

MINUTES  
2014-2015 Faculty Senate Meeting  
March 26, 2015  
Heth 014

**Members present:** Suzanne Ament, Kevin Ayers, Ian Barland, Roann Barris, Carol Bland (for Sandra Schneider), Scott Dunn (for James Collier), Jason Davis, Eric Du Plessis, Lori Elis, Mary Ferrari, Jake Fox, Andrew Foy, Tim Fuhrer, Kim Gainer, Melissa Grim (for Monica Pazmino-Cevallos.), Vince Hazleton, Rhett Herman, Rodrigo Hernandez, Bill Hrezo, Margaret Hrezo, Prahlad Kasturi, Abhay Kaushik, Jerry Kopf, Mary LaLone, Elizabeth Lanter, Christine Mitchell, Douglas Mitchell, James Newman, Laura Newsome, Hashemzadeh Nozar (for Seife Dendir), Tom Pierce, Mashooq Salehin, Susan Schoppelrey, Neil Sigmon, Andrea Stanaland, Julie Temple, Paul Thomas, Carter Turner, Amy VanKirk, Jimmy Ray Ward, Skip Watts, Jennifer Whicker

**Members absent:** David Allen, Vickie Bierman, Brad Bizzell, Brent Harper, Laura LaRue, Rob Sanderl, Wally Scott

**Guests:** Sam Minner, Provost and Vice President for Academic Affairs

- I. The meeting was called to order at 3:33 p.m.
- II. The minutes for February 19, 2015, were approved.
- III. The Provost gave his report.
  - a. Enrollment
    - At 725, the number of new freshmen who have paid deposits is ahead of the pace of record year.
    - Transfer numbers also look good, with 176 students paying deposits versus 99 at this time last year.
    - New graduate students are at 250 versus 216 at the same time last year.
    - The university is budgeting based on an overall enrollment of 9,800.
    - International enrollment is starting to tick up, and the Learning and Culture Institute is in operation. The first contingent of Brazilian students is arriving, and Paul Currant, director of International Education, is optimistic about recruitment from China.
  - b. Personnel
    - The process of hiring a new dean for the College of Education and Human Development is nearing an end. Four on-campus interviews have taken place, and the hiring committee has forwarded its recommendation.
    - There are two finalists for the director of the Honor's Academy. The hiring of a director is the last element of the revamping of the honor's program, which has entailed additional operational dollars, heightened

standards, a reduction in the number of students, and the selection of faculty fellows.

c. Budget

- The legislature has made provision for raises.
- The university still will face cuts next year, but the size of the cuts is unknown and will be affected by several variables, including state revenue, enrollment, and tuition.
- This year the university initially responded to the need to cut budget by not filling authorized positions and putting a hold on money for travel and research. By making use of internal resources, the university was able to restore funding for travel and research.
- The provost would like to meet with the Resource Allocation Committee as soon as possible to discuss measures for dealing with budget cuts. He predicts that continuing to hold off filling authorized positions is a likely measure.

d. Student evaluations

- Undergraduates overall express positive attitudes toward Radford
- Students have positive perceptions of subject matter relevance, relevance of tests to material covered, and instructor preparation.
- Negative attitudes are reported toward the level of challenge in courses and toward instructor feedback.

e. Other Matters

- The provost reported that the planning for the next Institutional Effectiveness day was underway and that the public-private partnership for the anatomy-physiology lab was on time and on budget.

f. Questions and Comments

- A senator asked whether the university had been tasked with coming up with a process for setting priorities or whether that could at some point be requested by the Board of Visitors. The provost replied that it was possible but that the BOV membership was changing and that a more relevant question would be “How do we as a community decide what is important to us and what do we do going forward?” Dr. Minner further stated that if anything is eliminated the university need to decide collectively, as a community, and that the university should talk about a broad-based transparent process. He also stated that Radford was not experiencing a financial emergency.
- A senator asked how the RU Futures Group fit into the process. The provost replied that he did not know what would be coming out of the

Futures Group. The senator followed up by asking whether the Futures process was totally separate from the process of determining priorities. Dr. Minner stated that the Futures Group was something “on top of the process.”

- A senator asked whether the Faculty Senate Executive Council had been asked to consider a framework for eliminating programs. The provost replied that there had been discussions in both the FSEC and the Academic Program Review Committee about what the process is for initiating changes and that the Curriculum Pathway is unclear. He stated that clarity is needed on the process for making changes and about the process for thinking about the future of the university. He further stated that his concern is that in the absence of a process that changes would be mandated, giving as an example Pathways to Excellence. The senator followed up by stating that the university faced a “perfect storm” of declining state support, a demographic dip, and money being earmarked for High Impact Practices. Dr. Minner replied that he would consider suggestions for establishing a process.
- A senator asked whether Radford had contacted Sweet Briar students. The provost replied that James Pennix had called and emailed students and that two had expressed interest but that neither had applied.

#### IV. The Faculty Senate president gave his report.

- a. Dr. Kopf stated that he has expressed to the BOV the importance of following existing and transparent processes, with explicit criteria, and of making certain that all departments have a voice.
- b. Dr. Kopf thanked the provost for the opportunity to attend most of the meetings of the deans and also stated that Dr. Minner has been meeting with the Resource Allocation Committee and that last year the list of priorities was changed as a result of meetings.
- c. Dr. Kopf stated that we have a vehicle for program review, the Academic Program Review Committee, and that reviews should be done within the context of that committee. He reported that the APRC has been working on coming out with new schedule and updated policies and procedures and was trying to use process to address some of the issues that the provost raised. He also reported that the FSEC would meet with Dean Grady, the chair of the APRC, to discuss a draft of the policies and procedures. He stated that this draft had been sent to all chairs and he encouraged senators to ask chairs for copies. He further stated that the draft was not a “done deal” and that senators should feel free to provide feedback. He additionally stated that faculty need to offer their recommendations for program review if they do not wish the BOV to identify programs to receive additional resources. He also pointed out that the FSEC meeting with Dean Grady was public and that senators could attend the meeting or forward ideas to FSEC. In ensuing discussion, a senator stated that no decisions should be made on a program review process over the

summer and that any proposals for a process need to be placed before the entire faculty.

- d. Dr. Kopf reported on salary data, stating that the university had been at the 24<sup>th</sup> percentile four years ago and had been at the 28<sup>th</sup> or 29<sup>th</sup> percentile in 2014. He characterized this as a “small victory.” Dr. Kasturi, chair of the Resource Allocation Committee, remarked that assistant and associate professors were moving forward, and Dr. Kopf replied that the greatest compression was found at the rank of full professor and that assistance professors were subject to the least compression. Regarding the prospect of raises, a senator asked about the numbers in the governor’s message. At this point, the applicability of the figures to faculty is not clear.

## V. Committee Reports

- a. Campus Environment: Dr. Newman reported that the committee would be accessing an email list for distribution of the Faculty Morale Survey. As soon as access issues are resolved, the survey would be released. Dr. Newman also reported that the committee had two motions before the senate, a Motion Calling for Dual Career Services for Faculty at Radford University and a Motion on Tobacco Free Campus.
- b. Curriculum: Dr. Gainer reported that the committee had considered two proposals for certificates and two proposals for MS degrees. The two certificates and one of the MS proposals were being introduced, and the committee would continue its discussion of the second MS proposal at its next meeting.
- c. Faculty Issues: Dr. Barris reported that the committee was introducing a Motion to Amend the T & R Handbook with a Statement about Midterm Grades.
- d. Governance: Dr. Schoppelrey reported that the committee would be sending out the links for the evaluation of deans. The deans’ reports were due the following day and would be posted at the senate’s web site.
- e. Resource Allocation: Dr. Kasturi reported that the Governance Committee had provided feedback on the workload policy and that the draft had been submitted to the Council of Chairs. The committee was also introducing a Motion *re* Use of Health and Wellness Center.

## VI. Old Business.

- a. The Motion Providing for Departmental Criteria for Promotion and Tenure, referred by the Governance Committee, was taken from the table.
  - It was moved and seconded that under both 1.6.1.2 and 1.7.1 the sentence “If a college develops college-wide standards in lieu of departmental standards, these standards must be voted on by all tenured faculty within the college” be amended to “A college may develop college-wide standards in lieu of departmental standards. These standards must be approved by a majority vote

of all tenured faculty within the department, school, or college.”

- The question on the amendment to the motion was called. The senate voting to call the question, the amendment calling for a change to language proposed under both 1.6.1.2 and 1.7.1 was approved.
- After further discussion, the question on the motion was called. The senate voting to call the question, the motion was approved.

## VII. New Business

- a. A Motion to Amend the T & R Handbook with a Statement about Midterm Grades Reports, referred by the Faculty Issues Committee, was introduced and tabled for later discussion.
- b. A Motion *re* MS in Athletic Training, referred by the Curriculum Committee, was introduced and tabled for later discussion.
- c. A Motion *re* Design Thinking Certificate, referred by the Curriculum Committee, was introduced and tabled for later discussion.
- d. A Motion *re* Interprofessional Gerontology Certificate, referred by the Curriculum Committee, was introduced and tabled for later discussion.
- e. A Motion *re* Use of Health and Wellness Center, referred by the Resource Allocation Committee, was introduced and tabled for later discussion.
- f. A Motion to Require Budget Information in Curriculum Proposals, referred by the Faculty Senate Executive Council, was introduced and tabled for later discussion.
- g. A Motion on Elimination of Academic Programs, referred on behalf of the Department of Philosophy and Religious Studies, was introduced and tabled for later discussion.

## VIII. Announcements

- a. Dr. Kopf thanked the Hrezos for providing refreshments.

## IX. The meeting was adjourned at 4:50 p.m.