

FACULTY SENATE

MINUTES

2015-2016

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## APRIL 30, 2015 (OFFICER ELECTIONS)

MINUTES  
2015-2016 Faculty Senate Meeting  
April 30, 2015  
Heth 014

**Members present:** Suzanne Ament, Ian Barland, Roann Barris, Vickie Bierman, Brad Bizzell, Joy Caughron, Steve Childers, Andrew Foy, Tim Fuhrer, Kim Gainer, Brent Harper, Vince Hazleton, Nicole Hendrix, Rodrigo Hernandez, Katie Hilden, Prahlad Kasturi, Abhay Kaushik, Jerry Kopf, Laura LaRue, Douglas Mitchell, Johnny Moore, Monica Pazmino, Susan Schoppelrey, Neil Sigmon, Andrea Stanaland, Julie Temple, Paul Thomas, Cheri Triplett, Carter Turner, Amy VanKirk, Jimmy Ray Ward, Skip Watts, Jennifer Whicker, Anja Whittington

**Members absent:** Jeffrey Chase, James Collier, Eric Du Plessis, Jake Fox, Rhett Herman, Mary LaLone, Elizabeth Lanter, Mashooq Salehin, Rob Sanderl, Sandra Schneider, Wally Scott, Paige Tan

- I. The meeting was called to order at 4:45 p.m.
- II. Dr. Kopf welcomed new and returning senators, and all senators introduced themselves.
- III. The floor was opened for nominations for president. Dr. Kopf was the only nominee. Nominations were closed, and Dr. Kopf was elected by acclamation.
- IV. The floor was opened for nominations for vice president. Several nominations being received, ballots were distributed. Dr. Turner was elected vice president.
- V. The floor was opened for nominations for secretary. Dr. Gainer was the only nominee. Nominations were closed, and Dr. Gainer was elected by acclamation.
- VI. The floor was opened for nominations for the two at-large positions on the Faculty Senate Executive Council. More than two nominations being received, ballots were distributed. Drs. Barris and Schoppelrey were elected.
- VII. The meeting was adjourned at 5:15 p.m.

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**SEPTEMBER 3, 2015**

MINUTES  
2015-2016 Faculty Senate Meeting  
September 3, 2015  
Hurlburt Combo Room

**Members present:** Suzanne Ament, Ian Barland, Steve Beach (for Abhay Kaushik), Vickie Bierman, Brad Bizzell, Joy Caughron, Jeffrey Chase, Steve Childers, James Collier, Andrew Foy, Jake Fox, Tim Fuhrer, Kim Gainer, Jim Gumaer, Brent Harper, Vince Hazleton, Nicole Hendrix, Rhett Herman, Rodrigo Hernandez, Katie Hilden, Prahlad Kasturi, Jerry Kopf, Mary LaLone, Elizabeth Lanter, Laura LaRue, Douglas Mitchell, Johnny Moore, Monica Pazmino, Mashooq Salehin, Sandra Schneider, Susan Schoppelrey, Neil Sigmon, Paige Tan, Julie Temple, Paul Thomas, Cheri Triplett, Carter Turner, Amy VanKirk, Jimmy Ray Ward, Skip Watts, Jennifer Whicker, Anja Whittington

**Members absent:** Roann Barris, Eric Du Plessis, Rob Sanderl, Andrea Stanaland

**Guests:** Dr. Dennis Grady, Dean of the Graduate College; Dr. Joe Scartelli, interim Provost; Mr. Doug Wohlstein, director of the Faculty and Staff Fitness program and manager of the Peters Hall Fitness Center

- I. The meeting was called to order at 3:30 p.m.
- II. Approval of the minutes
  - a. The minutes for the last meeting of the 2014-2015 Faculty Senate, which met on April 30, 2015, were approved with the addition of the name of Ms. Christine Mitchell to the list of senators in attendance.
  - b. The minutes for the first meeting of the 2015-2016 Faculty Senate, which met on April 30, 2015, were approved.
- III. Dr. Kopf welcomed the senators, who introduced themselves, and reminded senators that emails from the secretary will contain reminders of meeting locations. Dr. Kopf then gave his report.
  - a. The Faculty Senate Executive Council (FSEC) will be meeting on Tuesdays from 3:30-5 p.m. Items to be placed on its agenda may be forwarded to any member of the FSEC: Dr. Kopf, president; Dr. Turner, vice president; Dr. Gainer, secretary; or Drs. Barris or Schoppelrey, members-at-large.
  - b. The presidential search committee has met once. Four faculty are on the committee: Drs. Kopf, Low, Manizade, and Ramsey.

- c. The Board of Visitors approved a tuition increase in the spring. The state-funded 2 % raise takes effect in September. Any additional raise, up to 2.5%, must be internally funded and will be contingent on enrollment. Faculty are not classified employees and thus are not eligible for the payment per years of service.
- d. In answer to a question about the status of the motion *re* fall break, Dr. Kopf stated that a number of motions were being brought to the attention of Dr. Scartelli, interim provost.

IV. Dr. Scartelli welcomed the senators and gave his report.

- a. Dr. Scartelli has received copies of motions approved by the Faculty Senate that are awaiting further action and will be meeting with Dr. Kopf regarding these motions.
- b. He has contracted to stay in office at least through this academic year. The search for a permanent provost will begin once the president is hired.
- c. He thanked Drs. Dunleavy and Gainer for working to populate the Internal Governance (IG) committees.
- d. He stated that there are many issues with the IG Document. Some are editorial, but he believes a concerted effort to overhaul IG should be made.
- e. He reported that the any raise beyond the 2% would have to be internally funded and would be dependent on enrollment.
- f. He stated that it is necessary to establish “transparency between the budget and academics.”

V. Mr. Wohlstein, director of the Faculty and Staff Fitness program and manager of the Peters Hall Fitness Center, gave a presentation on hours and programming available at the Center. Slide attached.

VI. Committee charges and membership were announced. List attached.

VII. Old Business—none

VIII. New Business

- a. Motion to Approve the Academic Program Review Process and Template, referred by the Faculty Senate Executive Council. Dr. Kopf described the process by which the motion was crafted and identified the bodies that provided feedback, including the FSEC, and Dr. Grady reported on the website for additional feedback and reminded senators that the comment period would closed on Monday, September 14, 2015.

IX. Announcements—none

X. The meeting adjourned at 4:08 p.m.

September 3, 2015  
Attachment 1



## Faculty & Staff Wellness Center

### New Hours

Mornings  
Monday and Wednesday  
6:00-8:00 AM  
Lunch Time  
Monday - Friday  
12:00-2:00 PM  
Evening  
Tuesday and Thursday  
5:00-7:00 PM

### Weekly Classes

Functional Fitness  
Mindfulness Meditation  
Practice Group  
Group Fitness  
Metabolic Boot Camp  
Kickboxing  
Zumba  
Brain Breaks  
Exercise Instruction  
Getting Back to Movement

### Special Topics

Pickleball  
Body/Plate Comp BEI w/Snack  
Badminton  
Veggie Nutrition  
Pack a Healthy Lunch  
Movement Analysis  
Resting Metabolic Rate  
Team Games/ MVDA



Working to meet your Health and Fitness needs!

September 3, 2015

Attachment 2

### Faculty Senate Committee Charges 2015-2016

*Note: Since the FSEC met to draw up this list, a couple of emails have come in with suggestions for additional. These topics will be assigned to appropriate committees, and the FSEC will continue to make such assignments throughout the year.*

#### I. Campus Environment

- a. Review the previous year's annual faculty morale survey data, identify the most important issues, and develop explicit recommendations to address those issues.
- b. Review approaches to spousal/partner hires at other universities and propose ways to improve the hiring process at RU.
- c. Review the domestic partner benefits policies and propose changes if needed.
- d. Review the faculty parental leave policy and propose improvements to the policy if needed.
- e. Consider the development of a faculty retirement transition program.
- f. Propose improvements to the existing parking system to improve the effectiveness and efficiency of the remaining lots and of the shuttle system.
- g. Review the COACHE survey to determine the most important issues, to determine which issues have been addressed, and TO develop recommendations to address the remaining issues
- h. Determine whether COACHE and the Faculty Morale survey should both continue to be administered.

#### II. Curriculum Committee

- a. Review the CLA to determine what conclusions may be reached and develop recommendations based on those results.
- b. Determine whether to reauthorize the administration of the CLA.
- c. If the CLA is reauthorized, develop recommendations for improving the reliability and validity of CLA results.
- d. Develop a policy for determining when changes to courses in the Core Curriculum require Faculty Senate approval.
- e. Work with the CCAC to review and make recommendations based both on in-house assessment and on the results of the CLA.

#### III. Faculty Issues

- a. Conduct a survey of faculty experience with the awarding and acceptance of sabbaticals.
- b. Determine how to assure faculty input into the process of student course evaluations going online.

- c. Determine the policy for lowering the RU flag.
- d. Determine whether and how teaching faculty may be eligible for awards regardless of status
- e. Determine the time frame for grievances.

#### IV. Governance

- a. Follow up on all motions approved by the committee in the last three years to determine if they have been implemented.
- b. Review, revise, and integrate the decision matrix into the IG Document and other relevant documents.
- c. Review the function and membership of IG committees.
- d. Review and eliminate discrepancies between the IG Document and current practices.
- e. Review the status of the proposal for a senior instructor.
- f. Review, separately from the above, the proposal that senior instructors be paid more than instructors.
- b. Based on the Provost feedback, reconsider the motion changing the Chair quadrennial review process approved by the Senate but not implemented by the Provost.
- c. Conduct the annual deans' evaluation.
- d. Determine when Faculty Senate officers take office.
- e. Determine which committee/body is in charge of changes to T & R Handbook.

#### V. Resource Allocation

- a. Follow up on all motions approved by the committee in the last three years to determine if they have been implemented.
- b. Develop recommendations for securing adequate administrative help for all departments.
- c. Examine the adequacy of chair compensation
- d. Examine the growth in AP positions relative to T & R positions?
- e. Review and comment on the six-year strategic plan.
- f. Schedule regular meetings with the provost and the vice president for business affairs to discuss budget priorities.
- g. Determine the percentage of T & R time allocated to administrative tasks.

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**SEPTEMBER 17, 2015**

MINUTES  
2015-2016 Faculty Senate Meeting  
September 17, 2015  
Heth 014

**Members present:** Ian Barland, Roann Barris, Steve Beach (for Abhay Kaushik), Vickie Bierman, Brad Bizzell, Joy Caughron, Jeffrey Chase, Steve Childers, James Collier, Eric Du Plessis, Jake Fox, Andrew Foy, Tim Fuhrer, Kim Gainer, Jim Gumaer, Brent Harper, Vince Hazleton, Nicole Hendrix, Rhett Herman, Rodrigo Hernandez, Katie Hilden, Prahlad Kasturi, Youngmi Kim, Jerry Kopf, Susan Kwilecki (for Suzanne Ament), Mary LaLone, Elizabeth Lanter, Laura LaRue, Douglas Mitchell, Johnny Moore, Monica Pazmino, Mashooq Salehin, Sandra Schneider, Susan Schoppelrey, Neil Sigmon, Andrea Stanaland, Julie Temple, Paul Thomas, Cheri Triplett, Carter Turner, Amy VanKirk, Jimmy Ray Ward, Jennifer Whicker, Anja Whittington

**Members absent:** Paige Tan, Skip Watts,

**Guests:** Dr. Dennis Grady, Dean of the Graduate College; Dr. Kate Hawkins, Dean of the College of Humanities and Behavioral Sciences

- I. The meeting was called to order at 3:32 p.m.
- II. The minutes for September 3, 2015, were approved.
- III. Dr. Kopf gave a report on his presentation to the Board of Visitors and answered questions.
  - a. The Academic Affairs and Business Affairs Committee are jointly working on four goals:
    - Cost-benefit analysis of all academic programs—Dr. Kopf reported that he drew the BOV’s attention to the importance of shared governance, the faculty role in program review, and the existence of an “established, approved review process”
    - Review of faculty compensation—Dr. Kopf reported that he drew the BOV’s attention to the SCHEV goal of reaching the 60<sup>th</sup> percentile and to the existence of a compensation model approved by the Faculty Senate, the previous Provost, the President, and the Vice President for Business Affairs.
    - Review of assessment of student learning—Dr. Kopf reported that he drew the BOV’s attention to the significance of “active faculty participation in the review and discussion of assessment.”



- Review of alternative tuition models—Dr. Kopf reported that he expressed to the BOV his hope that it would solicit active faculty input.
- b. A question was asked about the university’s enrollment targets. Dr. Kopf stated that transfers and graduate students were down and that freshman enrollment was about the same as the previous year. Overall, enrollment was down.
- c. A question was asked about the status of the Motion to Amend IG Document Description of Academic Program Review Committee, passed on April 23, 2015. Dr. Kopf stated that the motion had not gone beyond the Provost’s office. He also referred to the motion under Old Business on the agenda, *Motion to Approve the Academic Program Review Process and Template*.

IV. Under Old Business, the *Motion to Approve the Academic Program Review Process and Template*, referred by the FSEC, was taken from the table. After discussion, the motion was tabled.

V. Committee reports

- a. Campus Environment: No report.
- b. Curriculum: Dr. Gainer reported the election of the chair, as well as of Ms. Whicker as secretary. Dr. Kolajo has accepted an invitation to update the committee on the CLA+ on October 8, and Dr. Herman is collecting information on retention and transfer students.
- c. Faculty Issues: Dr. Barris reported the election of the chair, as well as of Dr. Barland as secretary.
- d. Governance: Dr. Schoppelrey reported that she is serving temporarily as chair.
- e. Resource Allocation: No report.

VI. Announcements

- a. Faculty were reminded of the upcoming Presidential Search Forums.

VII. The meeting was adjourned at 4:48 p.m.

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## SEPTEMBER 24, 2015 (SPECIAL MEETING *RE* PRESIDENTIAL SEARCH)

### MINUTES

2015-2016 Faculty Senate Special Meeting

September 24, 2015

Heth 014

**Members present:** Suzanne Ament, Roann Barris, Brad Bizzell, Ginger Burggraf (for Vickie Bierman), Joy Caughron, Jeffrey Chase, Steve Childers, James Collier, Jake Fox, Andrew Foy, Tim Fuhrer, Kim Gainer, Jim Gumaer, Brent Harper, Vince Hazleton, Nicole Hendrix, Rhett Herman, Blas Hernandez (for Eric Du Plessis), Katie Hilden, Prahlad Kasturi, Abhay Kaushik, Youngmi Kim, Jerry Kopf, Laura LaRue, Beth Lyman (for Mary LaLone), Jennifer Mabry, Douglas Mitchell, Johnny Moore, James Newman (Anja Whittington), Monica Pazmino, Sandra Schneider, Susan Schoppelrey, Neil Sigmon, Andrea Stanaland, Paige Tan, Julie Temple, Paul Thomas, Cheri Triplett, Carter Turner, Amy VanKirk, Jimmy Ray Ward, Jennifer Whicker

**Members absent:** Ian Barland, Rodrigo Hernandez, Elizabeth Lanter, Mashooq Salehin, Skip Watts,

- I. The meeting was called to order at 3:30 p.m.
- II. Dr. Kopf reported that the next meeting of the Presidential Search Committee would be held October 26, 2015, in Charlottesville and that this information would be posted soon on the Presidential Search Committee web site. He also reported that Mr. Anthony Bedell, Rector of the Board of Visitors, would be holding forums on campus on Tuesday, September 29, 2015, and that an email regarding these forums would be sent out soon.
- III. New Business
  - a. Dr. Thomas moved and Dr. Ament seconded a *Motion re Composition of Presidential Search Committee*.
    - Dr. Thomas moved that the rules be suspended to allow for discussion of the motion. No second was necessary, and the motion was approved.
    - Dr. Thomas moved and Dr. Mitchell seconded that a limit of two minutes be placed on each senator's remarks and that no senator speak a second time before all senators wishing to comment upon the motion had an opportunity to do so.
    - Dr. Fox moved the following amendment to the motion: That the phrase "one additional faculty member from each undergraduate college not currently represented" be replaced by "six more faculty representatives,

one elected by each college.” No second being offered, the president ruled that the motion died.

- The question was called, and voting by secret ballots was requested. Ballots were distributed, and the motion passed forty-one to one.

- b. Dr. Gainer moved and Dr. Thomas seconded a Motion on the Presidential Search Process. After discussion, the motion was called, ballots were distributed, and the motion passed forty to one.

IV. The meeting was adjourned at 4:30 p.m.

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## **OCTOBER 1, 2015 (REPLACED BY COMMITTEE MEETINGS)**

Committee meetings were pre-empted on September 24, 2015, to allow for a Special Meeting of the Faculty Senate. The October 1, 2015, date was therefore reassigned to allow committees to conduct their business.

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**OCTOBER 15, 2015**

MINUTES  
2015-2016 Faculty Senate  
October 15, 2015  
Heth 014

**Members present:** Suzanne Ament, Ian Barland, Roann Barris, Joy Caughron, Jeffrey Chase, Steve Childers, James Collier, Jake Fox, Andrew Foy, Tim Fuhrer, Kim Gainer, Jim Gumaer, Brent Harper, Nicole Hendrix, Rhett Herman, Rodrigo Hernandez, Prahlad Kasturi, Youngmi Kim, Jerry Kopf, Mary LaLone, Laura LaRue, Jennifer Mabry, Douglas Mitchell, Johnny Moore, Monica Pazmino, Mashooq Salehin, Sandra Schneider, Susan Schoppelrey, Neil Sigmon, Andrea Stanaland, Paige Tan, Julie Temple, Paul Thomas, Cheri Triplett, Carter Turner, Amy VanKirk, Jimmy Ray Ward, Skip Watts, Jennifer Whicker, Anja Whittington

**Members absent:** Vickie Bierman, Brad Bizzell, Eric Du Plessis, Vince Hazleton, Katie Hilden, Abhay Kaushik, Elizabeth Lanter

**Guests:** Dr. Joe Scartelli, Interim Provost and Vice President for Academic Affairs

- I. The meeting was called to order at 3:33 p.m.
- II. The minutes for September 17, 2015, and September 24, 2015 (Special Meeting) were approved.
- III. The Faculty Senate President gave his report.
  - a. Dr. Kopf reported that Mr. Randy Marcus, Chair of the Academic Affairs Committee of the Board of Visitors, and Dr. Javaid Siddiqi, Chair of the Business Affairs Committee, would be on campus Tuesday morning, October 20<sup>th</sup>, to meet with a number of constituent groups in Academic Affairs and that a meeting with the Faculty Senate would take place from 10:45-12:00 in Heth 22. He stated that the two BOV committees were working closely together and urged senators without class conflicts to attend.
  - b. Dr. Kopf reported that on October 8, 2015, Mr. Michael Wray, chair of the Presidential Search Committee, met with the three newly elected faculty representative to the Presidential Search Committee—Dr. Paul Thomas from CHBS, Dr. David Sallee from CEHD, and Dr. Holly Cline from CVPA.
  - c. Dr. Kopf reviewed the presentation that he made in response to the “2015 Goals—Academic Affairs/Business Affairs Committee,” a statement adopted jointly by the AAC and BAC during the September meeting of the BOV. [See below for the five joint goals and for Dr. Kopf’s corresponding PowerPoint slides.]

- d. Dr. Kopf reported that the pay raise model approved by the Faculty Senate is not being followed with respect to the most recent pay raise. He reviewed the history and process behind the creation of the model.

IV. The Provost gave his report.

- a. Dr. Scartelli encouraged senators to participate in the forums with Mr. Marcus and Dr. Siddiqi.
- b. He stated that he was working with Chad Reed, Director of Budget and Financial Planning, and Eric Lovik, Director of Institutional Research and Assessment, on determining how to present public data, such retention data from the SCHEV.
- c. He stated that he had met with deans regarding salary adjustments and that each college developed a plan that addressed its particular issues, that each plan was merit-based at its core, and that the senate formula was discussed and taken seriously.
- d. He reported that he was working with the FSEC to move forward motions passed in previous years.
- e. In response to a question about compression and inversion, he stated that the issue should be looked at but there was no official plan in place as of yet to address it.
- f. In response to a question about Academic Program Review, one of the four BOV goals, he stated that six programs were under review for the BOV, one from each college. The BOV specified that for WCHHS and CHBS, the Nursing and the Foreign Language programs be reviewed; and CEHD, COBE, CSAT, CVPA have chosen for review Special Education, Accounting, Information Technology, and Design, respectively.

V. Committee reports

- a. Campus Environment: Dr. Fox reported that the committee would be administering the Faculty Morale Survey and was discussing whether the COACHE Survey should again be administered. Other issues being addressed by the committee include spousal hiring, career services for spouses, family leave policy, and a faculty retirement transition program. From the floor Dr. Barris requested that the committee consider improving accessibility for faculty.
- b. Curriculum: Dr. Gainer reported that the committee would be meeting with Dr. Kolajo for an update on the CLA+ and that it was looking into the issue of retention among transfer students.

- c. Faculty Issues: Dr. Barris reported that the committee was examining whether the language in the student evaluation instrument is appropriate for online classes. The committee would like to develop a survey to gather information about faculty decisions to apply/not apply for sabbaticals, as well as how the application success rate.
- d. Governance: Dr. Childers reported that the committee is attempting to reconcile the IG Document with the decision matrix, as well as examining whether the IG Committees are up-to-date and functional.
- e. Resource Allocation: Dr. Kasturi reported that the committee is addressing the issue of a diminishing number of administrative assistants available to departments. He also reported that the committee had referred a motion on the assessment of administrative units.

## VI. Old Business

- a. The Motion to Approve the Academic Program Review Process and Template, referred by the FSEC on behalf of the Academic Program Review Committee, remains on the table pending changes in response to feedback received by the APRC.

## VII. New Business

- a. Motion to Recommend Assessment Plans and Programs for Administrative Units of Radford University, referred by the Resource Allocation Committee
- b. Motion re Policy and Procedures on Intellectual Property Transfer, referred by the Faculty Senate Executive Council on behalf of the Intellectual Property Committee—***Withdrawn and referred to the Faculty Issues Committee.***
- c. Motion to Eliminate Quadrennial Evaluations of Department Chairs/School Directors, referred by the Governance Committee
- d. Motion on Timeline for Student Course Evaluations, referred by the Governance Committee
- e. Motion Revising Faculty Senate By-Laws Terms of Debate, referred by the Governance Committee
- f. Motion Revising Section II of Faculty Senate Constitution, referred by the Governance Committee
- g. Motion on Faculty Senate President's Term on the Board of Visitors, referred by the Governance Committee
- h. Motion Revising Faculty Senate By-Laws for Written Petition, referred by the Governance Committee

VIII. Announcements

- a. Mr. Randy Marcus, Chair of the Academic Affairs Committee of the BOV, and Dr. Javaid Siddiqi, Chair of the Business Affairs Committee, are meeting with members of the Faculty Senate Tuesday, October 20, 2015, from 10:45-12:00 in Heth 22.

IX. The meeting was adjourned at 4:08 p.m.

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October 15, 2015  
Attachment 1

2015 Goals –Academic Affairs/Business Affairs Committee

In today's environment of diminishing state support, rising costs and increasing competition for students in higher education, universities and their governing boards must pursue innovative approaches to the unique challenges and opportunities they face.

The Academic Affairs and Business Affairs Committee's 2015-2016 goals are designed to provide Committee Members and the entire Board a deeper understanding of Radford's finances, programmatic offerings and costs, faculty compensation and tuition structures. The Committees will review and analyze this information and provide recommendations to the incoming administration for consideration as they develop the vision and strategic plan for Radford's future.

1. Level set financial structure for all Board members – For the Board to effectively perform its fiduciary responsibilities, all members must have comprehensive knowledge of the university's financial structure including how much revenue the university brings in, where the money comes from, what it is spent on and what non-discretionary current and future commitments exist. Richard Alvarez has agreed to give a special briefing on these issues to the full Board at the September meeting.
2. Cost/Benefit Analysis of all Programs Offered – To ensure Radford's academic programs are maximizing resources, meeting needs of current and prospective students and preparing our graduates for future success, the Academic Affairs Committee requests a detailed cost and benefit analysis for all programs offered.

The analysis should include, but not be limited to, a programmatic level review of costs, return on investment, student demand, completion rates, graduate outcomes, alignment with interests of target recruits and current and future workforce demands.

While the report may include appropriate contextual information, the committee expects no bias in the presentation of the data. The Academic Affairs Chairman and other committee members are available to work with the Interim Provost to refine the request and review available information in greater detail.

3. Review of Faculty Compensation Level and Structure – The Academic Affairs Committee requests a comprehensive review of Radford's faculty compensation structure. The review should include an overview for committee members of the current structure, pay levels, discretionary raises, requirements to achieve and benefits of tenure. The analysis should include a comparison of similar universities in similar markets and those that we compete against for faculty, not only other Virginia institutions or those in Radford's SCHEV peer cohort.

The committee should also receive information on faculty recruitment, retention and existing unfilled positions, an analysis of anticipated retirements and a gender pay equity.

Additionally, the committee requests information on other successful performance models currently utilized by other universities.

The Academic Affairs Chairman and other committee members are available to work with the Interim Provost to refine the request and review available information in greater detail.

4. Learning Outcome Assessments – For accreditation purposes, the faculty has to have plans for learning outcomes assessment. Essentially, this is an evaluation of what students have learned and what they can do when they graduate.

The Academic Affairs and Business Affairs Committees would like to receive high level assessment information including how student learning assessment occurs at Radford and what faculty and administration do with the resulting information. In particular, the committee members are interested in how the assessments are used to improve teaching and to improve learning, including such possibilities as re-designing curriculum, offering faculty development options, re-shaping learning goals or offering more online tutorials. Finally, based on longitudinal assessment data, do we know if the educational experience at Radford is being strengthened?

5. Tuition Models – To address the growing financial stresses on public institutions and student's families, more institutions in Virginia and across the country have begun to adopt alternative tuition models.

The Business Affairs Committee requests report of the various alternative tuition models either implemented or considered by universities in Virginia or in other states. Additionally, the committee requests a report on the use of differential tuition currently at Radford programs and the potential benefits and challenges to expanding differential pricing to other programs.

The goal is for Business Affairs Committee members to be experts on tuition options, so they affectively make recommendations to the full Board.

October 15, 2015  
Attachment 2

## Faculty Representative's Report to the Board of Visitors Academic Affairs' Committee



Dr. Jerry Kopf, President of the Faculty Senate

Faculty Senate

September, 2015

### Faculty Senate Executive Council 2015-2016

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At the May meeting the Faculty Senate elected the following officers to serve as the Executive Council of the Faculty Senate for 2015-2016

- President: Dr. Jerry Kopf, Professor of Management
- Vice President: Dr. Carter Turner, Associate Professor and Chair, Department of Philosophy and Religion
- Secretary: Dr. Kim Gainer, Professor of English
- At large: Dr. Roann Barris, Professor and Chair, Department of Art
- At large: Dr. Susan Schoppelrey, Professor, School of Social Work

Faculty Senate

RADFORD UNIVERSITY

## Review of 2014-15

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The Senate consists of 46 members elected by each department and college on campus. A complete list of Senators can be found at:

<http://www.radford.edu/content/faculty-senate/home/contacts.html>.

Senators are assigned to one or more committees. Committees include

- Campus Environment
- Curriculum
- Faculty Issues
- Governance, and
- Resource Allocation

RADFORD UNIVERSITY

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RADFORD UNIVERSITY

## Motions adopted by the Senate 2014-2015

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If committees decide action is warranted on a particular issue they develop and approve motions which are then forwarded to the full Senate for approval. Over the last year a number of topics were addressed.

Motions addressed a variety of issues. Examples include motions on:

- Approval of the Core Curriculum Assessment Plan
- Approval of revisions to the General Education Goal 11 learning outcomes.
- A recommendation to form a University committee on Online Education
- Approval of policies and procedures for determining credit hours
- Establishment of written Departmental criteria for promotion and tenure
- A recommendation to enhance dual career services

Faculty Senate

RADFORD UNIVERSITY

## Motions adopted by the Senate 2014-2015

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- Approved a proposed name change for the College of Graduate Education
- Debated, but did not pass, a motion calling for a tobacco free campus
- Approved a motion with respect to providing midterm grade feedback
- Approved a MS in Athletic Training
- Approved a Certificate in Design Thinking
- Approved a Inter-professional Gerontology Certificate
- Approved a motion requesting faculty use of Health and Wellness Center
- Approved a motion to require revenue and cost budget information in curriculum proposals
- Approved a motion to amend IG Document description of Academic Program Review Committee

Faculty Senate

RADFORD UNIVERSITY

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Faculty Senate

RADFORD UNIVERSITY

## Motions adopted by the Senate 2014-2015

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These motions are not being submitted for discussion or approval, but simply to give the Board some insight into the nature of the Senate's work and the kind of topics addressed during the preceding academic year. If approved by the Senate, the motions, as amended, are forward to the Provost or other appropriate official for consideration for implementation. If proposals require additional approval, the Provost then decides which of the proposals to submit to the President and/or the Board of Visitors for formal approval. The Board has already approved a number of the proposals but, because of the transition to a new interim Provost, we have a back log of approved motions waiting on decisions by the Provost. Dr. Scartelli and I are committed to working together to clear that back log as quickly as possible.

Faculty Senate

RADFORD UNIVERSITY

## Motions adopted by the Senate 2014-2015

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Faculty Senate

RADFORD UNIVERSITY

## Faculty Perspective on Committee Goals

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### Review of Faculty Compensation

The faculty strongly supports the review of faculty compensation levels and strategies and appreciates the Board's willingness to address this important issue. It is the faculty's hope that the outcome of the review would be:

- A clearly defined goal consistent with SCHEV's recommendation to move faculty salaries to the 60 percentile within five years.
- A commitment to use the compensation model approved by the Senate, Provost, President, and Vice President of Business Affairs as the official faculty compensation policy because it is a rational policy consistent with best practices in HR and, over time, will address both the level of compensation, compression and equity issues, and reward meritorious performance.

Faculty Senate

RADFORD UNIVERSITY

## Faculty Perspective on Committee Goals

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### Review of Student Assessment

The faculty appreciates the Board's interest in another increasingly important topic. Assessment is another continuous process that occurs daily at the course, department, college, and university level. It is important not only for accreditation purposes but for the continuous improvement of our academic courses, faculty, and programs. It is our hope that the Board will encourage active faculty participation in the review and discussion of assessment.

Faculty Senate

RADFORD UNIVERSITY

## Faculty Perspective on Committee Goals

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### Review of Alternative Tuition Models, Including Differential Tuition

The faculty welcomes a discussion of innovative approaches to tuition that might lead to better support for academic programs. This is also a very complex issue with many intended and unintended potential consequences. We hope the Board will also solicit active faculty input in this discussion so we capture the best thinking of everyone involved and do the best job possible of analyzing the consequences of various tuition strategies.

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**OCTOBER 29, 2015**

MINUTES  
2015-2016 Faculty Senate  
October 29, 2015  
Heth 014

**Members present:** Ian Barland, J.P. Barfield (for Monica Pazmino), Roann Barris, Vicki Bierman, Brad Bizzell, Joy Caughron, Jeffrey Chase, Steve Childers, James Collier, Eric Du Plessis, Jake Fox, Andrew Foy, Tim Fuhrer, Kim Gainer, Jim Gumaer, Brent Harper, Nicole Hendrix, Rhett Herman, Rodrigo Hernandez, Katie Hilden, Prahlad Kasturi, Youngmi Kim, Jerry Kopf, Mary LaLone, Laura LaRue, Jennifer Mabry, Douglas Mitchell, Johnny Moore, Mashooq Salehin, Susan Schoppelrey, Neil Sigmon, Andrea Stanaland, Paige Tan, Julie Temple, Paul Thomas, Cheri Triplett, Carter Turner, Amy VanKirk, Jimmy Ray Ward, Anja Whittington

**Members absent:** Suzanne Ament, Abhay Kaushik, Elizabeth Lanter, Sandra Schneider, Skip Watts, Jennifer Whicker

**Guests:** Dr. Ebenezer Kolajo, Assistant Vice Provost for Academic Assessment; Dr. Eric Lovik, Director, Institutional Research, Reporting, and Assessment

- I. The meeting was called to order at 3:32 p.m.
- II. The minutes for October 15, 2015, were approved with corrections to “Members present” and to the report by the chair of the FIC.
- III. The Faculty Senate President gave his report.
  - a. Dr. Kopf reported that the Provost was unavailable as he was working on the cost-benefit reports requested by the BOV that will be provided to the BOV at its meeting November 12, 2015. Dr. Kopf stated that copies of the reports would be provided by Dr. Scartelli to departments being reviewed and that he would ask that copies also be sent to the RAC.
  - b. Dr. Kopf reported that Dr. Hazleton, at-large representative for CHBS, has resigned from the Faculty Senate and that a special election would be held in that college to fill his seat.
  - c. Dr. Kopf reported that he would continue to advocate to the BOV that it act upon the Motion on the Presidential Search Process that calls for “opportunities for stakeholders—including students, faculty, staff, and alumni—to meet the finalists and convey their assessment of each candidate to the Search Committee.” He will raise the issue at the upcoming BOV meeting.
  - d. Dr. Kopf reported that on October 10<sup>th</sup>, the FSEC met with Dr. Scartelli to review the status of motions approved in previous years and determine what further steps, if any, need to be taken regarding these motions.



#### IV. Committee reports

- a. Campus Environment: Dr. Fox reported that the provost's office has provided funding for Dr. Johnny Moore to attend a conference on faculty retirement transition programs.
- b. Curriculum: Dr. Gainer reported that the committee has met with Dr. Kolajo for an update on the CLA+. She also reported that Institutional Research has been furnishing information in response to the committee's questions about retention and transfer students and that the committee hopes to collaborate with the Governance Committee re curriculum pathways as that committee works on IG reform.
- c. Faculty Issues: Dr. Barris reported that the committee will be considering the Motion re Policy and Procedures on Intellectual Property Transfer, referred by the Faculty Senate Executive Council on behalf of the Intellectual Property Committee, that was withdrawn at the last senate meeting and referred to the FIC.
- d. Governance: Dr. Hilden reported that the committee has six motions on the table, five of which were scheduled to come off the table at today's meeting. She also reported that the committee continues to work at reconciling the IG Document with the decision matrix, as well as at examining whether the IG Committees are up-to-date and functional.
- e. Resource Allocation: Dr. Kasturi reported that the committee met with Dr. Kolajo to discuss institutional effective and is discussing the issue of the shortage of administrative assistants.

#### V. Old Business

- a. The Motion to Approve the Academic Program Review Process and Template, referred by the FSEC on behalf of the Academic Program Review Committee, remains on the table pending changes in response to feedback received by the APRC.
- b. Motion to Recommend Assessment Plans and Programs for Administrative Units of Radford University, referred by the Resource Allocation Committee, was taken from the table, discussed, and returned to the table.
- c. Motion to Eliminate Quadrennial Evaluations of Department Chairs/School Directors, referred by the Governance Committee, was not taken from the table.
- d. Motion on Timeline for Student Course Evaluations, referred by the Governance Committee, was taken from the table and approved.
- e. Motion Revising Faculty Senate By-Laws Terms of Debate, referred by the Governance Committee, was taken from the table and approved.
- f. Motion Revising Section II of Faculty Senate Constitution, referred by the Governance Committee, was taken from the table and approved.
- g. Motion on Faculty Senate President's Term on the Board of Visitors, referred by the Governance Committee, was taken from the table and approved.

- h. Motion Revising Faculty Senate By-Laws for Written Petition, referred by the Governance Committee, was taken from the table and approved.

VI. New Business

- a. None

VII. Announcements

- a. None

VIII. The meeting was adjourned at 4:35 p.m.

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## **NOVEMBER 12, 2015 (CANCELLED; NO VOTES PENDING)**

Since there were no items on the agenda, the Faculty Senate Executive Council cancelled the senate meeting and gave chairs the option of holding committee meetings instead.

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**DECEMBER 3, 2015**

MINUTES  
2015-2016 Faculty Senate  
December 3, 2015  
Heth 014

**Members present:** Suzanne Ament, Ian Barland, Brad Bizzell, Joy Caughron, Jeffrey Chase, Iain Clelland (for Steve Childers), James Collier, Jake Fox, Andrew Foy, Tim Fuhrer, Kim Gainer, Jim Gumaer, Brent Harper, Nicole Hendrix, Rhett Herman, Katie Hilden, Prahlad Kasturi, Abhay Kaushik, Youngmi Kim, Jerry Kopf, Mary LaLone, Elizabeth Lanter, Douglas Mitchell, Johnny Moore, Monica Pazmino, Mashooq Salehin, Sandra Schneider, Susan Schoppelrey, Neil Sigmon, Andrea Stanaland, Paige Tan, Julie Temple, Paul Thomas, Carter Turner, Amy VanKirk, Jimmy Ray Ward, Jennifer Whicker, Anja Whittington

**Members absent:** Roann Barris, Vicki Bierman, Eric Du Plessis, Skip Watts, Rodrigo Hernandez, Laura LaRue, Jennifer Mabry, Cheri Triplett

**Guests:** Dr. Joseph Scartelli, Acting Provost; Dr. Kate Hawkins, Dean, College of Humanities and Behavioral Sciences

- I. The meeting was called to order at 3:31 p.m.
- II. The minutes for October 29, 2015, were approved.
- III. The Faculty Senate President gave his report.
  - a. Dr. Kopf reported that the cost-benefit analysis of selected programs had been presented to the BOV.
  - b. Dr. Kopf reported that the presidential search process was going well, with a good pool of highly qualified candidates, but he believed it unlikely that open forums would be held because the BOV may not feel that it can change the process at this point.
  - c. Dr. Kopf reported that the Virginia Retirement System is an independent board not intended to be subject to political process. He stated that UVA and certain other universities were not subject to the decision to shift retirement funds because those universities have more autonomy than Radford.
    - Dr. Kopf was asked whether previously-deposited funds would be left in current ORPs or be switched to ICMA-RC. Dr. Scartelli stated that on the basis of past experience he thinks the money previously-deposited funds will be left untouched.
    - Concern was expressed that faculty nearing retirement would not have enough money deposited in ICMA-RC to maintain a level of funds necessary to maintain eligibility for health insurance.

IV. New business

- a. A motion to suspend the rules to introduce and discuss a motion was made and seconded. The motion passed.
- b. A Motion *re* Choice of Optional Retirement Plans was moved and seconded.
- c. After discussion, the following motion was approved:

Given that TIAA-CREF and Fidelity are two of the largest and highest rated faculty retirement programs and that the vast majority of faculty in Virginia are enrolled in one or the other, and given that other universities are being allowed to continue to use current plans, Radford University faculty would like to retain the same option that other faculty in the state enjoy and strongly oppose being forced to use ICMA.

V. The Provost gave his report.

- a. Dr. Scartelli reported that a template had been developed to be applied to a cost-benefit analysis of all departments that would be completed by the May 2016 meeting of the BOV.
- b. Dr. Scartelli announced that the Radford Early Learning Center would be opened in February 2016 and that slots were being reserved for members of the Radford University community.
- c. Dr. Scartelli reported that a presidential transition team had been assembled.

VI. Committee reports

- a. Campus Environment: No report.
- b. Curriculum: Dr. Gainer reported that the committee would liaise with the Governance Committee regarding reforming and clarifying curriculum pathways in the IG Document. Dr. Gainer also reported that the committee would be referring proposals for two graduate certificates.
- c. Faculty Issues: No report.
- d. Governance: Dr. Hilden reported that the committee continues to work at reconciling the IG Document with the decision matrix, as well as at examining whether the IG Committees are up-to-date and functional.
- e. Resource Allocation: Dr. Kasturi reported that the committee is revising a motion on assessment.

VII. Old Business

- a. The following motions remain on the table:
  - The Motion to Approve the Academic Program Review Process and Template, referred by the FSEC on behalf of the Academic Program Review Committee, remains on the table pending changes in response to feedback received by the APRC.

- Motion to Recommend Assessment Plans and Programs for Administrative Units of Radford University, referred by the Resource Allocation Committee, was taken from the table, discussed, and returned to the table.
- Motion to Eliminate Quadrennial Evaluations of Department Chairs/School Directors, referred by the Governance Committee, was not taken from the table.

VIII. Announcements

- a. In response to a question, Dr. Kopf stated that program reviews were on a five-year cycle and only a certain number of programs were reviewed each year. Dr. Hawkins stated that the only programs that are up for review this year are those that are accredited.

IX. The meeting was adjourned at 4:21 p.m.

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## **JANUARY 21, 2016 (CANCELLED FOR FORUM WITH INCOMING PRESIDENT)**

The Faculty Senate was cancelled in favor of an Introduction and Welcome to Dr. Hemphill and his family.

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# FEBRUARY 4, 2016

MINUTES  
2015-2016 Faculty Senate  
February 4, 2016  
Heth 014

**Members present:** Suzanne Ament, Craig Arthur (for Jennifer Whicker), Ian Barland, Steve Beach (for Rodrigo Hernandez), Vicki Bierman, Brad Bizzell, Joy Caughron, Steve Childers, James Collier, Tanya Corbin (for Paige Tan), Eric Du Plessis, Jake Fox, Andrew Foy, Tim Fuhrer, Kim Gainer, Jim Gumaer, Brent Harper, Nicole Hendrix, Rhett Herman, Katie Hilden, Prahlad Kasturi, Abhay Kaushik, Youngmi Kim, Jerry Kopf, Mary LaLone, Elizabeth Lanter, Laura LaRue, Douglas Mitchell, Johnny Moore, Monica Pazmino, Mashooq Salehin, Sandra Schneider, Susan Schoppelrey, Neil Sigmon, Andrea Stanaland, Julie Temple, Paul Thomas, Cheri Triplett, Carter Turner, Amy VanKirk, Jimmy Ray Ward, Skip Watts, Anja Whittington

**Members absent:** Roann Barris, Jennifer Mabry

**Guests:** Dr. Joseph Scartelli, Acting Provost; Dr. Dennis Grady, Dean, College of the Graduate College and Research

- I. The meeting was called to order at 3:33 p.m.
- II. The minutes for December 3, 2015, were approved.
- III. The Faculty Senate President gave his report.
  - a. The presidential search process worked out well, with opportunities for everyone's voices to be heard, including the faculty representatives, and he described the presidential search committee as an excellent working group. He reported that he participated in the BOV closed section although as faculty representative to the Board he did not have a vote. Dr. Thomas agreed that the process went well and that the invitation to the presidential search committee's faculty representatives to speak to the Board in December was both unexpected and important.
  - b. Many individuals, including Drs. Turner and Lollard and President Kyle, were very active in making phone calls and sending letters regarding the changes proposed by the Virginia Retirement System. These changes are now on hold.
  - c. Another round of cost-benefit analyses were underway, with the last set of reviews to be submitted to the Board in May.
  - d. The *Motion to Amend the T & R Handbook with a Statement about Midterm Grade Reports* has been approved by the Board.



IV. The Provost gave his report.

- a. When the cost-benefit analyses to be submitted to the BOV in May, the Board will have a full set of these analyses.
- b. Dr. Scartelli toured the Radford Early Learning Center and found it to be state of the art.
- c. The *Motion to Amend the T & R Handbook with a Statement about Midterm Grade Reports* had been supported by both the Faculty Senate and the Student Government Association.
- d. The Occupational Therapy Doctorate has been approved by the BOV and that the proposal now will be submitted to SCHEV.
- e. The BOV has requested a report on assessment practices for its May meeting.
- f. Meetings will be taking place with the incoming president, Dr. Hemphill, including a meeting with the deans in late February or early March.
- g. Dr. Dunleavy will be assisting the College of Education and Human Development with its assessment efforts.
- h. A national search is underway for an Assistant Provost for Academic Operations. In the interim, Dr. Shoemaker has agreed to take on some of the duties of that office.

V. Committee reports

- a. Campus Environment: No report.
- b. Curriculum: Dr. Gainer reported that the committee continues to discuss reforming and clarifying curriculum pathways in the IG Document and will liaise with the Governance Committee on that issue.
- c. Faculty Issues: Dr. Ament reported that the committee is addressing the issue of online student evaluations.
- d. Governance: Dr. Hilden reported that the committee is preparing motions to streamline Internal Governance.
- e. Resource Allocation: Dr. Kasturi reported that the committee will leave the *Motion to Recommend Assessment Plans and Programs for Administrative Units of Radford University* on the table. Dr. Kasturi also reported that the committee is working on recommendations concerning the cost-benefit analyses.

VI. Old business

- a. The *Motion to Approve the Academic Program Review Process and Template*, referred by the FSEC on behalf of the Academic Program Review Committee, was taken from the table. After comments by Dr. Grady, the question was called. The motion passed.
- b. A *Motion to Recommend Assessment Plans and Programs for Administrative Units of Radford University*, referred by the Resource Allocation Committee, remains on the table.
- c. A *Motion to Eliminate Quadrennial Evaluations of Department Chairs/School Directors*, referred by the Faculty Issues Committee, remains on the table.

VII. New business

- a. *Motion to Approve Graduate Certificate in Professional Writing*, referred by the Curriculum Committee.
- b. *Motion to Approve Psychiatric Mental Health Practitioner (PMHNP) Graduate Certificate*, referred by the Curriculum Committee.
  - Dr. Bierman made a motion to suspend the rules in order to discuss and vote on the above motion. The motion to suspend the rules was seconded. Dr. Grady stated that there was a time question relating to the SCHEV approval necessary to start the program. The motion to suspend the rules passed.
  - The question on the main motion was called. The motion passed.

VIII. Announcements

- a. None

IX. The meeting was adjourned at 4:17 p.m.

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**FEBRUARY 18, 2016**

MINUTES  
2015-2016 Faculty Senate  
February 18, 2016  
Heth 014

**Members present:** Roann Barris, Vicki Bierman, Brad Bizzell, Joy Caughron, Steve Childers, James Collier, Eric Du Plessis, Jake Fox, Andrew Foy, Tim Fuhrer, Kim Gainer, Jim Gumaer, Katie Hilden, Abhay Kaushik, Youngmi Kim, Jerry Kopf, Mary LaLone, Elizabeth Lanter, Douglas Mitchell, Johnny Moore, Mashooq Salehin, Sandra Schneider, Susan Schoppelrey, Neil Sigmon, Andrea Stanaland, Paige Tan, Julie Temple, Paul Thomas, Cheri Triplett, Carter Turner, Amy VanKirk, Jimmy Ray Ward, Skip Watts, Jennifer Whicker, Anja Whittington

**Members absent:** Suzanne Ament, Ian Barland, Brent Harper, Nicole Hendrix, Rhett Herman, Rodrigo Hernandez, Prahlad Kasturi, Laura LaRue, Jennifer Mabry, Monica Pazmino

**Guests:** Dr. Joseph Scartelli, Acting Provost; Dr. Laura Vernon, Department of English

- I. The meeting was called to order at 3:35 p.m.
- II. The minutes for February 4, 2016, were approved.
- III. The Faculty Senate President, Dr. Kopf, gave his report.
  - a. The COACHE survey is distributed to tenured/tenure track faculty only.
- IV. The Provost, Dr. Scartelli, gave his report.
  - a. A presentation on a new advising system will be open to all faculty.
- V. Committee reports
  - a. Campus Environment: Dr. Fox reported that the committee is working on a motion *re* retirement transition plans and is preparing to distribute the Faculty Morale Survey.
  - b. Curriculum: Dr. Gainer reported that the committee has a motion under Old Business for a graduate certificate and that it continues to liaise with the Governance Committee on the subject of IG reform. In addition, Dr. Hermann has met with the Registrar, Mr. Brunner, regarding Official Detailed Course Descriptions and updating of descriptions is underway.
  - c. Faculty Issues: Dr. Barris reported that the committee is introducing two motions under New Business: one on the timing student evaluations and the other on the protocol.
  - d. Governance: Dr. Hilden reported that the committee is introducing two motions, one to create the rank of senior instructor and the other to recommend a pay step upon promotion to senior instructor.
  - e. Resource Allocation: Dr. Watts reported that the committee is bringing forward a motion regarding the assessment of administrative units. This

motion supersedes one that had been tabled.

## VI. Old business

- a. *A Motion to Recommend Assessment Plans for Administrative Units and Academic Support Services That Focus on Learning Outcomes and Radford University's Academic Mission*, referred by the Resource Allocation Committee, replacement motion for a *Motion to Recommend Assessment Plans and Programs for Administrative Units of Radford University*, was taken from the table.
  - Dr. Schoppelrey moved that the word “learning” in “learning outcomes” be stricken and the word “educational” be inserted in its place. The amendment was approved.
  - Dr. Gainer moved that the phrases “First Resolution:” and “Second Resolution:” be stricken and that “, and” be inserted after “student success.” The amendments were approved.
  - The question was called by Dr. Collier, the call for the question was approved, and the motion as amended was approved.
- b. The *Motion to Approve Graduate Certificate in Professional Writing*, referred by the Curriculum Committee, was taken from the table. Dr. Vernon, representing the English Department, was invited to speak to the motion and answer question. The question was called and the motion approved.
- c. *A Motion to Eliminate Quadrennial Evaluations of Department Chairs/School Directors*, referred by the Governance Committee, remains on the table.

## VII. New business

- a. *Motion to Create Classification of Senior Instructor*, referred by the Governance Committee
  - b. *Motion on Pay Raise with Promotion to Senior Instructor*, referred by the Governance Committee
    - Dr. Barris made a motion to suspend the rules in order to discuss and vote upon motions a. and b. The motion to suspend died for lack of a second.
  - c. *Motion for Changes to the Protocol for Administering Evaluations*, referred by the Faculty Issues Committee
  - d. *Motion on the Timing of Student Evaluations*, referred by the Faculty Issues Committee
- a. Announcements—none

## VIII. The meeting was adjourned at 4:15 p.m.

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**MARCH 3, 2016**

MINUTES  
2015-2016 Faculty Senate  
March 3, 2016  
Heth 014

**Members present:** Suzanne Ament, Ian Barland, Roann Barris, Brad Bizzell, Joy Caughron, James Collier, Jake Fox, Tim Fuhrer, Kim Gainer, Jim Gumaer, Brent Harper, Rodrigo Hernandez, Prahlad Kasturi, Abhay Kaushik, Laura LaRue, Jennifer Mabry, Mashooq Salehin, Sandra Schneider, Susan Schoppelrey, Neil Sigmon, Andrea Stanaland, Paige Tan, Paul Thomas, Cheri Triplett, Carter Turner, Amy VanKirk, Skip Watts, Jennifer Whicker, Anja Whittington

**Members absent:** Vicki Bierman, Steve Childers, Eric Du Plessis, Andrew Foy, Nicole Hendrix, Rhett Herman, Katie Hilden, Youngmi Kim, Jerry Kopf, Mary LaLone, Elizabeth Lanter, Douglas Mitchell, Johnny Moore, Monica Pazmino, Julie Temple, Jimmy Ray Ward

- I. The meeting was called to order at 3:30 p.m.
- II. The minutes for February 18, 2016, were approved.
- III. In the absence of the Faculty Senate President, the Vice President, Dr. Carter Turner, presided.
- IV. Committee reports
  - a. Campus Environment: Dr. Fox reported that the committee is introducing a motion regarding the Faculty Morale Survey.
  - b. Curriculum: No report.
  - c. Faculty Issues: Dr. Barris reported that the committee has two motions under Old Business: one on the timing of student evaluations and the other on the protocol for evaluations.
  - d. Governance: Dr. Sigmon, reporting for Dr. Hilden, stated that the committee had two motions under Old Business: one to create the rank of senior instructor and the other to recommend a pay step upon promotion to senior instructor.
  - e. Resource Allocation: No report.
- V. Old business
  - a. The *Motion to Create Classification of Senior Instructor*, referred by the Governance Committee, was taken from the table. After discussion, the motion was tabled.
  - b. The *Motion on Pay Raise with Promotion to Senior Instructor*, referred by the Governance Committee, was taken from the table. After discussion, the motion was tabled.
  - c. The *Motion for Changes to the Protocol for Administering Evaluations*, referred by the Faculty Issues Committee, was taken from the table. The motion was amended to remove Part B and was passed as amended.

- d. The *Motion on the Timing of Student Evaluations*, referred by the Faculty Issues Committee, was taken from the table. The sentence “In the case of online evaluations, the faculty member must designate a 24-hour period within the specified window during which evaluations will take place,” which the motion would have struck from the T & R Faculty Handbook, was restored and amended to read, “In the case of ~~online~~ evaluations **of online courses**, the faculty member ~~must~~ **may** designate a 24-hour period within the specified window during which evaluations will take place.” The motion passed as amended.
- e. A *Motion to Eliminate Quadrennial Evaluations of Department Chairs/School Directors*, referred by the Governance Committee, remains on the table.

VI. New business

- a. Motion re the Hiring of Administrative Assistants, referred by the Resource Allocation Committee
- b. Motion re the Creation of the Category of Professor of Practice Faculty, referred by the Governance Committee
- c. Motion to Suspend Faculty Morale Survey in COACHE Years, referred by Campus Environment Committee

VII. Announcements

- a. None

VIII. The meeting was adjourned at 4:27 p.m.

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**MARCH 24, 2016**

MINUTES  
2015-2016 Faculty Senate  
March 24, 2016  
Hurlburt Combo Room

**Members present:** Suzanne Ament, Ian Barland, Roann Barris, Brad Bizzell, Joy Caughron, Steve Childers, James Collier, Jake Fox, Andrew Foy, Tim Fuhrer, Kim Gainer, Jim Gumaer, Brent Harper, Rhett Herman, Rodrigo Hernandez, Katie Hilden, Prahlad Kasturi, Abhay Kaushik, Youngmi Kim, Jerry Kopf, Mary LaLone, Elizabeth Lanter, Laura LaRue, Douglas Mitchell, Johnny Moore, Monica Pazmino, Mashooq Salehin, Sandra Schneider, Susan Schoppelrey, Neil Sigmon, Andrea Stanaland, Paige Tan, Julie Temple, Paul Thomas, Cheri Triplett, Carter Turner, Amy VanKirk, Jennifer Whicker, Anja Whittington

**Members absent:** Vicki Bierman, Eric Du Plessis, Nicole Hendrix, Jennifer Mabry, Jimmy Ray Ward, Skip Watts

**Guests:** Dr. Scartelli, Interim Provost and Vice President for Academic Affairs

- I. The meeting was called to order at 3:30 p.m.
- II. The minutes for March 3, 2016, were approved.
- III. Provost Scartelli was briefly available in case of questions.
- IV. The Faculty Senate President, Dr. Kopf, made some remarks regarding the fee for faculty to use the Student Recreation and Wellness Center but said that it did not seem feasible to address the fee this late in the semester but that perhaps it could be addressed at a later time.
- V. Committee reports
  - a. Campus Environment: No report.
  - b. Curriculum: Dr. Gainer reported that the committee was bringing forward four motions that had been submitted to it by the Core Curriculum Committee.
  - c. Faculty Issues: No report.
  - d. Governance: Dr. Hilden reported that the committee was bringing forward five motions regarding the IG Document, as well as a Motion to Change Performance Outcome Categories. Dr. Hilden also reported the committee was administering the annual deans' evaluations.
  - e. Resource Allocation: Reporting for Dr. Kasturi, who was delayed, Dr. Foy reported that the committee was addressing the issues of adjustments to pay steps for promotions and the increases in the travel allowance.
- IX. Old business
  - a. The *Motion to Create Classification of Senior Instructor*, referred by the Governance Committee, remains on the table.

- b. The *Motion on Pay Raise with Promotion to Senior Instructor*, referred by the Governance Committee, remains on the table.
- c. The *Motion re the Hiring of Administrative Assistants*, referred by the Resource Allocation Committee, was taken from the table and passed. This motion does not require action by the Board of Visitors but will be communicated to the Provost.
- d. The *Motion re the Creation of the Category of Professor of Practice Faculty*, referred by the Governance Committee, was taken from the table. After discussion, the question was called. The call for the question was approved. The motion was voted upon. The motion failed.
- e. The *Motion to Suspend Faculty Morale Survey in COACHE Years*, referred by Campus Environment Committee, was taken from the table. The motion passed.
- f. A *Motion to Eliminate Quadrennial Evaluations of Department Chairs/School Directors*, referred by the Governance Committee, remains on the table.

X. New business

- a. Motion *re* Extension of Course Withdrawal Deadline, referred by the FSEC on behalf of the Academic Policies and Procedures Committee
- b. Motion *re* Suspension and Readmission, referred by the FSEC on behalf of the Academic Policies and Procedures Committee
- c. Internal Governance Committees Motion 1: Replacement of GeCAC with CCAC, referred by the Governance Committee
- d. Internal Governance Committees Motion 2: Add Committee on Online Instruction, referred by the Governance Committee
- e. Internal Governance Committees Motion 3: Change to Campus Engagement Committee Status, referred by the Governance Committee
- f. Internal Governance Committees Motion 4: Annual Reports to FSEC, referred by the Governance Committee
- g. Internal Governance Committees Motion 5: Non-faculty-related IG Committees, referred by the Governance Committee
- h. Motion to Change Performance Outcome Categories, referred by the Governance Committee
- i. Motion *re* Addition of STAT 130 to Core Curriculum, referred by the Curriculum Committee
- j. Motion *re* Updating of Core Curriculum Learning Objectives for CLSS 110 and CSST 110, referred by the Curriculum Committee
- k. Motion *re* Changing the Prerequisites for MATH 126, referred by the Curriculum Committee
- l. Motion *re* Movement of Topic from MATH 152 to MATH 151, referred by the Curriculum Committee



IX. Suspension of the Rules

- a. Dr. Gainer moved that the rules be suspended to allow for discussion and voting on four New Motions from the Curriculum Committee in order to send the motions on to the Undergraduate Curriculum and Catalog Review Committee. The motion to suspend the rules was seconded and approved.
- The *Motion re Updating of Core Curriculum Learning Objectives for CLSS 110 and CSST 110*, referred by the Curriculum Committee, was taken from the table and passed.
  - The *Motion re Changing the Prerequisites for MATH 126*, referred by the Curriculum Committee, was taken from the table and passed.
  - The *Motion re Movement of Topic from MATH 152 to MATH 151*, referred by the Curriculum Committee, was taken from the table and passed.
  - The *Motion re Addition of STAT 130 to Core Curriculum*, referred by the Curriculum Committee, was taken from the table. After discussion, the question was called. The call for the question was approved. The motion was voted upon. The motion passed.

XI. Announcements

- a. Dr. Hilden, Chair of the Governance Committee, urged her colleagues to read the rationale for the five IG Document Motions (Appendix V in *Radford University Faculty Senate Motions 2015-2016*) before the next Faculty Senate meeting.

XII. The meeting was adjourned at 4:41 p.m.

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**APRIL 7, 2016**

MINUTES\*  
2015-2016 Faculty Senate  
April 7, 2016  
Hurlburt Combo Room

**Members present:** Suzanne Ament, Ian Barland, Roann Barris, Joy Caughron, Steve Childers, Eric Du Plessis, Andrew Foy, Tim Fuhrer, Jim Gumaer, Brent Harper, Rhett Herman, Rodrigo Hernandez, Katie Hilden, Prahlad Kasturi, Jerry Kopf, Mary LaLone, Laura LaRue, Douglas Mitchell, Johnny Moore, Monica Pazmino, Mashooq Salehin, Susan Schoppelrey, Neil Sigmon, Andrea Stanaland, Paige Tan, Julie Temple, Paul Thomas, Carter Turner, Amy VanKirk, Jimmy Ray Ward, Skip Watts, Jennifer Whicker, Anja Whittington

**Members absent:** Vicki Bierman, Brad Bizzell, James Collier, Jake Fox, Kim Gainer, Nicole Hendrix, Abhay Kaushik, Youngmi Kim, Elizabeth Lanter, Jennifer Mabry, Sandra Schneider, Cheri Triplett

**Guests:** Dr. Scartelli, Interim Provost and Vice President for Academic Affairs

- I. The meeting was called to order at 3:34 p.m.
- II. The minutes for March 24, 2016, were approved.
- III. Dr. Kopf, Faculty Senate president, gave his report.
  - a. Addressing motions that have been here for a while.
    - Part-time special purpose motion is important given that the Professor of Practice motion did not pass; would like to act on that to get it to the BOV in May for approval.
    - Other motions awaiting action by the BOV include ones on employment/compensation for overloads (was going to be 1/24 of 9-month base salary) and those outside the 9-month contract such as summer session (was going to be 3%); FSEC voted to make the proposed rate for the both of these to 3.3% to keep things simpler and more workable, and with support of Deans and Provost. Would not go into effect until July 1, 2017, due to magnitude of budget impact.
    - IG Committee for Online Education is going forward to University Executive Council as soon as a meeting can be scheduled.
    - Faculty workload policy—status update is that it will not go to the BOV right now but it is still under consideration by the Provost.
    - Fall break motion—status update upon request is that there has been no action yet but it is still under consideration per Provost Scartelli. Any changes would take effect Fall 2017.

- Proposed 3% raise for state employees was addressed; would probably go into effect November 1 2016 but this is not final until the state budget is finalized.
- b. In answer to question about bidding process (or lack of) for health insurance because increase in premiums seems to almost wipe out raises.
- When you account for total compensation (including salary and benefits) has gone down slightly over recent period.

IV. Provost Scartelli joined in on a general Q&A session with Senate President.

- Advising conference [See VIII. Announcements.]
- Assistant Provost Academic Operations search—candidate campus visits happening now, hope to name before end of semester.
- When reallocating space, goals include 1) moving everyone out of the Fairfax buildings and similar buildings; process is non-linear and we need to start somewhere with possible plans because of so many moving parts involved; Nothing will be finalized without talking to the departments/units affected, will consider needs of each program/unit.
- Question about Augustmester—yes it will happen and is in the system now.
- Question about classroom scheduling for Fall 2016—a number of classrooms went offline but this has been chaotic; some more classrooms have come online and most of the needs will be met soon.

V. Committee reports

- a. Campus Environment: Dr. Moore reported that the committee is working on a phased retirement transition program; has sent to a state policy committee for consideration/review for legal issues.
- b. Curriculum: Ms. Whicker reported that the committee has a motion under New Business and is working on other motions to bring forward.
- c. Faculty Issues: Dr. Barris reported no new motions; Dr. Barland reports that they are still working on the Intellectual Property policy and plan to have it ready when we come back in the fall; give feedback to Dr. Barland.
- d. Governance: Dr. Hilden reported five motions on the agenda; deans' evaluations went well with only a few hiccups.
- e. Resource Allocation: Dr. Kasturi reported on a motion on long-term compensation that they hope to bring forward to next Faculty Senate meeting.

VI. Old business

- a. 15-16.22: *Motion re Extension of Course Withdrawal Deadline*, referred by the FSEC on behalf of the Academic Policies and Procedures Committee, was taken off the table, discussed, and approved.
- b. 15-16.23: *Motion re Suspension and Readmission*, referred by the FSEC on behalf of the Academic Policies and Procedures Committee, was taken off the table, discussed, and approved.
- c. 15-16.24: *Internal Governance Committees Motion 1: Replacement of GeCAC with CCAC*, referred by the Governance Committee:
  - Dr. Hilden spoke to the slate of motions related to Internal Governance being presented by the Governance Committee.
  - Motion was taken off the table.
  - Dr. Thomas proposed to table and motion to table was seconded.
  - Motion to table was withdrawn.
  - Motion was discussed and passed.
- d. 15-16.25: *Internal Governance Committees Motion 2: Add Committee on Online Instruction*, referred by the Governance Committee, was withdrawn by Dr. Hilden.
- e. 15-16.26: *Internal Governance Committees Motion 3: Change to Campus Engagement Committee Status*, referred by the Governance Committee, was taken up for discussion.
  - Dr. Thomas proposed to table and motion to table was seconded.
  - Motion to table opened for discussion.
  - Motion to table was discussed.
  - Question was called.
  - Vote to call to question was approved.
  - Main motion failed.

VII. Motion to extend the meeting.

- Dr. Childers moved to extend time by 20 minutes.
- The motion to extend time was seconded.
- The motion failed.

VIII. Remaining on the table under Old business

- a. 15-16.27: *Internal Governance Committees Motion 4: Annual Reports to FSEC*, referred by the Governance Committee
- b. 15-16.28: *Internal Governance Committees Motion 5: Non-faculty-related IG Committees*, referred by the Governance Committee
- c. 15-16.29: *Motion to Change Performance Outcome Categories*, referred by the Governance Committee
- d. 15-16.06: *Motion to Eliminate Quadrennial Evaluations of Department Chairs/School Directors*, referred by the Governance Committee

- e. 15-16.15: *Motion to Create Classification of Senior Instructor*, referred by the Governance Committee
- f. 15-16.16: *Motion on Pay Raise with Promotion to Senior Instructor*, referred by the Governance Committee

IX. New business

- a. 15-16.34: *Motion to Support the Creation of a BS in Biomedical Forensic Science*, referred by the Curriculum Committee

X. Announcements

- a. Proposal to eliminate concentrations in French and German was sent forward to Senate Curriculum Committee and UG Catalog Committee even though it had not been approved by the College Curriculum Committee. FSEC decided to not hear the proposal in the Senate Curriculum Committee because it would be inappropriate to hear the proposal because it is a revision in curriculum. The T&R Faculty Handbook states that revisions to curriculum must be approved by the College Curriculum Committee (from 4.1.3.3: "...this body reviews and approves course and curriculum proposals and revisions in the major and minor academic programs in the college").\*\*
- b. Shannon Porter from COBE encouraged everyone to attend the Radford Advising Conference scheduled for April 26; sign up at [radford.edu/advisingconference](http://radford.edu/advisingconference).

XI. The meeting was adjourned at 4:50 p.m.

\*Thanks are due to Dr. Schoppelrey for taking minutes in the absence of the secretary.

\*\*Clarification: The proposal was discussed in and approved by the Faculty Senate Curriculum Committee, but the Faculty Senate Executive Council decided that it was not appropriate for it have been heard.

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**APRIL 21, 2016**

MINUTES  
2015-2016 Faculty Senate  
April 21, 2016  
Hurlburt Combo Room

**Members present:** Suzanne Ament, Ian Barland, Roann Barris, Brad Bizzell, Jay Caughron (Psychology), Joy Caughron (Biology), Steve Childers, James Collier, Eric Du Plessis, Jake Fox, Andrew Foy, Tim Fuhrer, Kim Gainer, Jim Gumaer, Brent Harper, Nicole Hendrix, Rhett Herman, Rodrigo Hernandez, Katie Hilden, Prahlad Kasturi, Abhay Kaushik, Youngmi Kim, Jerry Kopf, Jennifer Mabry, Douglas Mitchell, Johnny Moore, Jim Newman (for Anja Whittington), Mashooq Salehin, Sandra Schneider, Susan Schoppelrey, Paige Tan, Julie Temple, Paul Thomas, Carter Turner, Amy VanKirk, Jimmy Ray Ward, Skip Watts, Jennifer Whicker

**Members absent:** Vicki Bierman, Mary LaLone, Elizabeth Lanter, Laura LaRue, Monica Pazmino, Neil Sigmon, Andrea Stanaland, Cheri Triplett

**Guests:** Dr. Donna Boyd, Co-Director, Forensic Science Institute

- I. The meeting was called to order at 3:31 p.m.
- II. The minutes for April 7, 2016, were approved.
- III. Dr. Kopf, Faculty Senate president, gave his report.
  - a. The motion regarding employment outside the nine-month contract, referred by the Resource Allocation Committee, went to the Council of Chairs, and as a result of feedback from the Council, references to “nine-month contract” were replaced by the word “intersession.” No objections were raised to the change.
  - b. Dr. Du Plessis asked a question about the length of the academic year. Dr. Kopf stated that each college should have a policy posted, and that another place to check would be the Provost’s website under policies.
- IV. Resolution in Honor of President Penelope W. Kyle
  - a. Dr. Kopf asked for leave to amend the agenda to introduce a *Resolution in Honor of President Penelope W. Kyle* (appended). The agenda was amended.
  - b. Dr. Kopf asked for leave to suspend the rules to allow for a vote on the Resolution. The rules were suspended.
  - c. *The Resolution in Honor of President Penelope W. Kyle* was passed on a voice vote.

V. Committee reports

- a. Campus Environment: No report.
- b. Curriculum: Dr. Gainer reported that the committee had a motion under Old Business and would be bringing forward motions under Old Business.
- c. Faculty Issues: No report.
- d. Governance: Dr. Hilden reported deans' evaluations were complete.
- e. Resource Allocation: No report.

VI. Old business

- a. 15-16.07: Motion on Timeline for Student Course Evaluations. *Motion to Reconsider 15-16.07 in order to Establish a Timeline Consistent with 15-16.18: Motion on the Timing of Student Evaluations.*
  - The Senate reconsidered a motion passed early in its term in order to change a timeline to coincide with the timeframe in a later motion. The word “eleventh” was replaced with the word “thirteenth.”
- b. 15-16.27: *Internal Governance Committees Motion 4: Annual Reports to FSEC*, referred by the Governance Committee, was taken from the table, discussed, and passed.
- c. 15-16.28: *Internal Governance Committees Motion 5: Non-faculty-related IG Committees* was withdrawn by the Governance Committee.
- d. 15-16.29: *Motion to Change Performance Outcome Categories*, referred by the Governance Committee, was taken from the table, discussed, and passed.
- e. 15-16.34: *Motion to Support the Creation of a BS in Biomedical Forensic Science*, referred by the Curriculum Committee, was taken up for discussion.
  - Dr. Boyd provided background information and answered questions.
  - Dr. Herman offered remarks on resource issues, with accompanying bullet points (appended).
  - A secret ballot was called for.
  - The motion passed with 29 for, 6 against, and 1 abstention.
- f. 15-16.06: *Motion to Eliminate Quadrennial Evaluations of Department Chairs/School Directors* was withdrawn by the Governance Committee
- g. 15-16.15: *Motion to Create Classification of Senior Instructor* was withdrawn by the Governance Committee.
- h. 15-16.16: *Motion on Pay Raise with Promotion to Senior Instructor* was withdrawn by the Governance Committee.

VII. New business

- a. 15-16.35: Motion to Approve Bachelor of Science in Computer and Cyber Science, referred by the Curriculum Committee

- b. 15-16.36: Motion to Approve Accounting Certificate, referred by the Curriculum Committee
- c. 15-16.37: Motion to Approve Doctor of Education, as Revised, referred by the Curriculum Committee
- d. 15-16.38: Motion to Approve Changes in Courses Eligible for Credit under the Core Curriculum, referred by the Curriculum Committee
- e. 15-16.39: Motion to Establish a Long-Term Compensation Policy or Goal, referred by the Resource Allocation Committee
- f. 15-16.40: Motion *re* Promotional Pay Raises, referred by the Resource Allocation Committee
- g. 15-16.41: Motion to Increase the Travel-Reimbursement Limit, referred by the Resource Allocation Committee

X. Suspension of the Rules

- a. Dr. Gainer moved that the rules be suspended to allow for discussion and voting on a new motion from the Curriculum Committee in order to send the motion on to the Undergraduate Curriculum and Catalog Review Committee. The motion to suspend the rules was seconded and approved.
  - 15-16.38: *Motion to Approve Changes in Courses Eligible for Credit under the Core Curriculum*, referred by the Curriculum Committee, was taken from the table and passed.

VIII. Announcements

- a. Dr. Kopf made the following announcements:
  - The final meeting of the 2015-2016 Faculty Senate will be immediately followed by a brief organizational meeting of the 2016-2017 Senate at which officers will be elected. New senators are asked to arrive by 4:30 p.m. at Heth 014.
  - Dr. Kopf would be representing the Senate at a reception, one of the events surrounding the dedication of Kyle Hall.
  - Dr. Kopf passed on a request from Dr. Lerch, Coordinator of Retention, that faculty fill out a related survey.

IX. The meeting was adjourned at 4:31 p.m.

See below for appendixes.



Appendix I

*Resolution in Honor of President Penelope W. Kyle*

WHEREAS President Kyle has served Radford University for over a decade,

WHEREAS, as a result of President Kyle's leadership and advocacy, the University has significantly enhanced the quality of its academic facilities,

WHEREAS under President Kyle's leadership the University has increased the number of academic programs, including the initiation of programs leading to doctoral degrees,

WHEREAS during President Kyle's leadership the University's academic classification has been upgraded,

WHEREAS during President Kyle's leadership efforts were made to reallocate internal resources in order to improve faculty salaries,

**NOW THEREFORE BE IT RESOLVED**

that on behalf of the Teaching and Research Faculty of Radford University, the Faculty Senate expresses its appreciation for President Kyle's service to Radford University and expresses its hope that her future endeavors will be equally productive and valued.

## Appendix II

### Bullet Points of Resource Allocation

- ❑ Should we vote to put degrees in place before the requisite faculty are actually on, or known to be coming to campus?
  - If we can't offer these degrees, would a student be able to somehow force us to teach that degree without the faculty being on campus?
  - Would such a student be able to force/dictate what a future faculty hire would be?
  
- ❑ Is it a good idea to have "queue" of degrees at the Provost's desk and ask the Provost to fund these new programs only when funds become available?
  - Do we ask the Provost to pick and choose which current RU programs to eliminate in order for others to come online?
  - Should the Faculty Senate consider the budgetary ramifications when voting on new degree programs?
  - Are we saying that RU should somehow operate at a deficit to fund a degree that may or may not eventually pay for itself through new student enrollment?
  
- ❑ Should the senate express some type of priority list for the degrees in the "queue" in case external/additional funding comes along?

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