

Academic Excellence and Student Success Committee

March 2023

RADFORD UNIVERSITY

Board of Visitors

RADFORD UNIVERSITY

Board of Visitors

ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE

1:00 P.M.**

MARCH 23, 2023

KYLE HALL, ROOM 340, RADFORD, VA

DRAFT AGENDA

- **CALL TO ORDER** Dr. Rachel D. Fowlkes, *Chair*
- **APPROVAL OF AGENDA** Dr. Rachel D. Fowlkes, *Chair*
- **2022-2023 GOALS PROGRESS** Dr. Marten denBoer, *Interim Provost and Senior Vice President for Academic Affairs*
 - Faculty Workload Optimization
 - Academic Involvement in Recruiting
 - Student Success
 - Academic Affairs Budget Process
 - SACSCOC Reaffirmation and QEP UpdateDr. Jessica Stowell, *Director of Institutional Effectiveness and Quality Improvement*
- **ACADEMIC AFFAIRS INFORMATION ITEMS** Dr. Marten denBoer, *Interim Provost and Senior Vice President for Academic Affairs*
 - Promotion of Faculty (Attachment A)
 - Emeriti Faculty (Attachment B)
- **FACULTY SENATE REPORT** Dr. Kurt Gingrich, *President, Faculty Senate*
 - Faculty Efforts on Retention
- **RECOMMENDATIONS AND ACTION ITEMS** Dr. Marten denBoer, *Interim Provost and Senior Vice President for Academic Affairs*
 - Recommendation to Approve Resolution on Tenure Recommendations for 2023-24 (Attachment C)
 - Recommendation to Approve Revisions to the Teaching & Research Faculty Handbook, Section 2.8, Class Administration (Attachment D)
 - Recommendation to Approve the name change of the School of Nursing to the College of Nursing (Attachment E)
- **OTHER BUSINESS** Dr. Rachel D. Fowlkes, *Chair*

- **ADJOURNMENT**

Dr. Rachel D. Fowlkes, *Chair*

**** All start times for committees are approximate only. Meetings may begin either before or after the listed approximate start time as committee members are ready to proceed.**

COMMITTEE MEMBERS

Dr. Rachel Fowlkes, Chair

Ms. Lisa Pompa, Vice Chair

Ms. Jeanne Armentrout

Mr. Mark Lawrence

Ms. Georgia Anne Snyder-Falkinham

Dr. Kurt Gingrich, (Non-Voting Faculty Advisory Representative)

March 2023 Meeting Materials

RADFORD UNIVERSITY

Board of Visitors

**RADFORD UNIVERSITY
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE
MARCH 23, 2023**

2023-2024 PROMOTIONS WITH SALARY INCREMENTS

The following Teaching and Research faculty members have been recommended for promotion by their respective Department Promotion Committees, Department Chairs, and College Deans and approved by the Provost and President.

ARTIS COLLEGE OF SCIENCE AND TECHNOLOGY

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
David S. Anderson	Associate Professor	Department of Anthropological Sciences
Jamie Katherine Lau	Associate Professor	Department of Biology
Sara O'Brien	Professor	Department of Biology
Kristina Roth Stefaniak	Associate Professor	Department of Chemistry
Timothy J. Fuhrer	Professor	Department of Chemistry
Richard Stockton Maxwell	Professor	Department of Geospatial Sciences
Andrew Scott Foy	Professor	Department of Geospatial Sciences
Md Shamim Sarker	Associate Professor	Department of Mathematics and Statistics
Jean M. Mistele	Professor	Department of Mathematics and Statistics

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Anna E. Devito	Professor	Department of Health and Human Performance
Laura J. Newsome	Professor	Department of Health and Human Performance
James A. Newman	Professor	Department of Recreation, Parks and Tourism
Joshua Carroll	Professor	Department of Recreation, Parks and Tourism

COLLEGE OF HUMANITIES AND BEHAVIORAL SCIENCE

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Michele D. Ren	Professor	Department of English
Frank Michael Napolitano	Professor	Department of English
Jamie Lynn McDaniel	Professor	Department of English
Daniel Richard Woods	Professor	Department of English
Courtney Watson	Professor	RUC – Department of English
Kathleen M. Arnold	Associate Professor	Department of Psychology
Stirling Marie Barfield	Associate Professor	Department of Psychology
Aysha Allison Bodenhamer	Associate Professor	Department of Sociology
Allison Kay Wisecup	Professor	Department of Sociology
Scott W. Dunn	Professor	School of Communication

COLLEGE OF VISUAL AND PERFORMING ARTS

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
James W. Robey	Professor	Department of Dance
Laura C. Kimball	Associate Professor	Department of Design
Sekyung Jang	Associate Professor	Department of Music

DAVIS COLLEGE OF BUSINESS AND ECONOMICS

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Liang Shao	Associate Professor	Department of Accounting, Finance and Business Law
Richard J. Gruss	Associate Professor	Department of Management

UNIVERSITY LIBRARIES

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Karen Iva Berry McCool	Assistant Professor	McConnell Library

WALDRON COLLEGE OF HEALTH AND HUMAN SERVICES

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Diane Marie Shepard	Senior Instructor	Department of Comm Sci/Disorders
Sarah L. Smidl	Professor	Department of Occupational Therapy
Arco Paul	Associate Professor	RUC – Department of Physical Therapy
Sarah E. Johnson	Associate Professor	RUC – Department of Public Health and Healthcare Leadership
Ali-Sha Alleman	Associate Professor	School of Social Work

It has been the practice of Radford University to recognize faculty promotions at the beginning of the next academic year with a salary adjustment according to rank. The following increments were approved by you and are recommended for 2023-2024 academic year.

Promotion to Senior Instructor	\$1,500
Promotion to Assistant Professor	\$3,500
Promotion to Associate Professor	\$5,500
Promotion to Professor	\$8,000

**RADFORD UNIVERSITY
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE
MARCH 23, 2023**

EMERITUS FACULTY

Based on recommendations from the Department Personnel Committee, the Department Chair, the College Dean, and the Provost, the President has awarded emeritus status to the following retired faculty members:

Professor Douglas Brinckman	Department of Accounting, Finance & Business Law
Professor J. Orion Rogers	Department of Biology
Professor Johnny Moore	Department of History
Professor Steven Corwin	Department of Mathematics and Statistics
Professor Wei-Chi Yang	Department of Mathematics and Statistics

- Criteria for the awarding of emeritus faculty status are:
 - A minimum of ten years of service to Radford University;
 - Evidence of effective teaching; and
 - Significant professional contributions.
- The privileges and responsibilities attached to emeritus status include:
 - Use of the library;
 - Use of those athletic facilities available to regular faculty;
 - Use of a university computer account;
 - A Radford University identification card and special event discounts available with it; and
 - Attendance at University functions that are open to all regular faculty

Academic Excellence and Student Success

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Progress on 2022-2023 Goals

Goal 1: Faculty Workload Optimization - Student Retention

- Study hall staffed by faculty for communication sciences and disorders students
- Mentor at-risk students in health and human performance
- Math and statistics assistance center staffed by faculty

Progress on 2022-2023 Goals

Goal 2: Faculty Engagement in Student Recruiting

- Reaching the home schooled
- Mock trial judge participation
- Coordinated audition and portfolio review
- Early assurance admission in physical therapy and social work

Undergraduate Suspension

- Previous academic suspension policy
 - Fall->Spring: first-year students with GPA < 1.0
 - Spring->Fall: varies by number of credits at Radford
- No F->S suspensions during COVID
 - (Fall 2020 and 2021)
- F->S suspension resumed in Fall 2022
- 140 students suspended, 74 appealed
- 43 students approved, 33 returned in Spring

Credits	GPA
13-23	1.0
24-35	1.5
36-47	1.8
48+	2.0

Suspension Appeal Process

- Changes in Fall 2022
 - Electronic records, academic advisor participation
- Require student academic improvement plan:
 - Enroll in UNIV 150
 - Peer academic coaching
 - Regular meetings with advisors
 - Connections to tutors and other support
- Future:
 - Develop rubric for consistent appeal review
 - Refine improvement plan to address student-specific challenges

Progress on 2022-2023 Goals

Goal 3: Student Success

Full-Time Fall-to-Spring Retention (New Freshmen)			
Term	Cohort	Retain	Retain
Fall 2018	1,759	1,596	90.7%
Fall 2019	1,638	1,471	89.8%
Fall 2020	1,319	1,126	85.4%
Fall 2021	1,286	1,141	88.7%
Fall 2022	1,215	1,052	86.6%*

Full-Time Fall-to-Spring Retention (New Transfer)			
Term	Cohort	Retain	Retain
Fall 2018	549	515	93.8%
Fall 2019	528	480	90.9%
Fall 2020	471	424	90.0%
Fall 2021	511	459	89.8%
Fall 2022	451	417	92.5%

* Without suspensions, this would have been 90.5%

Progress on 2022-2023 Goals

Goal 4: Academic Affairs Budget Process - Colleges

- Empower Deans to reallocate funds strategically
- Budget development: Deans prioritize new initiatives, saving strategies, one-time fund requests
- Earlier budget development: facilitate participation
- Timely faculty search approvals: stronger pool
- Transparency: shows link enrollment <-> budget

SACSCOC On-Site Visit

March 27-30, 2023

RADFORD
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On-site Visit

- On-site review team arrives on Sunday, March 26
 - 8 peer reviewers, comparable institutions outside Virginia
 - SACSCOC Vice President

On-site Visit

- Interviews and meetings will focus on
 - Off-campus sites
 - Eight off-site findings
 - Mandated on-site review - 19 standards
 - Quality Enhancement Plan (QEP)
- Exit interview Thursday morning

Quality Enhancement Plan Focus

- Student-centered pedagogy training for faculty
 - Increase student sense of academic belonging and success in required 100 and 200 level classes
- R-CATS – RISE Community Action Teams
 - RISE: Realizing Inclusive Student Excellence
 - Increase student sense of campus belonging and community



QEP Measurable Outcomes

- Student Success Outcome
 - Grades of C or better in 100 and 200 level classes
- Student Development Outcomes
 - Academic belonging
 - Campus belonging

RADFORD UNIVERSITY

Faculty Senate

2022-2023 Faculty Senate President

Dr. Kurt Gingrich, Professor of History

Faculty Senate and Faculty Efforts on Retention

- Efforts on Faculty Retention
- Efforts on Student Retention

Faculty Senate Motion on LMS Usage

Regardless of the mode of course delivery, all faculty are expected to make use of the university's web-based learning management system (LMS).

Specifically, and as a minimum expectation, all courses that enroll five or more students must have an active course shell that includes the following items:

1. The current course syllabus, which must include the course title, prefix and number, grading criteria, mode of delivery (e.g., online asynch, in-person, etc.), and course policies and expectations.
2. An active gradebook in which students can see scores/grades for all work that has been graded in course.

Faculty Senate and Faculty Efforts on Retention

- Efforts on Faculty Retention
- Efforts on Student Retention
- Questions?

**RADFORD UNIVERSITY
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE
March 23, 2023**

RESOLUTION OF TENURE RECOMMENDATIONS

WHEREAS, the tenure-track faculty are appointed initially on one-year contracts and throughout the probationary period, which is normally six years, they are subject to reappointment annually upon recommendation by the Department Personnel Committee, the Department Chair, the College Dean, the Provost, and the President; and

WHEREAS, no later than the beginning of the fall semester of the sixth year of full-time appointment, tenure-track faculty are notified by their Department Chairs of their eligibility for consideration for award of tenure and candidates for tenure must submit to their Department Personnel Committees pertinent information regarding their qualification for tenure, including a statement justifying the granting of tenure, all past performance evaluations, including a summary of student evaluations and any peer evaluations, a current curriculum vita, and any other relevant documentation; and

WHEREAS, criteria for the award of tenure include: the continuing need for the individual’s expertise; the individual’s teaching effectiveness; effectiveness as an advisor; professional development; participation in University co-curricular activities; committee work; cooperation with colleagues; and contributions towards the objectives of the department, college, and University; and

WHEREAS, upon consideration of the candidate’s achievement of the above criteria, the Department Personnel Committee submits its recommendation to the Department Chair, who in turn submits his or her recommendation to the College Dean. The Dean submits his or her recommendation to the Provost, and the Provost submits their recommendation in each case to the President. At each stage, the recommendation is added to the previous recommendations, and all are transmitted to the next level. Copies of each recommendation, together with justification, are sent to the faculty member, who has the right to appeal negative recommendations to the Faculty Grievance Committee; and

WHEREAS, the final authority for awarding or denying tenure lies with the Board of Visitors and all of the faculty members listed below have met the criteria for award of tenure;

ARTIS COLLEGE OF SCIENCE AND TECHNOLOGY

<u>Name</u>	<u>Department</u>
David S. Anderson	Department of Anthropological Sciences
Jamie Katherine Lau	Department of Biology
Kristina Roth Stefaniak	Department of Chemistry
Ryan Stacy Sincavage	Department of Geology
Md Shamim Sarker	Department of Mathematics and Statistics

COLLEGE OF HUMANITIES AND BEHAVIORAL SCIENCES

<u>Name</u>	<u>Department</u>
Kevin Patrick Farrell	RUC - Department of English
Courtney Watson	RUC - Department of English
Kathleen M. Arnold	Department of Psychology
Aysha Allison Bodenhamer	Department of Sociology

COLLEGE OF VISUAL AND PERFORMING ARTS

<u>Name</u>	<u>Department</u>
Stuart Tyler Robinson	Department of Art
Laura Kimball	Department of Design
Sekyung Jang	Department of Music

DAVIS COLLEGE OF BUSINESS AND ECONOMICS

<u>Name</u>	<u>Department</u>
Liang Shao	Department of Accounting, Finance and Business Law
Richard J. Gruss	Department of Management

WALDRON COLLEGE OF HEALTH AND HUMAN SERVICES

<u>Name</u>	<u>Department</u>
Elliot Donald Carhart	RUC - Department of Clinical Health Professions-Emergency Services
Arco Paul	RUC – Department of Physical Therapy
Sarah E. Johnson	RUC – Department of Public Health and Healthcare Leadership
Ali-Sha Alleman	School of Social Work

THEREFORE, BE IT RESOLVED, that the Academic Excellence and Research Committee recommends that the Board of Visitors approves the faculty Tenure Recommendations listed above to become effective the beginning of the 2023-2024 academic year.

**RADFORD UNIVERSITY
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

March 23, 2023

**RESOLUTION TO AMEND THE
TEACHING AND RESEARCH FACULTY HANDBOOK**

WHEREAS, All proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook, and

WHEREAS, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University, and

WHEREAS, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it, and

WHEREAS, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language, and

WHEREAS, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

WHEREAS, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors; and

NOW, THEREFORE, BE IT RESOLVED, that the Academic Excellence and Research Committee recommends that the Board of Visitors approves, in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 2.8: Class Administration** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows:

Motion to Revise the Teaching Responsibilities Language in the Teaching and Research Handbook

Referred by: Campus Environment Committee

MOTION:

The Faculty Senate recommends the addition of language (**red type**) and the deletion of language (stricken through) in section 2.8 Class Administration of the T&R Faculty Handbook to read:

2.8 Class Administration

Faculty should meet all classes at the time and place indicated in the schedule of classes unless approval to change has been granted in advance by the Department Chair or Program Director and the Dean.

No classes are to be added or dropped except by the approval of the Chair or Program Director or Dean. Faculty members will inform students, in writing and in other media if appropriate to the course format, of their course requirements, attendance, and grading policies during the first week of the semester. Faculty members are responsible for submitting mid-semester grades for all students in all undergraduate courses as directed by the registrar. Students must be provided the opportunity to examine and discuss with their instructor all examinations, materials, and criteria used in the grading process.

Regardless of the mode of course delivery, all faculty are expected to make use of the university's web-based learning management system (LMS). Specifically, and as a minimum expectation, all courses that enroll five or more students must have an active course shell that includes the following items:

1. The current course syllabus, which must include the course title, prefix and number, grading criteria, mode of delivery (e.g., online asynch, in-person, etc.), and course policies and expectations.
2. An active gradebook in which students can see scores/grades for all work that has been graded in course.

Original works prepared at student expense must be made available to the student at the conclusion of the semester during which the work was submitted.

Student examinations, papers, projects, and other materials used in determining grades should be retained by the professor for at least one semester after the course is offered unless these materials are returned to the student. All records of student grades should be retained and turned in to the Department Chair or Program Director upon leaving the employment of Radford University. A Change of Grade Form must be completed by the instructor and approved by the Dean before a grade can be officially changed in the Registrar's Office.

RATIONALE:

Radford University students come to our institution with changing expectations with regard to teaching and learning. The professoriate also evolves, with changing expectations and understandings of what constitutes competent teaching. The current motion reflects the fact that the General Faculty of Radford University believe that access to a web-based course shell with the listed components constitutes a norm of transparency and communication that students are entitled to expect. This motion is deliberately written with sensitivity to the issue of academic freedom; the requirement is strictly focused on providing a standard of communication and transparency for our students and carries no implications for the conduct or content of any course.

RADFORD UNIVERSITY

~~School of Nursing~~

College of Nursing

March 2023

Timeline of Recent SON Changes

The College of Nursing and Health Sciences was changed to Waldron College of Health and Human Services upon naming of new Waldron Hall; Nursing changed to School under Waldron College.

- August 2019 Merger of Programs with JCHS
- August 2020 School of Nursing inaugural Dean was hired
- August 2021 SCHEV submission to become an independent academic unit
- May 2022 Inaugural Dean resigns and appointment of Interim Dean
- Fall 2022 Organizational chart and bylaws revised

**RADFORD UNIVERSITY ACADEMIC EXCELLENCE AND RESEARCH COMMITTEE
MARCH 23, 2023**

**RESOLUTION TO CHANGE THE NAME OF THE SCHOOL OF NURSING TO THE
COLLEGE OF NURSING**

WHEREAS, the School of Nursing was previously known as the College of Nursing and Health Sciences (circa 1990) and the name was later changed to Waldron College of Health and Human Services; and

WHEREAS, in 2021, the School of Nursing separated from Waldron College of Health and Human Services and now functions as a standalone college in all respects, resulting in seven colleges within the University; and

WHEREAS, this change more appropriately aligns with the administrative structure of that academic unit and will align with the Teaching and Research Faculty Handbook, significantly reducing the number of revisions needed for that document; and

WHEREAS, the change to a college with the proposed departmental structure has a net-neutral effect on the budget;

NOW, THEREFORE, BE IT RESOLVED, that the Academic Excellence and Research Committee recommends that the Board of Visitors approves to change the name of the School of Nursing to the College of Nursing;

BE IT FURTHER RESOLVED, that the President and/or designee(s) are hereby authorized to submit any and all documentation that may be required to receive approval of the name change to the State Council of Higher Education for Virginia (SCHEV) and the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

End of Board of Visitors Materials

