

Minutes of the 2025-2026 Faculty Senate

<https://www.radford.edu/faculty-senate/minutes.html>

Table of Contents

May 1, 2025	2
August 12, 2025	4
August 28, 2025	7
September 11, 2025	12
September 25, 2025	16
October 9, 2025	22

May 1, 2025

MINUTES
Faculty Senate Meeting
May 1, 2025
via Zoom videoconference

Members present:

Krystina Angelini, Alyssa Archer, Elliot Carhart, Tom Castor, Mike Chatham, Tara Chitwood, Eric Choate, Matthew Close, Darryl Corey, Thomas Duncan, Scott Dunn, Kevin Farrell, Jake Fox, Kurt Gingrich, Stephen Glass, Rhett Herman, Judy Jenks, Jae Jeong, Sarah Kennedy, Kim Lane, Michelle Lenhart, Luke Liska, Eric Mesmer, Garth Mills, Kereen Mullenbach, Roby Page, Tara Pelletier, Inessa Plekhanova, Jessica Prince, Sarah Rakes, Daniel Reed, Tara Riddle, Tammy Robinson, Rachel Rotert, David Sallee, Rachel Santos, Will Sawyer, Greg Sherman, Judy Smith, Eftila Tanellari, Carter Turner, Susan Van Patten, Laura Vernon, Courtney Watson, Brent Webb, Wesley Young

Members absent:

Ian Barland, Roofia Galeshi, Naveen Joseph, Liang Shao, Jake Stewart

- I. Meeting was called to order at 4:50 p.m. by Dr. Geoff Pollick, serving as Chairperson Pro Tem.
- II. Dr. Matthew Close, past president of the Faculty Senate, was invited to share remarks welcoming all senators.
- III. Elections were held for officers of the 2025-2026 Faculty Senate:
 - a. President
 - i. Matthew Close was nominated and seconded.
 - ii. Matthew Close was elected with 45 votes.
 - b. Vice President
 - i. Kevin Farrell was nominated and seconded.
 - ii. Kevin Farrell was elected with 45 votes.
 - c. Secretary
 - i. Kim Lane was nominated but declined nomination.
 - ii. Sarah Kennedy was nominated but declined nomination.
 - iii. Tara Chitwood was nominated but declined nomination.
 - iv. Laura Vernon was nominated but declined nomination.
 - v. Courtney Watson was nominated and seconded.
 - vi. Courtney Watson was elected with 40 votes.
 - d. At-large Member of the FSEC
 - i. Alyssa Archer was nominated and seconded but withdrew from nomination.
 - ii. Sarah Rakes was nominated and seconded.

- iii. Tara Chitwood was nominated and seconded.
 - iv. Jake Fox was nominated and seconded.
 - v. Sarah Rakes was elected in the first round with 29 votes.
- e. At-large Member of the FSEC
 - i. Tara Chitwood was nominated and seconded.
 - ii. Jake Fox was nominated and seconded
 - iii. Tara Chitwood was elected in the second round with 29 votes.
- f. Parliamentarian
 - i. Kurt Gingrich was nominated and seconded.
 - ii. Jake Fox was nominated but declined nomination
 - iii. Kurt Gingrich was elected with 38 votes.

IV. Announcements

V. The meeting was adjourned at 5:34 p.m.

[Return to the Table of Contents](#)

August 12, 2025

Minutes
2025-2026 Faculty Senate Retreat & Special Meeting
Roanoke Higher Education Center

Members Present: Matt Close, Kevin Farrell, Sarah Rakes, Tara Chitwood, Courtney Watson, Laura Vernon, Tammy Robinson, Rachel Rotert, Naveen Joseph, , Mike Chatham, Jayme Haynes, David Sallee, Susan Van Patten, Thomas Duncan, Eric Choate, Wesley Young, Daniel Reed, Kurt Gingrich, Jacob Stewart, Tom Castor, Sarah Kennedy, Darryl Corey, Judy Smith, Jaewan Jeong, Eric Mesmer, Shawn Huston (Rhett Herman filled in), Inessa Plekhanova, Michelle Lenhart, Kereen Mullenbach, Liang Shao, Stephen Glass, Jake Fox, Elliott Carhart, Nathaniel Lahn, Jessica Prince, Will Sawyer, Brent Webb, Roofia Galeshi, Tara Riddle, Carter Turner, Kim Lane, Roby Page, Krystina Angelini, Allyssa Archer, Garth Mills, Luke Liska

Members Absent: Judy Jenks, Rachel Santos

- I. Meeting was called to order at 10am by Dr. Matthew Close.
- II. The minutes of the May 1, 2025 meeting were approved by acclamation.
- III. President's Report
 - a. No report from the President.
- IV. Provost's Report
 - a. Provost Usher welcomed the Senate and reaffirmed her commitment to shared governance. From the Board of Visitors meeting, Provost User reported the Board will be focusing on what is happening at Radford, not at schools in the rest of the state.
 - b. Provost Usher is reviewing the results of the COACHE survey, which will be shared with faculty. Lots of great data and leading themes.
 - i. One goal is to maintain transparency and build trust.
 - ii. Workload. The administration is working to ease the administrative burden on faculty. Provost Usher is hoping for a better conversation about faculty workload.
 - iii. University Internal Governance Review Committee (UIGRC)- shared governance, committees, and task forces. Committee updates will come through Faculty Senate.
 - iv. The general education work continues, and committees will soon be filled.
 - v. There will be a Student Faculty Evaluation Committee with the goal of making faculty evaluations less biased and more equitable.
 - vi. For faculty review cycles, Provost Usher would love to be able to move to an automated system.
 - c. Questions for Provost User
 - i. Dr. Kurt Gingrich: Retention is up, the reported goal is 8,000 students, how is that divided? Provost Usher: 6,000 students in Radford, 2,000

students in Roanoke. 6,000 undergraduates students and 2,000 graduate students is the goal. Provost Usher would like to see our admission of transfer students go up. This year, the number is stable, mainly due to transfers from community colleges.

- ii. One thing to work on this year is state challenges, re: the SCHEV board, which is putting more stringent restrictions about what constitutes a viable academic program.
 1. The state is going to create a metric for evaluating programs. The only metric currently being used as guidance for measuring ROI is on <https://freopp.org/>. It does not list all programs at Radford, or any other university in Virginia, but it does list some. There are a few undergraduate programs at Radford that trigger a low/no/negative ROI warning on this site, such as teaching and social work.
 2. Provost Usher: If it looks like SCHEV is going to tell us what to do with programs, we will want to support and change the programs to get ahead of the possible (likely very small amount) program closure orders from SCHEV.
 3. Dr. Jessica Stowell is monitoring this closely.

- V. Update from Dr. Jessica Stowell, Assistant Provost for Faculty and Curriculum
 - a. Evaluating the faculty success software. Faculty have had issues with it, but since it is an internal tool built by Radford, her office can change it for the better. Psychology, History, and Nursing are currently participating in the pilot of a new program, which is promising but needs further refinement.
 - b. COACHE- The University did the COACHE survey last year. We are committed to collecting that data and using it to make recommendations. Faculty Senate's Campus Environment committee will be working on that.
- VI. Special Report to the Faculty Senate: Dr. David Beach
 - a. Topic: REAL 2025-2027. Dr. David Beach provided updates to the REAL transition model for the next two academic years. Changes will allow students who enroll at Radford before new General Education model is fully implemented to complete their REAL requirements.
 - b. Topic: General education implementation plan presentation. Dr. David Beach, Director of Undergraduate Education, presented slides and discussed the roles of the implementation committee and subcommittees.
 - c. Question by Dr. Jake Fox: Will everyone vote on these committees? Dr. Beach: We'll work that out as a committee.
- VII. President's Report
 - a. Dr. Matt Close, Faculty Senate President, reported on the most recent Board of Visitors meeting, saying the Board is very interested in making Radford the best place for students to get an education in Virginia. The Board is active and involved, and they are very interested in the COACHE data and making sure that Radford offers a good environment for everyone.

- VIII. Motions
- a. Motions approved over the summer by FSEC. Three items came up in the summer with hard deadlines that FSEC felt we could vote on.
 - i. Motion 25.25.01: Motion to Revise the Faculty Handbook to Include the New Membership Composition of the Faculty Appeals Committee
 - ii. Motion 25.26.02: Motion to Revise the Faculty Handbook to Include the New Membership Composition of the Faculty Grievance Committee
 - iii. Motion 25.26.03: Motion to Delete the Minor in Forensic Science (R)
- IX. New Business
- a. 25-26.04: Motion to Create the General Education Implementation Steering Committee
 - b. 25-26.05: Motion to Create the General Education Implementation Curriculum Subcommittee
 - c. 25-26.06: Motion to Create the General Education Implementation Assessment Subcommittee
 - d. 25-26.07: Motion to Create the General Education Implementation Technology Integration Subcommittee
 - e. 25-26.08: Motion to Create the General Education RADF 101/Find Your Place & Advising Subcommittee
- X. Announcements
- a. Accessibility rules: whose rules are we using for accessibility? In some instances, Microsoft says that documents meet the accessibility threshold, but then those documents are not accepted by D2L. We need to ask the Disability Office for Guidance on this.
 - b. Strategic plan Town Halls this week.
- XI. Special Meeting of the Faculty Senate was adjourned at 11:50am.
- XII. Committee Working Session
- a. Chair/secretary selection
 - i. Curriculum: Dr. Eric Choate, Chair; Dr. Tara Chitwood, Secretary
 - ii. Resource Allocation: Alyssa Archer, Chair; Dr. Tara Riddle, Secretary
 - iii. Faculty Issues: Dr. Kevin Farrell, Chair; Dr. Judy Smith, Secretary
 - iv. Governance: Dr. Kereen Mullenbach, Chair; Dr. Rachel Santos, Secretary
 - v. Campus Environment: Dr. Courtney Watson, Chair; Dr. Rachel Rotert, Secretary
 - b. Charge prioritization
 - c. Discussion: Generative AI Charges
- XIII. The retreat was adjourned at 2pm.



August 28, 2025

Faculty Senate Meeting Minutes

August 28, 2025

3:30-4:50 PM

Via Zoom videoconference

Members Present: Courtney Watson, Matt Close, Sarah Rakes, Tara Chitwood, Rhett Herman, Rachel Rotert, Alyssa Archer, Carter Turner, Darryl Corey, David Sallee, Eric Choate, Inessa Plekhanova, Jake Fox, Jake Stewart, Jayme Haynes, Jessica Prince, Judy Smith, Kereen Mullenbach, Roofia Galeshi, Scott Dunn, Stephen Glass, Susan Van Patten, Tara Riddle, Timothy Furher, Tom Castor, Wesley Young, Will Sawyer, Luke Liska, Michelle Lenhart, Mike Chatham, Naveen Joseph, Rachel Santos, Kim Lane, Krystina Angelini, Kurt Gingrich, Laura Vernon, Jae Jeong, Nathaniel Lahn, Eric Mesmer, Garth Mills, Greg Sherman, Liang Shao, Brent Webb, Roby Page, Elliott Carhart

Members Absent: Judy Jenks, Daniel Reed, Tammy Robinson, Eftila Tanellari

- I. Approval of Minutes
 - i. August 12, 2024- minutes approved by acclimation.
- II. University President's Report: Dr. Bret Danilowicz
 - i. Radford University has two different six-year plans that are in the process of development.
 1. The first is the SCHEV plan, which is something we're required to report on to the state every year, though it resets every two years.
 2. Two weeks ago, President Danilowicz presented our six-year plan to SCHEV and a couple of the cabinet secretaries; the area they were most interested in (from all universities) is enrollment. The Radford U plan is concerned with enrollment, but also the bigger picture of retention, jobs for graduates, and university finances, which is what we are currently working on.
 3. The report from the institution was very well received; our last one, which was two years ago, showed seven years of declining enrollment, and now we've had two years' of increasing enrollment. Two years ago, our retention was down

to 68%; last year, it was up to 75%, so the response from SCHEV was very positive. They were very complimentary of the work of faculty and staff. This report will be shared through the Board of Visitors.

ii. Six-year university strategic plan

1. President Danilowicz addressed faculty concerns about getting/keeping the Strategic Plan Powerpoint Presentation on the site. There was an accessibility issue, but this should be fixed today.
2. Shared governance. This was not listed as a strategy on the plan, but the President affirmed that it is in a part of the strategic plan that hasn't been published yet, in a section called "Who We Are," which is about the background of the institution. There will be an explicit statement of shared governance that has been developed by the faculty, shared close to verbatim.
3. This plan should be on the site about a week before the Board of Visitors meeting. This will be the most updated version to date.

iii. Enrollment

1. Overall, we have about 190 more students this fall than last year. We're not at census yet, but the final number should be close to that. It might not sound like a lot, but it equates to about \$1.9 million coming into the institution.
2. Our goal is enrollment stability, and this is very positive news. Our enrollment is stable; retention started off very high this summer, but the closer we've gotten to term, it has ended up basically flat when compared to last year. This is an area that we're going to keep working on.

iv. State Senate and House

1. It will soon be in the news that there was an action taken today by the State Senate, or maybe the State Senate and the House, that they've rejected six board members at George Mason, four board members at UVA, and four board members at VMI.
2. Radford has a board that is supportive of what we are doing, and we seem to be out of the political loop for whatever is happening at other institutions. We have a good working relationship with our board, and the President does not feel they are trying to oversteer us in any particular direction.

v. Executive Order

1. Governor Youngkin issued an executive order that requires all institutions, through their Board of Visitors, to have an anti-Semitism statement in their student handbook. It was sent to rectors, and the expectation is that the rectors will implement

it, though not at the September meeting due to legal issues that are still being worked through.

2. President Danilowicz anticipates that it will likely be put in place in the December meeting. While the EO says anti-Semitism, it's basically the protection of all religions on campus.

III. Provost's Report: Dr. Bethany Usher

1. Strategic Plan

- i. The committee has listened to Academic Affairs about strengthening what they are doing.
- ii. It looks good, and the Provost appreciates the input that everybody gave.

2. Enrollment and Retention

- i. The Provost is proud of our numbers, particularly those of first-time freshmen.
- ii. Her office is also looking at the numbers for juniors and seniors.
- iii. Overall, we are in a much better place than we were a few years ago, and the Provost appreciates everyone's support of student success.

3. Speaker Series

- i. The Speaker series is being rebranded to the Faculty Speaker Series.
- ii. There will be four this year, in a public forum, to emphasize the value of the research that faculty do, and generate support for Radford and higher education in general.
- iii. The goal is to partner with the community; the Radford Chamber of Commerce and the Joint Commission have been supportive.
- iv. Locations may be at places like Bee & Butter. The selected faculty speakers will receive invitations. The Provost would like to see support for these speakers; invite your students, friends and neighbors.
- v. This series needs a name; please submit your ideas to Threads.

4. Culture of Care

- i. Outbreaks of Covid and stomach bugs on campus; please be thoughtful about student absences and encourage them to stay isolated if they are sick.
- ii. A reminder that Student Health does not give sick notes for student absences, but the Dean of Students has a webpage for absence notification.

5. Questions for the Provost

- i. Dr. Kurt Gingrich: When you say 75% retention, does that mean 75% of all students who were and could have returned in the fall have done so? Provost: No, 75% retention is fall-to-fall retention of students in their first year of college. We won't have a summary of everyone until after the census takes place.

- ii. Dr. Wes Young: When will we get detail about the Governor's School coming to campus, and how it will impact our daily operations and workloads?

President Danilowicz: The intent is to start the school in Fall 2026. As part of the budget, those students will only be receiving courses taught by high school teachers in Kyle Hall. It will not directly impact our faculty that year, per se, though there may be opportunities where faculty want to get involved. Starting in 2027, some of those students will start populating our classes. CITL will offer some professional development training for working with gifted students.

For the budget, this is a budget-neutral or better program for the institution. We will be hiring a director.

Provost Usher: The director has to come as a qualified K-12 teacher, and they will be working closely with CVPA and CHBS. This will be for roughly 40 students per year.

IV. Faculty Senate President's Report: Dr. Matt Close

- i. Dr. Close has been working with FSEC on developing motions for general education, curriculum and assessment, technology, and Radford 101 in conjunction with the steering committee.

V. Parliamentary Procedures: Dr. Kurt Gingrich

VI. Committee Reports

- Campus Environment- Dr. Courtney Watson, Chair and Dr. Rachel Rotert, Secretary.
- Curriculum- Dr. Eric Choate, Chair, and Dr. Tara Chitwood, Secretary.
- Faculty Issues- Dr. Kevin Farrell, Chair, and Dr. Judy Smith, Secretary.
- Governance- Dr. Kereen Mullenbach, Chair, and Dr. Rachel Santos, Secretary.
- Resource Allocation- Alyssa Archer, Chair, and Dr. Tara Riddle, Secretary.

VII. Old Business

- 1. 25-26.04: Motion to Create the General Education Implementation Steering Committee

Motion to amend to say, "as amended 8-28-2025."

Motion to amend passes, 45 yea, 0 no, 0 abstain.

Motion passes, 44 yea, 2 no, 0 abstain.

- 2. 25-26.05: Motion to Create the General Education Implementation Curriculum Subcommittee

Motion to amend to say, "as amended 8-28-2025."

Motion to amend passes, 46 yea, 0 no, 0 abstain.
Motion passes, 41 yea, 3 no, 2 abstain.

3. 25-26.06: Motion to Create the General Education Implementation
Assessment Subcommittee

Motion to amend to say, “as amended 8-28-2025.”
Amendment accepted by acclimation.
Motion passes, 42 yea, 2 no, 2 abstain.

Motion to extend the meeting by 10 minutes.
Motion fails, 18 yea, 23 no, 2 abstain.

4. 25-26.07: Motion to Create the General Education Implementation
Technology Integration Subcommittee

5. 25-26.08: Motion to Create the General Education RADF 101/Find Your Place
& Advising Subcommittee

Note: The two final motions, new business, and announcements were not discussed
because the meeting timed out at 4:50pm.

VIII. New Business (none)

IX. Announcements

X. Adjournment

Adjourned at 4:50pm.



Radford
UNIVERSITY

Faculty Senate

Faculty Senate Meeting Minutes

September 11, 2025

3:30-4:50 PM

Via Zoom videoconference

Members Present: Courtney Watson, Matt Close, Sarah Rakes, Tara Chitwood, Rhett Herman, Rachel Rotert, Alyssa Archer, Carter Turner, Darryl Corey, David Sallee, Eric Choate, Inessa Plekhanova, Jake Fox, Jake Stewart, Jayme Haynes, Jessica Prince, Judy Smith, Kereen Mullenbach, Roofia Galeshi, Scott Dunn, Stephen Glass, Susan Van Patten, Tara Riddle, Timothy Furher, Tom Castor, Wesley Young, Will Sawyer, Luke Liska, Michelle Lenhart, Mike Chatham, Naveen Joseph, Lori Elis (Rachel Santos), Timothy Fuhrer (Kim Lane), Krystina Angelini, Kurt Gingrich, Laura Vernon, Jae Jeong, Nathaniel Lahn, Eric Mesmer, Garth Mills, Greg Sherman, Liang Shao, Brent Webb, Roby Page, Elliott Carhart, Dan Farhat (Eftila Tanellari), Tammy Robinson, Judy Jenks, Daniel Reed

Members Absent: None.

- XI. Approval of Minutes
 - i. August 28, 2025- minutes approved by acclamation.
- XII. University President's Report: Dr. Bret Danilowicz
 - i. No report.
- XIII. Provost's Report: Dr. Bethany Usher
 - i. No report.
- XIV. Faculty Senate President's Report: Dr. Matt Close
 - 1. Census Headcount- Total: 7,837 students (6,207 undergraduate, 1,630 graduate students). Undergraduates are up slightly, and graduate students are down slightly. Good retention numbers, and we are hitting our targets for enrollment.
 - 2. Dr. Close met with the Board of Visitors on Wednesday to give an orientation to new Board members on the role of Faculty Senate and the roles and responsibilities of Senate with regards to our internal governance structure,

as well as our roles and responsibilities with university governance and ensuring that the faculty voice is heard at all levels of the institution.

- i. With Provost Usher, Dr. Close is on the Academic Excellence and Student Success Committee. Provost's Usher's report discussed the two-year strategic plan, goals that have been met, and initiatives that are currently underway and planned for growth in Roanoke and growing professional development opportunities for our students.
- ii. Dr. Close's report to this committee focused on general education implementation and the COACHE survey. The Rector of the Board of Visitors asked for ways to improve the relationship between the Board and the faculty. Dr. Close would like to have the COACHE data ready to present at the December Board of Visitors meeting to address this.
- iii. Dr. Close feels that, overall, the Board has a very good perception of the faculty, and they are very supportive of things that are happening within the faculty specifically, but also in Academic Affairs as a whole
- iv. The slides that were shown at the Board of Visitors meeting, as well as the orientation slides, are available to view on the Radford Board of Visitors website.

3. AI Core Team Update: Dr. Courtney Watson

- i. The AI Core Team (Dr. Courtney Watson, Dr. Laura Vernon, Charley Cosmoto, and Jennifer Resor-Whicker) has made recommendations to Dr. Mekolichick for the creation of several AI task forces to draft guidance and best practices for AI learning and use across the University.
- ii. The AI Core Team has just started the 2025-2026 AAC&U Institute on AI, Pedagogy, and the Curriculum (September 11, 2025-April 11, 2026). The goal of this institute to "help departments, programs, colleges, and universities respond effectively to the challenges and opportunities artificial intelligence (AI) presents for courses, curricula, and higher education in general."

4. Dr. Close read a statement about the respectful exchange of ideas in the context of current events: "We believe that our role as educators in facilitating constructive dialogue and respectful exchange of ideas on college campuses has never been more vital to our society. Please remember that we have, as an institution and as a faculty, committed to creating an inclusive learning environment where all perspectives are treated with respect and where we facilitate constructive dialogue between students, faculty, staff, and administration. When incorporating current events into your classes, please maintain academic objectivity by presenting multiple views and distinguishing between facts and opinions rather than advocating for particular positions. Please exercise professional judgment

about whether such discussions directly serve your course learning objectives and/or accreditation standards and be prepared to redirect conversations that become unproductive or divisive.

If you have questions about appropriate boundaries and/or if you need resources about how to have conversations with students inside and outside of your classrooms, please consult with your peers, mentors, department chairs and/or our faculty and staff in the Center for Integrative Teaching and Learning.”

XV. Committee Reports

- Campus Environment
 - i. Reviewed and prioritized charges. The first priority is the COACHE survey.
- Curriculum
 - i. Finalized charges.
- Faculty Issues
 - i. Reviewed, finalized, and prioritized charges.
- Governance
 - i. Referred Motion 25-26.09 to New Business.
 - ii. Prioritized charges, including implementing revisions to the T&R handbook.
- Resource Allocation
 - i. Finalized charges.
 - ii. Invited VP of Budget and Finance Rob Hoover to a meeting.

XVI. Old Business

1. 25-26.07: Motion to Create the General Education Implementation Technology Integration Subcommittee

Motion passed, 43 in favor, 2 opposed, 1 abstained.

2. 25-26.08: Motion to Create the General Education RADF 101/Find Your Place & Advising Subcommittee

Motion passed, 43 in favor, 2 opposed, no abstentions.

XVII. New Business (none)

1. 25-26.09: Motion to Add the Director of Advising (or Designee) as an Ex Officio, Non-Voting Member of the REAL Council

XVIII. Announcements

XIX. Adjournment

Adjourned at 4:31pm.



September 25, 2025

Faculty Senate Meeting Minutes

3:30-4:50 PM

Via Zoom videoconference

Members Present: Courtney Watson, Matt Close, Kevin Farrell, Sarah Rakes, Tara Chitwood, Shawn Huston, Rachel Rotert, Alyssa Archer, Carter Turner, David Sallee, Eric Choate, Inessa Plekhanova, Jake Stewart, Jayme Haynes, Jessica Prince, Judy Smith, Kereen Mullenbach, Roofia Galeshi, Scott Dunn, Stephen Glass, Susan Van Patten, Tara Riddle, Tom Castor, Wesley Young, Will Sawyer, Luke Liska, Michelle Lenhart, Mike Chatham, Naveen Joseph, Rachel Santos, Kim Lane, Krystina Angelini, Kurt Gingrich, Laura Vernon, Jae Jeong, Nathaniel Lahn, Eric Mesmer, Garth Mills, Greg Sherman, Liang Shao, Brent Webb, Roby Page, Eftila Tanellari, , Judy Jenks, Daniel Reed, Macie Rice, Sarah Kennedy, Elliott Carhart

Members Absent: Tammy Robinson, Darryl Corey, Jake Fox

XX. Approval of Minutes

- i. September 11, 2025 minutes approved by acclamation, as amended.

XXI. University President's Report: Dr. Bret Danilowicz

- i. No report.

XXII. Provost's Report: Dr. Bethany Usher

1. Virginia Western Community College
 - i. Provost Usher, President Danilowicz, and members of the leadership team met with VWCC leadership to talk about strengthening transfer pathways.
2. Board of Visitors Meeting: Provost Usher shared slides from her report to the Board of Visitors, which are linked on the Radford University Board of Visitors website.
 - i. Grants for global education
 1. These will support free passports for Pell-eligible students.
 - ii. Budget
 1. Provost Usher shared with the Board that Academic Affairs has a total budget of \$98 million, and 90% goes into people. T&R faculty make up 65% of those people. The rest is

almost equally divided between administrative professional and classified staff. The budget for each of the college is fairly proportional, and our colleges are fairly proportional right now in terms of enrollment and in terms of faculty.

iii. Curriculum Lifecycle

1. Provost Usher also shared that the leadership team talked to the Board a lot about curriculum lifecycle and the newly approved Curriculum Lifecycle Committee, which the board has a vested interest in because they vote on approving new programs and discontinuing programs. Provost Usher also shared with the Board several new programs recently approved by SCHEV, and several that will be going to SCHEV for approval.

iv. ROI

1. Provost Usher talked with the Board about the current conversation at the state level about ROI, and how the current discussion about ROI is focused on a very individualistic notion of what it means in the context of a student who pays for tuition to go to a college or university (“Do they earn more over their lifetime to be able to make up the difference that would pay for that degree?”).
2. There’s also a larger sense of what’s the ROI to us as a state, and what’s the public value of having a degree, and the Federal Reserve Bank of Richmond does a really nice job reporting that data. The data shows that last year, the median income for having a high school degree in Virginia was \$41,000, and it was \$74,000 for a bachelor’s degree. Holders of graduate degrees earned even more. This is agnostic of what your degree is, or whether or not the career degree holders are in is connected the name of their degree. The data also shows that people who have a bachelor’s degree or higher are much less likely to be unemployed and much more likely to participate in the workforce. Provost Usher felt that it was really important for the Board to hear this in light of current popular rhetoric about the value of a college degree.

v. Enrollment

1. Provost Usher also talked to the Board about how we continue to work on our two-year strategic plan goals as we look ahead to the next strategic plan, and she showed them supporting data about enrollment. The math isn’t as simple as it may seem with regards to how we count the number of students we have; there is an elaborate, multi-state model that we use to calculate this number, because students come to us in multiple ways, they progress in multiple ways, they leave in multiple ways, and our goal is to get them to

graduation. It's not always easy to look at those numbers in a straightforward way. That said, our total enrollment this semester is up again, though modestly so (somewhere between 25-50 total students). There has been a change in distribution of students by college and by level, but looking at the colleges in general, there is growth in almost every program (with some variance due to students who have not yet declared a major or a new major after switching out of a professional program). Our enrollment continues to go up, and, most importantly, there has been a shift of students from part-time to full-time. The shift has been towards more undergraduate students in person, which translates to more total credits, which is really good.

vi. Retention

1. Our retention numbers are not as strong as we would like them to be, but they're not bad, and they didn't go down. We've been steady in the total number of students. This year, we'll have added focus on juniors and seniors to make sure they have the number of credits they need to graduate. In 2024-2025, we crossed 2,000 degrees earned, which was exciting. It's an exceptional number.
2. Provost Usher also said that something she communicates to the Board is that our colleges are not all the same, and the mix of graduate and undergraduate and certificate and doctoral programs we give is different per college, and every college is a different mix and a different set of ways of doing things.

vii. Faculty

1. We've become more efficient through FERPs and attrition, reducing the number of faculty to align with the reduced number of students. Now that we've rebounded, the Provost's expectation is that we now have the right overall mix of faculty to students. Our crude ration is 18 to 1, but that varies by program.
2. We're not in a place where we're going to be holding back on filling positions, but every time there is an open position, we will be thinking about what the right number is, and possibly rewriting that position for the needs that we've got at the time, but we are not trying to save on faculty positions at this time.
3. The Provost also expressed her appreciation for the effort that has been made to reduce reliance on adjunct faculty. That number used to be very high, and she recognizes all of the hard work it took to ensure we've got full-time tenure-track or tenured faculty or SP faculty teaching our students.

She was also happy to tell the Board about the increase in pay for adjuncts.

viii. Grants

1. Fewer numbers of grant applications were submitted, but a higher proportion of grants won. Record success rate and a record amount of funding coming to campus, which supports our research mission to support scholarship that has a positive impact in our communities and involves our students as much as possible. We've increased the number of students being supported, partially because of some of the state grants that directly funded some student activities, but it's exactly the kind of grant work we should be doing.

ix. Questions

1. Dr. Kurt Gingrich: Going back to the pie chart, to the slide that reports that 90% of the AA budget goes to people, "What percentage of that 90% goes to people whose primary responsibility is teaching?"
Provost: "More than 65%. Classified staff and AP make less on average than T&R faculty do."
Two-thirds or more of the money spent on people is going to people who teach, Provost Usher affirmed, saying, "Teaching and supporting teaching are the two most important things the University does," which is something she has emphasized during strategic planning and to the Board.
2. Dr. Rachel Rotert: "You've mentioned in a past meeting your support for extending the credit limit from 16 to 18 credits for full-time students. Is there an update on whether that change is still in process, and when that expected change may take effect?"
The Provost responded that Finance VP Rob Hoover is creating this year's budget with 18 credits built in. What the Board approves is tuition, so they don't need to approve a separate motion for that. The Board will approve the budget at the March meeting, and there will be a workshop in February that everyone can attend. We're still looking at the budgetary implications, if we get to set it at 17 or 18, but the Provost's goal is 18.
3. Dr. Kim Lane: "Thinking about tuition, I've had some folks ask about the Tuition Promise. What is the plan for extending that? How long do we think we'll be able to maintain that?"
Provost Usher: "We are continuing to support that for the foreseeable future. The Board voted for that for the next three years...We have a pool of money for that, and we did not use all of that pot last year. It rolls forward, and we have it budgeted for at least three more years."

XXIII. Faculty Senate President's Report: Dr. Matt Close

1. Dr. Close attended the Board of Visitor's meeting and presented at their orientation meeting.
 - i. The Board expects a report on the COACHE survey at their December meeting. They are very interested in what our COACHE survey data says.
 - ii. The Board is also very interested in action items and things they can do to help faculty and to help improve scores on the survey.
 - iii. The next Board of Visitors meeting will be December 4-6, 2025. Dr. Close will present the Senate's recommended edits to the handbook at this meeting, so please make sure that any proposed changes have time to come through Senate and get approved before that date.
2. Coffee with the President
 - i. To craft his questions, Dr. Close reported that he compiles questions from faculty that are very similar and of concern to the faculty at large.
 - ii. The two main questions he asked this time concerned the culture of care that was outlined in the Strategic Plan and the issues that are surrounding academic freedom.
 - iii. Both questions were answered in part by the President. Dr. Close also said that Staff Senate President Fallon Cry asked a really good question about DEI.
 - iv. Coffee with the President was recorded, and those who are interested in the details of the conversation are free to view it. The next one will be on November 6, 2025.
3. Socials at Selu
 - i. Last week, our first social at Selu was held. These are paid for by the President's office and open to all employees at the institution. There was not a great turnout from faculty.
 - ii. Please mark your calendar for the next one, which will be on October 23, 2025, from 4:30pm-6pm. There will also be one on November 20, 2025, from 4:30pm-6pm.
 - iii. This is a really good opportunity to talk to the President in an informal setting.

XXIV. Committee Reports

- Campus Environment
 - i. The Committee is working on the COACHE survey. Dr. Jessica Stowell will be attending the Committee's next meeting to share a preliminary copy of the report and talk about what dissemination could look like and how it could be packaged.
- Curriculum
 - i. Dr. Choate reported that the committee is discussing the new general education models and considering possible motions.
- Faculty Issues

- i. Dr. Kevin Farrell reported that Faculty Issues met jointly with RAC to discuss issues surrounding travel funding. The committee decided that the best next step would be to arrange another joint meeting, this time inviting Provost Usher to join them. The chairs of both committees have reached out to Provost Usher, and they are making arrangements to meet, possibly next week.
- Governance
 - i. This committee is continuing to review the T&R handbook for accordance with internal governance documents.
- Resource Allocation
 - i. Same report as Faculty Issues.

XXV. Old Business

1. 25-26.09: Motion to Add the Director of Advising (or Designee) as an Ex Officio, Non-Voting Member of the REAL Council

The motion passed. 43 in favor, none opposed, one abstention.

XXVI. New Business

XXVII. Announcements

1. Reminder to committees: when you forward new motions to FSEC, please send them in motion format.
2. If you have questions about formatting, any member of FSCE will be happy to help.
3. Senators, please pass along that the draft of the Strategic Plan is now posted on the website. Please take a look at it yourself and make sure that your constituents are aware of it.
4. Professor Wesley Young: The theatre program's first production of the fall semester, Moon Over Buffalo, by Ken Ludwig, will open October 7th.
5. Provost Usher: We hosted our first Rad Talks at Arabica, and people enjoyed it. There were positive comments from members of the community who attended. There will be six more this year; please try to attend.

XXVIII. Adjournment

Adjourned at 4:17 pm.



Radford
UNIVERSITY

Faculty Senate

Faculty Senate Meeting Minutes

October 9, 2025

3:30-4:50 PM

Via Zoom videoconference

☒ Angelini ☒ Archer ☒ Carhart ☒ Castor ☒ Chatham ☒ Chitwood ☒ Choate ☒ Close
☐ Corey ☒ Dunn ☒ Farrell ☒ Fox ☒ Galeshi ☒ Gingrich ☒ Glass ☒ Huston ☒ Haynes
☒ Jenks ☒ Jeong ☒ Joseph ☒ Kennedy ☒ Lahn ☒ Lane ☒ Lenhart ☒ Liska ☒ Mesmer
☒ Mills ☒ Mullenbach ☒ Joseph ☒ Page ☒ Van Patten ☒ Plekhanova ☒ Prince ☒ Rakes
☒ Reed ☐ Rice ☒ Riddle ☒ Robinson ☒ Rotert ☐ Sallee ☒ Santos ☒ Sawyer ☒ Shao
☒ Sherman ☒ Smith ☒ Stewart ☒ Tanellari ☒ Turner (Pollick) ☒ Vernon ☒ Watson
☐ Webb ☒ Young

Absent: Corey, Rice, Sallee, Webb

XXIX. Approval of Minutes

- i. September 25, 2025 minutes approved by acclamation.

XXX. University President's Report: Dr. Bret Danilowicz

- i. No report.

XXXI. Provost's Report: Dr. Bethany Usher

- i. Excellent job reporting Week Four grades.
- ii. The Provost appreciates everyone's hard work. Lots of exciting stuff happening on campus, including Homecoming and the Moon Over Buffalo.
- iii. Graduate Affairs
 - a. Dr. Agida Manizade has been hired as the permanent Assistant Provost for Graduate Affairs.
- iv. Searches and Campus Visits
 - a. Very strong candidate pools for all positions.
 - b. Campus visits for AVP of Health Sciences candidates.
 - c. Candidates for the AVP of Radford Online will be doing campus visits soon.

- d. Final candidates have been selected for the Dean for the College of Humanities and Behavioral Sciences. They will probably be on campus in late October/early November.
- e. Also on campus are candidates for the Director of Institutional Effectiveness.
- f. Please participate in these interviews as you're able to and submit your feedback on these candidates.

v. Census

- a. Final census numbers: 7,837 students. 25 more students than we had last year; even though we thought the number would be flat, we were a little bit higher, and more than 300 students than we had in 2023. Our enrollment goal that reported to SCHEV is 7,800 students, so we are exceeding that.
- b. The Provost is pleased that we now have a higher proportion of full-time undergraduate students than we've had before. We've been steady in the total number of grad students, but the number of part-time and one-class-taking students has decreased in favor of full-time students. The Provost says she can feel the difference this makes in the vibe on campus.
- c. There was a slight drop in our freshmen retention numbers; we retained about 75%. This can be attributed to accepting a group of students with a challenging academic background who were supposed to be admitted to a bridge program, but they got admitted as regular students and they struggled a bit. Taking those students out of the mix, our retention numbers would have been very similar to last year.

vi. Quadrennial Review

- a. Provost Usher is also supporting the individuals like Dr. Close and the Senates as they work through our quadrennial review of university governance to make sure that what we are doing aligns with our documents and policies.
- b. The Provost used ductwork as a metaphor for the work that is being done in this area: expensive, time-consuming work that doesn't make anything prettier, but does support the function of the University and makes it better.

vii. General Education

- a. The Provost said she appreciates the work being done on general education. The Gen Ed committees have all been empaneled and are working to address

their charges. She acknowledges that launching a new Gen Ed is a big and complicated process, and she thinks everyone is doing a fantastic job.

viii. Academic Freedom

- a. Provost Usher spoke about academic freedom ahead of next week's panel discussion.
- b. She said: "I want to say, and continue to say, we value academic freedom, we value the work that you're doing in your classes and being able to teach what's appropriate for the work that you do, and I know this is a challenging time with the things that are coming down to UVA and Texas and all those universities. We know that this is hard. We support the work you're doing in your classroom to be able to talk about your subjects and work really hard. I just want to be able to say I care, I hear it, and I want to be able to support you in every way that I can. There's going to be a panel with [President Danilowicz and I, plus others] next Wednesday, and I'm looking forward to being there and helping answer questions. Some things we can answer, some things we can't change. We can't change the world right now on all of the things that are happening, but we can do our best to be able to support each other and to support our University, and I just want to make sure we're continuing to say that."

ix. Questions

- a. Advising
- b. Dr. Jake Fox: For advising, the degree audit is not reflecting the changes that were made for the interim gen ed phase that we're in right now. One of the problems I'm encountering is it's still showing minors as required, even for new students. Do we know where that is on workflow? Can we expect that [to be fixed]? Right now, the degree audit doesn't reflect the motions that were passed last year.
- c. Provost Usher deferred the question to Dr. Jerel Benton, Assistant Provost of Student Success, but said that we have a consultant who is working with University Registrar Katie Piper and her team, and we are also in the process of hiring a specialist in Degree Works to help with that.
- d. Dr. Benton affirmed that he and his team are working on it, and he will follow up with the Registrar to see where we are and ask when we can expect to see changes. He will follow up with Dr. Close and Dr. Watson when he has more information.

- e. Dr. Fox added further context, saying that faculty are heavily responsible for advising juniors and seniors, and the concern is that we have no margin for error with an advanced junior or a senior because they would be directly impacted if advised incorrectly. The Provost suggested bringing in Dr. David Beach to work on this problem as well.
- x. Presentation by Dr. Jerel Benton, Assistant Provost of Student Success
 - 1. Updates from the Student Success Council
 - a. The Council recently finished prioritizing their work for the next year and beyond based on the work done by their two working groups that got started last spring.
 - b. Academic Readiness & Support
 - i. This group is composed of faculty and academic support staff.
 - ii. It is looking at pathways where we can embed academic readiness into early engagement with our students.
 - iii. The group will do a study analysis and will come back with recommendations.
 - iv. The goal is to be very intentional in designing supports, interventions, and services to meet the needs of our students.
 - c. Student Transitions Working Group
 - i. This group is taking a much narrower approach and concentrating on the transfer experience, focusing on the infrastructure we have and things that we should be considering.
 - ii. This group will also come back to the Council with recommendations. Practice-based recommendations can potentially be rapidly enacted, while policy recommendations will be sent through the proper channels.
 - 2. Student Life Cycle
 - i. This year's focus has been on the student life cycle and journey mapping, or mapping out the end-to-end experience from the point of deposit to graduation to determine what is the "Radford" experience.
 - ii. This group will be soliciting feedback by engaging with students, faculty, and staff to determine what the experience is for different segments of our population. For example, what is the experience for an adult learner, and how do they want to engage?

- iii. Dr. Benton wants our practices to align with the tenets in the Strategic Plan, particularly with fostering a culture of care as well as student success and experiential learning.
 - iv. The group will be looking at our policies and think about everybody's roles and responsibilities and try to identify gaps where more support is needed.
- 3. Presentation by Susan Hudson, Director of Student Success on the Week Four Starfish Survey
 - a. The survey, which was sent to instructors for 100 and 200-level courses through Starfish, received an 84% submission rate for 539/639 courses.
 - b. CEHD and Waldron College had 100% submission rates.
 - c. A total of 8,990 items were raised for 3,865 students (these include both kudos and referral flags). More kudos were raised than flags, and 785 students received only one flag. Two students received a high of seven flags each.
 - d. This year, department has partnered with student success advocate who are with the Compass program to reach out to all students who were flagged (1,139 students total), mostly through phone calls.
 - e. She reported that 40% of students who were called were reached on the first attempt. The callers' approach was centered on care and talking about how to help the student get back on track by connecting them with resources and learning about what challenges they are experiencing, and many students were very open in the responses.
- 4. Questions
 - a. Wesley Young: What is the name of the program that is going to replace Starfish?
 - b. Navigate 360. The go-live goal is April.
- 5. Mid-Term Grades
 - a. Susan and her team will reach out to any student with multiple Fs, any student who is on any type of academic watch (if they've had a D or an F in a previous semester), and any student who is potentially more at risk.
 - b. Outreach consists of sending a postcard that lists resources, they send emails and text messages, and do a phone call campaign from now until the last day to withdraw (October 31).

- c. They also celebrate students who are getting kudos and doing well by inviting them to First Year Achievers Day, which is a fair-style event in the beginning of November.

XXXII. Faculty Senate President's Report: Dr. Matt Close

1. Academic Freedom Panel

- i. Academic Freedom Panel- Wednesday, October 15 2-3pm in the Bonnie.
- ii. Please send any questions that you would like panelists to be asked to Dr. Close or a member of FSEC.

2. University Internal Governance Review Committee (UIGRC)

- i. Convened on Friday, October 3, for the 2025-2026 academic year.
- ii. Faculty Senate representatives on that committee include Dr. Close, Dr. Mullenbach, chair of the Governance Committee, and Dr. Choate, chair of the Curriculum Committee.
- iii. At large faculty representatives appointed last year are Dr. Katie Hilden Clouse and Dr. Nicole Hendrix. Dr. Bruce Maheen was appointed to serve this year to fill the seat vacated by Dr. Kim Gainer when she retired.
- iv. The work of this committee will be focused on the shared governance documents (referred to as IG documents) for the quadrennial review. These documents outline our representatives bodies, their role at the University, processes for curriculum pathways, and the process for updating IG documents.
- v. The quadrennial review is an opportunity for members of shared governance to bring proposed amendments to UIGRC. Normally, the representative bodies of Faculty Senate, Staff Senate, and AP Senate can bring proposals, but the committee itself can generate proposals and reach out to various committees on campus to receive proposals from those committees for how they might see themselves being constituted and charged in the future. This is an opportunity to change IG documents, committee compositions/charges, and recommend new committees or councils to be formed. For instance, we do not currently have a council of chairs, which has been a recommendation in previous years.
- vi. This review also provides Senate with an opportunity to review and make recommendations or review and comment on these proposals. Dr. Close plans to make sure that proposals get routed through the Senate committees, as appropriate, so committees may receive additional charges this year.

3. SELU Socials

- i. The next one is on October 23, at SELU. We can all go after Senate.

4. Academic Freedom Panel

- i. The academic freedom panel will be live-streamed but not recorded.
- ii. We will have a way for you to ask questions virtually.

XXXIII. Committee Reports

- Campus Environment
 - i. Dr. Watson reported that Campus Environment met with Dr. Jessica Stowell about the COACHE Survey; currently working on the report.
- Curriculum
 - i. Dr. Choate reported that Curriculum met with Dr. Jessica Stowell about the curriculum timeline. Curriculog is open now. It is not going to close early. The committee is looking at ways to update the pathways for revising our Gen Ed curriculum. Their work will go to the Governance Committee, and then come to the full Senate.
- Faculty Issues
 - i. Dr. Kevin Farrell reported that Faculty Issues held two joint meetings with the Resource Allocation Committee. The first was a meeting with Provost Usher to talk about issues related to travel, specifically travel funding. The second meeting was to talk about next steps and how to address issues related to travel and travel funding. They are going to put together a survey to gather more information about issues and experiences faculty have with travel, both in terms of funding and in terms of the procedures we have to go through.
- Governance
 - i. Dr. Mullenbach reported that Governance referred a motion to review the T&R handbook to include the College of Nursing in college governance.
- Resource Allocation
 - i. Please see the above report from Faculty Issues.

XXXIV. Old Business

- i. No old business.

XXXV. New Business

- i. Motion 25-26.10: Motion to Revise the Faculty Handbook to Include the College of Nursing.

XXXVI. Announcements

- i. The next RAD Talk will be October 20 in Roanoke, featuring Dr. Jenny Hall's presentation "From Tick Bites to Better Care: Confronting Tick-Borne Diseases in Virginia. More information will be in the next Threads newsletter.
- ii. VIVA book orders are due by December 1.
 - 1. We have a grant from VIVA where they will look to see if your textbook is available digitally and they will make it

- available to all students for free. They will do this for every book we have access to, but December 1 is the cut-off date.
- iii. Moon Over Buffalo is playing this weekend. It is a great, funny show.

XXXVII. Adjournment

Adjourned at 4:35pm.