

**RADFORD UNIVERSITY**  
**FACULTY SENATE MINUTES**  
**2023-2024**

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April 27, 2023

MINUTES  
2023-2024 Faculty Senate Meeting  
April 27, 2023  
Zoom

**Members present:**

Margaret Adams, Ali-Sha Alleman, Alyssa Archer, David Beach, Denise Bernardini, Caleb Bradberry, Jason Browning (sub. for O.T.), John Brummette, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Kevin Farrell, Jake Fox, Andrew Foy, Tim Fuhrer, Kurt Gingrich, Steve Glass, Vanessa Hedge, Dale Henderson, Rhett Herman, Katie Katz, Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, Rachael Santos, Susan Schoppelrey, Ryan Sincavage, Judy Smith, Eftila Tanellari, Maneesh Thakkar, Cheri Triplett, Hui Wang

**Members absent:**

I-Ping Fu, Wayne Gallops, Roofia Galeshi, Ji-Eun Lee, Stockton Maxwell, Chapman Rackaway, Dave Sallee, Liang Shao

- I. Meeting was called to order at 5:30pm by Dr. Kurt Gingrich. Outgoing Vice-President, Dr. Sheila Krajnik, presided over the election of the President.
  
- II. Elections were held for officers of the 2023-2024 Faculty Senate
  - a. President
    - i. Dr. Kurt Gingrich was nominated and seconded.
    - ii. Dr. Gingrich was re-elected unanimously with 37 votes.
  - b. Vice President
    - i. Dr. Geoff Pollick was nominated and seconded.
    - ii. Dr. Pollick was elected with 35 votes and 1 abstention.
  - c. Secretary
    - i. Dr. David Beach was nominated and seconded.
    - ii. Dr. Beach was re-elected unanimously with 36 votes.
  - d. At-Large
    - i. Dr. Kevin Farrell was nominated and seconded.
    - ii. Dr. Matthew Close was nominated and seconded.
    - iii. Dr. Susan Schoppelrey was nominated and seconded.
    - iv. Dr. Farrell was elected in the first round with 22 votes.
  - e. At-Large
    - i. Dr. Matthew Close was nominated and seconded.
    - ii. Dr. Andrew Foy was nominated and seconded.
    - iii. Dr. Susan Schoppelrey was nominated and seconded.
    - iv. Dr. Close was elected in the second round with 13 votes.
  - f. Parliamentarian
    - i. Dr. Jake Fox was nominated and seconded.
    - ii. Dr. Fox was re-elected with 34 votes and 2 abstentions.
  
- III. Welcome to new senators.

IV. The meeting was adjourned at 5:42pm

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August 11, 2023

MINUTES  
2023-2024 Faculty Senate Meeting  
August 11, 2023  
Heth 043

**Members present:**

Ali-Sha Alleman, Alyssa Archer, David Beach, Denise Bernardini, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Kevin Farrell, I-Ping Fu, Wayne Gallops, Kurt Gingrich, Stephen Glass, Vanessa Hedge, Dale Henderson, Rhett Herman (Sandy Liss), Katie Katz, Ji-Eun Lee, Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, David Sallee, Rachael Santos, Susan Schoppelrey, Judy Smith, Paige Tan, Eftila Tanellari, Hui Wang

**Members absent:**

Margaret Adams, Jason Browning, John Brummette, Brian Buccola, Jake Fox, Andrew Foy, Tim Fuhrer, Roofia Galeshi, Liang Shao, Ryan Sincavage, Maneesh Thakkar, Cheri Triplett

- I. Meeting was called to order at 1:00pm by Dr. Kurt Gingrich.
- II. The minutes of both April 27, 2023, meetings were approved.
- III. Committee Organizational Meetings
  - a. Campus Environment
    - i. Chair, Jake Fox
    - ii. Secretary, Judy Smith
  - b. Curriculum
    - i. Chair, Eric Choate/Anna DeVito
    - ii. Secretary, Rhett Herman
  - c. Faculty Issues
    - i. Chair, Kevin Farrell
    - ii. Secretary, Dave Sallee
  - d. Governance
    - i. Interim Chair, Matt Close
    - ii. Secretary, Scott Dunn
  - e. Resource Allocation
    - i. Chair, Dale Henderson
    - ii. Secretary, Jay Caughron
- IV. Provost's Report: Dr. Bethany Usher
  - a. Provost Usher introduced herself to the Senate.
  - b. Academic Affairs Two-Year Strategic Goals
    - i. Define and capitalize on Radford's distinctive academic programs and experiences.
    - ii. Stabilize enrollment through increased student matriculation and reduced attrition.
    - iii. Streamline Academic Affairs to increase efficiency and effectiveness.
  - c. No hiring of tenure-track faculty this year unless needed for accreditation.

- d. Worked with Financial Aid, Athletics, HSC Advisors, and the Bursar's Office to distribute remaining HERFF funds to 590 students to get their balances below \$750 to avoid being unenrolled. Only 200 students were dropped from classes on 8/10. 20 were fixed the morning of 8/11.
  - e. Total enrollment down by 500 students from one year ago.
  - f. Retention rates up in every category.
  - g. Plan is not to reconstitute Provost's portfolio as it has been.
    - i. Consider hiring a budget analyst who will not have the line of Assistant provost.
    - ii. Will have searches for all senior positions.
    - iii. Possibility of an external search.
- V. Special Report: Director of Undergraduate Curriculum: Dr. Amanda Kellogg
- a. Preliminary Curriculum Institute Recommendations for REAL
    - i. "L" becomes embedded into every major and no longer a separate, required category.
    - ii. Eliminate or reduce 300-/400-level requirement.
    - iii. Courses get more than one designation.
    - iv. Shift to a menu model.
    - v. Create a REAL and menu hybrid.
    - vi. Require all minors to include all prerequisites in the minor description and credit hour count.
    - vii. Institute a 2-year moratorium to gather more data on the current model.
    - viii. Add new required area to the model (i.e., science or lab science).
  - b. Next steps
    - i. Form a task force to review recommendations.
    - ii. Provide models for updating REAL to Faculty Senate by end of Fall 2023.
    - iii. Goal to adopt updated model in time for the 2024-25 catalog.
- VI. Faculty Senate President's Report: Dr. Kurt Gingrich
- a. Thanks to the Faculty Senate Executive Council for their uncompensated work over the summer.
  - b. Governance might consider proposing a summer stipend for future Faculty Senate presidents.
  - c. RUC Library Open House will be held on August 28.
  - d. Attend the Enrollment Forums
    - i. The Vision: Monday, August 14, 3:30p-4:30p, Bondurant Auditorium
    - ii. The Data: Friday, August 25, 2:00p-3:00p, Bondurant Auditorium
    - iii. The Strategy: Thursday, August 31, 2:00p-3:00p, Bonnie Hurlburt Student Center
    - iv. Zoom options are available for all meetings.
  - e. Attend the Faculty Convocation on Friday, August 18 at 1:30p in Bondurant Auditorium and the New Student Convocation at 4:00p.
- VII. Introduction to Senate Procedure
- VIII. Academic Affairs Breakout Discussion
- a. Campus Environment
    - i. Six categories to address faculty morale
      - I. Lack of support for faculty/students (lack of trust)

- II. Workload
    - III. Lack of strategic direction
    - IV. Merger RU/RUC
    - V. Culture that is silo
    - VI. Job uncertainty
    - VII. Maybe need an ombudsman program
  - ii. Look at workload and realign, participate in workgroups like the Provost mentioned, (caveat: don't have so many studies/work groups that we don't know what happens), ensure there is follow up on studies/work groups
  - b. Curriculum
    - i. Distinctive programs: what is "distinctive" vs "unique"? What do we do well for location and size? Education (K-12 teacher preparation, counselor education) and Health care professions. Certificates/micro credentials in special areas. However, REAL makes us distinctively siloed.
    - ii. Distinctive experiences: 4 areas: Size (close faculty/student interactions in classroom learning and research), Engaged pedagogy and active learning to create a community of learning, In-context real-world learning, Highly resourced for our size (planetarium, SELU, cadaver lab)
  - c. Faculty Issues
    - i. What constitutes lack of success in the classroom? General lack of engagement, bad habits (possibly from Covid), lack of immediate award, mental health issues, students managing professional behaviors, generational challenges, cross-generational challenges.
    - ii. Teach students how to learn (rebranding college practices like office hours), potential in REAL to nourish intellectual/artistic/professional interest
  - d. Governance
    - i. Mission and mission statement are two different things. Things that should be included in statements: "Keep the fires of learnin' burnin'." Inclusive learning environment, close student/faculty relationships, stimulate growth in curriculum, distinctive experiences across academic programs.
  - e. Resource Allocation
    - i. Meet with provost and president to see their perspectives. Issues with turnover at both Main and RUC (faculty, staff). Paying large sums to search firms that could be redirected. Compare our org chart to other similar universities. Compensation study – not much movement over summer. Accredited programs that need accreditation outside SACSCOC. As positions are eliminated via FERP. Look at processes to streamline, how money is moved around.
    - ii. Create guidelines/documents for faculty on money stream. Digital v web signatures – above university level. Liaison between faculty and financial units (Foundation/Tom Cruise's office). Liaison for faculty to report inefficiencies that can be acted upon.
- IX. New Business
- a. None.
- X. Announcements

- a. Attend the RU Library Welcome Back reception after this meeting. Drs. Alleman's and Farrell's book selections will be on display as they recently earned tenure.

XI. The meeting was adjourned at 4:32pm

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August 31, 2023

MINUTES  
2023-2024 Faculty Senate Meeting  
August 31, 2023  
Zoom

**Members present:**

Ali-Sha Alleman, Alyssa Archer, David Beach, Denise Bernardini, Jason Browning, John Brummette, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Kevin Farrell, Jake Fox, Andrew Foy, I-Ping Fu, Tim Fuhrer, Roofia Galeshi, Kurt Gingrich, Stephen Glass, Vanessa Hedge, Dale Henderson, Rhett Herman, Katie Katz, Ji-Eun Lee, Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, David Sallee, Rachael Santos, Susan Schoppelrey (Diane Hodge), Liang Shao, Ryan Sincavage, Judy Smith, Paige Tan, Eftila Tanellari, Maneesh Thakkar, Cheri Triplett, Hui Wang

**Members absent:**

Margaret Adams, Wayne Gallops

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich.
- II. The minutes of August 11, 2023, meeting were approved.
- III. President's Report: Dr. Bret Danilowicz
  - a. Off to a good semester. More students involved in activities, emerging out of the Covid years. Official census will be available on Tuesday, September 5. Retention for Fall 2023 went up 4%. Thanks to staff and faculty for engaging students.
  - b. All Faculty Reception on Wednesday, September 6 at 5pm in the Covington Center. Board of Visitors members will be in attendance.
  - c. The President's Cabinet is fully staffed and working together with a long-term view.
  - d. Several new Board of Visitors members starting this year. Good group of people who supports and cares about higher education at Radford.
  - e. Presented overall 6-year plan to SCHEV this past Tuesday. This is separate and distinct from a University's strategic plan. Administration is working on a two-year strategic plan that will be presented to the Board in November.
  - f. Budget concerns:
    - i. Declining in enrollment since 2016. Student credit hours have declined 27%, staffing has decreased 7% since 2016. Misalignment creates constraints on budget. Need to proactively budget.
    - ii. For every 100 students lost, approximately \$1M reduction in E&G budget.
    - iii. Fall 2023: roughly 300 fewer students. This was built into this year's budget, so budget neutral this year.
    - iv. We will continue to decline in enrollment through Fall 2026. Expect 939 fewer students in Fall 2026, calculated to roughly \$9.4M deficit. Unlikely the Commonwealth will allow tuition increases for the next two to three years. Inflationary costs will add \$1.2M deficit per year, \$3.6M by Fall 2026.
    - v. How do we solve this as an institution?



- I. We are a close-knit community, so ultimately when we work through reductions, it will be rough to reduce the number of faculty.
- II. Provost will have responsibility for changes in Academic Affairs.
- III. University Planning and Advisory Committee reactivated. Met for the first time on August 18. Six faculty members on the committee: President of the Faculty Senate, the chair of the Resource Allocation Committee, and four other faculty, representing the six colleges.
- IV. Stabilizing freshman and transfer enrollment is job #1.
- V. Must work together to develop two-year plan to make us a more efficient university and recruit and retain students.
- VI. Believe enrollment will be stabilized at 6900 students (undergraduate and graduate students) by Fall 2026.

IV. Provost's Report: Dr. Bethany Usher

- a. Clarification: From last year's budget book: Personnel costs from total budget (E&G and Auxiliary) is at 79%.
- b. Thanks to the faculty for keeping the university together through all the changes in administration over the past few years. Thanks for the quality of instruction and value brought to the institution.
- c. Successful move-in, orientation, and convocations over the past few weeks.
- d. It has been beneficial to attend every college meeting and tour Radford sites. Will be visiting Abingdon on Friday.
- e. Cautiously optimistic about meeting enrollment and retention targets for this semester.
- f. Joyous to learn about nominees and winners of Foundation Awards. Congratulations to all.
- g. Budget concerns:
  - i. Staffing hasn't reduced at the rate enrollment has.
  - ii. Fewer tenure and tenure-track faculty than in the past. Shifted some of teaching responsibilities to non-tenure track (does not include adjunct faculty).
  - iii. Challenge: Adapt to deliver on our academic mission with fewer students and fewer resources in the short-term AND position Radford University to thrive in the future.
  - iv. Academic Affairs 2023-24 Strategic Goals
    - I. Define and capitalize on Radford University's distinctive academic programs and experiences.
    - II. Stabilize enrollment through increased student matriculation and reduced attrition.
    - III. Streamline Academic Affairs to increase efficiency and effectiveness.
  - v. Timeline for 2023-24
    - I. September 2023: Finalizing Academic Affairs Mission Statement
    - II. October 2023: Identify Distinctive Program Forums and Update the Highlander Success Center Model
    - III. December 2023: REAL Updates and Faculty Role Updates
    - IV. January to June 2024: Program and Faculty Alignment
    - V. Spring 2024: Academic Calendar Updates
  - vi. Save the date of October 6 for design workshops for how we think about distinctive programs.

- V. Faculty Senate President's Report: Dr. Kurt Gingrich
  - a. Guests who are not general faculty members are asked to leave the meeting.
  - b. Discussion of President's and Provost's reports.
  
- VI. Committee Reports
  - a. Campus Environment
    - i. Reviewed draft charges and will add some charges.
    - ii. Will deliver a preliminary summary of Faculty Morale Survey.
  - b. Curriculum
    - i. Finalized charges.
    - ii. Want to get SGA input on REAL.
  - c. Faculty Issues
    - i. Finalized charges.
  - d. Governance
    - i. Finalized and prioritized charges.
    - ii. Working on T&R Handbook changes and what happens when programs move or are combined with other programs.
  - e. Resource Allocation
    - i. Finalized and prioritized charges.
  
- VII. Old Business
  - a. None.
  
- VIII. New Business
  - a. None.
  
- IX. Announcements
  - a. Next week and the week after are both committee meetings. Next full Senate meeting will be September 21.
  - b. Faculty Development Leave call will be coming soon.
  - c. See everyone at the All Faculty Reception on Wednesday.
  
- X. The meeting was adjourned at 4:59pm.

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September 21, 2023

MINUTES  
2023-2024 Faculty Senate Meeting  
September 21, 2023  
Zoom

**Members present:**

Lisa Aker, Ali-Sha Alleman, Alyssa Archer, David Beach, Denise Bernardini, Jason Browning, Brian Buccola, Christi Callahan (Sharla Cooper), Jay Caughron, Eric Choate, Matt Close, John Cook, Vesna Costello, Anna DeVito, Scott Dunn, Jeannine Everhart, Kevin Farrell, Jake Fox, Andrew Foy, I-Ping Fu, Tim Fuhrer, Roofia Galeshi, Kurt Gingrich, Stephen Glass, Vanessa Hedge, Dale Henderson, Rhett Herman, Katie Katz, Ji-Eun Lee, Maria Madden, Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, David Sallee, Rachael Santos, Susan Schoppelrey, Liang Shao, Ryan Sincavage, Christine Small, Judy Smith, Paige Tan, Eftila Tanellari, Maneesh Thakkar, Cheri Triplett, Hui Wang

**Members absent:**

Margaret Adams, John Brummette, Wayne Gallops

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich.
- II. The minutes of August 31, 2023, meeting were approved.
- III. President's Report: Dr. Bret Danilowicz
  - a. Board of Visitors enjoyed meeting faculty at the recent reception and learning their perspectives.
  - b. A reminder about self-health and care of others: unsure if sick, please wear a mask; sick, stay home.
  - c. A high-impact, best practice in recruiting faculty/staff is allowing an hour off-the-record meeting to help candidates know the community. Will start experimenting in doing this with recruiting students – set aside a block of time so students can meet with opportunities to explore what they want that's not on a scripted tour of university (e.g., faith-based or cultural organizations).
  - d. Have made progress in exploring finances and logistics for an academic-year Southwest Governor's School for the Arts and Humanities for underserved students.
  - e. Close to being green-lit by FIRE (Foundation for Individual Rights and Expression), an external policy police. Only one policy needs to be modified (see <https://www.thefire.org/colleges/radford-university>). Once it is modified, a press release will be issued.
- IV. Provost's Report: Dr. Bethany Usher
  - a. Distinction Forums will be held on October 6. This will not be "Hunger Games" but a chance to explore what makes Radford distinctive. Encourage faculty to participate in the forums.
  - b. Report from Dr. Holly Cline
    - i. Distinction Forums have two major goals:
      - I. What makes Radford distinctive?



- c. Faculty Issues
    - i. Discussion of potential handbook revisions re Special Purpose Faculty:
      - I. Developed a list of questions and concerns for Provost:
        - 1. Are there legal concerns re changes in contracts?
        - 2. What are criteria for measuring “funding, need, and performance”? Will criteria be consistent across colleges?
        - 3. Concerns about non-teaching/service roles. How will those be factored into renewal/non-renewal?
        - 4. What about roles based in retention-based initiatives?
    - ii. Started discussion of adding additional faculty ranks.
    - iii. Will meet with the Provost on September 28.
  - d. Governance
    - i. Investigating T&R Handbook to identify places where language can be more gender-neutral and looking at outdated/inconsistent language.
      - I. Identified an issue with FARs – ranking of faculty doesn’t always align with college information.
      - II. 89 instances of gendered pronouns to correct.
      - III. Have made preliminary changes but want to check there are no legal issues.
    - ii. Researching at how other institutions deal with programs that move from one college to another, how programs merge/change, and what SCHEV requires universities to do.
  - e. Resource Allocation
    - i. Looking at charges and members of *ad hoc* University Planning and Budget Committee to make it a formal internal governance committee.
    - ii. Met with VP for Finance and Administration. Plan for follow-up conversations.
    - iii. Members attended Board of Visitors committee meetings.
    - iv. VP for Finance and Administration forwarded proposed 2023-24 budget for review.
    - v. Met with VP for Economic Development to discuss how faculty and students can be involved with The Hub.
    - vi. Jay Caughron has been on Salary Benchmark Study. Plans to meet with HR.
    - vii. Meeting with Provost on October 2 to help address inefficiencies/bottlenecks.
- VII. Old Business
- a. None.
- VIII. New Business
- a. None.
- IX. Announcements
- a. None.
- X. The meeting was adjourned at 4:46pm.

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October 5, 2023

MINUTES  
2023-2024 Faculty Senate Meeting  
October 5, 2023  
Zoom

**Members present:**

Lisa Aker, Ali-Sha Alleman, Alyssa Archer, David Beach, Denise Bernardini (David Zuschin), John Brummette, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Vesna Costello, Scott Dunn, Jeannine Everhart, Kevin Farrell, Jake Fox, Andrew Foy, I-Ping Fu, Tim Fuhrer, Roofia Galeshi, Kurt Gingrich, Stephen Glass, Vanessa Hedge, Dale Henderson, Rhett Herman, Katie Katz, Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, David Sallee, Rachael Santos, Susan Schoppelrey, Liang Shao, Ryan Sincavage, Christine Small, Judy Smith, Paige Tan, Eftila Tanellari, Maneesh Thakkar, Hui Wang

**Members absent:**

Margaret Adams, Anna DeVito, Ji-Eun Lee, Maria Madden, Cheri Triplett

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich.
- II. A moment of silence was held to remember colleagues who have recently passed: Matthew Brunner, Registrar; Dr. Robert Williams, Professor of English and Chair of English and Foreign Languages and Literatures; Dr. Kevin “West” Bowers, Associate Professor of Communication
- III. The minutes of September 21, 2023, meeting were approved.
- IV. President’s Report: Dr. Bret Danilowicz
  - a. VP of Enrollment Management has been working with Dr. Hendrix and the Provost to develop template for Tartan Transfer. In December, Radford will be signing MOU with eight closest community colleges for students to transfer seamlessly.
  - b. Thanks to Rob Warren from DCOBE who has been doing research on home schooling networks. He has provided contact info for 80 home schooling networks in Virginia.
  - c. Update on RUC: Radford contracted with Brightspot Strategy last summer to understand the space needs for a future building and what programs need to be at RUC or moved to other locations. Expecting recommendations at the end of November.
  - d. Will drop in on campus-wide Distinction Forums tomorrow.
- V. Provost’s Report: Dr. Bethany Usher
  - a. Thanks to everyone for how gracious and wonderful everyone has been during recent losses. Special thanks to Dean Matt Smith for handling and coordinating logistics.
  - b. Contracted to move second two years of BSN program to RHEC in Spring 2024.
  - c. Nursing passed accreditation.
  - d. Shared plans for Radford to be the center of Virginia’s education pathways, collaborations with community colleges and accelerated pathways to Virginia Tech’s and other Virginia R1’s graduate programs.
  - e. Shared reorganization plan for Academic Affairs.

- i. Deans' searches (DCOBE & SoN) and Asst. Provost for Student Success will be national searches.
      - ii. University Registrar and Budget Director will be regional/local searches.
      - iii. Asst. Provost for Faculty and Curriculum will be a local search.
    - f. Distinction Forum will be an opportunity to get a sense of who Radford is and what portfolio is distinctively Radford.
- VI. Special Report from Melissa Neal: Banner and Mid-Semester Grades
  - a. Provided a demo for entering midterm grades in the revised Banner system.
  - b. Mid-term grades due by 10am on October 13.
- VII. Special Report from Dr. Allison Wisecup: Data Collection for RISE
  - a. In Spring 2024, data will be collected from random 100- and 200-level courses to measure student success and sense of belonging.
  - b. Data will be assessed through Institutional Effectiveness and Quality Improvement.
  - c. Faculty will be alerted their classes will be surveyed.
- VIII. Special Report from Dr. Jessica Stowell: NSSE and FSSE
  - a. Shared results from National Survey of Student Engagement & Faculty Survey of Student Engagement
    - i. Highest performance factors relative to peer institutions
      - I. Assigned more than 50 pages of writing
      - II. Discussion with people with sexual orientations other than their own
      - III. Worked with a faculty member on a research project
      - IV. Quality of interaction with other administrative staff and offices
      - V. Instructors provided feedback on a draft or work in progress
    - ii. Lowest performance factors relative to peer institutions
      - I. Institution emphasis on helping students manage non-academic responsibilities
      - II. Evaluated what others have concluded from numerical information
      - III. Prepared for exams by discussing or working through course material with other students.
      - IV. Institution emphasis on encouraging contact among students from different backgrounds
      - V. Discussions with people from countries other than own
- IX. Faculty Senate President's Report: Dr. Kurt Gingrich
  - a. Next Faculty Senate meeting on October 19 will be in person at RUC, Room 617.
    - i. If a senator cannot make it, let President/Secretary know, and find a substitute if possible.
    - ii. If senators want to carpool, let the President know.
  - b. October 20: President's address on the State of the University and revealing of new brand strategy in Bondurant Auditorium. This will also be livestreamed.
  - c. Faculty Senate meeting on November 2 will be in person at Main Campus, Heth 043.
- X. Committee Reports
  - a. Campus Environment
    - i. Planning to meet with VP of Enrollment Management and SGA leadership.

- ii. Request to Parking Services to respect RUC hangtags on Main Campus.
  - b. Curriculum
    - i. Met with Matt Dunleavy re IMPACT no in Academic Affairs.
    - ii. Discussing charge of creating a University Curriculum Committee.
  - c. Faculty Issues
    - i. Met with Provost on proposed handbook language re Special Purpose Faculty.
    - ii. Discussed other faculty ranks but decided now is not the time to complicate the handbook.
  - d. Governance
    - i. Met with Jessica Stowell re Academic Program Review. It is on pause for this year.
    - ii. APR Task Force needs to be seated to develop recommendations for Faculty Senate.
    - iii. Reviewing composition of dean’s search committees since there are inconsistencies in the Handbook.
    - iv. Motion in New Business on changing handbook language.
  - e. Resource Allocation
    - i. Met with Provost to begin discussion on various items.
      - I. Provost wants units to manage minors.
      - II. Provost is in favor of a University Curriculum Committee.
      - III. CBE for the time will continue to be continuing education credit programs. Discussion of academic credit bearing programs, but nowhere near development and must develop a financial model.
      - IV. Adjunct compensation – with recent increases, adjunct compensation is close to what was proposed.
- XI. Old Business
  - a. None.
- XII. New Business
  - a. 23-24.01 – Motion to Revise T&R Faculty Handbook Language to be Gender Neutral
- XIII. Announcements
  - a. None.
- XIV. The meeting was adjourned at 4:47pm.

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October 19, 2023

MINUTES  
2023-2024 Faculty Senate Meeting  
October 19, 2023  
RC 617, Radford University Carilion

**Members present:**

Lisa Aker, Ali-Sha Alleman, Alyssa Archer, David Beach, John Brummette (Sam Jennings), Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Vesna Costello (Jason Browning), Scott Dunn, Jeannine Everhart, Kevin Farrell, Jake Fox, I-Ping Fu, Tim Fuhrer, Kurt Gingrich, Stephen Glass (Shala Cunningham), Vanessa Hedge, Dale Henderson (Zach Collier), Rhett Herman, Katie Katz, Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, David Sallee (Carrie Sanders), Rachael Santos, Susan Schoppelrey, Liang Shao, Christine Small, Judy Smith, Paige Tan, Eftila Tanellari, Brent Webb

**Members absent:**

Ian Barland, Denise Bernardini, Holly Cline, Anna DeVito, Andrew Foy, Roofia Galeshi, Maria Madden, Ryan Sincavage, Maneesh Thakkar, Cheri Triplett, Hui Wang

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich.
- II. The minutes of the October 5, 2023, meeting were approved.
- III. President's Report: Dr. Bret Danilowicz
  - a. No report as President Danilowicz was attending the Blue Ridge Partnership Meeting then hosting the 1973 Golden Reunion Dinner. Provost Usher provided updates on his behalf.
- IV. Provost's Report: Dr. Bethany Usher
  - a. Radford will guarantee admission to new students with a minimum GPA and math scores without having a committee review applications.
  - b. Because the Commonwealth has given Radford several extra millions to support financial aid, we are working with the Board of Visitors to provide students who pay minimum family contributions, as determined by FAFSA, with full coverage of the remainder of tuition. For transfer students who take state support for community colleges, tuition will be fully covered. Fees will still need to be paid by the student.
  - c. Nicole Hendrix is working with Tartan Transfer to develop a new policy: transfer students from eight community colleges will be guaranteed admission as long as they meet benchmarks along their academic progress. If they want to transfer within three years of when they declare intent, they can take courses under the catalog year of the year they declare.
  - d. Anyone who is working on transfer pathways, the Provost's Office now has an MOU template that can be used.
  - e. The Provost's Office wants to provide guidance on degree programs requiring over 60 credits so the programs meet accreditation requirements, ease transfer issues, and help students graduate on time.

- f. AALT adopted the following Academic Affairs Mission Statement:  
Radford University's Division of Academic Affairs cultivates an inclusive, experiential learning environment that ignites lifelong curiosity and empowers graduates to lead thriving communities through service, research, and innovation.
  - g. Thanks to everyone who participated in the Distinction Forums. The Provost's Office is putting information together and will have a blog to showcase some of the data.
- V. Faculty Senate President's Report: Dr. Kurt Gingrich
- a. The REAL Task Force will provide an update at the next Faculty Senate meeting.
  - b. Attend the State of the University Address on Friday at 10am in the Bondurant Auditorium. President Danilowicz will share the vision of the university moving forward, and the new branding campaign will be unveiled. The event will be livestreamed.
  - c. Watch for emails next week with announcements about university financial aid.
  - d. Note the recent email announcing a 2% salary increase effective December 10. The increase will first show in the December 29 paycheck.
- VI. Committee Reports
- a. Campus Environment
    - i. No report.
  - b. Curriculum
    - i. Reviewed policies about microcredentialing. No proposal to change at the moment.
    - ii. Discussed the composition of the proposed University Curriculum Committee. No proposal yet.
  - c. Faculty Issues
    - i. Reviewing T&R Faculty Handbook language re employment classifications.
    - ii. Two motions in New Business.
  - d. Governance
    - i. Motion will be forthcoming on discrepancies in the T&R Faculty Handbook.
    - ii. Reviewing memberships on standing committees. Hope to include more faculty and RUC faculty on committees.
    - iii. Reviewing T&R Faculty Handbook language on deans' search committees.
  - e. Resource Allocation
    - i. Continuing to review the 16-hour rule.
    - ii. Forwarding an email on Friday to the Provost to discuss inefficiencies.
    - iii. External consultants' work on the Salary Survey is winding down, and internal work ramping up. Should have an update around Thanksgiving.
- VII. Old Business
- a. 23-24.01 – Motion to Revise T&R Faculty Handbook Language to be Gender Neutral
    - i. Motion to amend. Seconded.
    - ii. Motion to amend the amendment. Seconded. Passed by acclamation.
    - iii. Motion to amend passed by acclamation.
    - iv. Motion passed by acclamation.
- VIII. New Business

- a. 23-24.02 – Motion to Revise T&R Faculty Handbook Language for Teaching and Research Faculty Employment Classifications (Tenured, Tenure-Track, Adjunct)
  - b. 23-24.03 – Motion to Revise T&R Faculty Handbook Language for Teaching and Research Faculty Employment Classifications (Special Purpose)
- IX. Announcements
- a. Upcoming faculty panel on the Israel/Palestine Conflict, Thursday, October 26, 3:30pm to 4:30pm in Hemphill 4700.
  - b. Next Faculty Senate meeting will be held in person in Radford, Heth 043.
- X. The meeting was adjourned at 4:36pm.

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November 2, 2023

MINUTES  
2023-2024 Faculty Senate Meeting  
November 2, 2023  
Heth 043, Radford Campus

**Members present:**

Lisa Aker, Ali-Sha Alleman, Alyssa Archer, Ian Barland, David Beach, Denise Bernardini, John Brummette (Sandy French), Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Holly Cline, Matt Close, John Cook, Vesna Costello (Jason Browning), Anna DeVito, Scott Dunn, Kevin Farrell, Jake Fox, Andrew Foy, I-Ping Fu, Tim Fuhrer, Kurt Gingrich, Vanessa Hedge, Dale Henderson (Ben Biermeier-Hanson), Rhett Herman, Katie Katz, Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, David Sallee (Carrie Sanders), Rachael Santos, Susan Schoppelrey, Liang Shao, Ryan Sincavage, Christine Small, Judy Smith, Paige Tan, Eftila Tanellari, Maneesh Thakkar, Cheri Triplett, Hui Wang (Abhay Kaushik), Brent Webb

**Members absent:**

Jeannine Everhart, Roofia Galeshi, Stephen Glass, Maria Madden

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich.
- II. The minutes of the October 19, 2023, meeting were approved.
- III. President's Report: Dr. Bret Danilowicz
  - a. Positive news stories
    - i. Aiming to change how others view Radford over the next year. To change mindset is a big lift, but we think we can do it.
    - ii. Complications: Everything is changing at the same time. We won't know what works or why, but we will see change.
    - iii. Radford Tuition Promise played on almost every station in the state and reported in all the newspapers in the state. This is not new to the institution; we have been doing this for the past few years. Positive statistic: since Aug 1, we had 20-30 applications per day. The day after news of Tuition Promise, applications have been at 300 per day and has stayed that way.
  - b. More big announcements coming
    - i. Tartan Transfer Program will be announced in January
    - ii. Honors Program Direct Admit with Virginia Southwestern Community College
  - c. Aiming at one new story a month to change the perception of Radford
  - d. Ask of faculty: students have pride in being here. Have pride in Radford. Vent internally, not externally (e.g., on social media)
  - e. Sending out draft of Two-Year Plan today to all senators. Need feedback to FS President by November 9
- IV. Provost's Report: Dr. Bethany Usher
  - a. Continuing to work with Holly Cline in analyzing data from the Distinction Forums. Have uncovered rich information on who we are. Have done a session with alumni. Changed

“built environment” to “environment.” Another session will be held with students soon. Several have volunteered to review data next week. Will package it and give it back to faculty to determine how to align programs and concentrations.

- b. Nicole Hendrix is working on making transfer as straight-forward and easy as possible. Working on MOU templates for transfers and accelerated entries to graduate programs.
  - c. Positions: Four leadership positions in Provost’s office will be posted soon. Three (Registrar, Budget Director, Assistant Provost for Student Success) will be advertised regionally or nationally; Assistant Provost for Faculty and Curriculum will be an internal search. Accepting internal applications for all positions. If interested in the position, feel free to apply. It’s beneficial to articulate a vision and put yourself out there in taking on leadership positions. Want to recruit great people for these positions. If you know people in your network who might be interested, please contact them.
  - d. Two dean positions: working with Faculty Senate to diversify search committees. Working with Buffkin Baker on the search
- V. Faculty Senate President’s Report: Dr. Kurt Gingrich
- a. Senators will receive copy of condensed two-year goals for the university. Short turnaround on feedback, need by Nov 8. Send comments to Kurt, or to the Provost at provost@radford.edu
  - b. Coffee with President, Friday, Nov 17. Please send questions you want to ask the president to Kurt by Thursday, Nov 16
  - c. Seeking a new director of undergraduate curriculum. Call went out earlier this week. Submit materials by Nov 6 @ 5p. Eighteen-month appointment through SP25.]
  - d. Update on REAL Task Force
- VI. Committee Reports
- a. Campus Environment
    - i. Reviewing data re the 16-credit hour rule
    - ii. Considering proposing an option for an A+ grade in Banner
    - iii. Met with SGA re above items and starting to build a relationship
  - b. Curriculum
    - i. One motion in New Business
    - ii. Motion will be made in next meeting to support the merger of English and Foreign Languages and Literatures in a School
  - c. Faculty Issues
    - i. One motion in New Business
  - d. Governance
    - i. Motion in New Business
    - ii. Considering whether Council of Chairs/Council of Deans should be part of the governance process
    - iii. Working on the composition of deans’ search committees. Received recommendations from Provost through FSEC
  - e. Resource Allocation
    - i. No new items
- VII. Old Business
- a. 23-24.02 – Motion to Revise T&R Faculty Handbook Language for Teaching and Research Faculty Employment Classifications (Tenured, Tenure-Track, Adjunct)

Passed by acclamation

- b. 23-24.03 – Motion to Revise T&R Faculty Handbook Language for Teaching and Research Faculty Employment Classifications (Special Purpose)

Motion to amend to not delete the word “continuing” from the original language.  
Seconded.

Motion to extend 10 minutes. Passed by more than 2/3 vote.

Motion to extend 5 minutes. Passed by more than 2/3 vote.

Motion to extend 5 minutes. Passed by more than 2/3 vote.

Motion to amend fails, 17-28.

VIII. New Business

- a. 23-24.04 – Motion to Revise LEAD 110 – Emerging Leadership
- b. 23-24.05 – Motion to Revise T&R Language for Teaching and Research Faculty Employment Classifications (FTT)
- c. 23-24.06 – Motion to Revise Faculty T&R Handbook Language to be Consistent in the Use of the Ranking System in the Faculty Evaluation Procedures

IX. Announcements

- a. Wicked Festival next Thursday, November 9, in Kyle 340.

- X. The meeting was adjourned at 5:11pm.

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November 16, 2023

MINUTES  
2023-2024 Faculty Senate Meeting  
November 16, 2023  
Zoom

**Members present:**

Lisa Aker, Ali-Sha Alleman, Alyssa Archer, Ian Barland, David Beach, Denise Bernardini, John Brummette, Brian Buccola, Christi Callahan, Jay Caughran, Eric Choate, Holly Cline, Matt Close, John Cook, Vesna Costello, Anna DeVito, Scott Dunn, Jeannine Everhart, Kevin Farrell, Jake Fox, Andrew Foy, I-Ping Fu, Tim Fuhrer, Roofia Galeshi, Kurt Gingrich, Stephen Glass, Vanessa Hedge, Dale Henderson, Rhett Herman, Katie Katz, Maria Madden, Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, David Sallee, Rachael Santos, Susan Schoppelrey, Liang Shao, Ryan Sincavage, Christine Small, Judy Smith, Paige Tan (Daniel Reed), Eftila Tanellari, Maneesh Thakkar, Cheri Triplett, Hui Wang, Brent Webb

**Members absent:**

None

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich.
- II. The minutes of the November 2, 2023, meeting were approved.
- III. President's Report: Dr. Bret Danilowicz  
No report as President Danilowicz is meeting Del. McNamara of 8<sup>th</sup> District
- IV. Provost's Report: Dr. Bethany Usher
  - a. Update on Two-Year Plan
    - i. Thanks for the feedback on the Two-Year Plan
    - ii. Trying to position the University in a way that sets us apart.
    - iii. Have removed SCHEV viability as a measure and now will be used as input for decisions on academic programs.
  - b. Update on free speech and activism
    - i. Controversial speaker on campus last night, and it was great to see people responding respectfully and thoughtfully.
    - ii. Note that faculty can't use University funds for either support or protest. Units need to be educational spaces; students should be in activist spaces. Faculty individually can be activists.
    - iii. Safe Zone and CDI supported students and student groups.
    - iv. Virginia state law does not allow students to mask to hide identity. Health-related reasons for masking is fine.
    - v. As we're going into a political season, we may see more of these controversial speakers on campus.
  - c. Update from Dr. Dannette Beane, VP of Enrollment Management and Strategic Communication
    - i. Good news: doing well with enrollment without outsourcing.
    - ii. Over 4,400 completed applications, 3,589 admitted as of today.

- iii. As of 11/13, yield of 20% in-state, 6% out-of-state. In-state is about the same rate as 2022, higher than 2021. Much higher rate of international students.
  - d. Update on Special Purpose Faculty
    - i. Listened during last meeting about Special Purpose Faculty.
    - ii. Have look at the array of contracts and reappointments for Special Purpose, and they are inconsistent, so the process needs to be clear.
    - iii. SPF help shore up the intellectual mission.
    - iv. Do not think it's in the University's best interest to add more employment categories.
    - v. Will ask Faculty Senate to consider that we have multi-year SPF contracts following the first year of employment. This will allow program flexibility and consistency over time.
    - vi. Reappointments will be more consistent with resigned contracts with updated language.
  
- V. Faculty Senate President's Report: Dr. Kurt Gingrich
  - a. Remind graduating students to complete First Destination Survey.
  - b. REAL Task Force: Three drafts of motions will be sent to Faculty Senate. Two will include suggestions to change curriculum and will not be voted on until February. These two draft motions will be sent to senators after the meeting. Please review and send feedback to Faculty Senate Curriculum Committee. Faculty Senate will be asked to approve one or the other or neither.
  - c. APRE Task Force starting work on revising process.
  - d. University Planning and Budget Committee met earlier this week.
  - e. Coffee with the President at 9am on 11/17.
  
- VI. Committee Reports
  - a. Campus Environment
    - i. No report
  - b. Curriculum
    - i. Meeting with Provost to discuss formation of University Curriculum Committee, microcredentials, and the process for vetting minors.
  - c. Faculty Issues
    - i. No report
  - d. Governance
    - i. Working on the composition of deans' search committees.
  - e. Resource Allocation
    - i. Discussed 529 issue. Tuition is due January 2, but 529 funds must be drawn in the year it is to be used. Not possible to draw funds in time for tuition to be on time.
    - ii. Sent feedback to Provost on Two-Year Strategic Plan.
    - iii. Will attend Board of Visitors committee meetings.
  
- VII. Old Business
  - a. 23-24.03 – Motion to Revise T&R Faculty Handbook Language for Teaching and Research Faculty Employment Classifications (Special Purpose)



Motion to amend to change “satisfactory performance” to “performance that meets or exceeds expectations.” Seconded. Motion to amend passes 45-1-0.

Motion passes 29-16-3.

Motion to suspend the rules to move Motion 23-24.07 from New Business into Old Business and to move ahead of other motions. Seconded. Motion passes 40-4-1.

23-24.07 – Motion to Approve the Merger of the Department of English and the Department of Foreign Languages and Literatures into the School of Writing, Language, and Literature

Motion passes 42-1-2.

- b. 23-24.04 – Motion to Revise LEAD 110 – Emerging Leadership

Motion to amend to change course title to UNIV 110 – Effective Student Leadership. Seconded.

Motion to extend time to 5:00pm. Seconded. Motion fails 28-16-0.

Motion to call the question to stop debate on motion to amend. Seconded. Motion passes 40-2-3.

- c. 23-24.05 – Motion to Revise T&R Language for Teaching and Research Faculty Employment Classifications (FTT)
- d. 23-24.06 – Motion to Revise Faculty T&R Handbook Language to be Consistent in the Use of the Ranking System in the Faculty Evaluation Procedures

VIII. New Business

- a. 23-24.07 – Motion to Approve the Merger of the Department of English and the Department of Foreign Languages and Literatures into the School of Writing, Language, and Literature

IX. Announcements

- a. None.

- X. The meeting was adjourned at 4:50pm.

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January 18, 2024

MINUTES  
2023-2024 Faculty Senate Meeting  
January 18, 2024  
Zoom

**Members present:**

Lisa Aker, Ali-Sha Alleman, Alyssa Archer, Ian Barland, David Beach, John Brummette, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Holly Cline, Matt Close, John Cook, Vesna Costello, Scott Dunn, Jeannine Everhart, Kevin Farrell, Jake Fox, Andrew Foy, I-Ping Fu, Tim Fuhrer, Roofia Galeshi, Kurt Gingrich, Stephen Glass, Vanessa Hedge, Dale Henderson, Rhett Herman, Katie Katz, Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, David Sallee, Rachael Santos, Susan Schoppelrey, Liang Shao, Ryan Sincavage, Christine Small, Judy Smith, Paige Tan, Eftila Tanellari, Maneesh Thakkar, Hui Wang, Brent Webb

**Members absent:**

Denise Bernardini, Anna DeVito, Maria Madden, Cheri Triplett

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich.
- II. The minutes of the November 16, 2023, meeting were approved.
- III. President's Report: Dr. Bret Danilowicz
  - a. Governor's two-year budget for higher education is relatively flat with some deferred maintenance funds added.
  - b. Pre-indicators for enrollment show flat for first-year students for 24-25, and up one-third in transfer students.
    - i. FAFSA process has been delayed by federal government. Radford might be able to give financial aid packages starting mid-March.
  - c. Pending legislations for Radford this session:
    - i. Proposal to allow out-of-state students to enroll at in-state rates. This is being written into the budget through the appropriations committee.
    - ii. Applied for \$50K for a permanent Governor's School for Arts and Humanities at Radford.
    - iii. Asking for \$1.3M in Operations & Maintenance funds for the new Artis Building. This is a new separate request since the Governor separated new building funding from operations & maintenance funding.
    - iv. Asking for design funds in 24-25 for a new building in Roanoke.
  - d. Working on improving operations around summer programs. Plan to hire a point person to take care of administrative issues around these programs.
  - e. Encourage faculty to attend Teaching Constructive Dialogue through CITL.
- IV. Provost's Report: Dr. Bethany Usher
  - a. Thanks for all the work everyone has done to get through the first week of the semester.

- b. Retention from fall to spring: ahead of where we were last year at this time. Continue to work with students to ensure they are settled in their classes.
- c. Process for a new Roanoke building is starting, but the building is years away. Nursing faculty in Roanoke moved from Community Hospital to newly designed space in RHEC. Thanks to all who worked on this over the holidays.
- d. David Beach will serve as director of undergraduate curriculum as the point person for updates with REAL.
- e. Searches underway for Registrar, Director of Finance, Assistant Provost, and Dean positions. Candidates for Registrar and Assistant Provost for Faculty and Curriculum will be on campus over the next two weeks.
- f. AALT held a retreat at Selu to start the semester:
  - i. Began to develop more guidance to update curricula and use faculty more effectively.
  - ii. Discussed academic calendars. Currently, the Registrar's Office has 14 different calendars. Working to align the calendars to be more efficient.
  - iii. Discussed onboarding of deans, chairs, other administrative roles.

V. Faculty Senate President's Report: Dr. Kurt Gingrich

- a. Board of Visitors meeting at the end of the fall term. Review minutes of committees and full board meeting.
- b. Board of Visitors Executive Committee and Faculty Senate Executive Council met to discuss long-term planning in Roanoke and the Two-Year Strategic Plan.
  - i. Productive in building trust, respect, and understanding between Board and faculty.
  - ii. Roanoke plans: move nursing to RHEC, planning and constructing a new building for Roanoke programs five or six years from now, no residential presence.
  - iii. Shared challenges that faculty may have with the Two-Year Strategic Plan. Concerns about security of jobs and long-term existence of programs.
  - iv. Impressed with the genuineness that the BoVEC listened to faculty. Useful for Board members, as having fiduciary responsibility, to know what faculty are thinking.
- c. Refer to draft letter sent today that FSEC plans to share with Faculty Senate of Virginia (FSVA). FSVA has concerns about potential politicization of appointment of board members, and asked state faculty senates to draft statements of support to be read at the Virginia Commission of Higher Education Board Appointments next Tuesday. Share any concerns about the draft with FSEC.
- d. Time to start thinking about Senate leadership for 24-25. Hoping to have an advance slate of interested candidates for leadership positions before the election when the 24-25 Senate convenes in late April.
- e. Important upcoming dates will be sent via email to senators.

VI. Committee Reports

- a. Campus Environment
  - i. Meeting with VP of Enrollment Management and Strategic Communication soon.
  - ii. Will report on the 2023 Faculty Morale Survey at next meeting.
  - iii. Starting to consider 2024 Faculty Morale Survey.
- b. Curriculum

- i. Discussing proposal to merge Geology and Geospatial Sciences.
    - ii. Upcoming motions for REAL Curriculum and University Curriculum Committee.
  - c. Faculty Issues
    - i. Drafting motion for multi-year SPF contracts.
  - d. Governance
    - i. Starting the Deans' evaluation process
    - ii. Motion at next meeting on the composition of deans' search committees.
  - e. Resource Allocation
    - i. No report.
- VII. Old Business
  - a. 23-24.04 – Motion to Revise LEAD 110 – Emerging Leadership  
  
Motion to amend failed 13-27.3.  
Motion fails 6-34-3.
  - b. 23-24.05 – Motion to Revise T&R Language for Teaching and Research Faculty Employment Classifications (FTT)  
  
Motion passed 37-5-0.
  - c. 23-24.06 – Motion to Revise Faculty T&R Handbook Language to be Consistent in the Use of the Ranking System in the Faculty Evaluation Procedures  
  
Motion passed 41-1-0.
- VIII. New Business
  - a. None.
- IX. Announcements
  - a. None.
- X. The meeting was adjourned at 4:33pm.

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February 1, 2024

MINUTES  
2023-2024 Faculty Senate Meeting  
February 1, 2024  
Zoom

**Members present:**

Lisa Aker, Ali-Sha Alleman, Alyssa Archer, Ian Barland, David Beach, John Brummette, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Holly Cline, Matt Close, John Cook, Scott Dunn, Jeannine Everhart, Kevin Farrell, Jake Fox, Andrew Foy, I-Ping Fu, Tim Fuhrer (Cindy Burkhardt), Roofia Galeshi, Kurt Gingrich, Stephen Glass, Vanessa Hedge, Dale Henderson, Rhett Herman, Katie Katz, Ji-Eun Lee, Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, David Sallee, Rachael Santos, Susan Schoppelrey, Liang Shao, Ryan Sincavage, Christine Small, Judy Smith, Paige Tan, Eftila Tanellari, Maneesh Thakkar, Cheri Triplett (Ryan Smith), Hui Wang, Brent Webb

**Members absent:**

Vesna Costello, Maria Madden

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich.
- II. The minutes of the January 18, 2024, meeting were approved.
- III. President's Report: Dr. Bret Danilowicz
  - a. Fifty-two students attended Advocacy Day in Richmond. All students mostly were from Southside, Central, and Southwestern Virginia, and many legislators will only meet with their constituents. Urge faculty to encourage a broad geographic range of students to volunteer next year.
    - i. Top higher education issue from legislators: economic lift for students.
    - ii. Some careers that come from degrees pay less than minimum wage. We offer some of those degrees, so we need to make clear to students those expectations.
  - b. Enrollment
    - i. Deposits: As of this Monday, freshman deposits are ahead of where they were in SP22. Transfer student deposits are up 90%.
    - ii. Breakdown of students we retained from Fall to Spring: up 0.2% for freshmen, down for transfers, up for sophomores, juniors, and seniors.
      - I. Suspended students not returning went down, as did those on probation.
      - II. Higher rate for students leaving who were getting good grades.
  - c. Archway over Bonnie says "Investing in Lifetimes." In 1998, that was formally adopted as the University motto by then-President Covington. Likely to come back in use as that describes what we do as a tagline.
- IV. Provost's Report: Dr. Bethany Usher
  - a. Retention numbers are positive: 93.8% either returned or graduated from Fall to Spring.

- i. Data show we lose first-time freshmen and transfers continue to lag in coming back from Fall to Spring semester. An impetus to updating calendars is to have a shorter break between Fall and Spring semesters.
    - b. Searches
      - i. Assistant Provost for Faculty and Curriculum, Registrar, and Finance Director for Academic Affairs are near completion. Thanks to all who served on search committees.
      - ii. Assistant Provost for Student Success will have candidates on campus later in February.
      - iii. Ads for deans for the College of Nursing and Davis College of Business and Economics have been posted on the Buffkin Baker search.
      - iv. Difficulty finding students to serve on deans' search committees. It is Handbook policy for an undergraduate and graduate student to be on these searches.
    - c. Academic Calendar Updates:
      - i. Melissa Neal, Interim Registrar, joined the Provost for this discussion
      - ii. Currently, Radford has 14 academic calendars. Because of this, it is difficult to do some intensive things (e.g., study abroad) and difficult to manage with overlapping sessions.
      - iii. Working to develop an integrated calendar that has three 15-week semesters (Fall, Spring, Summer) with two 7-week A & B semesters in each 15-week semester. This would not take effect until AY 2025-26.
      - iv. Data show that the shorter the break between Fall and Spring semesters, the greater likelihood students will return.
- V. Faculty Senate President's Report: Dr. Kurt Gingrich
- a. Bookstore Committee has asked faculty to adhere to these policies on textbook adoption:
    - i. If no textbooks or resources are required, indicate "No Materials Required" in OneCampus's Faculty Textbook Adoptions.
    - ii. If using open access material, indicate "No Materials Required."
    - iii. If there are no changes to adoptions from one semester to the next, tell the bookstore to use the same order.
  - b. Motions 14 & 15 relate to modifications to the REAL Curriculum. At the next meeting, we will invoke "committee of the whole" so we can discuss both motions.
- VI. Committee Reports
- a. Campus Environment
    - i. Three motions in New Business on alerting the Faculty Morale Survey. More motions are forthcoming.
  - b. Curriculum
    - i. Three motions in New Business.
  - c. Faculty Issues
    - i. Two motions in New Business re Special Purpose Faculty contracts.
  - d. Governance
    - i. Motion forthcoming on the composition of deans' search committees.
    - ii. Starting to work on Deans' evaluation.
    - iii. Reviewing Faculty Senate seat allocation with regard to the College of Nursing and department mergers.

- e. Resource Allocation
  - i. Continuing to investigate a University Budget and Planning standing committee.
  - ii. Reviewing the 133% rule with the VP of Finance and Administration.
  - iii. Expecting a report/update on the Salary Survey soon.

VII. Old Business

As there was no Old Business, a motion was made to suspend the rules to move a motion from New Business to Old Business. Motion passed 41-1-0.

- a. 23-24.08 – Motion to Approve the Merger of the Department of Geospatial Science and the Department of Geology into the Department of Geospatial and Earth Sciences

Motion passed unanimously with 43 votes.

VIII. New Business

- a. 23-24.09: Motion to Revise T&R Language for Teaching and Research Faculty Employment Classifications (Special Purpose Faculty)
- b. 23-24.10: Motion to Revise T&R Language for Reappointment
- c. 23-24.11: Motion to Remove Question DEP6 from the Faculty Morale Survey
- d. 23-24.12: Motion to Remove Questions SEN2 and SEN4 from the Faculty Morale Survey
- e. 23-24.13: Motion to Remove Questions STU1 through STU6 from the Faculty Morale Survey
- f. 23-24.14: Motion to Recommend the Motion for Ensuring Breadth in the REAL Curriculum
- g. 23-24.15: Motion to Recommend the Motion to Simplify the REAL Curriculum

IX. Announcements

- a. None.

- X. The meeting was adjourned at 4:47pm.

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February 15, 2024

MINUTES  
2023-2024 Faculty Senate Meeting  
February 15, 2024  
Zoom

**Members present:**

Lisa Aker, Ali-Sha Alleman, Alyssa Archer, Ian Barland, David Beach, John Brummette, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Holly Cline (Bruce Parsons), Matt Close, John Cook (Elliot Carhart), Vesna Costello, Scott Dunn, Jeannine Everhart, Kevin Farrell, Jake Fox, Andrew Foy, I-Ping Fu, Tim Fuhrer (Cindy Burkhardt), Roofia Galeshi, Kurt Gingrich, Stephen Glass, Vanessa Hedge, Dale Henderson, Rhett Herman, Katie Katz, Ji-Eun Lee (James Robey), Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, David Sallee, Rachael Santos, Susan Schoppelrey, Liang Shao, Ryan Sincavage, Christine Small, Judy Smith, Paige Tan, Eftila Tanellari, Maneesh Thakkar (Wil Stanton), Cheri Triplett (Ryan Smith), Hui Wang, Brent Webb

**Members absent:**

Maria Madden

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich.
- II. The minutes of the February 1, 2024, meeting were approved.
- III. President's Report: Dr. Bret Danilowicz  
No report.
- IV. Provost's Report: Dr. Bethany Usher
  - a. Completed three of four searches in the Provost's Office
    - i. Jessica Stowell will be the Assistant Provost for Faculty & Curriculum effective February 25.
    - ii. Katie Piper will be the Registrar effective March 25.
    - iii. Adam Neal will be the Director of Finance & Administration effective March 11.
  - b. Candidates for Assistant Provost for Student Success will be on campus the next two weeks.
  - c. Deans' searches (Davis College of Business and Economics and the College of Nursing) are continuing.
    - i. "Dean of a college" is a leader of a unit with academic programs and faculty which report to them. Dual responsibility: represent and manage their college, faculty, and curriculum; serve as leadership group that helps Provost make decisions for the good of the University.
  - d. Leadership structure in Fall 2024
    - i. Seven colleges with academic deans
    - ii. Academic Affairs
      - I. Associate Provost for Experiential Learning and Research
      - II. Assistant Provost for Faculty and Curriculum
      - III. Assistant Provost for Student Success
      - IV. Director of Finance and Administration



- V. Director of Graduate Academic Affairs
    - VI. University Registrar
    - VII. Radford University @ Roanoke
  - e. Realignment of Graduate College
    - i. Mature enrollment management system with Slate, so moving graduate enrollment into that. Will make things easier and straightforward.
    - ii. Graduate catalog will move to University Registrar from Fall 2024 to Fall 2025.
    - iii. As of August 2024, a director of Graduate Academic Affairs will manage Graduate Student Success, Graduate Assistantships, Graduate Policy, and Graduate Curriculum Development and Approval.
    - iv. No personnel will be released.
    - v. President's Cabinet will review the proposal in early March and then it will be presented to the Board of Visitors at its March meeting. Will provide Faculty Senate with the proposal document.
  - f. Want to move from Academic Program Review to Curriculum Lifecycle
    - i. What we do changes, so we should think of curriculum as scholars.
    - ii. Updating curriculum is a valid scholarly pursuit.
    - iii. Continue to try to be efficient and thoughtful with resources as long as student population remains steady.
    - iv. Goals
      - I. Aligns with Radford's academic mission and direction,
      - II. Meets student and Commonwealth needs and interests,
      - III. Meets accreditation and licensure requirements where appropriate,
      - IV. Reduces excess specialization and complexity,
      - V. Supports student retention and graduation,
      - VI. Decreases under-enrolled programs and courses,
      - VII. Increases interdisciplinarity and collaboration between academic units,
      - VIII. Reduces the need for adjunct and overload faculty, and
      - IX. Is transfer-friendly.
    - v. Timeline
      - I. Spring 2024: Design/redesign, workshops, collaboration
      - II. Fall 2024: Finalize with faculty, start approval process
      - III. Spring 2025: Finalize approval and submit packet to SCHEV
      - IV. Fall 2026: Start Teach-out and Teach-in
- V. Faculty Senate President's Report: Dr. Kurt Gingrich
- a. Four-week progress reports are due by 5pm on Friday, February 16.
  - b. Open forums for the candidates for Assistant Provost for Student Success will be held over the next two weeks.
  - c. Call for Assessment Director for RISE QEP. Applications are due by COB on February 16. For more information, contact Allison Wisecup.
- VI. Committee Reports
- a. Campus Environment
    - i. Provided Summary Report of the 2023 Faculty Morale Survey.
  - b. Curriculum
    - i. Four motions in New Business.
  - c. Faculty Issues

- i. Two motions in New Business; one in Old.
  - d. Governance
    - i. One motion in New Business.
  - e. Resource Allocation
    - i. Continuing to investigate a University Budget and Planning standing committee.
    - ii. Expecting a report/update on the Salary Survey soon.

VII. Old Business

- a. 23-24.09: Motion to Revise T&R Language for Teaching and Research Faculty Employment Classifications (Special Purpose Faculty)

Motion passed 44-2-1

Motion to extend time to 5:05. Seconded. Motion failed 27-18-2.

- b. 23-24.10: Motion to Revise T&R Language for Reappointment
- c. 23-24.11: Motion to Remove Question DEP6 from the Faculty Morale Survey
- d. 23-24.12: Motion to Remove Questions SEN2 and SEN4 from the Faculty Morale Survey
- e. 23-24.13: Motion to Remove Questions STU1 through STU6 from the Faculty Morale Survey
- f. 23-24.14: Motion to Recommend the Motion for Ensuring Breadth in the REAL Curriculum
- g. 23-24.15: Motion to Recommend the Motion to Simplify the REAL Curriculum

VIII. New Business

- a. 23-24.16: Motion to Recommend the General Education Task Force's Motion for Transparency in Program Requirements.
- b. 23-24.17: Motion to Approve the REAL Designation for the Minor in Tourism and Special Events
- c. 23-24.18: Motion to Approve the REAL Designation for the Minor in Art History
- d. 23-24.19: Motion to Delete the Minor in Peace Studies
- e. 23-24.20: Motion to Revise T&R Language for Tenure
- f. 23-24.21: Motion to Remove Question Pertaining to the Radford University/Jefferson College Merger from the Faculty Morale Survey
- g. 23-24.22: Motion to Revise T&R Language for the Dean Selection Process

IX. Announcements

- a. None.

X. The meeting was adjourned at 4:47pm.

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February 29, 2024

MINUTES  
2023-2024 Faculty Senate Meeting  
February 29, 2024  
Zoom

**Members present:**

Lisa Aker, Ali-Sha Alleman, Alyssa Archer, Ian Barland, David Beach, John Brummette, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Holly Cline, Matt Close, John Cook, Vesna Costello, Scott Dunn, Jeannine Everhart, Kevin Farrell, Jake Fox, Andrew Foy, I-Ping Fu, Tim Fuhrer (Cindy Burkhardt), Roofia Galeshi, Kurt Gingrich, Stephen Glass, Vanessa Hedge, Dale Henderson, Rhett Herman (Shawn Huston), Katie Katz, Ji-Eun Lee, Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, David Sallee, Rachael Santos, Liang Shao, Ryan Sincavage, Christine Small, Judy Smith, Paige Tan, Eftila Tanellari, Maneesh Thakkar, Cheri Triplett (Ryan Smith), Hui Wang, Brent Webb

**Members absent:**

Maria Madden, Susan Schoppelrey

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich.
- II. The minutes of the February 15, 2024, meeting were approved.
- III. President's Report: Dr. Bret Danilowicz  
No report.
- IV. Provost's Report: Dr. Bethany Usher
  - a. Updates with REAL and curriculum:
    - i. Want to have a consensus on REAL updates by end of academic year so we can have a plan moving forward for other curriculum updates. Aiming for implementation for AY 25-26.
    - ii. Possibility of waves of updates that go to SCHEV, one packet for AY 25-26, another for AY 26-27.
  - b. Want to help be the bridge to get through these curricular changes.
  - c. AALT has listened to feedback on calendar variations.
    - i. Plan on implementing in steps so we have Wintermester and Maymester/Summer sessions next year.
    - ii. Propose to have a three-year aligned calendar
    - iii. For Spring 2025, we will start the day after Martin Luther King Day as usual with two seven-week sessions embedded in the spring term. This will test alignment for going forward.
- V. Faculty Senate President's Report: Dr. Kurt Gingrich
  - a. Board of Visitors convened Wednesday to review Vice President Hoover's report on budget and tuition projections. The Board will vote on the budget at the next meeting in March. The report and a recording of the meeting are available on the web site.

- b. FSEC wants the process of choosing leadership to be more open. If interested in leadership positions for 24-25, contact FSEC. Plan is to present a slate of candidates before the April 25 meeting to hold elections.
- c. April 4 meeting is in-person in Roanoke, and April 18 meeting is in-person in Radford.

VI. Committee Reports

- a. Campus Environment
  - i. Motions in Old and New Business.
- b. Curriculum
  - i. Joint meeting with Governance and the Provost to discuss REAL and a potential University Curriculum Committee.
- c. Faculty Issues
  - i. Motion on adjunct evaluation forthcoming.
- d. Governance
  - i. Requested from the Provost the proposal for shifting from Graduate College to Graduate Academic Affairs.
- e. Resource Allocation
  - i. No report.

VII. Old Business

- a. 23-24.10: Motion to Revise T&R Language for Reappointment  
Motion passed 43-1-2.
- b. 23-24.11: Motion to Remove Question DEP6 from the Faculty Morale Survey  
Motion passed 46-1-0.
- c. 23-24.12: Motion to Remove Questions SEN2 and SEN4 from the Faculty Morale Survey  
Motion passed 42-2-1.
- d. 23-24.13: Motion to Remove Questions STU1 through STU6 from the Faculty Morale Survey  
Motion to amend. Seconded. Passed 42-1-0.  
Motion passed 38-6-2.

Motion to move into a Committee of the Whole to discuss Motions 23-24.14 and 23-24.15.  
Seconded. Passed 44-2-0.

Secretary Beach presided. The Provost was asked to leave the meeting.

Motion to Rise and Report. Seconded. Passed 34-6-3.

Secretary Beach reported that there was little support for either motion. College of Nursing opposed both motions, Davis College would not support Motion 14. General consensus that the moratorium should be removed for both (and any future) proposals. Several senators supported one letter for a major. General concern with the requirement of 300-level courses. Artis College would like a natural science course be required. Both proposals have issues for transfer students.

Motion to Commit Motions 23-24.14 and 23-24.15 to REAL Council. Seconded.  
Motion to extend time to 5:00pm. Seconded. Failed 29-16-0.

- e. 23-24.14: Motion to Recommend the Motion for Ensuring Breadth in the REAL Curriculum
- f. 23-24.15: Motion to Recommend the Motion to Simplify the REAL Curriculum
- g. 23-24.16: Motion to Recommend the General Education Task Force's Motion for Transparency in Program Requirements.
- h. 23-24.17: Motion to Approve the REAL Designation for the Minor in Tourism and Special Events
- i. 23-24.18: Motion to Approve the REAL Designation for the Minor in Art History
- j. 23-24.19: Motion to Delete the Minor in Peace Studies
- k. 23-24.20: Motion to Revise T&R Language for Tenure
- l. 23-24.21: Motion to Remove Question Pertaining to the Radford University/Jefferson College Merger from the Faculty Morale Survey
- m. 23-24.22: Motion to Revise T&R Language for the Dean Selection Process

VIII. New Business  
None.

IX. Announcements  
None.

X. The meeting was adjourned at 4:50pm.

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March 21, 2024

MINUTES  
2023-2024 Faculty Senate Meeting  
March 21, 2024  
Zoom

**Members present:**

Lisa Aker, Ali-Sha Alleman, Alyssa Archer, Ian Barland, David Beach, John Brummette, Brian Buccola, Christi Callahan, Matthew Cataldi, Jay Caughron, Eric Choate, Holly Cline (Stuart Robinson), Matt Close, John Cook, Scott Dunn (Sam Jennings), Jeannine Everhart, Kevin Farrell, Jake Fox, Andrew Foy, I-Ping Fu, Tim Fuhrer (Cindy Burkhardt), Roofia Galeshi, Kurt Gingrich, Stephen Glass, Vanessa Hedge, Dale Henderson, Rhett Herman (Sandy Liss), Katie Katz, Ji-Eun Lee, Diane Millar, Camilla Morrison (Molly Hood), Roby Page, Geoff Pollick, Tammy Robinson, David Sallee, Rachael Santos, Susan Schoppelrey, Liang Shao, Ryan Sincavage, Christine Small, Judy Smith, Paige Tan (Allyson Yankle), Eftila Tanellari, Maneesh Thakkar, Cheri Triplett (Ryan Smith), Hui Wang, Brent Webb

**Members absent:**

Vesna Costello, Maria Madden

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich.
- II. The minutes of the February 29, 2024, meeting were approved.
- III. President's Report: Dr. Bret Danilowicz  
No report. (Attending Board of Visitors meeting.)
- IV. Provost's Report: Dr. Bethany Usher  
No report. (Attending Board of Visitors meeting.)
- V. Faculty Senate President's Report: Dr. Kurt Gingrich
  - a. Board of Visitors is meeting today and tomorrow.
    - i. The Provost gave a detailed presentation in the Academic Affairs and Student Success Committee meeting. The presentation is available on the Board of Visitors' web site.
    - ii. The Vice President for Enrollment Management and Strategic Communication reported enrollment numbers that, being cautious, are encouraging.
    - iii. 570 potential students are signed up for Highlander Day on Saturday.
    - iv. The Vice President for Finance and Administration is currently presenting the Business Affairs and Audit Committee report. Expect the Committee will ask for a 1.5% tuition increase, but if approved, contingent on the Commonwealth sending Radford more money.
  - b. Faculty Senate web site: Delay with posting Deans' Annual Reports since all updates must go through IT during the web overhaul. Deans will send their reports to their faculties by the Friday deadline, and they should be available on the web site on Monday.
  - c. Call for Nominations will go out for the 2024-2025 Faculty Senate Executive Council soon. This will also be sent to new senators who will be elected for 2024-2026 terms. A

Qualtrics survey will go out with descriptions of roles. If senators are interested in serving, or nominating a senator, complete the Qualtrics survey.

- d. Update on general education curriculum: REAL Council has begun extensive discussions if the Faculty Senate either commits the motions back to REAL Council or defeats the motions. Several alternative models, including some full-blown revisions, or some minor fixes to the general education curriculum have been discussed.

#### VI. Committee Reports

- a. Campus Environment
  - i. No report.
- b. Curriculum
  - i. Four motions in New Business.
- c. Faculty Issues
  - i. One motion in Old Business and one in New Business.
- d. Governance
  - i. Deans' evaluations begin on Monday.
  - ii. Discussed at-large seat allocation because of a large reduction in numbers of faculty in the past four years. Will make recommendations.
- e. Resource Allocation
  - i. Discussed REAL, the academic calendar, and salary study.

#### VII. Old Business

Motion to Commit Motions 23-24.14 and 23-24.15 to REAL Council. Motion passed 32-9-6.

- a. 23-24.14: Motion to Recommend the Motion for Ensuring Breadth in the REAL Curriculum  
Committed to REAL Council.
- b. 23-24.15: Motion to Recommend the Motion to Simplify the REAL Curriculum  
Committed to REAL Council.
- c. 23-24.16: Motion to Recommend the General Education Task Force's Motion for Transparency in Program Requirements.  
Motion passed 40-3-3.
- d. 23-24.17: Motion to Approve the REAL Designation for the Minor in Tourism and Special Events  
Motion passed 45-1-0.
- e. 23-24.18: Motion to Approve the REAL Designation for the Minor in Art History  
Motion passed 46-1-0.
- f. 23-24.19: Motion to Delete the Minor in Peace Studies  
Motion passed 46-0-0.
- g. 23-24.20: Motion to Revise T&R Language for Tenure  
Motion failed 15-29-2.

- h. 23-24.21: Motion to Remove Question Pertaining to the Radford University/Jefferson College Merger from the Faculty Morale Survey  
Motion failed 16-27-3.

Motion to extend time to 5:00pm. Seconded. Motion failed 24-21-0.

- i. 23-24.22: Motion to Revise T&R Language for the Dean Selection Process

#### VIII. New Business

- a. 23-24.23: Motion to Revise T&R Language for Faculty Evaluation Policies
- b. 23-24.24: Motion to Revise T&R Language for Evaluation Procedures for Special Purpose, Temporary, and Part-time Faculty
- c. 23-24.25: Motion to Delete the Minor in Dance Technique
- d. 23-24.26: Motion to Delete the Graduate Certificate in Teaching Language Arts in the Digital Age
- e. 23-24.27: Motion to Delete the MA in Criminal Justice
- f. 23-24.28: Motion to Revise the MS in Criminal Justice

#### IX. Announcements

- a. Next Senate meeting will be held in person in RC 617 in Roanoke.

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

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April 4, 2024

MINUTES  
2023-2024 Faculty Senate Meeting  
April 4, 2024  
Zoom

**Members present:**

Lisa Aker, Ali-Sha Alleman, Alyssa Archer, Ian Barland, David Beach, John Brummette, Brian Buccola, Christi Callahan, Matthew Cataldi, Jay Caughron, Eric Choate, Holly Cline (James Robey), Matt Close, John Cook, Vesna Costello, Scott Dunn, Jeannine Everhart, Kevin Farrell, Jake Fox, Andrew Foy, I-Ping Fu, Tim Fuhrer (Cindy Burkhardt), Roofia Galeshi, Kurt Gingrich, Stephen Glass, Vanessa Hedge, Dale Henderson (Steve Childers), Rhett Herman, Katie Katz, Ji-Eun Lee, Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, David Sallee, Rachael Santos, Susan Schoppelrey, Liang Shao, Ryan Sincavage, Christine Small, Judy Smith, Paige Tan, Eftila Tanellari, Maneesh Thakkar (Wil Stanton), Cheri Triplett (Ryan Smith), Hui Wang, Brent Webb

**Members absent:**

Maria Madden

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich.
- II. The minutes of the March 21, 2024, meeting were approved.
- III. President's Report: Dr. Bret Danilowicz  
No report.
- IV. Provost's Report: Dr. Bethany Usher
  - a. Reviewed the Provost's report to the Board of Visitors which can be found starting on page 18 at [https://www.radford.edu/content/dam/departments/administrative/bov/2024/AESSC\\_Agenda\\_Mar\\_2024.pdf](https://www.radford.edu/content/dam/departments/administrative/bov/2024/AESSC_Agenda_Mar_2024.pdf)
  - b. Dr. Jerol Benton will be the Assistant Provost for Student Success joining Radford in June.
- V. Faculty Senate President's Report: Dr. Kurt Gingrich
  - a. A sign with the new Radford logo is on I-81 at Exit 109.
  - b. The REAL Council will be forwarding two proposals to Curriculum Committee next week. The proposals have been sent to all senators.
  - c. The proposed academic calendar has been sent to all senators for review and comment. Please pass on to constituents.
  - d. A reminder that rationales for curricular motions can be found in Curriculog.
  - e. A Qualtrics survey was sent out for those interested in FSEC positions for 2024-25. We will have a slate of candidates at the inaugural meeting for the 2024-25 Senate, and nominations will also be taken from the floor.
- VI. Committee Reports
  - a. Campus Environment

- i. Making final adjustments to the 2024 Faculty Morale Survey. It should be live Friday or over the weekend. Urge constituents to take the survey.
- b. Curriculum
  - i. Four motions in Old Business and four motions in New Business.
- c. Faculty Issues
  - i. Two motions in Old Business.
- d. Governance
  - i. Sent recommendations for seat allocation to FSEC.
  - ii. Received data from the Deans' evaluations and letters will be sent out next week. Response rates varied from very low to the 70% range.
- e. Resource Allocation
  - i. No report.

VII. Old Business

- a. 23-24.22: Motion to Revise T&R Language for the Dean Selection Process  
Motion failed 4-42-3
- b. 23-24.23: Motion to Revise T&R Language for Faculty Evaluation Policies  
Motion passed 43-4-1
- c. 23-24.24: Motion to Revise T&R Language for Evaluation Procedures for Special Purpose, Temporary, and Part-time Faculty  
Motion passed 47-2-0
- d. 23-24.25: Motion to Delete the Minor in Dance Technique  
Motion passed 48-0-0
- e. 23-24.26: Motion to Delete the Graduate Certificate in Teaching Language Arts in the Digital Age  
Motion passed 46-0-1
- f. 23-24.27: Motion to Delete the MA in Criminal Justice  
Motion passed 46-0-1
- g. 23-24.28: Motion to Revise the MS in Criminal Justice  
Motion passed 45-0-1

VIII. New Business

- a. 23-24.29: Motion to Approve the REAL Alignment for the Minor in African American Studies
- b. 23-24.30: Motion to Approve the REAL Alignment for the Minor in Public Relations
- c. 23-24.31: Motion to Delete the BA in Recreation, Parks, and Tourism
- d. 23-24.32: Motion to Approve the REAL Alignment for the Public Relations Concentration of the Major in Communications

IX. Announcements

- a. Radford Authors' Reception will be held in McConnell Library on Tuesday, April 16 from 3pm to 5pm.
  - b. RU Libraries Winesett Awards ceremony will be Friday, April 12.
  - c. The Wicked Festival will be Thursday, April 11 from 5pm to 7:30pm with 275 students presenting their research. Mayor David Horton will be guest speaker.
  - d. Center for the Sciences will be hosting an event to study and watch the eclipse on Monday, April 8. Twelve hundred eclipse glasses will be available.
- X. The meeting was adjourned at 4:43pm.

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April 18, 2024

MINUTES  
2023-2024 Faculty Senate Meeting  
April 18, 2024  
Zoom

**Members present:**

Lisa Aker, Ali-Sha Alleman, Alyssa Archer, David Beach, John Brummette, Brian Buccola, Christi Callahan, Matthew Cataldi, Eric Choate, Holly Cline, Matt Close, John Cook, Vesna Costello, Scott Dunn, Jeannine Everhart, Kevin Farrell, Jake Fox, Andrew Foy, I-Ping Fu, Tim Fuhrer (Cindy Burkhardt), Roofia Galeshi, Kurt Gingrich, Stephen Glass, Vanessa Hedge, Dale Henderson, Rhett Herman, Katie Katz, Ji-Eun Lee, Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, David Sallee (Kevin Ayers), Rachael Santos, Susan Schoppelrey, Liang Shao, Ryan Sincavage, Judy Smith, Paige Tan, Eftila Tanellari, Maneesh Thakkar, Hui Wang, Brent Webb

**Members absent:**

Ian Barland, Jay Caughron, Maria Madden, Christine Small, Cheri Triplett (Ryan Smith)

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich.
- II. The minutes of the April 4, 2024, meeting were approved.
- III. President's Report: Dr. Bret Danilowicz
  - a. Over the past weeks have seen student performances, art shows, poster presentations. It's the faculty who get the students to this point. Thank you for all you do.
  - b. State budget: Legislature had designated \$3.5M increase for Radford each year, Governor's budget designated \$2.6M increase per year. If final budget falls in that range (\$2.6M to \$3.5M), we are okay. If Governor's budget prevails, the 1.5% tuition increase covers the shortfall. If the Legislature's budget prevails, we will revisit the need for the tuition increase with the Board of Visitors and may decrease it to 0%.
  - c. Enrollment: Tracking 302 student deposits over last year at this time, 185 over two years ago.
  - d. Next year, in rotation with the Provost, will be taking groups of faculty out to lunch. This is a way to gather information in a different way.
- IV. Provost's Report: Dr. Bethany Usher
  - a. Have been blown away by all the student work seen through the week. Thanks to the faculty for supporting students.
  - b. Appreciate all the lessons learned from working together with faculty. Met the previous week with the Executive Council to discuss the goals set at the beginning of the academic year and get advice on things we can manage next year.
  - c. Thanks for intense and thoughtful information on the academic calendar. We will pause to make sure the Registrar can meet with every department next fall to get feedback to mitigate concerns that faculty have.
  - d. With the Assistant Provost for Faculty and Curriculum, have been meeting with departments to have thoughtful conversations about curriculum.

- e. Up for third-year evaluation with financial aid at the end of June. Need at least 50% of the faculty who had stop-out students (those who have a 0.0 GPA) to respond to Financial Aid requests for information about students.
- f. Software issue with student evaluations. Jessica Stowell, Assistant Provost for Faculty and Curriculum reported that SEFs launched on Monday, and Tuesday afternoon learned that students would log in to the evaluation portal and had evaluations for other courses. Watermark, the company who manages the software, closed the evaluations within an hour and opened a new set without the flaw. Student will see a list of courses they need to evaluate. The data from first two days will be archived but will not be connected to any evaluations. We're sorry this happened; this didn't happen in pilot testing. Thanks to Jonathan Renz in the Assessment Office and Judy Hurst in IT for their prompt attention. Remember there are people on the other side of the issue, so please be thoughtful when reporting issues.
- g. Update on searches:
  - i. University Librarian search commencing. Jeanne Mekolichek is chairing the search committee.
  - ii. Davis Dean's search has last candidate on campus this week.
  - iii. College of Nursing Dean's search is taking longer. Candidates will not be on campus until after mid-May.
  - iv. Forming a search committee for an interim assistant provost for Graduate Affairs.

V. Faculty Senate President's Report: Dr. Kurt Gingrich

- a. Recently all senators received an email from a faculty colleague expressing strong concerns about processes about evaluating faculty and appealing evaluations as defined in T&R Faculty Handbook. FSEC met with Provost Usher, asked the Faculty Issues Committee to review documents to which we are privy, and determine actions that are within the scope of Faculty Senate. Provost Usher has received a message regarding the message from FSEC. While this situation is unfortunate in many regards, the Handbook, in conjunction with published Personnel Timelines, was not robust enough to prevent this situation. In the next academic year, several sections of the Handbook must be revised to prevent a recurrence of this situation.
- b. Consider carefully, getting feedback from constituents, on Motions 37 & 38, the motions to reform the REAL Curriculum. Note they are contradictory. Passing both would achieve an impossible outcome. We will take them up on the 4/25 meeting.
- c. FSEC will, with time permitting, will ask to suspend the rules so several motion in New Business today can be moved into Old Business so we can act on them today.
- d. FSEC nominations Qualtrics form. So far, six people have stepped forward to serve on FSEC. Anyone on Senate next year can run for FSEC. Nominations will be taken on the floor at the 4/25 meeting of the 2024-25 Senate.

VI. Committee Reports

- a. Campus Environment
  - i. Urge constituents to complete the Faculty Morale Survey.
- b. Curriculum
  - i. Six motions in New Business.
- c. Faculty Issues
  - i. Reviewed policy and procedures for Faculty Appeal.

- d. Governance
  - i. Submitted Deans' evaluation letters.
  - ii. Discussed motion of Deans' search committees and how it may be modified next year.
- e. Resource Allocation
  - i. Refining University Planning and Budget committee.

VII. Old Business

- a. 23-24.29: Motion to Approve the REAL Alignment for the Minor in African American Studies  
  
Motion passed 44-0-2.
- b. 23-24.30: Motion to Approve the REAL Alignment for the Minor in Public Relations  
  
Motion passed 43-0-3.
- c. 23-24.31: Motion to Delete the BA in Recreation, Parks, and Tourism  
  
Motion passed 43-2-1.
- d. 23-24.32: Motion to Approve the REAL Alignment for the Public Relations Concentration of the Major in Communications  
  
Motion passed 42-1-2.

Motion to suspend rules to move Motion 23-24.35 into Old Business. Seconded. Passed 44-1-1.

- e. 23-24.35: Motion to Revise the Nursing DNP Program  
  
Motion passed 42-1-2.

Motion to suspend rules to move Motion 23-24.36 into Old Business. Seconded. Passed 38-5-1.

- f. 23-24.36: Motion to Support the Proposed Administrative Reorganization of Graduate Programs  
  
Motion passed 26-14-6.

VIII. New Business

- a. 23-24.33: Motion to Create the Minor in Chinese Studies
- b. 23-24.34: Motion to Approve the REAL Alignment for the Minor in Chinese Studies
- c. 23-24.35: Motion to Revise the Nursing DNP Program
- d. 23-24.36: Motion to Support the Proposed Administrative Reorganization of Graduate Programs
- e. 23-24.37: Motion to Adopt the General Education Curriculum Proposal
- f. 23-24.38: Motion to Adopt the VCCS General Education Model

g. 23-24.39: Motion to Require a Natural Lab Science Course for BS Degrees

IX. Announcements

a. Next Senate meeting will be the final for this semester. A separate link will be sent for the inaugural meeting of the 2024-25 Senate to elect officers.

X. The meeting was adjourned at 4:38pm.

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April 25, 2024

MINUTES  
2023-2024 Faculty Senate Meeting  
April 25, 2024  
Zoom

**Members present:**

Lisa Aker, Ali-Sha Alleman, Alyssa Archer, Ian Barland, David Beach, John Brummette, Brian Buccola, Christi Callahan, Matthew Cataldi, Jay Caughron, Eric Choate, Holly Cline, Matt Close, John Cook, Scott Dunn, Jeannine Everhart, Kevin Farrell, Jake Fox, Andrew Foy, I-Ping Fu, Tim Fuhrer (Cindy Burkhardt), Roofia Galeshi, Kurt Gingrich, Stephen Glass, Vanessa Hedge, Dale Henderson, Rhett Herman, Katie Katz, Ji-Eun Lee, Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, David Sallee, Rachael Santos, Susan Schoppelrey, Liang Shao, Ryan Sincavage (Jonathan Tso), Christine Small, Judy Smith, Paige Tan, Eftila Tanellari, Maneesh Thakkar, Cheri Triplett (Ryan Smith), Hui Wang, Brent Webb

**Members absent:**

Vesna Costello, Maria Madden

- I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich.
- II. The minutes of the April 18, 2024, meeting were approved as amended.
- III. President's Report: Dr. Bret Danilowicz  
No report.
- IV. Provost's Report: Dr. Bethany Usher
  - a. Thanks to the faculty for all the hard work done with students this year.
- V. Faculty Senate President's Report: Dr. Kurt Gingrich
  - a. A note about Motions 37 and 38. These are contradictory motions.
- VI. Committee Reports
  - a. Campus Environment
    - i. Faculty Morale Survey open until April 29. So far 215 responses.
  - b. Curriculum
    - i. Five motions in Old Business.
  - c. Faculty Issues
    - i. No report.
  - d. Governance
    - i. No report.
  - e. Resource Allocation
    - i. University Planning and Budget Committee will meet May 2.
    - ii. Board of Visitors Finance Committee meeting in early June.
- VII. Old Business
  - a. 23-24.33: Motion to Create the Minor in Chinese Studies  
Motion passed 45-2-0.



- b. 23-24.34: Motion to Approve the REAL Alignment for the Minor in Chinese Studies  
Motion passed 44-1-1.
- c. 23-24.37: Motion to Adopt the General Education Curriculum Proposal  
Motion failed 16-31-1.

Motion to extend time to 5:00pm. Seconded. Motion passed 30-15-2. (Abstentions don't count towards the two-thirds majority.)

- d. 23-24.38: Motion to Adopt the VCCS General Education Model  
Motion failed 14-33-0.

Motion to extend time to 5:05pm. Seconded. Motion failed 25-21-0.

- e. 23-24.39: Motion to Require a Natural Lab Science Course for BS Degrees  
Time expired before the vote. Motion tabled indefinitely.

VIII. New Business  
None.

IX. Announcements  
None.

X. The meeting was adjourned at 5:01pm.

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