

## Administrative and Professional Faculty Senate

February 17, 2021

Zoom

**Members Present:** Jessica Beckett, Sandra Bond, Andrew Borak, Chris Bridgers, Ashlee Claud, Vanessa Conner, Elizabeth Craft, Emily Ewoldt, Melanie Fox, Alix Guynn, James Harman, Kay Johnson, Eric Lovik, Melissa Neal, Mary Catherine Santoro, Susan Trageser (cabinet liaison)

**Guests:** Teresa Anders, Alyssa Archer, Karen Berry, Carolyn Clayton, Katherine Coker, Darryl Corey, Klarissa Hendrix, Liz Hill, Geneva Jennings, Brian Lusk, Margaret McManus, Josh Nease, Stephanie Overton, Connie Phillips, Joshua Rosa, Rebecca Scheckler, Matthew Thomas, Lisa Vassady, Johnnie Wijewardane, Merrie Winfrey

1. **Call to Order:** The meeting was called to order at 3:30 pm by President Ashlee Claud.

2. **Approval of Minutes:** The minutes from January 20, 2021 were approved.

3. **Guest Speakers:**

- a. Presentation 1. DEI Plan. Co-Chairs of Radford University's Diversity and Equity Action Committee (DEAC), Ms. Merrie Winfrey, Instructional designer, Center for Innovative Teaching and Learning, and Dr. Darryl Corey, Associate professor and Program Coordinator for the Online M.S. program in Mathematics Education. For our review and recommendation: **A Proposed Diversity, Equity, and Inclusion Action Plan.** Winfrey described the plan. There are 30 recommended actions; 18 apply to AP Faculty. The plan includes adoption of a DEI statement to be posted widely on campuses, development of a centralized diversity website, creation of a diversity dashboard, yearly departmental DEI action plans, unconscious bias training for search committee members, and plans for diversification and inclusion before authorization of hiring any position. A cabinet-level Chief Diversity Officer, DEI training and onboarding, and an HR training hub are in progress. They would like to do climate surveys on a regular basis. Please send your feedback to Merrie ASAP. They are not looking for wordsmithing or typos, but for any suggested changes related to AP Faculty.

The presentation was followed by discussion and thanks. Alix Guynn said Radford Athletics has their own DEI Committee, and partners with GamePlan – virtual modules students can login to. The NCAA has a lot of DEI resources. If there's anything Athletics can help the DEAC with, let them know.

Executive Summary: [Appendix--DRAFT DEI Executive Summary](#).

Draft Plan: [Appendix--DRAFT DEI Action Plan](#).

- b. Presentation 2. Sustainability/Climate Change Plan. Josh Nease, Sustainability Manager & Selu Academic Program Manager, Member of the President's Task Force on Sustainability spoke on **Forming a Sustainability and Climate Action Plan.** Nease described the history of sustainability at Radford University, and the task force goals. The timeline and goals are available at:

<https://www.radford.edu/content/sustainability/home/task-force/TaskForceTimeline.html>. Please provide suggestions and comments at: <https://www.radford.edu/content/sustainability/home/task-force.html>. The task force will continue to accept information throughout the planning. Recommendations will be presented for public comment, including to AP Senate.

**4. Morale Survey Group: Discussion Summary:** The group is chaired by Ashlee Claud, and includes Jessica Beckett, Kay Johnson, and Mary Catherine Santoro. Claud shared the group's discussion summary, which included references to use, areas of focus, and that the survey should not be too long. The group decided it was a good time to do a morale survey because it will provide information for a new president and a baseline with which to compare future surveys. The group requested feedback from the Senate. After an active discussion, suggested demographic information to include would be length of service, division, and location (Main/RUC). The survey will be anonymous, mobile-accessible, and the results made public and transparent. Some of the suggested focus areas were combined, leaving: Job security/satisfaction, Work/life balance, Professional development, Respect and appreciation/supportive workplace culture, Communication, Confidence in Leadership/collaborative governance. The group will meet to develop survey questions.

**5. New Business:**

- AP Senate Elections – Vice President Scott Bennett took another position, and is leaving at the end of the month. Elections are coming up soon. Ashlee's eligibility ends this year as President. Many leadership opportunities are available.
- Food Pantry Survey – A Food Pantry Survey will be distributed as required by Radford University's food pantry partners. The food pantry is in Heth 243: <https://www.radford.edu/content/dos/home/highlander-food-pantry.html>.

**6. Upcoming Events:**

- Highlander Wisdom Webinar, <https://www.radford.edu/content/alumni-relations/home/events/highlander-wisdom-series.html>:
  - Career and Talent Alumni Engagement, February 24, 2021 at 2:00 pm;
  - The art of Making Connections, by Chance Smith '12, March 24, 2021 at 2:00 pm.
- Radford Gives Back (Liz Craft): The three donation events to collect pantry items are February 20 and March 3 at Dedmon Center Lot Z, and February 26 at the Health and Wellness Center Jefferson Street Entrance. The athletes are helping.
- Staff Senate (Kay Johnson): Their DEI event tomorrow includes David Horton.
- Student celebrations (Chris Bridgers): Celebrations are in April for each class. First Year, April 5; Halfway There, April 7; Virginia Twilight, April 7; Senior Signing Day, April 8.

**7. Adjournment** – The meeting ended at 4:58 pm.

**Future Meeting Dates:**

- March 17
- April 21
- May 19