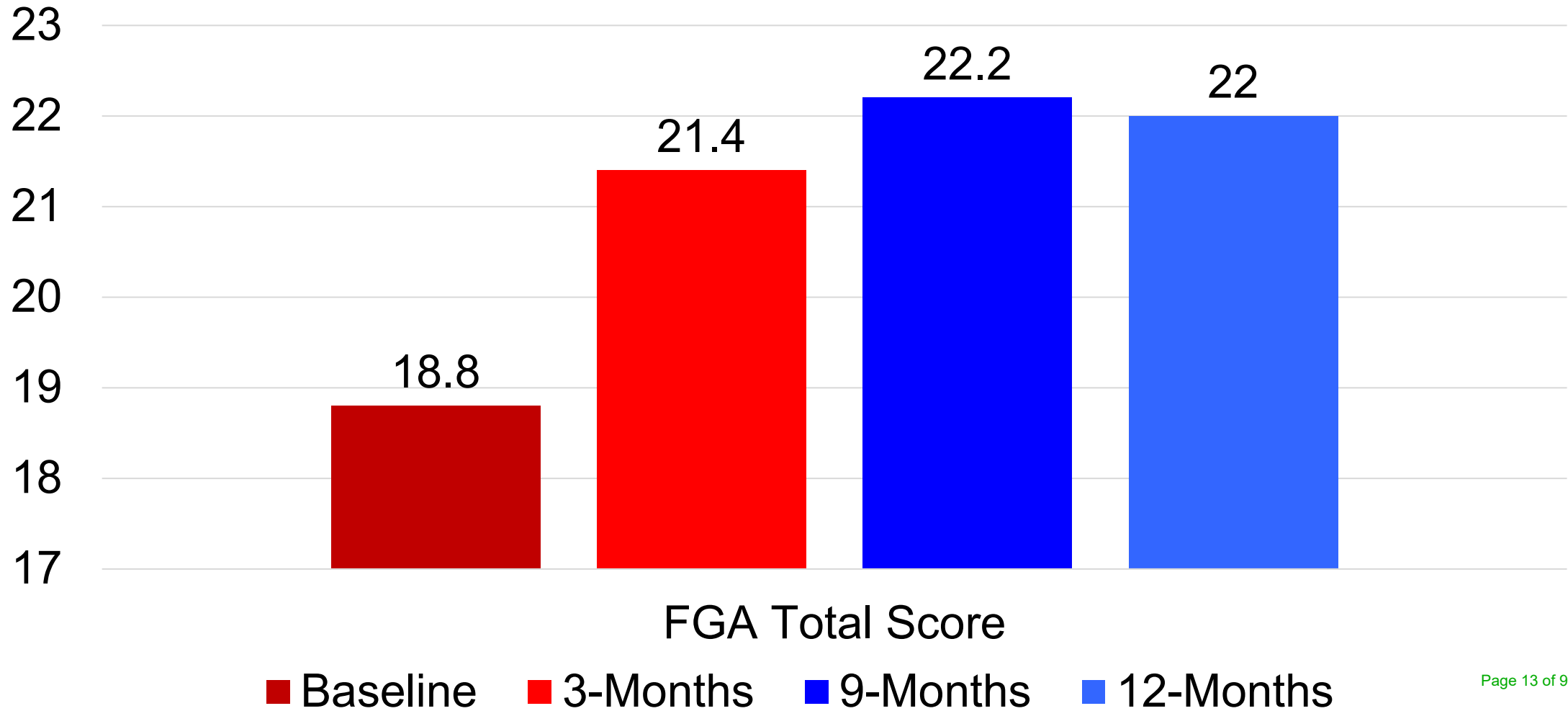
Correlation matrices demonstrated numerous significant relationships of moderate to high strength at each time.

# UPDRS-III TOTAL AND SUBSCALE SCORES OVER ONE YEAR

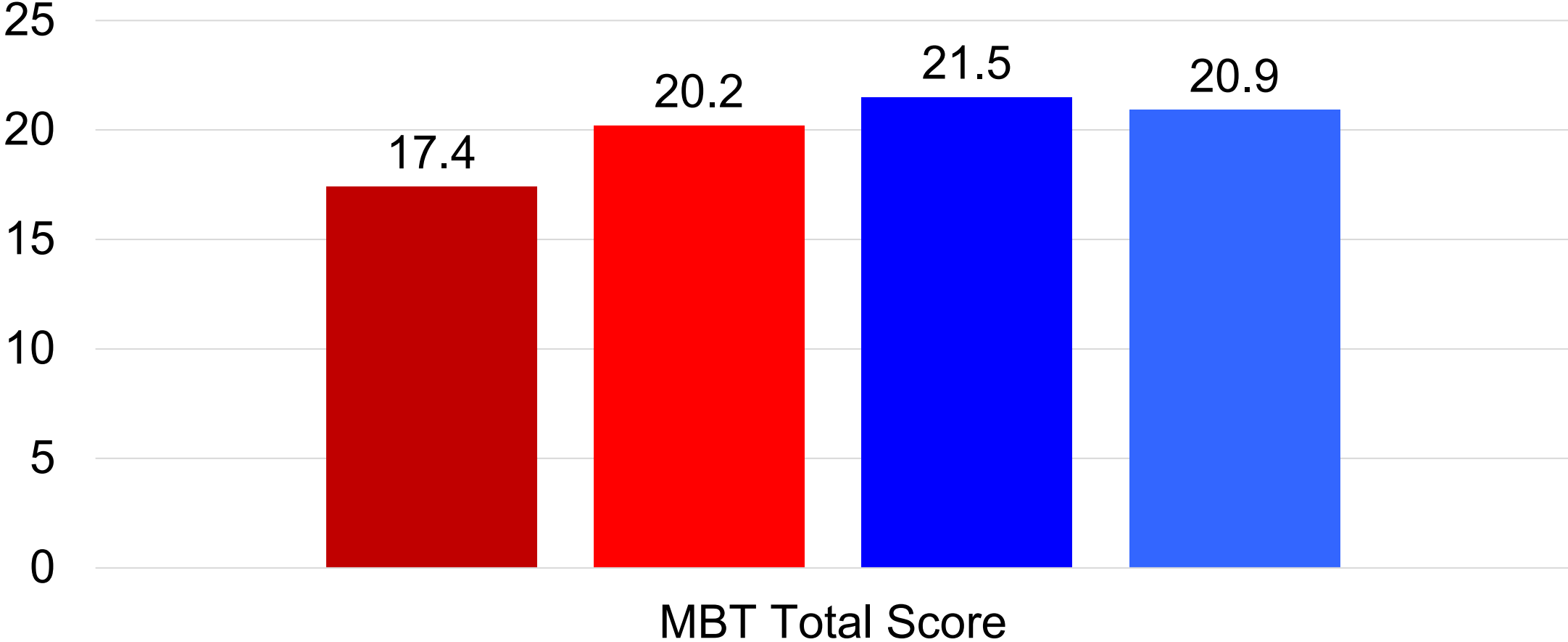
■ Baseline ■ 3-Months ■ 9-Months ■ 12-Months



# FGA TOTAL SCORES OVER ONE YEAR



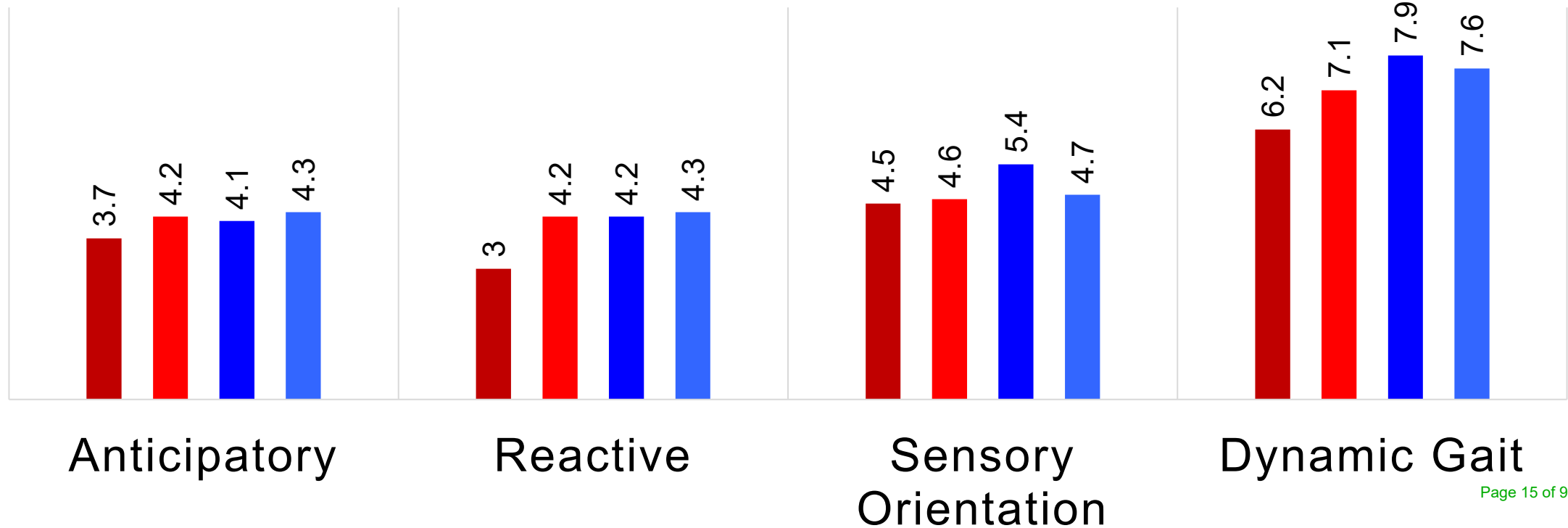
# MBT TOTAL SCORES OVER ONE YEAR



■ Baseline   ■ 3-Months   ■ 9-Months   ■ 12-Months

# MINIBEST SUBCOMPONENT CHANGES OVER 1 YEAR

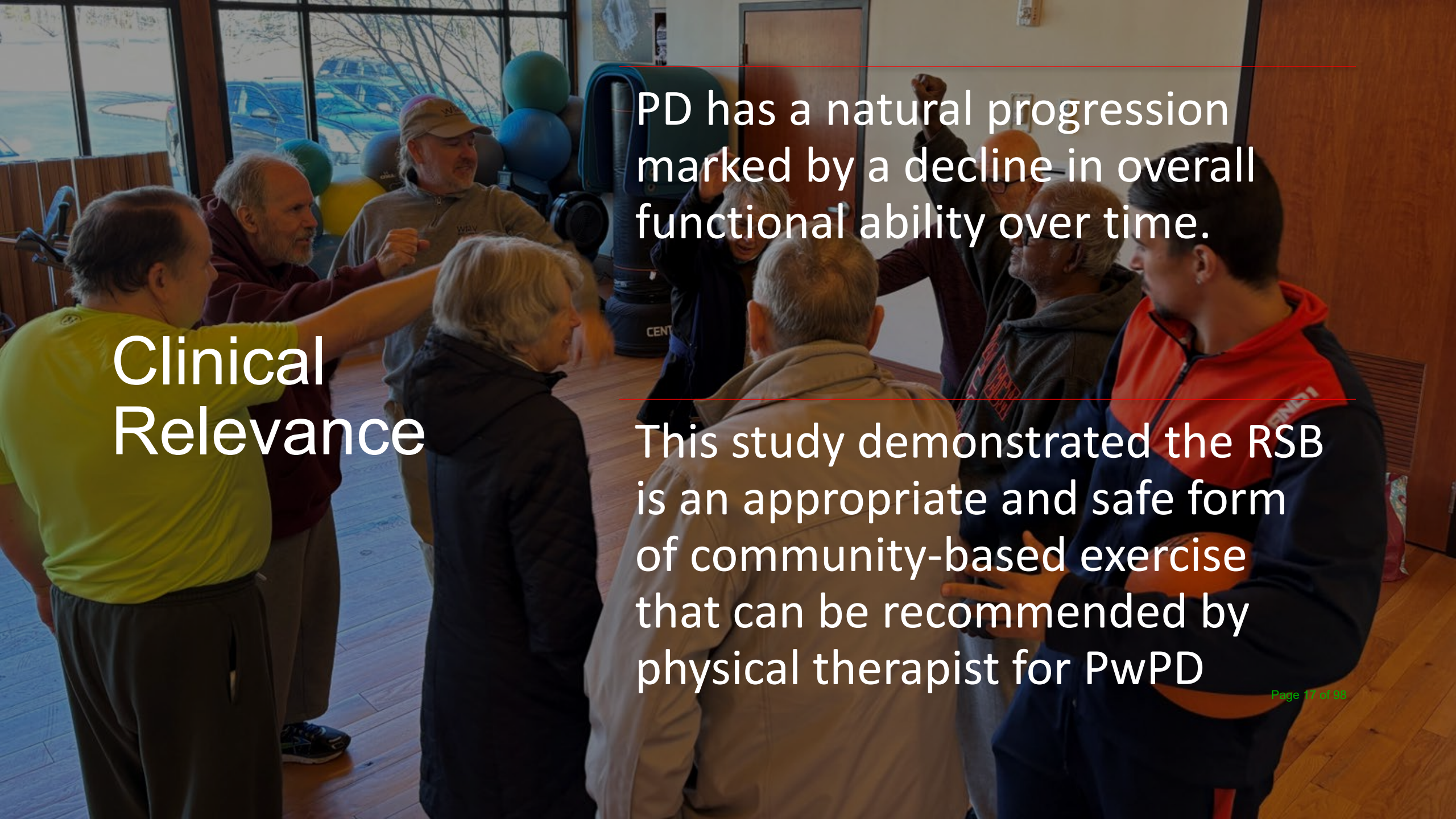
■ Baseline ■ 3 Months ■ 9 Months ■ 12 Months



# Conclusion

- Participation in an RSB program resulted in significant improvements in motor symptoms of PD and performance on OMs of functional gait and balance.





PD has a natural progression marked by a decline in overall functional ability over time.

## Clinical Relevance

This study demonstrated the RSB is an appropriate and safe form of community-based exercise that can be recommended by physical therapist for PwPD

# Academic Affairs





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# Academic Affairs Update Agenda

- Points of Pride
- Mid-Semester Two-Year Plan Updates
- Information Item: Emeritus Faculty
- Informational Item: Promotions
- Action Item: Faculty Tenure
- Action Item: Program Closure
- Action Item: Teaching and Research Handbook updates (4)
- Questions and Conversation





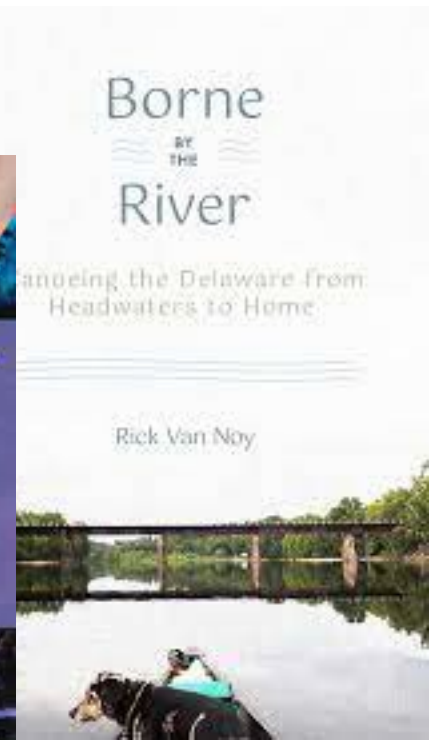
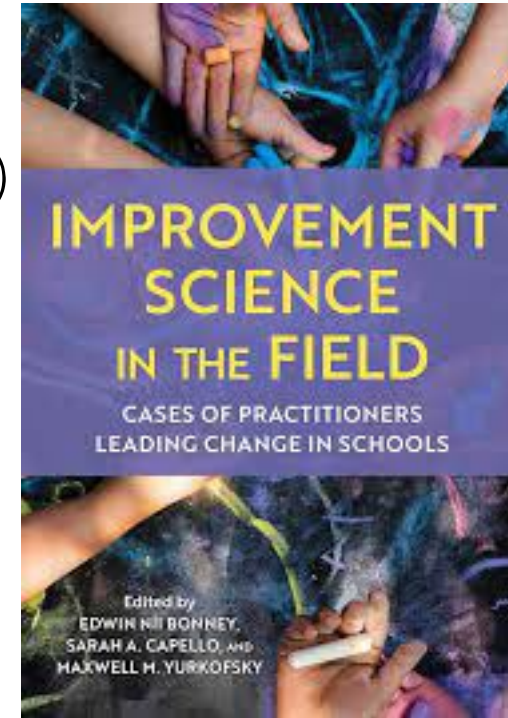
# Points of Pride

- Southwest Virginia Teacher Apprenticeship Consortium
- Interprofessional Case Study Activity included 21 faculty and 148 students from Communications Sciences and Disorders, Occupational Therapy, and Social Work, Nursing and Music Therapy
- U.S. News & World Report included Radford in its listing of Best Online MBA Programs, Best Online Bachelor's Degree programs and Best Online Master of Education



# Points of Pride

- *Borne by the River* (English Professor Rick Van Noy)
- *Improvement Science in the Field: Cases of Practitioners Leading Change in Schools* (20+faculty and alumni )
- Suicide Prevention and Intervention program at Radford High School led Dr Melinda Cruz (Psychology)
- Center for Archives and Digital History's Community Digitization Project
- Council on Undergraduate Research Leadership



# Points of Pride

- Accreditation
  - **Medical Laboratory Science** Reaccredited by National Accrediting Agency for Clinical Laboratory Sciences
  - **University Registrar** had a successful and clear Veterans Affairs Compliance Survey.
  - The **Departments of Art and Design** received full National Association of Schools of Art and Design reaccreditation.
  - **Emergency Services** Paramedic Program exemplary reaccreditation report by the Committee on Accreditation of Educational Programs for the Emergency Medical Services Professions
- Exceptional Board and Licensure pass rates
  - Master of Occupational Therapy Class of 2022 100% passing National Board for Certification
  - Physical Therapy Class of 2023 100% Licensure passing (and 100% Employment)
  - Physician Assistant Class of 2023 100% passing National Certifying Examination
  - Emergency Services 100% passing 2023 NREMT Paramedic Exam





# Radford Awards



- The Doctorate of Education: 2024 Carnegie Project on the Education Doctorate Program of the Year finalist
- Dr. Glen Mayhew (WCHHS, RUC) 2024 William W Gooding Award for Exceptional Service to Commission on Accreditation of Allied Health Education Programs
- Dalton Scholars
  - Rising Star Scholar Maxwell Yurkofsky (Assistant Professor in the School of Teacher Education and Leadership)
  - Senior Scholar Award Bruce Mahin (Professor of Composition and Music Theory)
- Faculty Professional Development Leave awarded for 2024-2025
  - Kathleen Arnold (Psychology)
  - Diane Hodge (Social Work)
  - Charles Manyara (Geospatial Sciences)
  - Jamie McDaniel (English)
  - Ryan Sincavage (Geology)

# Highlights: Progress towards Two-Year Strategic Plan

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# Two-Year Strategic Plan: Improve Academic Programming

Define an intentional catalog of programs that are distinctive to Radford	On-going progress
Revise REAL structure and implementation to support major exploration and transfer student success	On-going progress
Increase number of graduating students that have completed at least one high-impact experiential learning activity	On-going progress
Students who participate in high-impact experiential learning activities will demonstrate top career readiness competencies	On-going progress
Implement Civil Discourse and Freedom of Expression Task Force recommendations to enhance constructive dialogue	On-going progress

# Academic Affairs Mission

Radford University cultivates an **inclusive, experiential learning** environment that ignites lifelong curiosity, and empowers graduates to **lead thriving communities** through service, research, and innovation.



# Define an intentional catalog of programs that are distinctive to Radford: Leading Thriving Communities

Spring 2024

Begin Curriculum Lifecycle Program updates,  
Curriculum Workshops, Revised REAL



Fall 2024

Wave 1 Updated programs finalized and approved



Spring 2025

Wave 1 Program Updates submitted to SCHEV



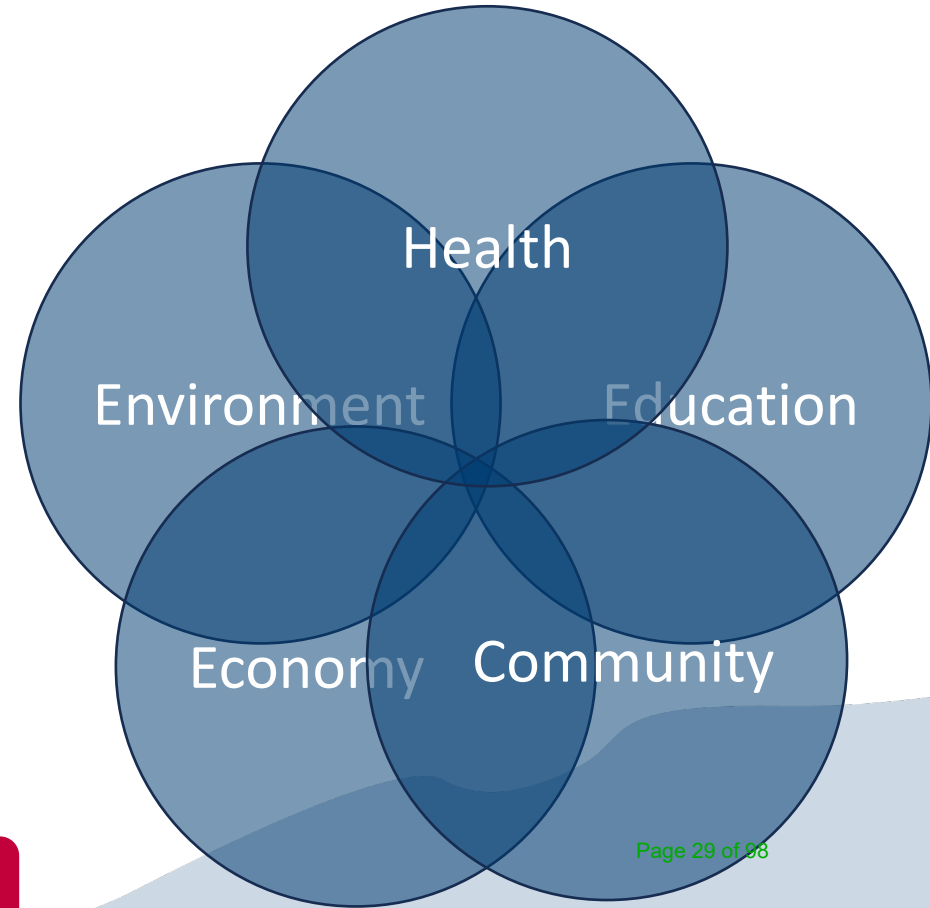
Fall 2025

Implement updated REAL and Wave 1 programs  
Wave 2 updated programs finalized and approved



Spring 2026

Wave 2 Programs submitted to SCHEV

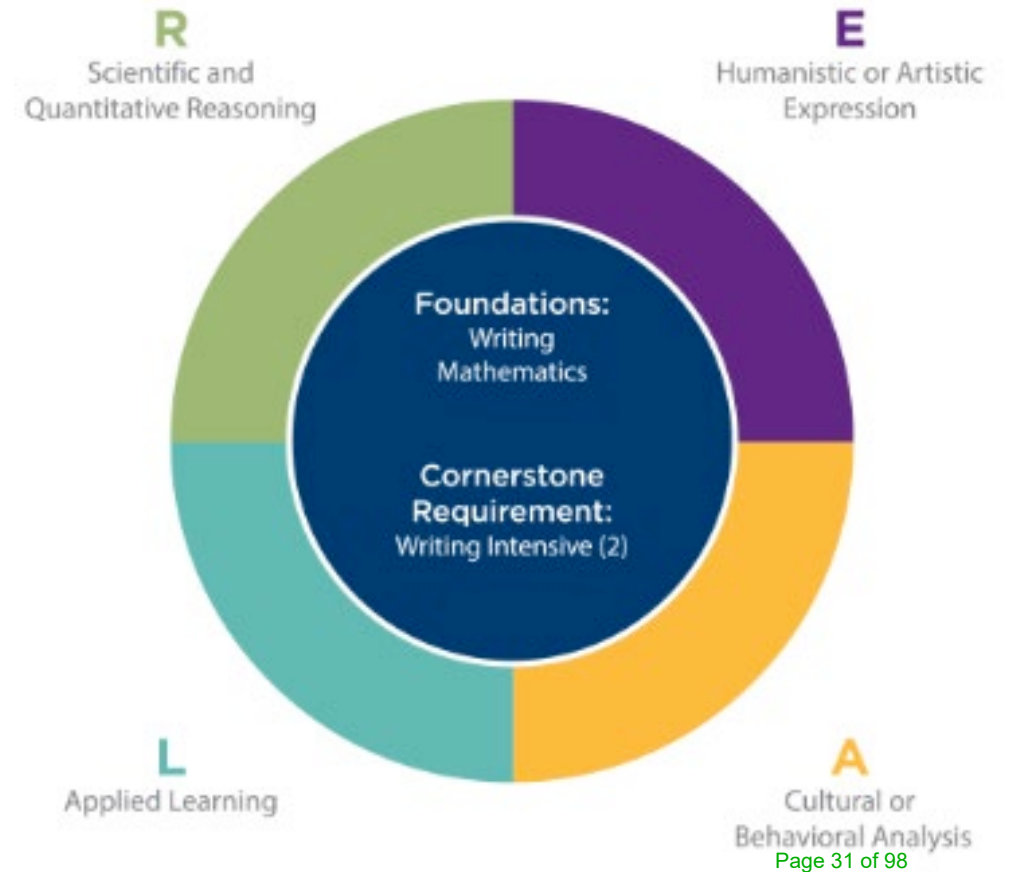


The goals of this faculty-led curricular reform are to create a more focused curriculum that:

- aligns with Radford’s academic mission and direction,
- meets student and Commonwealth needs and interests,
- meets accreditation and licensure requirements where appropriate,
- reduces excess specialization and complexity,
- supports student retention and graduation,
- decreases under-enrolled programs and courses,
- increases interdisciplinarity and collaboration between academic units,
- reduces the need for adjunct and overload faculty, and
- is transfer-friendly.

# Revise REAL structure to support major exploration and transfer student success

- Clarity for scheduling
- Encourage breadth and exploration
- Transfer-friendly
- Students understand and value the REAL general education curriculum



# Two-Year Strategic Plan: Become essential conduit for regional economic development

**Establish internships with a focus on paid-internship opportunities**

On-going progress

New Director of Career and Talent Development

Virginia Talent Opportunity (VTOP) grants to support internships

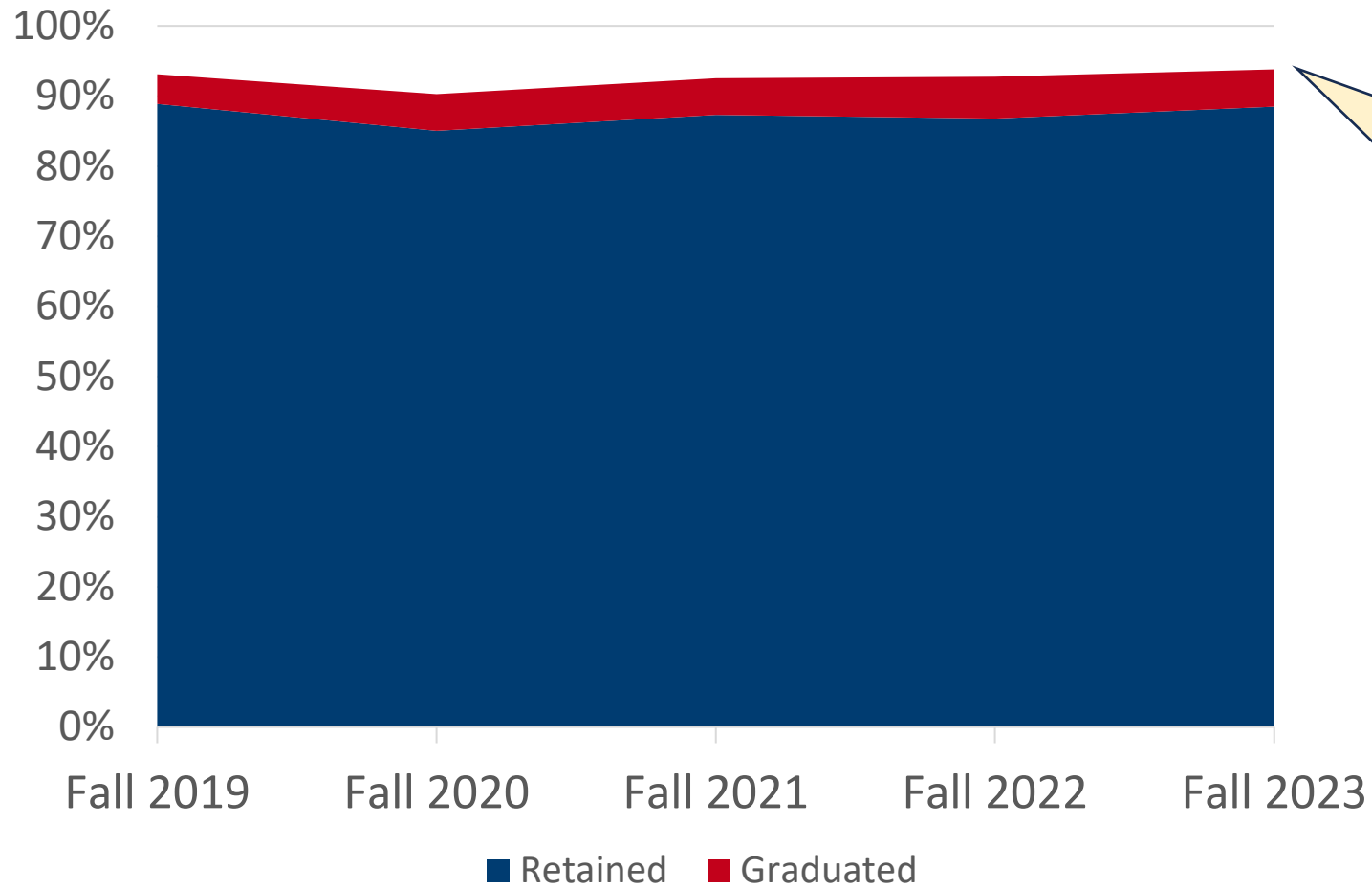
- Highlander Works Grant Program
- Ensuring Exceptional Internship Experiences: Building Accountability, Access & Stewardship through Robust Data Collection



# Two-Year Strategic Plan: Increase retention and progression rates

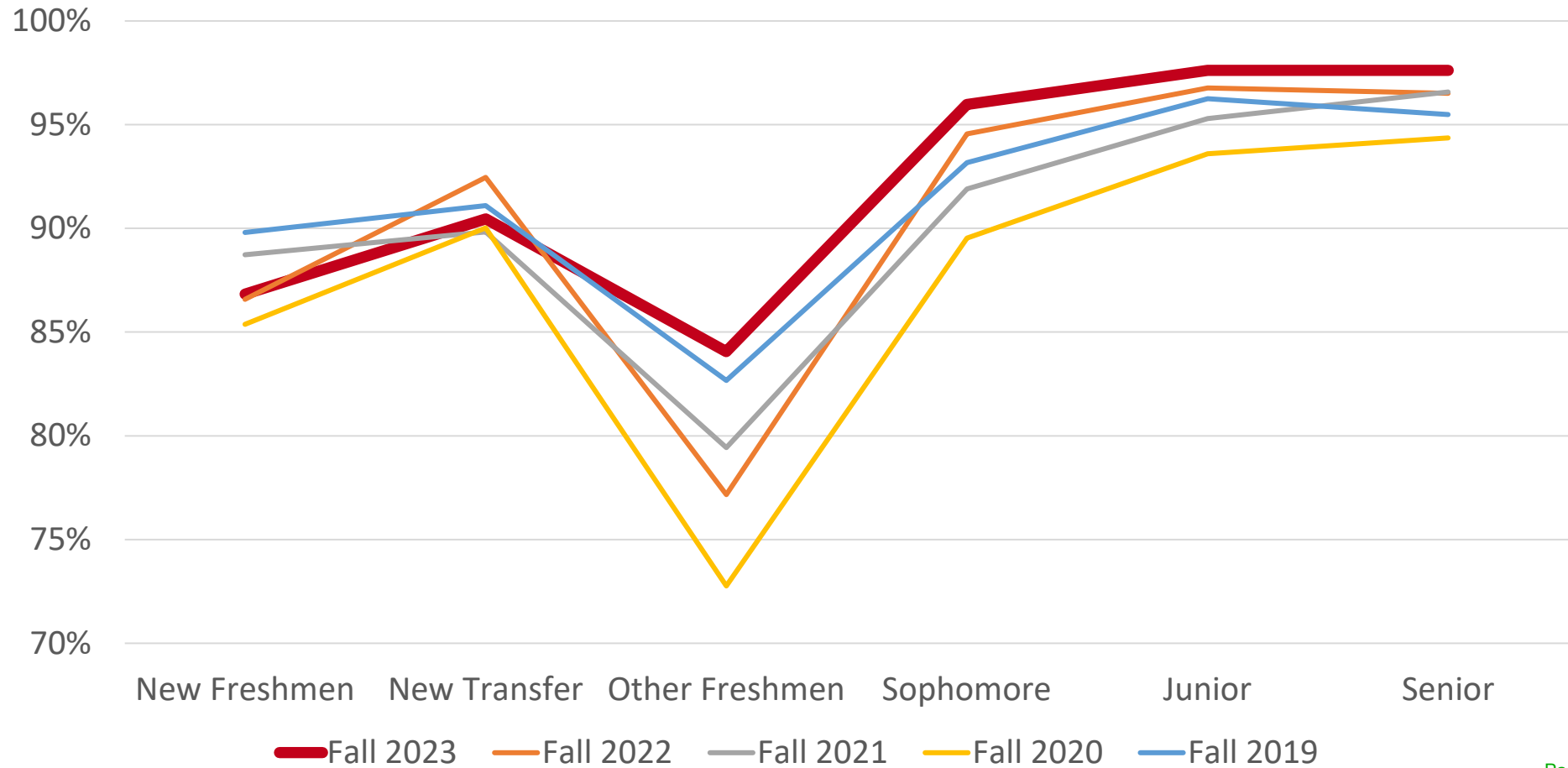
Improve pathways for externally-earned credits to transfer to Radford through the VCCS	On-going progress
Implementation of RISE (Realizing Inclusive Student Excellence) QEP to improve grades and reduce performance gaps	On-going progress
<b>Implement coordinated retention and completion programs through Highlander Success Center and academic units</b>	On-going progress
Evaluate instructional needs by program and efficiently offer course sections based on need	On-going progress

# Fall to Spring Retention+Graduation Rates



**93.8% is highest  
in 5 years!**

# Fall to Spring Retention+Graduation Rates



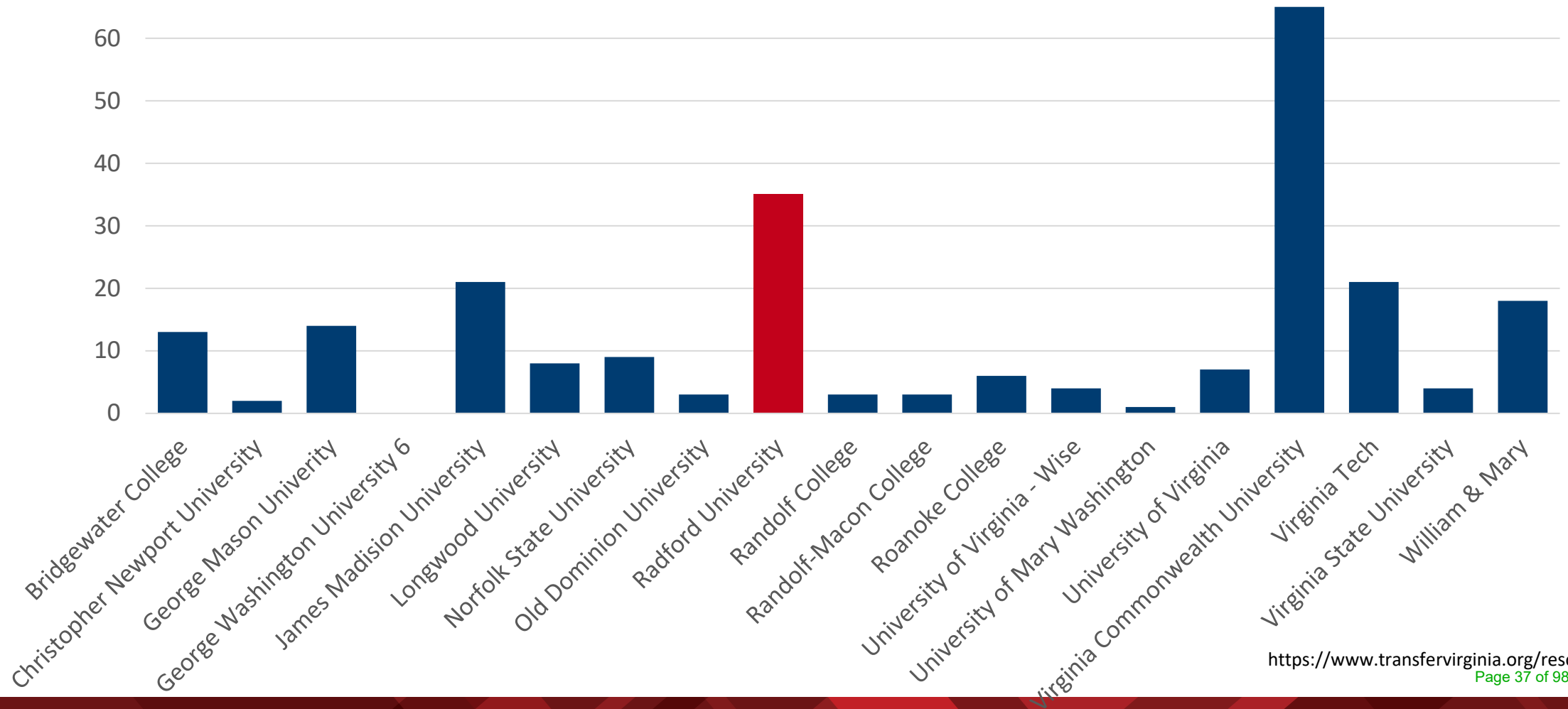
# Tartan Transfer Collaboration with regional Community Colleges

- Improve support and sense of belonging for VCCS transfer students
- Improve accessibility of four-year degree completion for VCCS students
- Increase affordability for students
- Improve degree attainment and credentialing



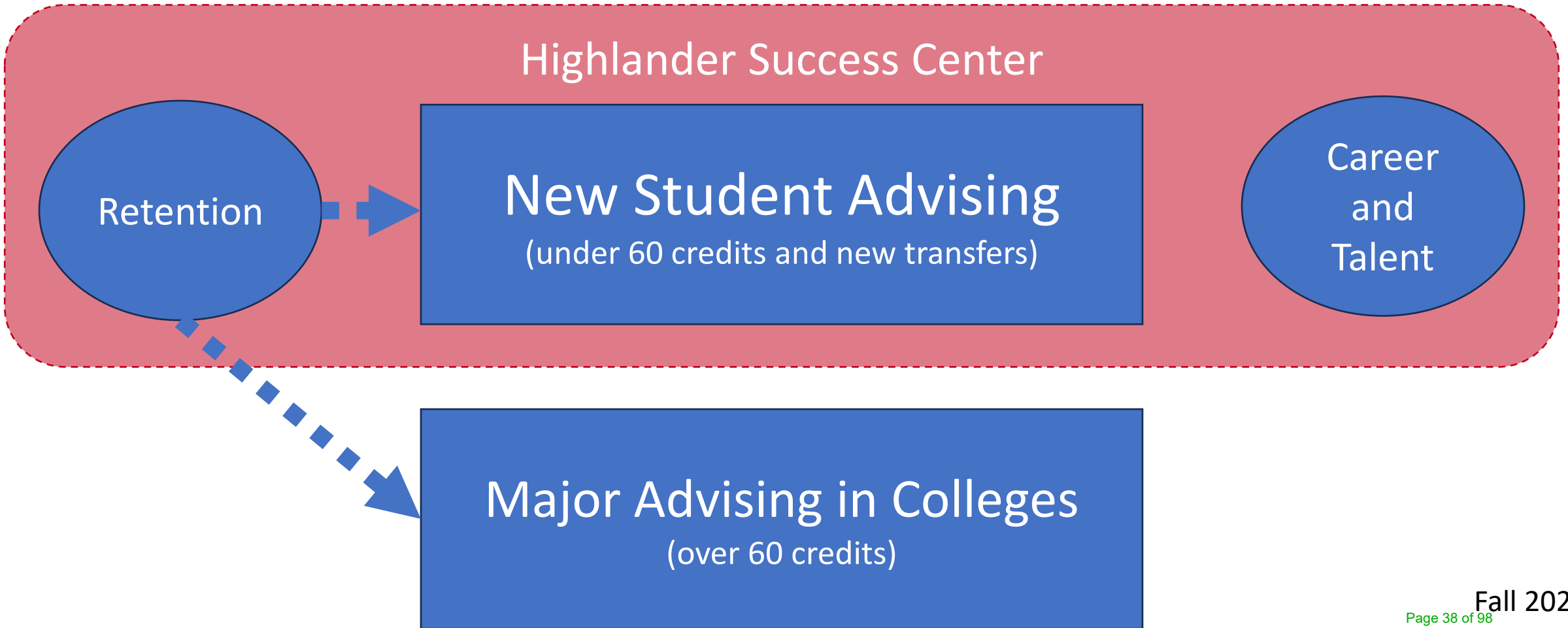
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# Transfer Virginia Major Guides

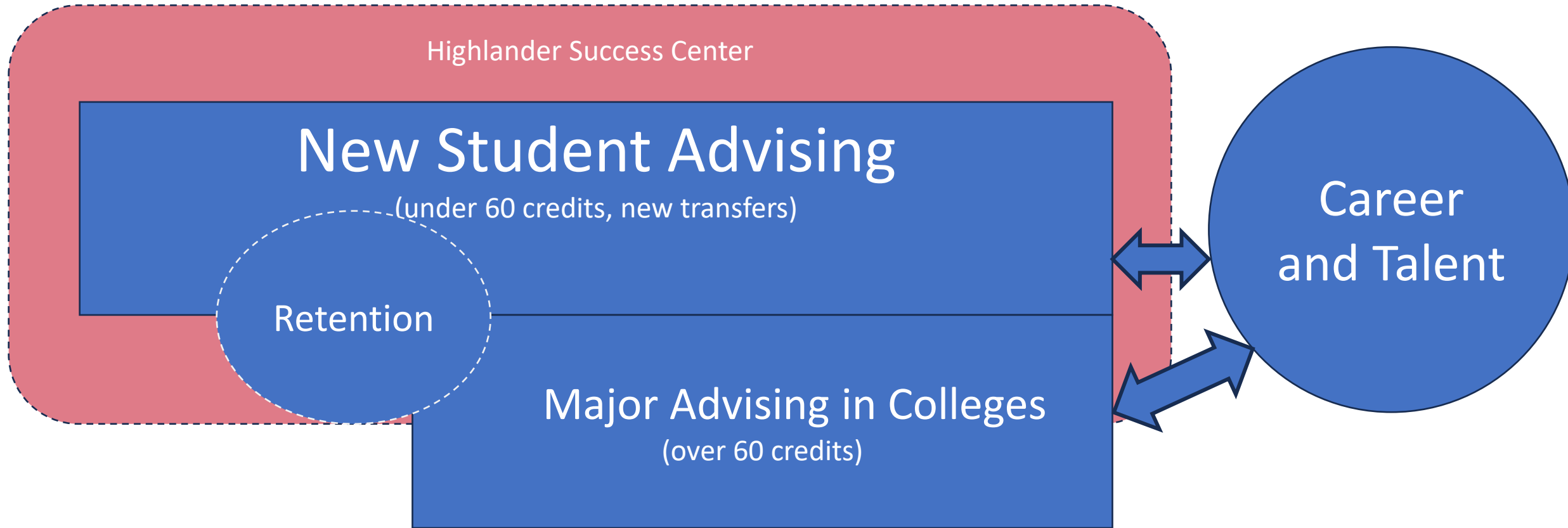


<https://www.transfervirginia.org/resources/>  
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# Implement coordinated retention and completion programs through Highlander Success Center and academic units



# Implement coordinated retention and completion programs through Highlander Success Center and academic units



# Two-Year Strategic Plan: Reposition academic programs and administration to increase efficiency and effectiveness

Identify then implement ways to enhance distinctive programs, merge/re-design related concentrations or programs and reduce under-enrolled programs, minors and concentrations	On-going progress
Maximize faculty expertise based on instructional needs by program	On-going progress
Restructure then fill key administrative roles in academic affairs	On-going progress



# Where we were in Fall 2023

Davis College of Business and Economics  
Interim Dean  
Angie Stanton

Waldron College of Health and Human Services  
Dean Kenneth Cox

College of Education and Human Development  
Dean Tamara Wallace

College of Humanities and Behavioral Science  
Dean Matthew Smith

School of Nursing  
Interim Dean  
Wendy Downey

Provost and Senior Vice President  
Bethany M. Usher

College of Graduate Studies  
Dean Benjamin Caldwell

Research and Strategic Initiatives  
Associate Provost  
Jeanne Mekolichick

Budget Director  
Vickie Taylor (retiring)  
*National search*

Student Success  
Assistant Provost  
Open position  
*National search*

University Registrar  
Interim  
Melissa Neal  
Open position  
*National search*

College of Visual and Performing Arts  
Interim Dean  
Tim Channell

Artis College of Science and Technology  
Dean Steven Bachrach

University Libraries  
Interim Dean Laura Jacobsen

Faculty and Curriculum  
Assistant Provost  
Open position  
*Local search*

Radford University @ Roanoke  
Interim Associate Provost  
Glen Mayhew

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# Where we are now

Davis College of  
Business and  
Economics  
Interim Dean  
Angela Stanton

Waldron College  
of Health and  
Human Services  
Dean Kenneth Cox

College of  
Education and  
Human  
Development  
Dean Tamara  
Wallace

College of  
Humanities and  
Behavioral  
Science  
Dean Matthew  
Smith

College of  
Nursing  
Interim Dean  
Wendy Downey

**Provost and  
Senior Vice  
President**  
Bethany M. Usher

College of  
Graduate  
Studies  
Dean Benjamin  
Caldwell

Research and  
Strategic  
Initiatives  
Associate Provost  
Jeanne Mekolichick

Finance and  
Administration  
(Academic  
Affairs)  
Director  
Adam Neal  
*March 2024*

College of Visual  
and Performing  
Arts  
Interim Dean  
Tim Channell

Artis College of  
Science and  
Technology  
Dean Steven  
Bachrach

University  
Libraries  
Interim Dean Laura  
Jacobsen

Student Success  
Assistant Provost  
Jerel Benton  
*June 2024*

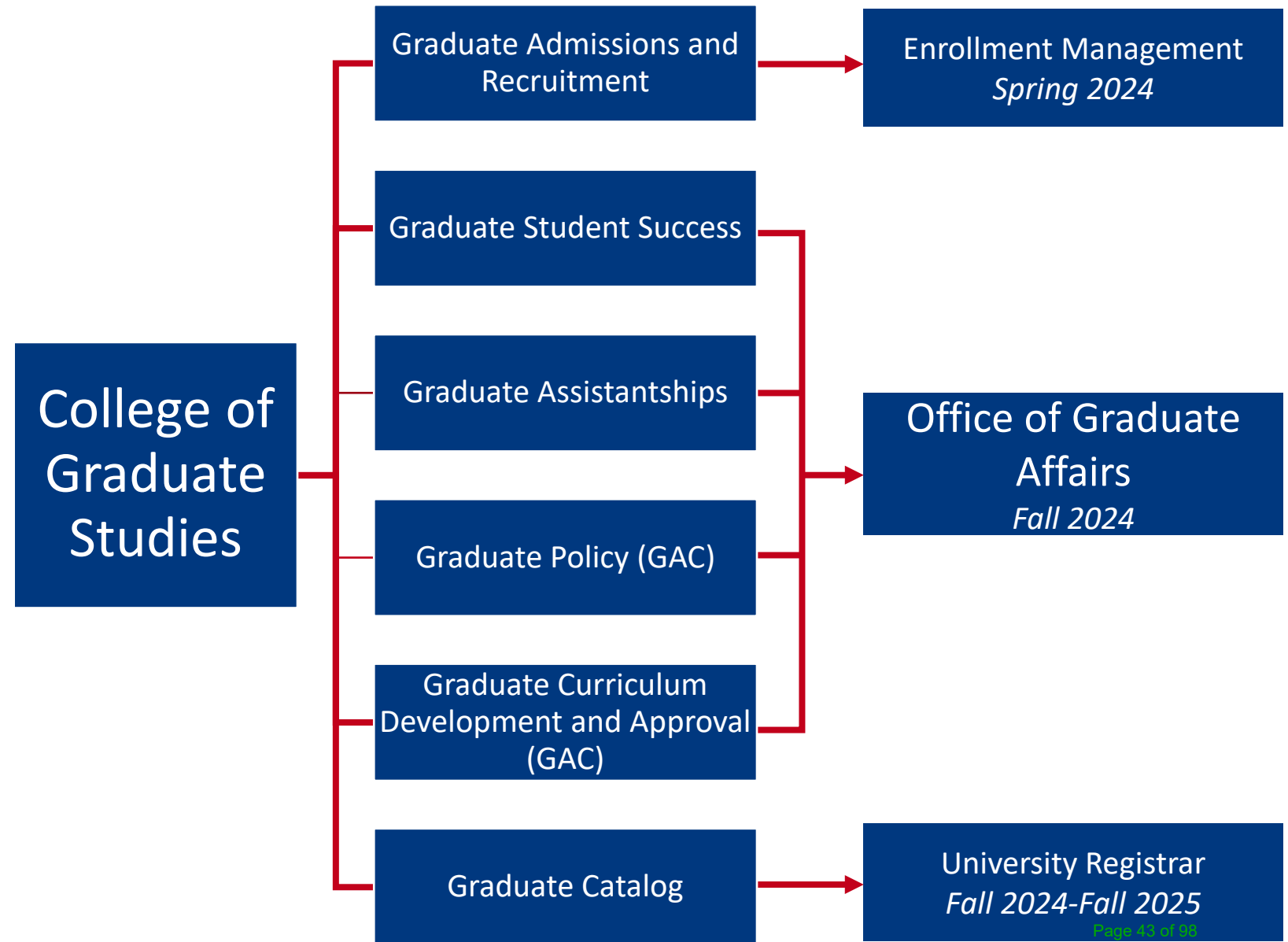
University  
Registrar  
Katie Piper  
*March 2024*

Faculty and  
Curriculum  
Assistant Provost  
Jessica Stowell  
*February 2024*

Radford  
University @  
Roanoke  
Interim Associate  
Provost Glen  
Mayhew

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# Realignment of Graduate Academic Affairs



# Two-Year Strategic Plan: Implement an integrated workforce development model

Create leadership development opportunities focused on building morale, engagement, skills and empowerment throughout the workforce

On-going progress

Center for Innovative Teaching and Learning



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# Board Items

# Informational Item: Emeritus Faculty



Professor Lisa  
Allison-Jones

Department  
of Public  
Health and  
Health  
Leadership



Professor Robert  
Reese

Department of  
Psychology  
*posthumous*

# Information Item: 2024-2025 Faculty Promotions

## **Artis College of Science and Technology**

Sarah Foltz (Biology), Associate Professor  
Tara Anne Pelletier (Biology), Associate Professor  
Chet Bhatta (RUC Biology), Associate Professor  
Anthony M. Dove (Mathematics & Statistics),  
Professor

## **College of Humanities and Behavioral Sciences**

Kevin Patrick Farrell (RUC English), Professor  
Sean M. Keck (English), Associate Professor  
Brock W. Cutler (History), Professor  
Geoffrey N. Pollick (Philosophy and Religious  
Studies), Associate Professor  
Zehui Dai (Communication), Associate Professor

## **College of Education and Human Development**

Tiesha Racquel Martin (Health and Human  
Performance), Associate Professor  
Harold George Philippi (Health and Human  
Performance), Associate Professor  
Sarah Ann Capello (Teacher Education and  
Leadership), Associate Professor  
Whitney Idol (Teacher Education and Leadership),  
Associate Professor

## **College of Nursing**

Christi Callahan (Nursing), Associate Professor  
Louise Ruth Coats (Nursing), Senior Instructor  
Carey A. Cole (Nursing), Associate Professor  
Judy B. Jenks (RUC Nursing), Associate Professor  
Eunyoung Lee (Nursing), Professor  
Helen Inez Reed (Nursing), Senior Instructor

## **College of Visual and Performing Arts**

Denise R. Bernardini (Music), Associate Professor  
Matthew T. Cataldi (Music), Associate Professor  
David Clay Rivers (Music), Associate Professor

## **Davis College of Business and Economics**

Daniel Farhat (Economics), Professor

## **McConnell Library**

Lisa J. Vassady (Library), Professor

## **Waldron College of Health and Human Services**

Daniel Miner (RUC Physical Therapy), Associate  
Professor  
Kerry Fay Vandergrift (Social Work), Professor  
Douglas Wright (RUC Respiratory Therapy),  
Associate Professor

# Board Action Item: 2024-2025 Tenure Recommendations

## **Artis College of Science and Technology**

Sarah Foltz (Biology)

Tara Anne Pelletier (Biology)

Chet Bhatta (RUC Biology)

## **College of Humanities and Behavioral Sciences**

Sean M. Keck (English)

Geoffrey N. Pollick (Philosophy and Religious Studies)

Zehui Dai (Communication)

## **College of Education and Human Development**

Tiesha Racquel Martin (Health and Human Performance)

Harold George Philippi (Health and Human Performance)

Sarah Ann Capello (Teacher Education and Leadership)

Whitney Idol (Teacher Education and Leadership)

## **College of Nursing**

Christi Callahan (Nursing)

## **College of Visual and Performing Arts**

Denise R. Bernardini (Music)

Matthew T. Cataldi (Music)

David Clay Rivers (Music)

## **Waldron College of Health and Human Services**

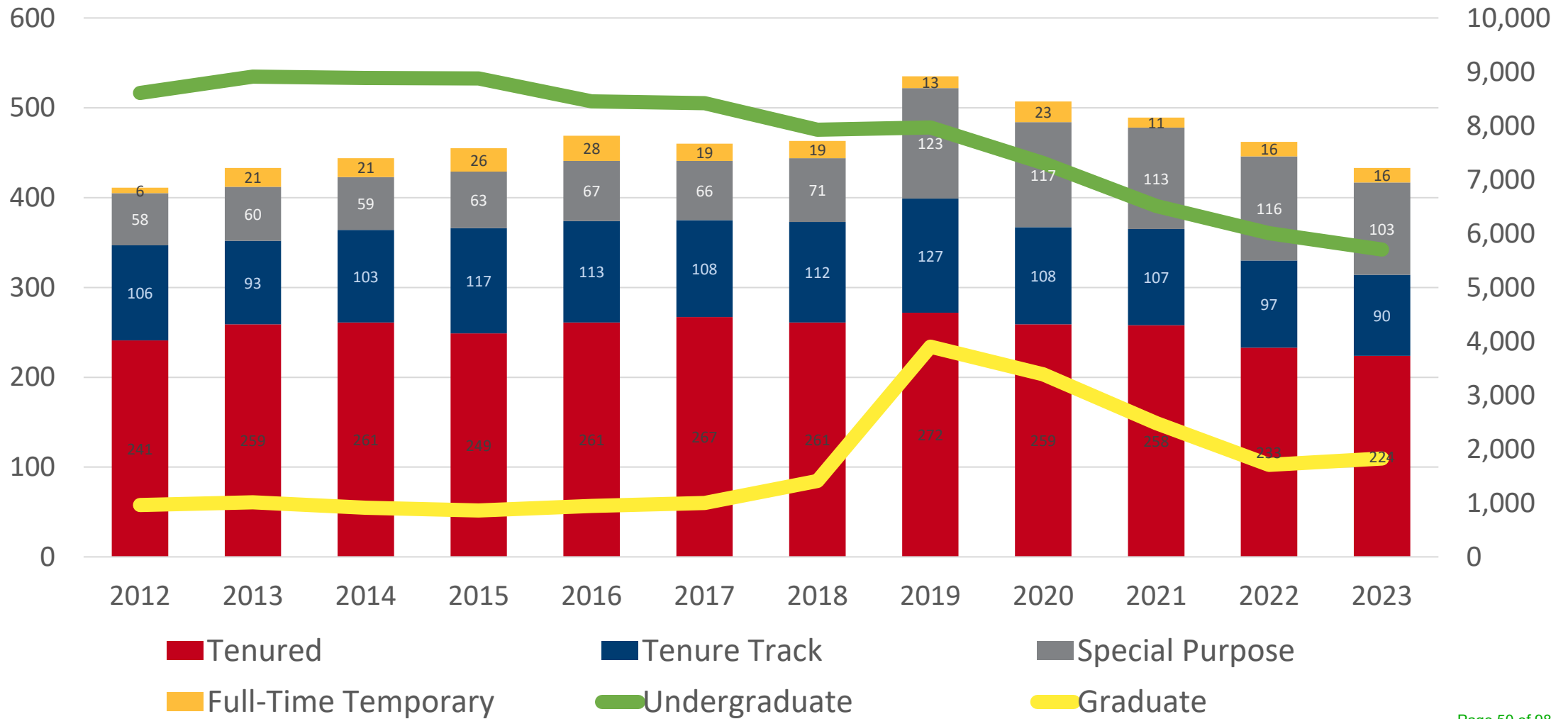
Daniel Miner (RUC Physical Therapy)



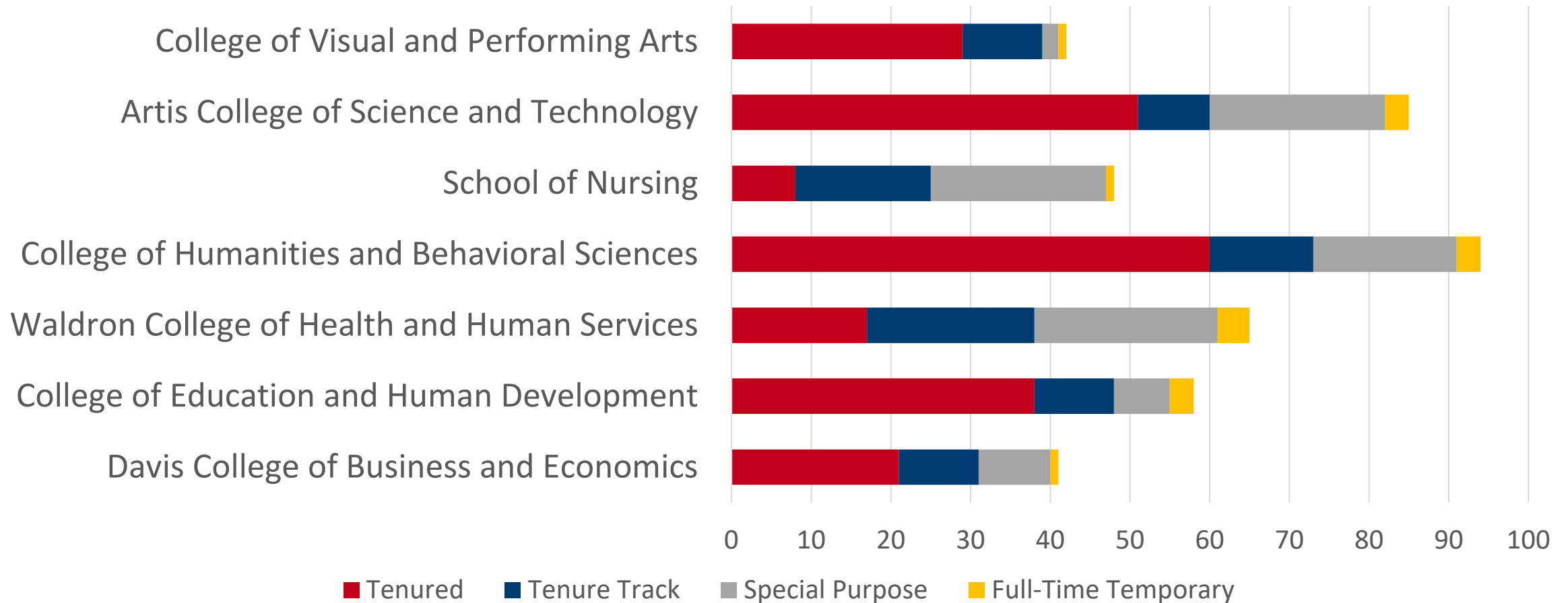
# Board Action Items

- Recommendation to Approve the Merger of the Department of Geospatial Science and the Department of Geology into the Department of Geospatial and Earth Sciences
- Recommendation to Approve Teaching and Research Faculty Handbook Revisions
  - T&R Faculty Handbook Section 1.1.4 for Teaching and Research Faculty Employment Classifications (Full-Time Temporary)
  - T&R Faculty Handbook Section 1.4.1.4.1 to be Consistent in the Use of the Ranking System in the Faculty Evaluation Procedures
  - T&R Faculty Handbook Section 1.1.3 for Teaching and Research Faculty Employment Classifications (Special Purpose Faculty)
  - T&R Faculty Handbook Section 1.5 for Reappointment

# Faculty and Student headcounts, 2012-2023



# Fall 2023 Full-Time Faculty by Status



# Discussion

# Two Year Plan additional details

# Two-Year Strategic Plan: Improve Academic Programming, Summary progress page 1

<p>Define an intentional catalog of programs that are distinctive to Radford</p>	<ul style="list-style-type: none"> <li>✓ Mission and Framework</li> <li>✓ Distinction Forums,</li> <li>✓ Curriculum Lifecycle plan developed, Curriculum Lifecycle Workshops in progress</li> </ul> <p>Academic programs to be re-designed, and new programs developed in next year</p>
<p>Revise REAL structure and implementation to support major exploration and transfer student success</p>	<p>● REAL Committee Proposals being discussed in REAL Committee and Faculty Senate. Potential for updated general education this academic year.</p>
<p>Increase number of graduating students that have completed at least one high-impact experiential learning activity</p>	<ul style="list-style-type: none"> <li>✓ Increased development of Office of Undergraduate Research Research Rookies, CURES, Internships,</li> </ul> <p>Applied Learning requirement updates in alignment with draft SB1280 in discussion</p>

# Two-Year Strategic Plan: Improve Academic Programming, Summary progress page 2

<p>Students who participate in high-impact experiential learning activities will demonstrate top career readiness competencies</p>	<ul style="list-style-type: none"><li>✓ New Director of Career and Talent Development,</li><li>✓ Awarded two VTOP grants to support internships and work-based learning</li></ul> <p>Aligning NACE Career Readiness Competencies with Applied Learning requirement Creating new tool for 360 evaluation of students's NACE skills</p>
<p>Implement Civil Discourse and Freedom of Expression Task Force recommendations to enhance constructive dialogue</p>	<ul style="list-style-type: none"><li>✓ Formation of Civil Discourse Working Group</li><li>✓ Constructive Dialogue units in courses and for faculty</li><li>✓ Common Grounds discussion events</li><li>✓ FIRE Green Rating</li><li>✓ Free Speech and Intellectual Diversity action plan submitted to Governor's Office</li></ul>

# Two-Year Strategic Plan: Become essential conduit for regional economic development, Summary Progress

**Establish internships with a focus on paid-internship opportunities**

- ✓ New Director of Career and Talent Development hired
- ✓ Two Virginia Talent Opportunity Grants received to support paid internships and tracking work-based education and internships
- ✓ Active involvement in development SB1280 working group recommendations



# Two-Year Strategic Plan: Increase retention and progression rates, Summary progress

<p>Improve pathways for externally-earned credits to transfer to Radford through the VCCS</p>	<ul style="list-style-type: none"> <li>✓ REAL Course Equivalencies updated and posted online</li> <li>✓ Developing and submitted all Transfer Virginia Major Pathways on schedule with SCHEV</li> </ul> <p>Development of Tartan Transfer partnerships and framework</p>
<p>Implementation of RISE (Realizing Inclusive Student Excellence) QEP to improve grades and reduce performance gaps</p>	<ul style="list-style-type: none"> <li>✓ Hired Educational Developer for RISE Program</li> </ul> <p>18 Faculty in 1<sup>st</sup> RISE Faculty Cohort, currently recruit departments teams for Cohort 2.</p>
<p><b>Implement coordinated retention and completion programs through Highlander Success Center and academic units</b></p>	<ul style="list-style-type: none"> <li>✓ Increased Fall-&gt;Retention for at-risk students and all upper-class</li> <li>✓ Reorganized Highlander Success Center, integrated retention activities, and coordinating advising with colleges</li> <li>✓ Updated UNIV150 Academic Success course, required for all at-risk students.</li> </ul>
<p>Evaluate instructional needs by program and efficiently offer course sections based on need</p>	<ul style="list-style-type: none"> <li>✓ Defined infrequently offered and under-enrolled courses; data shared with Curriculum Committees for action</li> </ul>

# Two-Year Strategic Plan: Reposition academic programs and administration to increase efficiency and effectiveness, Summary progress

<p>Identify then implement ways to enhance distinctive programs, merge/re-design related concentrations or programs and reduce under-enrolled programs, minors and concentrations</p>	<p>✓ Defined under-enrolled majors, concentrations, and minors; data shared with Curriculum Committees for action Encouraging the development of faculty-identified majors with potential for growth that enhance the distinctive portfolio of programs</p>
<p>Maximize faculty expertise based on instructional needs by program</p>	<p>Deans and chairs steadily becoming more efficient in course staffing Reducing budgets for adjuncts and overload pay in FY2024-2025</p>
<p>Restructure then fill key administrative roles in academic affairs</p>	<p>✓ Academic Affairs restructured ✓ Provost senior staff searches complete for Director of Budget and Finance, University Registrar, Assistant Provost for Faculty and Curriculum, and Assistant Provost for Student Success. Re-organization of Graduate Affairs Active searches for Deans in Davis College of Business and Economics, College of Nursing (to be completed by May 2024)</p>

# Two-Year Strategic Plan: Implement an integrated workforce development model, Summary Progress

**Create leadership development opportunities focused on building morale, engagement, skills and empowerment throughout the workforce**

- ✓ Center for Innovative Teaching and Learning
  - Successful Our Turn events
  - LIFT program for new faculty
  - RISE Faculty Institute
  - Constructive Dialogues Institute's Perspectives training
  - Curriculum Lifecycle workshop
  - On-going professional development activities

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**Radford**  
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# Report from Faculty Senate

21 March 2024

# Items for Board Consideration



Increasing flexibility in FTT appointments

Creating uniform language in faculty evaluation procedures

Enabling the appointment of SPF for one, two, or three years

Clarifying when SPF are up for reappointment

# 2023 Faculty Morale Survey



**Radford**  
UNIVERSITY

## Campus Environment Committee

Jake Fox (Chair)

JC Cook

Jeannine Everhart

I-Ping Fu

Denise Bernardini

Ian Barland

Judy Smith (Secretary)

Brent Webb

Maneesh Thakkar

Lisa Aker

Christi Callahan

\*special thanks to Sallie Beth Johnson

# 2023 Faculty Morale Survey



**Radford**  
UNIVERSITY

Questions showing statistically significant declines

Provost

Department/College Collegiality

Communication from Faculty Senate

Roanoke Learning Site Facilities and Merger Issues

# 2023 Faculty Morale Survey



**Radford**  
UNIVERSITY

Questions showing statistically significant increases

President

Board of Visitors



# Report from Faculty Senate



**Radford**  
UNIVERSITY

## Questions?

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**MARCH 21, 2024**

**RESOLUTION TO MERGE THE DEPARTMENT OF GEOSPATIAL SCIENCE AND THE  
DEPARTMENT OF GEOLOGY INTO THE DEPARTMENT OF GEOSPATIAL AND EARTH  
SCIENCES**

**WHEREAS**, Faculty Senate approved the merger of the Department of Geospatial Science and the Department of Geology; and

**WHEREAS**, Faculty in the Department of Geospatial Science and in the Department of Geology have approved a proposal to merge the departments to form the Department of Geospatial and Earth Sciences; and

**WHEREAS**, the change to the proposed departmental structure has a net-neutral effect on the budget;

**NOW, THEREFORE, BE IT RESOLVED**, that the Academic Excellence and Student Success Committee recommends that the Board of Visitors approves merger of the Department of Geospatial Science and the Department of Geology; and furthermore approve naming the merged unit as the Department of Geospatial and Earth Sciences;

**BE IT FURTHER RESOLVED**, that the President and/or designee(s) are hereby authorized to submit any and all documentation that may be required to receive approval of the name change to the State Council of Higher Education for Virginia (SCHEV) and the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

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[Motion to Approve the Merger of the Department of Geospatial Science and the Department of Geology into the Department of Geospatial and Earth Sciences](#)

**Referred by:** Curriculum Committee

**MOTION:**

The Faculty Senate approves the merger of the Department of Geospatial Science and the Department of Geology into the Department of Geospatial and Earth Sciences. See the SCHEV proposal to change the administrative structure in the Appendix.

## **RATIONALE:**

Due to recent and upcoming retirements, the Department of Geology will consist of two faculty members (three if we are successful in a current search) and the Department of Geospatial Science will have four faculty members come Fall 2024. To create a more productive and efficient administrative structure, we propose merging these two departments into one unit starting in Fall 2024.

The Department of Geospatial Science in coordination with the Department of Geology are proposing the “Department of Geospatial and Earth Sciences” as the name of the department because of the change in administrative structure. This name reflects the unique position of Geospatial Science in the Commonwealth; it is the only undergraduate program in Virginia. The name also reflects that the field of geology has shifted away from traditional oil and gas and mining and toward engineering and environmental work – infrastructure, natural disasters, water, sea level rise, environmental clean-up, etc. Our students will have to understand the Earth as a system within their future employment. Additionally, the term “Earth Sciences” reflects opportunity for curricular developments that we hope will come about by the merger of these faculty under one umbrella.

This administrative combination will result in small budget savings associated with one fewer chair stipend and 12 credit hours per year fewer course releases. All the current programs from the two departments will be offered under the Department of Geospatial and Earth Sciences.

The faculty from both departments met in a joint curriculum committee meeting and unanimously approved the merger and new department name. The Artis College faculty and Curriculum Committee also unanimously approved the proposed change.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE  
MARCH 20, 2024**

**RESOLUTION OF TENURE RECOMMENDATIONS**

**WHEREAS**, the tenure-track faculty are appointed initially on one-year contracts and throughout the probationary period, which is normally six years, they are subject to reappointment annually upon recommendation by the Department Personnel Committee, the Department Chair, the College Dean, the Provost, and the President; and

**WHEREAS**, no later than the beginning of the fall semester of the sixth year of full-time appointment, tenure-track faculty are notified by their Department Chairs of their eligibility for consideration for award of tenure and candidates for tenure must submit to their Department Personnel Committees pertinent information regarding their qualification for tenure, including a statement justifying the granting of tenure, all past performance evaluations, including a summary of student evaluations and any peer evaluations, a current curriculum vita, and any other relevant documentation; and

**WHEREAS**, criteria for the award of tenure include: the continuing need for the individual's expertise; the individual's teaching effectiveness; effectiveness as an advisor; professional development; participation in University co-curricular activities; committee work; cooperation with colleagues; and contributions towards the objectives of the department, college, and University; and

**WHEREAS**, upon consideration of the candidate's achievement of the above criteria, the Department Personnel Committee submits its recommendation to the Department Chair, who in turn submits his or her recommendation to the College Dean. The Dean submits his or her recommendation to the Provost, and the Provost submits their recommendation in each case to the President. At each stage, the recommendation is added to the previous recommendations, and all are transmitted to the next level. Copies of each recommendation, together with justification, are sent to the faculty member, who has the right to appeal negative recommendations to the Faculty Grievance Committee; and

**WHEREAS**, the final authority for awarding or denying tenure lies with the Board of Visitors and all of the faculty members listed below have met the criteria for award of tenure;

**ARTIS COLLEGE OF SCIENCE AND TECHNOLOGY**

<u>Name</u>	<u>Department</u>
Sarah Lorraine Foltz	Department of Biology
Tara Anne Pelletier	Department of Biology
Chet Bhatta	RUC-Department Biology

**COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT**

<u>Name</u>	<u>Department</u>
Tiesha Racquel Martin	Department of Health and Human Performance
Harold George Philippi	Department of Health and Human Performance
Sarah Ann Capello	School of Teacher Education and Leadership
Whitney Idol	School of Teacher Education and Leadership

**COLLEGE OF HUMANITIES AND BEHAVIORAL SCIENCES**

<u>Name</u>	<u>Department</u>
Sean M. Keck	Department of English
Geoffrey N. Pollick	Department of Philosophy and Religious Studies
Zehui Dai	School of Communication

**COLLEGE OF NURSING**

<u>Name</u>	<u>Department</u>
Christi L. Callahan	College of Nursing

**COLLEGE OF VISUAL AND PERFORMING ARTS**

<u>Name</u>	<u>Department</u>
Denise R. Bernardini	Department of Music
Matthew T. Cataldi	Department of Music
David Clay Rivers	Department of Music

**WALDRON COLLEGE OF HEALTH AND HUMAN SERVICES**

<u>Name</u>	<u>Department</u>
Daniel G. Miner	RUC – Department of Physical Therapy

**THEREFORE, BE IT RESOLVED,** it is recommended that the Academic Excellence and Student Success Committee recommend that the Board of Visitors approves the faculty Tenure recommendations listed above to become effective the beginning of the 2024-2025 academic year.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE  
MARCH 21, 2024**

**RESOLUTION TO AMEND THE  
TEACHING AND RESEARCH FACULTY HANDBOOK**

**WHEREAS**, all proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook; and

**WHEREAS**, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University; and

**WHEREAS**, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it; and

**WHEREAS**, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language; and

**WHEREAS**, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

**WHEREAS**, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Radford University hereby approves in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.1.4: Full Time Temporary Faculty** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

## Motion to Revise T&R Faculty Handbook Language for Teaching and Research Faculty Employment Classifications (Full-Time Temporary)

**Referred by:** Faculty Issues

### **MOTION:**

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (stricken through) in Section 1.1.4 of the T&R Faculty Handbook.

Full-time temporary faculty positions are authorized to supplement the faculty of a department whenever full-time teaching faculty are needed but a tenure-track position is not available. Full-time temporary faculty hold appointments ~~for one year terms~~ without eligibility for tenure; where authorized by the Provost, appointments ~~may be renewed~~ **are customarily renewed** for up to a maximum of three years as described in section 1.5 of this Handbook. Such appointments carry rank without the opportunity for promotions and carry full benefits. A terminal degree consistent with accreditation criteria of the discipline and the Southern Association of Colleges and Schools is generally required for a full-time temporary appointment. Specific duties and assignments of full-time temporary faculty are given in their letter of appointment.

In the event that a full-time temporary faculty member is subsequently hired in a tenure-track position, his or her probationary period is subject to the policies described in section 1.6 of this Handbook.

### **RATIONALE:**

This motion provides more flexibility for departments reliant on FTT faculty to fill immediate, short-term needs. Eliminating the requirement of “one year terms” allows for FTT to be hired for a single semester, as well as for an entire academic year.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE  
MARCH 21, 2024**

**RESOLUTION TO AMEND THE  
TEACHING AND RESEARCH FACULTY HANDBOOK**

**WHEREAS**, all proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook; and

**WHEREAS**, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University; and

**WHEREAS**, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it; and

**WHEREAS**, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language; and

**WHEREAS**, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

**WHEREAS**, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Radford University hereby approves in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.4.1.4.1: Faculty Evaluation Procedures** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

---



## Motion to Revise T&R Faculty Handbook Language to be Consistent in the Use of the Ranking System in the Faculty Evaluation Procedures

**Referred by:** Governance

### **MOTION:**

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (~~stricken through~~) in Section 1.4.1.4.1 of the T&R Faculty Handbook.

#### **1.4.1.4.1 Evaluation Procedures for Tenured and Tenure-track Faculty**

1. By August 15, each returning faculty member shall submit to the Department Chair a Faculty Annual Report, which includes specific information concerning the faculty member's significant activities for the past academic year in the areas of teaching, professional contributions, and university service, and a brief statement of what the faculty member hopes to accomplish in each area for the upcoming academic year. A brief description of the workload of the faculty member, including factors which might influence faculty performance, such as overloads, number of class preparations, graduate hours taught, independent studies, supervision of interns, off-campus assignments, etc. should be included.

If an individual faculty member chooses to include intra-departmental, extra-departmental, or extra-university colleague evaluations as part of his or her evaluation, the department as a whole must develop and approve, by majority vote, a procedure for obtaining such colleague evaluations, and determining the weight that shall be given to them. Evaluators (i.e. Department Chair, Dean, or Provost) shall not request or initiate such internal or external colleague evaluations.

2. Annually, the Department Chair shall prepare evaluations of all faculty based on the activities of the previous academic year for teaching and university service and the past three years for scholarly and professional activities. The Department Chair shall use the three previous years' student evaluations in the annual teaching evaluation of each tenured faculty member. For example, the 2001-02 annual evaluation shall include student evaluations of teaching from 1999-2000, 2000-01, and 2001-02. Numerical data from student ratings should be evaluated in context. Chairs should consider a variety of factors that influence student ratings; these may include the number and level of students in the course being evaluated, whether the course is required, the difficulty of the subject matter, the rigor of course requirements, and written student comments. Chairs (and personnel committees) will specify the criteria used in addition to student evaluations and indicate their weighting in the evaluation.

For the evaluation of tenure-track faculty members, it is also important that the Department Chair consider the previous year's recommendations and supporting justifications for reappointment or non-reappointment provided by the Personnel Committee.

The evaluation shall include:

- a. strengths and/or weaknesses within the categories of teaching, professional contributions, and university service, citing examples;
- b. a description of performance for each category of evaluation, using the terms outstanding, above expectations, meets expectations, ~~meets expectations minimally~~, below expectations, or ~~poor~~ **unacceptable**;
- c. an overall evaluation and written justification for the ratings assigned in each evaluation category;
- d. an assessment of the faculty member's progress towards the minimum criteria for eligibility for tenure and/or promotion, where appropriate.

If weaknesses are cited or if ratings below 3.5 appear in any of the three evaluation categories, the Department Chair shall include recommendations to the faculty member for improving performance.

3. A weighted average of the three categories (teaching, professional contributions, and university service) shall be used to determine the overall evaluation of each faculty member. The range of acceptable weights for each category is as follows, with the stipulation that the sum of the weights must equal 100%:

Teaching	40% - 75%
Professional Contributions	15% - 40%
University Service	5% - 30%

For faculty and Department Chairs who have reassigned time for university service, the minimal weights allowable for teaching and university service shall be commensurate with their reassigned time. Faculty who receive reassigned time for research or grant work shall have at least 30% of their evaluation in the category of Professional Contributions. Faculty who have externally funded reassigned time shall be entitled to an exception to these lower limits, to be determined in consultation with the Department Chair. Faculty who have reassigned time for administrative work shall have at least 25% of their evaluations in the category of University Service. Faculty with other special circumstances shall determine an appropriate range of weights to be assigned to each category of evaluation in consultation with their department chair.

Annually, each faculty member, in consultation with the Department Chair, determines the percentage value (within the prescribed range) for each evaluation category that will be used in her or his evaluation after the Chair's final rating in each category is submitted to the individual faculty member.

Colleges and departments may make decisions regarding more specific expectations for faculty effort within these ranges and shall clearly communicate these expectations in writing to faculty at the beginning of the academic year.

The Department Chair shall assign a numerical value to the descriptive term that represents her or his assessment of a faculty member in each of the three evaluation categories, as follows:

Outstanding	4.5 - 5.0
Above Expectations	3.5 - 4.49
Meets Expectations	3.0 - 3.49
Below Expectations	2.0 - 2.99
Unacceptable	Below 2.0

A tenured faculty member whose overall evaluation rating falls below 3.0 or whose teaching rating falls below 3.0 is subject to post-tenure review which, after due process, may result in sanctions up to and including dismissal.

A faculty member’s overall evaluation will be determined as follows:

- a. The numerical value assigned to each of the three evaluation categories will be multiplied by the weight previously determined for the category, e.g., a weighted percentage value of 40% - 75% will be used in the evaluation category “teaching.”
- b. The numerical values thus obtained for the three evaluation categories will be added together to determine the faculty member’s overall evaluation.

For example: Assume that faculty member “X” elects to count “teaching” as 60% of her or his evaluation, “professional contributions” as 30%, and “University service” as 10%. If the Department Chair assigns this faculty member numerical ratings of 3.6 (above expectations) in teaching, 4.5 (outstanding) in professional contributions, and 2.7 (~~meets expectations minimally~~ **below expectations**) in University service, the faculty member’s overall evaluation would be determined as follows:

Teaching	$3.6 \times .60 = 2.16$
Professional contributions	$4.5 \times .30 = 1.35$
University service	$2.7 \times .10 = .27$
OVERALL RATING	3.78 (above expectations)

## RATIONALE:

The current handbook references two different ranking systems in the faculty evaluation procedures. They should align.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE  
MARCH 21, 2024**

**RESOLUTION TO AMEND THE  
TEACHING AND RESEARCH FACULTY HANDBOOK**

**WHEREAS**, all proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook; and

**WHEREAS**, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University; and

**WHEREAS**, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it; and

**WHEREAS**, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language; and

**WHEREAS**, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

**WHEREAS**, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Radford University hereby approves in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.1.3: Special Purpose Faculty** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

---

## Motion to Revise T&R Language for Teaching and Research Faculty Employment Classifications (Special Purpose Faculty)

**Referred by:** Faculty Issues

### **MOTION:**

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (stricken through) in Section 1.1.3 of the T & R Faculty Handbook.

Special purpose faculty hold full-time or part-time appointments, ~~subject to annual reappointment,~~ without eligibility for tenure, and are subject to ~~annual~~ reappointment as described in section 1.5 of this Handbook. **Special purpose faculty members can be reappointed to terms of one, two, or three years, pending approval of the Provost. Upon expiration of a special purpose faculty member's term,** continuation of employment is contingent upon the need of the service, the availability of funds, and performance that meets or exceeds expectations. Such appointments carry rank with opportunity for promotion and carry full or part-time benefits, except in cases of certain leaves. A terminal degree in the discipline is not required for appointment; however, special purpose faculty must hold an advanced degree consistent with the accreditation criteria of the discipline and the Southern Association of Colleges and Schools Commission on Colleges.

### **RATIONALE:**

This motion allows for the possibility of multi-year appointments for special purpose faculty members.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE  
MARCH 21, 2024**

**RESOLUTION TO AMEND THE  
TEACHING AND RESEARCH FACULTY HANDBOOK**

**WHEREAS**, all proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook; and

**WHEREAS**, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University; and

**WHEREAS**, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it; and

**WHEREAS**, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language; and

**WHEREAS**, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

**WHEREAS**, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Radford University hereby approves in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.5: Reappointment** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

---

[Motion to Revise T&R Language for Reappointment](#)

**Referred by:** Faculty Issues

**MOTION:**

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (stricken through) in Section 1.5 of the T & R Faculty Handbook.

Teaching faculty subject to annual reappointment include tenure-track faculty, ~~special purpose faculty~~, and those full-time temporary faculty hired with an option for renewal. **Special purpose faculty are subject to reappointment at the end of their designated term.**

**RATIONALE:**

This motion adjusts the reappointment process for special purpose faculty members, allowing for the possibility of multi-year appointments. As such, the intention is to replace an annual reappointment process for all SPF members with a reappointment process that occurs at the end of an individual SPF member's designated term of service.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE  
March 21, 2024**

**EMERITUS FACULTY**

Based on recommendations from the Department Personnel Committee, the Department Chair, the College Dean, and the Provost, the President has awarded emeritus status to the following retired faculty members:

Professor Lisa Allison-Jones	Department of Public Health & Healthcare Leadership
Professor Robert Reese (Posthumous)	Department of Psychology

- Criteria for the awarding of emeritus faculty status are:
  - A minimum of ten years of service to Radford University;
  - Evidence of effective teaching; and
  - Significant professional contributions.
  
- The privileges and responsibilities attached to emeritus status include:
  - Use of the library;
  - Use of those athletic facilities available to regular faculty;
  - Use of a university computer account;
  - A Radford University identification card and special event discounts available with it; and
  - Attendance at University functions that are open to all regular faculty.



**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE  
MARCH 21, 2024**

**2023-2024 PROMOTIONS WITH SALARY INCREMENTS**

The following Teaching and Research faculty members have been recommended for promotion by their respective Department Promotion Committees, Department Chairs, and College Deans and approved by the Provost and President.

**ARTIS COLLEGE OF SCIENCE AND TECHNOLOGY**

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Sarah Lorraine Foltz	Associate Professor	Department of Biology
Tara Anne Pelletier	Associate Professor	Department of Biology
Chet Bhatta	Associate Professor	RUC-Department of Biology
Anthony M. Dove	Professor	Department of Mathematics and Statistics

**COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT**

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Tiesha Racquel Martin	Associate Professor	Department of Health and Human Performance
Harold George Philippi	Associate Professor	Department of Health and Human Performance
Sarah Ann Capello	Associate Professor	School of Teacher Education and Leadership
Whitney Idol	Associate Professor	School of Teacher Education and Leadership

**COLLEGE OF HUMANITIES AND BEHAVIORAL SCIENCE**

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Sean M. Keck	Associate Professor	Department of English
Kevin Patrick Farrell	Professor	RUC - Department of English
Brock W. Cutler	Professor	Department of History
Geoffrey N. Pollick	Associate Professor	Department of Philosophy and Religious Studies
Zehui Dai	Associate Professor	School of Communication

## **COLLEGE OF NURSING**

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Christi L. Callahan	Associate Professor	College of Nursing
Louise Ruth Coats	Senior Instructor	College of Nursing
Carey A. Cole	Associate Professor	College of Nursing
Eunyoung Lee	Professor	College of Nursing
Helen Inez Reed	Senior Instructor	College of Nursing
Judy B. Jenks	Associate Professor	RUC - College of Nursing

## **COLLEGE OF VISUAL AND PERFORMING ARTS**

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Denise R. Bernardini	Associate Professor	Department of Music
Matthew T. Cataldi	Associate Professor	Department of Music
David Clay Rivers	Associate Professor	Department of Music

## **DAVIS COLLEGE OF BUSINESS AND ECONOMICS**

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Daniel F. Farhat	Professor	Department of Economics

## **UNIVERSITY LIBRARIES**

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Lisa J. Vassady	Professor	McConnell Library

**WALDRON COLLEGE OF HEALTH AND HUMAN SERVICES**

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Douglas Wright	Associate Professor	RUC – Department Clinical Health Professions-Respiratory Therapy
Daniel G. Miner	Associate Professor	RUC – Department of Physical Therapy
Kerry Fay Vandergrift	Professor	School of Social Work

It has been the practice of Radford University to recognize faculty promotions at the beginning of the next academic year with a salary adjustment according to rank. The following increments were approved by you and are recommended for 2024-2025 academic year.

Promotion to Senior Instructor	\$1,500
Promotion to Assistant Professor	\$3,500
Promotion to Associate Professor	\$5,500
Promotion to Professor	\$8,000

# Minutes



Radford  
UNIVERSITY



**Academic Excellence and Student Success Committee**

**1:45 p.m.**

**November 30, 2023**

**Kyle Hall, Room 340, Radford, VA**

**DRAFT**  
**MINUTES**

**Committee Members Present**

Ms. Jeanne Armentrout, Chair

Dr. Betty Jo Foster, Vice Chair

Mr. Robert A. Archer

Mr. George Mendiola, Jr.

Ms. Georgia Anne Snyder-Falkinham

Dr. Kurt Gingrich, (Non-Voting Faculty Advisory Representative)

**Board Members Present**

Dr. Debra McMahon, Rector

Mr. Marquett Smith, Vice Rector

Ms. Joann Craig

Mrs. Jennifer Wishon Gilbert

Mr. Tyler Lester

Mr. David A. Smith

Mr. James Turk

**Others Present**

Dr. Bret Danilowicz, President

Dr. Bethany Usher, Provost

Dr. Rob Hoover, Vice President for Finance and Administration

Dr. Angela Joyner, Vice President for Economic Development and Corporate Education

Dr. Susan Trageser, Vice President for Student Affairs

Ms. Penny Helms White, Vice President for University Advancement

Dr. Dannette Gomez Beane, Vice President for Enrollment Management and Strategic Communications

Ms. Karen Castele, Secretary to the Board of Visitors and Special Assistant to the President

Ms. Susan Richardson, General Counsel, Radford University

**Call to Order**

Ms. Jeanne Armentrout, Chair, formally called the meeting to order at 1:37 p.m. in Room 340 of Kyle Hall.

### **Approval of Agenda**

Ms. Armentrout asked for a motion to approve the November 30, 2023, agenda. Mr. George Mendiola so moved, Mr. Robert Archer seconded, and the motion was carried unanimously.

### **Approval of Minutes**

Ms. Armentrout asked for a motion to approve the September 7, 2023 minutes of the Academic Excellence and Student Success Committee, as published. Mr. Robert Archer so moved, Dr. Betty Jo Foster seconded, and the motion was carried unanimously.

### **Presentation**

Provost and Senior Vice President for Academic Affairs Bethany Usher led with a greeting to the Board of Vistors and with the introduction of Dr. Heather Keith and Dr. Paige Tan.

Dr. Paige Tan, Professor of Political Science, Dr. Heather Keith, Professor of Philosophy and Executive Director of Faculty Development, Caroline Sapp and Becca Holcombe, Students, presented on Wicked Problems. Faculty create signature assignments using active learning. The Wicked Problems Festival has grown from 100 students in 2021 to 472 students in 2023. Some of the Wicked Problems covered have been reducing food waste, homelessness, poverty and the Fentanyl Crisis.

Provost Usher then introduced Dr. Jeanne Mekolichick, Associate Provost for Research, Faculty Success and Strategic Initiatives. Dr. Mekolichick started by recognizing the grants team and presented an overview of grants from 2010 to 2023.

### **Academic Affairs Update**

Provost Usher delivered a mid-semester update, beginning with sharing the new Academic Affairs Mission Statement: Radford University cultivates an inclusive, experiential learning environment that ignites lifelong curiosity, and empowers graduates to lead thriving communities through service, research and innovation.

Provost Usher discussed the updates that will coming soon within the REAL curriculum program, as well as the Tartan Transfer and how these updates will help students achieve so much more in their academic objectives. Having select people in place within her division will help Academic Affairs succeed with this goal. Dr. Jeanne Mekolichick will have the new title of Associate Provost for Research and Experiential Learning. Bufkin Baker will lead the searches for the Dean positions for the Davis College of Business and Economics and the College of Nursing. We will also hire an Assistant Provost for Faculty and Curriculum and Assistant Provost for Student Success. Searches are also ongoing for the position of Registrar and Director of Finance and Administration.

Provost Usher also discussed the Two-Year Strategic Plan for Academic Affairs.

### **Recommendations and Action Items**

Provost Usher discussed the recommendation to approve revisions to the Teaching and Research Faculty Handbook Language to be Gender Neutral. A copy of the proposed resolution is attached hereto as *Attachment A* and is made a part hereof.

Provost Usher discussed the recommendation to approve revisions to the Teaching and Research Faculty Handbook Language for Employment Classifications (Tenured, Tenure-Track, Adjunct). A copy of the proposed resolution is attached hereto as ***Attachment B*** and is made a part hereof.

Provost Usher discussed the recommendation to approve revision to the Teaching and Research Faculty Handbook Language for Employment Classifications (Special Purpose). A copy of the proposed resolution is attached hereto as ***Attachment C*** and is made a part hereof.

Provost Usher discussed the recommendation to approve Merger of the Department of English and the Department of Foreign Languages and Literatures into the School of Writing, Languages and Literature. A copy of the proposed resolution is attached hereto as ***Attachment D*** and is made a part hereof.

Lastly, Provost Usher discussed the recommendation to approve the Discontinuation of the Doctor of Psychology in Counseling Psychology Program. A copy of the proposed resolution is attached hereto as ***Attachment E*** and is made a part hereof.

Ms. Armentrout asked if there were no objections that the motions would be voted on in a block vote. With no objections, Dr. Betty Jo Foster so moved, Mr. Robert Archer seconded, and the motion carried unanimously.

#### **Information Items**

Ms. Armentrout announced as an informational item the faculty member who was awarded emeritus status, Professor Walter Jaronski, in the Department of Physics. President Danilowicz noted the significance of this achievement and that it is recommended by faculty colleagues and approved by their chair, dean, the provost and the president.

#### **Adjournment**

With no further business to come before the Committee, Ms. Armentrout adjourned the meeting at 3:14 p.m.

Respectfully submitted,

Karen Montgomery  
Executive Assistant to the Provost and Senior Vice President of Academic Affairs

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**November 30, 2023**

**RESOLUTION TO AMEND THE  
TEACHING AND RESEARCH FACULTY HANDBOOK**

**WHEREAS**, All proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook, and

**WHEREAS**, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University, and

**WHEREAS**, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it, and

**WHEREAS**, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language, and

**WHEREAS**, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

**WHEREAS**, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors; and

**NOW, THEREFORE, BE IT RESOLVED**, that the Academic Excellence and Research Committee recommends that the Board of Visitors approves, in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **a universal update** of the *Teaching and Research Faculty Handbook* to change all instances of *gendered pronouns* to use gender-neutral language. Said motion reads as follows:



**Referred by:** Governance

**MOTION:**

This motion revises the language of the T&R Faculty Handbook to change gendered pronouns such as *he or she*, *she/he*, *his or hers*, and *himself/herself* to use gender neutral language such as *they*, *them*, *their*, and *themselves*. A fully annotated version of the proposed updates (in red) are available in Appendix A on the Faculty Senate Motions web site.

**RATIONALE:**

This simple revision makes the handbook gender neutral, inclusive, and consistent in its language.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**November 30, 2023**

**RESOLUTION TO AMEND THE  
TEACHING AND RESEARCH FACULTY HANDBOOK**

**WHEREAS**, All proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook, and

**WHEREAS**, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University, and

**WHEREAS**, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it, and

**WHEREAS**, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language, and

**WHEREAS**, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

**WHEREAS**, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors; and

**NOW, THEREFORE, BE IT RESOLVED**, that the Academic Excellence and Research Committee recommends that the Board of Visitors approves, in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.1.1, 1.1.2 and 1.1.5** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows:

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Motion to Revise the Teaching Responsibilities Language in the Teaching and Research Handbook

**Referred by:** Faculty Issues

**MOTION:**

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (~~stricken through~~) in Section 1.1.1, Section 1.1.2, and Section 1.1.5 of the T & R Faculty Handbook.

**1.1.1 Tenured Faculty**

Tenured faculty hold continuing full-time appointments following recommendation to and approval by the President as described in section 1.6 of this Handbook. Such appointments include rank with opportunity for promotion and carry full benefits, ~~as outlined in the Personnel Information Manual~~, except in cases of certain leaves. With rare exceptions, a terminal degree consistent with accreditation criteria of the discipline and the Southern Association of Colleges and Schools **Commission on Colleges** is required for a tenured appointment.

**1.1.2 Tenure-Track Faculty**

Tenure-track faculty positions provide probationary appointments. Tenure-track faculty hold renewable, full-time appointments for one-year terms, subject to annual reappointment as described in section 1.5 of this Handbook. Such appointments carry rank with opportunity for promotion and carry full benefits, ~~as outlined in the Personnel Information Manual~~, except in cases of certain leaves. A terminal degree consistent with accreditation criteria of the discipline and the Southern Association of Colleges and Schools **Commission on Colleges** is generally required for a tenure-track appointment.

**1.1.5 Adjunct Faculty**

Adjunct faculty positions supplement the faculty of a department wherever additional faculty are needed. Adjunct faculty include those employed for part-time teaching and those who serve a department or college in a significant capacity without compensation. Adjunct faculty hold appointments for three years, during which they are eligible for but not guaranteed teaching assignments, as defined by their letter of appointment, without eligibility for tenure; where authorized by the Dean and approved by the Provost and Vice President for Academic Affairs, adjunct appointments may be renewed. Such reappointments should be made anytime during the last semester of the previous appointment period. Appointments carry rank without the opportunity for promotion during the appointment period; however, promotion may be recommended at subsequent appointments subject to the Criteria for Awarding Rank at Appointment. Adjunct faculty members receiving compensation also receive limited benefits, ~~as described in Personnel Information Manual~~. A terminal degree in the discipline is not required for appointment, but adjunct faculty must hold an advanced degree or equivalent credentials based on experience consistent with accreditation criteria of the discipline and the Southern Association of Colleges and Schools **Commission on Colleges**. Specific responsibilities of adjunct faculty are given in their letter of appointment.

In the event that an adjunct faculty member is subsequently hired in a tenure-track position, the time employed as an adjunct faculty member cannot count toward the probationary period.

**RATIONALE:**

This motion removes outdated information, as the Personnel Information Manual no longer exists.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**November 30, 2023**

**RESOLUTION TO AMEND THE  
TEACHING AND RESEARCH FACULTY HANDBOOK**

**WHEREAS**, All proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook, and

**WHEREAS**, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University, and

**WHEREAS**, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it, and

**WHEREAS**, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language, and

**WHEREAS**, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

**WHEREAS**, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors; and

**NOW, THEREFORE, BE IT RESOLVED**, that the Academic Excellence and Research Committee recommends that the Board of Visitors approves, in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.1.3** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows:

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Motion to Revise the Teaching Responsibilities Language in the Teaching and Research Handbook

**Referred by:** Faculty Issues

**MOTION:**

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (~~stricken through~~) in Section 1.1.3 of the T & R Faculty Handbook.

**1.1.3 Special Purpose Faculty**

~~Special purpose faculty positions provide special faculty functions such as clinical supervision, writing instruction, or internship supervision. Special purpose faculty hold continuing, full-time or part-time appointments, subject to annual reappointment, without eligibility for tenure, and are subject to annual reappointment as described in section 1.5 of this Handbook. Continuation of employment is contingent upon the need of the service, the availability of funds, and performance that meets or exceeds expectations. Such appointments carry rank with opportunity for promotion and carry full or part-time benefits, as outlined in the Personnel Information Manual, except in cases of certain leaves. A terminal degree in the discipline is not required for appointment; however, special purpose faculty must hold an advanced degree consistent with the accreditation criteria of the discipline and the Southern Association of Colleges and Schools Commission on Colleges.~~

**RATIONALE:**

This motion aims to define faculty roles more clearly, aligning the description of SPF positions with how these positions function in practice. The inserted language is consistent with SPF contracts and the existing procedures for reappointment. The motion also removes outdated information, as the Personnel Information Manual no longer exists.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**November 30, 2023**

**RESOLUTION TO MERGE THE DEPARTMENT OF ENGLISH AND THE  
DEPARTMENT OF FOREIGN LANGUAGES AND LITERATURES INTO THE SCHOOL  
OF WRITING, LANGUAGE, AND LITERATURE**

**WHEREAS**, Faculty Senate approves the merger of the Department of English and the Department of Foreign Languages and Literatures into the School of Writing, Language and Literature; and

**WHEREAS**, Faculty in the Department of English and in the Department of Foreign Languages and Literatures have approved a proposal to merge the departments to form the School of Writing, Language, and Literature;

**WHEREAS**, the change to a the proposed departmental structure has a net-neutral effect on the budget;

**NOW, THEREFORE, BE IT RESOLVED**, that the Academic Excellence and Student Success Committee recommends that the Board of Visitors approves merger of the Department of English and the Department of Foreign Languages and Literatures; and furthermore approve naming the merged unit as the School of Writing, Language and Literature;

**BE IT FURTHER RESOLVED**, that the President and/or designee(s) are hereby authorized to submit any and all documentation that may be required to receive approval of the name change to the State Council of Higher Education for Virginia (SCHEV) and the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**November 30, 2023**

**RESOLUTION FOR DISCONTINUANCE OF THE DOCTOR OF PSYCHOLOGY  
(PSY.D.) IN COUNSELING PSYCHOLOGY**

**WHEREAS**, the Department of Psychology in the College of Humanities and Behavioral Sciences at Radford University proposes to discontinue the Doctor of Psychology (Psy.D.) in Counseling Psychology; and

**WHEREAS**, the purpose of the Doctor of Psychology (Psy.D.) in Counseling Psychology was to prepare persons interested in careers as psychologists in mental health settings and institutions where clinical supervision and the direct application of counseling, therapy, and psychological assessment are required, with a focus on rural mental health;

**HOWEVER**, the program only graduated between 3 and 5 students annually; and

**WHEREAS**, the Psy.D. program was resource intensive. A minimum of 5 graduate faculty were required to offer the program. To compete with other psychology doctoral training programs in the Commonwealth, Psy.D. students received full financial support across their first three years in the Program; and

**WHEREAS**, the loss of all but one Program faculty member occurred within a period of 12 months and Radford was not able to hire sufficient numbers of core Program faculty members to support the program long-term; and

**WHEREAS**, the Psychology Department intends to develop the existing Clinical-Counseling Specialization of the Psychology, M.S. to meet the critical shortage of rural mental health care professionals;

**NOW, THEREFORE, BE IT RESOLVED**, a decision has been made to discontinue the Doctor of Psychology (Psy.D.) in Counseling Psychology and remove it from the Radford University degree inventory; and it is further **RESOLVED**, that the President and/or his designee(s) are hereby authorized to submit any and all documentation that may be required to receive approval of the discontinuance of the program to the State Council of Higher Education of Virginia.



### **Proposed Intent to Discontinue**

Radford University is proposing to discontinue the Graduate Program in Counseling Psychology (Psy.D.; CIP code: 42.2803). The doctoral Program is located in the College of Humanities and Behavioral Sciences.

### **Background**

The Psy.D. Program in Counseling Psychology was initially offered at Radford University in Fall 2008. The purpose of the Program was to train doctoral level Counseling Psychologists and prepare them for licensure as Licensed Clinical Psychologists.

Between August of 2021 and August of 2022, 5 of 6 Program faculty either retired or resigned their positions, leaving one remaining faculty member to run the program. The Department of Psychology evaluated the long-term viability of the Program and determined that the Program should not continue. This decision was shared with College of Humanities and Behavioral Sciences leadership, the Office of the Provost, and the Office of the President, and the Department's decision was supported.

### **Rationale for Intent to Discontinue**

Two primary factors were considered in the decision to discontinue the Program. First, the Psy.D. program is resource intensive. To compete with other psychology doctoral training programs in the Commonwealth, Psy.D. students receive full financial support across their first three years in the Program (year four is a paid internship at an American Psychological Association accredited internship site). Second, the loss of all but one Program faculty member occurred within a period of 12 months. This loss of faculty, coupled with an unsuccessful attempt to recruit new Program faculty in the past year and the reality of existing budget constraints at the University, made it unlikely that the program would be able to successfully recruit a new Training Director and sufficient numbers of core Program faculty members to support the program long-term.

### **Critical Shortage Area**

Doctoral-level Psychologists represent a critical shortage area in rural areas.

### **Teach-out Plan**

The program currently has four cohorts of students enrolled. To support the teach out over the next four years, we hired a part-time faculty member to serve as the Program Training Director; reassigned a special-purpose, full-time faculty member to serve as core Program faculty; and hired a part-time faculty member to serve as core faculty. We anticipate having sufficient faculty resources in place to cover all course work, practicum supervision, and dissertation project supervision for the next four years. We do not anticipate any student will be delayed in graduation or incur additional costs as a result of the program closure.

### **“Stopped Out” Students**

There are currently no stopped out students within the program.

# End of Board of Visitors Materials

