

DRAFT Administrative and Professional Faculty Senate

Business Meeting Agenda

3:30 p.m. – April 20, 2022

IN PERSON – Heth 043/ RUC Zoom Room 1021

1. Welcome
2. Approve Minutes
3. Zoom Guest Speaker: Dr. Paul Orkiszewski, Dean of the Libraries
4. Ongoing AP Senator Elections for 2022-2024 terms
 - Voting for Enrollment Management and Academic Affairs Divisions: April 11 – 22, 2022
 - All other divisions were uncontested
5. Updates/Additional Topics
 - Draft AP Parental Leave for Handbook – Board of Visitor approval required (See draft attachment)
 - Climb to 29 Faculty/Staff Giving Campaign has started with a goal of 29%. Runs through June, 30, 2022 (See attachment)
6. Campus Events/Announcements
 - April 27 – Meet and Greet with President-elect Bret S. Danilowicz (1:30-2:30 p.m., RUC Boardroom, 3rd Floor)
 - April 28 – Meet and Greet with President-elect Bret S. Danilowicz (3-4 p.m., Reed Hall Atrium)
 - April 30 – Highlander 5K Registration: <https://runsignup.com/Race/VA/Radford/Highlander5k>
 - May 6 - 7 – Hooding Ceremony and Commencement. NEED VOLUNTEERS 7:30 a.m. – 12 p.m. on Saturday
 - June 3 – Red & White Athletic Gala supporting student athletic scholarships. Includes silent and live auctions. <https://e.givesmart.com/events/q2y/>
 - June 3 - August 19 – Quest Orientations for the RUC Campus.
 - June 17 - July 19 – Quest Orientations for Main Campus.
 - Sept. 29 - Oct. 1 – 2022 Homecoming
 - April - September Alumni Relations events (including athletic fundraisers) that are open to all Alumni, Faculty, Staff & Students. (See attachment)
7. Adjournment

Next Meetings:

- May 18, 2022 – Guest Speaker: Kara Pfaff regarding the Virginia Governmental Employees Association. **Zoom Meeting for all.** Heth 043 is not available for in person on this date.
- June 15, 2022
- July 20, 2022 – Election of 2022-2023 Officers

DRAFT AP Parental Leave for Handbook Addition – Board of Visitor Approval Required:

1.11.14 Parental Leave

AP members may be eligible for up to eight (8) weeks (320 hours) of paid parental leave to be used within six months of the birth/placement of a child for any one or more of the following reasons:

- To give birth to, care for, and bond with a newborn child.
- To care for and bond with a child placed with the employee through adoption or foster care or a legal custodial arrangement.
- To supplement reduced income replacement disability benefits following the birth of an infant.

Eligible hours will be determined on a pro-rated basis corresponding to the percentage of hours the AP member normally is scheduled to work.

Parental leave shall be in addition to other leave benefits available to AP members, including Sick Leave, Annual Leave, and Family Medical Leave, and shall not be counted against leave under such programs. Parental leave shall run concurrently with any leave provided to an eligible AP member under the Family and Medical Leave Act. Consequently, to meet eligibility criteria for parental leave, AP members must be eligible for Family and Medical Leave for the same birth/placement. Parental leave may run concurrently or sequentially with leave provided under the Virginia Sickness and Disability Program if an eligible AP member is eligible for such leave.

Parental Leave may be taken in one continuous period of time or intermittently subject to supervisor approval. The 320 hours of parental leave may be used only once per child and only once within a 12-month period. If both parents are AP members at Radford University and meet eligibility criteria, each is entitled to up to 320 hours of parental leave. Eligibility determinations are made as of the date that the child is born or placed via adoption or foster or custodial care. An AP member who is not eligible for parental leave on the date of the birth or placement may become eligible during the following six months and access parental leave ~~on~~ when the AP member meets eligibility requirements.

AP members should submit a written request for parental leave at least thirty (30) calendar days prior to the anticipated leave begin date or as soon as practicable to the Department of Human Resources and the immediate supervisor. AP members must comply with Radford University leave request procedures, absent unusual circumstances. Failure to do so may be grounds for delaying or denying an AP members approval for Parental leave.

The Department of Human Resources may require an AP member to show documentation of the birth or placement in order to approve parental leave. Official documents that will be considered, but may not be limited to, are: a report of birth, a birth certificate, an order of parentage, an adoption order, certified DNA test results, a custody order, and a foster care placement agreement. Documents provided should show date of birth and date of placement if placement was other than the date of birth. Documents provided should show date of birth and date of placement, if placement was other than the date of birth.

Parental Leave provided to AP members terminates upon separation from AP employment with Radford University or at the conclusion of the foster or custodial care placement or within six (6) months of the placement, whichever comes first. Upon termination, unused parental leave is not compensable to an AP member.

Contact the Department of Human Resources for more information.

Climb to 29 Faculty/Staff Giving Campaign:

The goal is to reach 29% participation by June 30, 2022. The campaign is a participation-based campaign where employees can direct their dollars to whatever area of campus matters the most to them. They have the opportunity to give via cash, check, credit card, or even payroll deduction. As of April 12, 2022 the campaign is at 24%.



A few exciting things to share:

- Our Faculty and Staff Giving site is updated and includes the most popular funds that employees give to: <https://connect.radford.edu/facultystaffgiving> or www.radford.edu/climb.
- Postcards will be going to employees to kick-off the campaign the week of 3/28, with most arriving in homes and mailboxes by April 1.
- One thing we heard loud and clear was that not everyone knew about the Climb last year – so in response, to increase campus visibility of the campaign we will share much more information about the Climb in a variety of spaces. Our ambassadors will have access to posters for their own units and departments to increase campaign visibility within physical offices.
- Contact: Carolyn Clayton, Director of Annual Giving, 540-831-5914, cjclayton@radford.edu

Meet and Greet with President-elect on RUC and Main Campus:



Radford University Carilion faculty, staff and students are cordially invited to a

Meet and Greet with President-elect Bret S. Danilowicz

April 27, 2022 | 1:30 - 2:30 p.m.

RUC Boardroom, Third Floor

Please take a minute to stop by and say hello to Radford University's eighth president!

RADFORD UNIVERSITY



Radford University faculty, staff and students are cordially invited to a

Meet and Greet with President-elect Bret S. Danilowicz

April 28, 2022 | 3 - 4 p.m.

Reed Hall Atrium

Please take a minute to stop by and say hello to Radford University's eighth president!

RADFORD UNIVERSITY

Alumni Relations events that are open to all alumni, faculty, staff and students:

HIGHLIGHTED EVENTS | April - September 2022

APR 29	RADFORD NIGHT AT THE DURHAM BULLS <i>Raleigh Chapter</i>
APR 30	HIGHLANDER 5K PRESENTED BY CARILION CLINIC <i>Radford University Athletics</i>
MAY 21	ALUMNI ADVENTURES: GRAYSON HIGHLANDS <i>First event of a new series!</i>
MAY 21	ALUMNI SOCIAL AT DAMASCUS BREWERY <i>Highlands Chapter</i>
MAY 21	ALUMNI SOCIAL AT TWISTED TRACK BREWPUB <i>Roanoke Chapter</i>
JUNE 3	RED & WHITE GALA <i>Radford University Athletics</i>
JUNE 4	CLEAN THE BAY DAY <i>Tidewater Chapter</i>
JUNE 10	RADFORD NIGHT AT WINSTON-SALEM DASH <i>Triad Chapter</i>
JUNE 18	ALUMNI SOCIAL AT SOUTHERN REVERE CELLARS <i>Richmond Chapter</i>
JUNE 23	NAT'L CAPITAL REGION GOLF TOURNAMENT <i>Evergreen Country Club Haymarket, VA</i>
JUNE 29	RADFORD DAY AT THE NORFOLK TIDES <i>Tidewater Chapter</i>
JULY 9	RADFORD DAY AT CHARLOTTE FC <i>Charlotte Chapter</i>
JULY 14	PARTY IN ELMWOOD PARK <i>Roanoke Chapter</i>
JULY 16	RADFORD DAY AT OTIUM CELLARS + 5 CENT LUCY BAND <i>National Capital Region Chapter</i>
JULY 29	RADFORD NIGHT AT THE RICHMOND SQUIRRELS <i>Richmond Chapter</i>
AUG 12	RADFORD NIGHT AT NATIONALS PARK <i>Co-branded hat with Radford ticket!</i>
AUG 18	ALUMNI NETWORKING SOCIAL AT BT'S <i>New River Valley Chapter</i>
AUG 30	CHAPTER SOCIAL AT THE GSO TENNIS OPEN <i>Triad Chapter</i>
SEPT 23	RICHMOND CHAPTER GOLF TOURNAMENT <i>Meadowbrook Country Club Richmond, VA</i>
SEPT 29 - OCT 1	HOMECOMING 2022 <i>Radford University</i>

Updated April 1, 2022.

Go with friends! Connect with other #RadfordAlumni!

