



**Academic Excellence and Student Success Committee**

**9:45 a.m.**

**December 5, 2024**

**Mary Ann Jennings Hovis Memorial Board Room  
Martin Hall, Radford, VA**

**DRAFT**  
**MINUTES**

**Committee Members Present**

Ms. Jeanne Armentrout, Chair  
Ms. Betsy D. Beamer, Vice Chair  
Mr. Dale S. Ardizzone  
Mr. William C. Davis  
Ms. Lisa W. Pompa  
Dr. Matt Close, (Non-Voting Faculty Advisory Representative)

**Board Members Present**

Mr. Marquett Smith, Rector  
Mr. Tyler W. Lester, Vice Rector  
Ms. Joann S. Craig  
Ms. Callie M. Dalton  
Ms. Jennifer Wishon Gilbert  
Mr. George Mendiola Jr.  
Ms. Lisa W. Pompa  
Mr. David A. Smith  
Mr. James C. Turk

**Others Present**

Dr. Bret Danilowicz, President  
Dr. Bethany Usher, Provost and Senior Vice President for Academic Affairs  
Dr. Rob Hoover, Vice President for Finance and Administration  
Dr. Angela Joyner, Vice President for Economic Development and Corporate Education  
Ms. Penny Helms White, Vice President for Advancement and Alumni Relations  
Dr. Dannette Beane, Vice President for Enrollment Management and Strategic Communications  
Dr. Susan Trageser, Vice President for Student Affairs  
Ms. Karen Castele, Secretary to the Board of Visitors and Special Assistant to the President  
Ms. Susan Richardson, University Counsel

### **Call to Order**

Ms. Jeanne Armentrout, Chair, formally called the meeting to order at 9:39 am in Martin Hall Board Room on the campus of Radford University.

### **Approval of Agenda**

Ms. Armentrout asked for a motion to approve the December 5, 2024, agenda. Ms. Betsy D. Beamer so moved, Mr. William C. Davis seconded, and the motion carried unanimously.

### **Approval of Minutes**

Ms. Armentrout asked for a motion to approve September 5, 2024, minutes. Ms. Lisa W. Pompa so moved, Ms. Betsy D. Beamer seconded, and the motion carried unanimously.

### **Presentation**

Ms. Jeanne Armentrout introduced Dr. Jerel Benton, Assistant Provost of Student Success, and Mr. Lee Svete, Director of Career and Talent Development, who presented “Past to Future: Unlocking Success Through Retention, Graduation and Career Pathways.” The key highlights of the presentation were:

- Goals for student retention, participation in experiential learning, competition and post-graduate success
- Retention-steadily improving
- Framework for experiential learning (including internships and undergraduate research) that they are following to ensure career success
- Dr. Benton is working across campus to enhance academic advising

### **Academic Affairs Updates**

Dr. Bethany M. Usher, Provost and Senior Vice President for Academic Affairs, delivered updates from across Academic Affairs. The key highlights of her presentation were:

- Wicked Fest, an event that almost 600 students identified solutions to problems, from local to international
- Important visitors on campus this fall, such as Attorney General Jason Miyares, Lt. Governor Winsome Earle-Sears and NY Times Columnist and author Frank Bruni
- Points of Pride for faculty and students
- The Office of Sponsored Programs had a 46% increase in submissions for funded research

An update was given on the Dean Searches for the College of Humanities and Behavioral Sciences and for the College of Visual and Performing Arts. Both searches are being handled through the Office of the Provost and with the help of Buffkin Baker Search Firm.

Lastly, Provost Usher, along with Vice President for Finance and Administration Robert Hoover gave an overview of the continued planning for Radford’s presence in Roanoke and collaboration with Carilion Clinic.

### **Information Items**

Provost Usher announced as an informational item the faculty members who were awarded emeritus status.

### **Action Item**

Provost Usher discussed the recommendation to Approve Revision to the Teaching and Research Faculty Handbook for addition of language and the deletion of language (Full-Time Temporary). Ms. Jeanne Armentrout asked for a motion to present to the full Board. Ms. Betsy D. Beamer so moved, Mr. Dale S. Ardizzone seconded, and the motion carried unanimously. A copy of the proposed resolution is attached hereto as ***Attachment A*** and is made a part hereof.

### **Faculty Senate Report**

Faculty Senate Update was provided by Faculty Senate President Matthew Close with the following highlights:

- Discussion about Senate motions
- Discussion on current Senate work

### **Adjournment**

With no further business to come before the Committee, Ms. Armentrout adjourned the meeting at 11:10 a.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  
December 5, 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 1.3.3: Selection of Deans** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

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

**Referred by:** Governance Committee

### **MOTION:**

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (stricken through) in Section 1.3.3 of the T&R Faculty Handbook.

#### Composition of Dean Search Committee

When a vacancy occurs in an academic Deanship, the Provost will, in consultation with the President and upon their approval, call for the formation of a Search Committee composed of **at least six (6) faculty from the college seeking a Dean, one (1) faculty member from outside the college, two (2) students majoring in the programs in the college, and a member of the administration, one (1) Dean from outside the college who will chair the committee in a nonvoting capacity, one (1) classified staff member who is past their probationary period, and one (1) partner who is external to the university.**

#### Method of Populating Dean Search Committee

- 1. Faculty member from the College:** ~~(a) There shall be at least five (5) faculty members of the Search Committee.~~ Each department or school in the college shall elect by secret ballot one (1) representative to the search committee. **(b) Should this result in fewer than five (5) six (6) internal faculty members of the Search Committee, then at a college meeting chaired by the provost, the faculty of the college shall elect by secret ballot the provost shall ask the faculty of the college to nominate and elect a sufficient number of at-large college faculty representatives to bring the total number of faculty representatives from the College to five (5) six (6).**
- 2. Faculty member from outside the College:** The Faculty Senate Executive Council (FSEC) shall nominate three faculty members who are external to the College that is seeking a Dean. The Provost will make the final appointment from the names submitted by the FSEC.
- 3. Student members from programs in the College:** ~~The student members (2) shall be recommended by the Student Government Association and/or the Graduate Student Council as appropriate. The Student Government Association or the Graduate Student Council~~ **and the Office of Graduate Affairs shall each propose a list containing at least six three (3) names and submit its list to the Provost, who will make the final appointments of one (1) undergraduate and one (1) graduate student from the College.**
- 4. Dean from outside the College:** The Provost shall appoint a Dean from outside the College who has a permanent appointment to their Deanship.

5. **Classified staff:** The Provost will request that the College's classified staff meet and nominate at least three (3) but no more than six (6) classified staff members who are past the probationary period. The Provost will make the final appointment from the names submitted by the College's classified staff.
6. **External Partner:** The Division of Advancement and Alumni Relations shall name a minimum of two (2) and a maximum of three (3) nominees for the external partner. The Provost will make the final appointment of one (1) external partner from the names submitted by this division.

~~The administrative member (1) shall be appointed by the Provost. The Search Committee shall elect its own chair.~~

### **RATIONALE:**

The purpose of this motion is to modify the composition of the dean search committee while, consistent with the principles of shared governance, preserving the role of faculty in the process of selecting deans who will be both their colleagues and their leaders.

Currently, deans at Radford University interact with and serve multiple constituencies. They supervise faculty and classified staff; serve on college-wide leadership councils; collaborate with faculty and leadership in other colleges; address student issues and interact with student leaders; play a role in recruitment by interacting with admissions and advisory staff and with prospective students and their families; and interact with state and local leaders, leaders of other educational institutions, alumni, donors, and the public at large. Recognition of the multifaceted role of the Radford University dean has led to this motion to modify the dean search committee so that there is an opportunity for representatives from constituencies with which deans interact to offer their perspectives on candidates for the position. At the same time, the motion mandates that the majority of voting seats on the dean search committee will be held by faculty, maintaining the principle that academicians must play a pivotal role in choosing a college's chief academician

- The motion continues to guarantee majority representation of faculty, with a minimum of six seats reserved for faculty from the college, and with the external faculty member, a minimum of seven faculty seats overall. Faculty from the college will be selected by their colleagues; chairs and directors within the College will nominate appropriate faculty from outside the college.
- The motion recognizes the importance of the dean's collaboration with the classified staff who are vital to the day-to-day functioning of a college by assuring that their perspective is represented by the allocation of a seat to that constituency. Classified staff within the College will nominate appropriate classified staff representatives.
- The motion allows for the perspective of a faculty member from outside the college with knowledge about the college's priorities and about ongoing collaborations between colleges. The Faculty Senate Executive Council will nominate appropriate external faculty.
- The motion recognizes the role that deans play in fundraising and representing the college beyond campus borders by allowing for the perspective of an outside representative, such as a

member of a college's alumni advisory board or a member of an organization with which the college has or hopes to have a mutually beneficial relationship. Advancement and the Office of Alumni Relations will nominate appropriate external partners.

- The motion continues to allow for the student perspective by allocating seats to students. A representative student body (SGA) will send nominations to the Provost. The Graduate Student Council has been stricken as it is no longer active, and nominations will instead be submitted by the Office of Graduate Affairs.
- The motion allows for the perspective of peer leadership by allocating a seat to a dean from another college who, while nonvoting, will chair the search committee and provide advice and guidance. The T & R Faculty Handbook currently calls for "a member of the administration," language that will be replaced with language referencing the external dean. The Provost will select the external dean from among deans with permanent appointments to their deanships.

The allocation of seats will allow for filling one existing seat (the "member of the administration") with one nonvoting member (the external dean chairing the committee) and the addition of three voting members (one member external to the university, one faculty member from an outside college, and one member of the classified staff). At the same time, college faculty voting membership will never fall below six, and depending on the number of departments and schools in a college, may be greater than six, with total voting faculty membership never falling below seven. The motion therefore accommodates the perspectives of constituencies that do have a stake in the selection of a college's dean while preserving the traditional faculty prerogative that it chooses its leadership.

End of Board of Visitors Materials

