

# RADFORD UNIVERSITY

## FACULTY SENATE

2017-2018

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# Continuation Reports

## Campus Environment Committee

### Continuation Report for the 2016-2017 Academic Year

The following items/charges to the CEC remain either unfinished or were not addressed at all by the CEC. The status of each of these is explained.

I. Explore the possibility of a possibility for emotional support animals on campus. Does Radford have a specific policy?

- \* The committee found that no specific policy exists.
- \* The committee opted not to explore creation of a policy (federal and state law apply).

II. Explore development of a retirement transition program.

\* Johnny Moore put a lot of work into this. However, the possibility of a real transition program met with big resistance from state VRS administrators.

III. Other issues concerning retirement and retired faculty.

- \* Consider new guidelines for Emeritus Faculty Status.
- \* Consider new ways to keep retiring/retired faculty engaged on campus.

IV. Review COACHE and Faculty Morale surveys for important issues to consider.

\* COACHE results were not available until very late in the academic year, so that survey could not be considered by the committee

- \* New FMS results from 2017 are now also available.

V. Review and make recommendations for changes to Parental Leave, Family Medical Leave, policies at Radford.

\* This issue is extremely complicated, as it involved federal law, state law, and Radford University policy documents (there are at least three such documents).

- \* Arrival of John Brooks suggests that we might have a new opportunity.

VI. Review policies on spousal hiring and consider recommendations for such policy/policies.

\* Policies from other institutions were considered. The committee thought that such policies were unlikely to be adopted at RU but they might be worth consideration.

## Curriculum Committee

2016 – 2017 Membership: Robyn Berg (CVPA), Vicky Bierman (WCHHS), Scott Dunn (CHBS), Tim Fuhrer (CSAT) CHAIR, Brent Harper (WCHHS), Rhett Herman (CSAT), Cheri Triplett (CEHD)

### Charges to committee

Develop policy for determining when changes to courses in Core Curriculum require Faculty Senate approval. Committee passed 16-17.09—Motion to Change T & R Faculty Handbook Language on College Curriculum Committees, but was tabled by full senate, so this still needs to be addressed

Liaise with Governance Committee and with Assistant Provost for Academic Operations on proposed changes to the IG document that would impact curricular pathways.

We held several combined meetings with the Governance Committee in this during the spring semester and made quite a bit of progress that we hope will lead to motions from the Governance Committee during the coming academic year.

Liaise with Director of Core Curriculum, CCAC, and Registrar's office to develop general education transfer policy for students with applied associate's degrees. (Policy has implications for enrollment; possibly also liaise with office of Vice President for Enrollment Management.)

After discussion with Matthew Bruner and Katherine McCarthy, the consensus of our committee is that the current policy is acceptable and suggested that the policy become more visible on recruitment materials and the university website

Liaise with Director of Core Curriculum, CCAC, and Registrar's office to develop general education transfer policy for students who have completed all coursework for the associate's degree but who do not have the formal degree. (Policy has implications for enrollment; possibly also liaise with office of Vice President for Enrollment Management.)

After discussion with Matthew Bruner and Katherine McCarthy, the consensus of our committee is that the current policy is acceptable and suggested that the policy become more visible on recruitment materials and the university website

Liaise with Director of Core Curriculum, CCAC, and Registrar's office to develop policy in response to SCHEV's call for participation in the Interstate Passport initiative. (Policy has implications for enrollment; possibly also liaise with office for Vice President for Enrollment Management.)

Committee passed 16-17.22 proposing Radford University join the interstate passport program. This motion was withdrawn

### Review proposals for new programs

Committee passed proposal for Geospatial Intelligence Certificate which also passed the full senate: 16-17.04

Committee passed proposal for MS in finance, which also passed the senate: 16-17.17

Committee passed a recommendation for prioritization of new programs 16-17.23. This motion failed in the senate

Committee passed 16-17.24 to create a minor in Arts Administration and Entrepreneurship. This motion was withdrawn amid concerns from supporting departments

Committee passed 16-17.25—Motion to Create School of Nursing Healthcare Track for Students in Information Technology, Business, or the Sciences. This was tabled in the full senate

Liaise with Governance Committee on development of policy/procedure for termination of academic programs in the absence of fiscal exigency.

We held several combined meetings with the Governance Committee in this during the spring semester and made quite a bit of progress that we hope will lead to motions from the Governance Committee during the coming academic year.

Liaise with Faculty Issues Committee to consider development of policy establishing balance between online and on-campus courses:

Committee passed 16-17.12 – Motion concerning balance of online courses at Radford University, suggesting that control of this matter be left to departments with certain criteria. Passed full senate

Business in addition to original charges:

Committee passed 16-17.07 changing reporting schedule for Core Curriculum assessment to every year. Full Senate also passed

Committee passed 16-17.08 allowing departments to combine results from multiple sections of the same course in assessment reporting. Full Senate also passed

Committee passed 16-17-13 allowing certain substitutions in the core curriculum. This passed full senate

Committee passed 16-17.14 clarifying objectives in Core 101, 102 and 201. This passed the full senate

Committee passed 16.17-15, allowing certain substitutions for Core 201 and 202. This was left tabled by the full senate

Committee passed 16-17.16, suggesting creation of a task force to examine general education curriculum in response to coming changes from SCHEV. This passed the full senate

Committee passed 16-17.21, creating the course PHRE and designating it a substitute for Core 202. This passed the full senate

## Faculty Issues

### CONTINUATION REPORT, SPRING 2017

**Members:** Tal Zarankin, Jack Brockaway, Suzanne Ament, Ulla, Ian Barland, Amy Rubens, Laura LaRue [replaced by Wendy Downey], Roann Barris, Sharon Gilbert, Eric DuPlessis

1. Review proposed intellectual property policy in light of latest legislation and rulings.

*Status: Almost finished; motion to accept revisions will be brought to Senate. If this does not happen, it should be continued with the next FIC.*

2. Clarify whether and how non-tenure track faculty may be eligible for awards under the aegis of the Faculty Awards Committee. Determine the feasibility of establishing awards for adjuncts

*We did not work on this*

3. Liaise with governance to clarify time frame for grievance procedure.

4. Address lack of coordination between calendar for spending research grants and the timeframes during which research can be engaged in or completed by faculty.

*Status: This was put on hold when the President announced the formation of strategic planning task forces and requested issues from faculty. It seemed that there was a more appropriate venue than the FIC.*

5. Consider possible faculty response to call from SCHEV for “environmental scan of open educational initiatives” (contact person: Charley Cosmato, CITL).

*Status: we set this as a Priority, pending clarification from Charley Cosmato. We had one meeting with CC but he promised to provide us with more information (in particular, examples of surveys in use). It did not appear to be possible to arrange this follow-up with him.*

6. Consider faculty role in decisions about "learning tools interoperability" (contact person, Charley Cosmato, CITL).

*Status: As in the previous objective, our contacts with Cosmato were not sufficient to proceed.*

7. Review progress on issue of student evaluations, including status of motions.

*Status: eventually it was learned that the motions had been approved by all necessary parties and put into effect this spring. Related to this, the IG on Student Evaluations of Faculty requested a meeting with the FIC to review their proposed new evaluation form to be used in online classes. The goal is a form that addresses the differences between online and face-to-face teaching in a fashion that allows for comparisons of evaluation results. We made suggestions to them and they have indicated that they will incorporate our suggestions. Another joint meeting should take place in the fall for an additional review of this form.*

8. Review the results of the Advising Survey distributed during Spring 2016 and completed by faculty and determine faculty response, if any.

*Status: the committee did examine the survey results, met with the college advisors, and wrote a summary to share with the Faculty Senate. No further action appears necessary.*

10. Liaise with Curriculum Committee to consider development of a policy establishing balance between online and on-campus courses.

*The curriculum committee submitted a motion that was approved by the Faculty Senate.*

11. One objective added by the committee concerned the development of a survey to ascertain the degree of faculty satisfaction or dissatisfaction with the Activities Insight digital FAR.

*An initial survey was drafted but not finalized. We recommend review and completion of the survey and administration of the survey shortly after faculty have prepared their FARS.*

# FACULTY SENATE MINUTES

**August 31, 2017**

MINUTES  
2017-2018 Faculty Senate Meeting  
August 31, 2017  
Whitt 008

**Members present:** Suzanne Ament, Alyssa Archer, Ian Barland, Roann Barris, David Beach, Robyn Berg, Brad Biozzell, Jack Brockway, Joshua Carroll, Jay Caughron, Tim Channell, Tonya Corbin, Drew Dodson, Scott Dunn, Lauren Ermann, Daniel Farat, Jake Fox, Pam Frasier, Tim Fuhrer, Joel Hagen, Brent Harper, Nicole Hendrix, Katie Hilden, **Katie Katz**, Abhay Kaushik, Danylle Kunkel, Stockton Maxwell, Jean Mistele, Douglas Mitchell, Johnny Moore, Roby Page, Hyejin Park, Sandra Schnider, Susan Schoppelrey, Carter Turner, Allison Wisecup, Dan Woods, Tal Zarankin

**Members absent:** Rhett Herman, Mashooq Salehin, Gary Schirr, Skip Watts

**Guests:** Dr. Graham Glynn, Provost and Vice President for Academic Affairs; Dr. Angela Joyner, Executive Director of The Center for Career and talent Development

- I. The meeting was call to order at 3:33 p.m.
- II. The minutes for April 27, 2017 meeting were approved
- III. Dr. Graham Glynn, Provost, welcomed faculty to the academic year and opened the floor to questions.
  - a. How will faculty positions, both current and new lines, be filled?
    - i. Answer: An evolving process is being put into place using data to make an informed decision. Currently, open positions that are nearing a deadline for conferences or publications can move forward, if approved by the dean's council. In the future, deans will present and approve each other's prioritization of positions within their colleges.
  - b. There is some concern when faculty hear that decisions will be made based on data. Could you provide clarification on what data will be used?
    - i. Answer: All data that is collected to make decisions will be shared with faculty through department chairs. It is a fast turnaround this year, but the plan is to begin thinking two years in advance for faculty appointments. The determination on the types of data used to make decisions will be up to the faculty as the dean prepares for a position prioritization presentation to the dean's council.
- IV. Dr. Angela Joyner, Executive Director, The Center for Career and Talent Development gave a report and accepted questions on new career preparation initiatives for students.
  - a. See attachment for presentation slides.
- V. Reports

- a. Dr. Jake Fox, Faculty Senate President, gave his report.
    - i. Overview of the senate motion process.
    - ii. Discussion on motions approved by the FSEC during the Summer:
      - 1. 16-17.26—Motion to Add Sports Management Major and Drop Sports Administration Concentration
      - 2. 16-17.27—Motion to Add Allied Health Sciences Major and Drop Allied Health Sciences Concentration
      - 3. 17-18.01—Motion to Approve Cybersecurity Certificate delivered through a Competency Based Education (CBE) Model
        - a. Dr. Matt Dunlevy will be invited to speak to the senate on the progress of the CBE initiative.
    - iii. Responses from President Hemphill were received on two motions passed in 2014-2015. See attachment.
  - b. Committee Reports
    - i. Campus Environment—No Report
    - ii. Curriculum—No Report
    - iii. Faculty Issues—No Report
    - iv. Governance—No Report
    - v. Resource Allocation—No Report
- VI. Old Business: NONE
- VII. New Business
- a. 16-17.15 (17-18.02)—Motion Allowing Substitution of Certain Communication and Philosophy Courses for CORE 201 and CORE 202, referred by the Faculty Senate Executive Council
  - b. 16-17.20 (17-18.03)—Motion Regarding Budget Priorities, referred by the Faculty Senate Executive Council
- VIII. Announcements
- a. Review of upcoming dates: Presidential Faculty Forums and CBE Launch
  - b. Committees should check the website on locations for their meetings
  - c. A chairperson needs to be elected for the Curriculum and Resource Allocation Committees
- IX. The meeting was adjourned at 4:49 p.m.

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Experience.  
Thrive.

**RADFORD UNIVERSITY**  
Center for Career and Talent Development  
Russell 331

RADFORD UNIVERSITY



**Our Ambition**

To create an innovative community that fosters career and talent development. Where students can collaborate with career coaches, employers, faculty and alumni to discover their career path, gain relevant experience, and thrive.

RADFORD UNIVERSITY



## Career Development Journey

### Discover



Year 1

- ✓ Strengths/Interests
- ✓ Major/Career/Industry Exploration
- ✓ Personal Branding
- ✓ Professional Network
- ✓ Career Workshops & Events

### Experience



Year 2-3

- ✓ Internships
- ✓ Job Shadow
- ✓ Student Research
- ✓ Study Abroad
- ✓ Career Workshops & Events

### Thrive

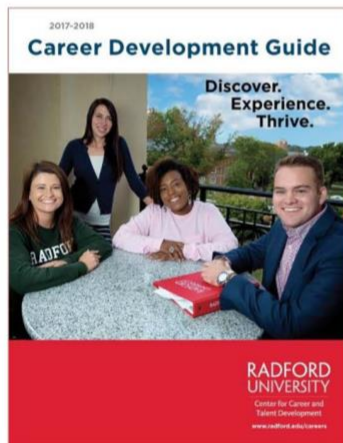


Year 4

- ✓ First 90 Days
- ✓ Financial Literacy
- ✓ Leadership Skills
- ✓ Career Workshops & Events

RADFORD UNIVERSITY

## Career Development Guide - NEW!



**FREE** to All Students

**Where to Find:**

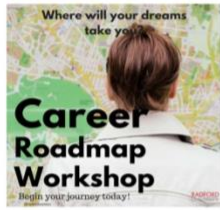
**Career Center:** 331 Russell Hall

**handshake** : Resources Section

**Website:** [www.Radford.edu/careers](http://www.Radford.edu/careers)

RADFORD UNIVERSITY

## Career Development Signature Workshops



### Topics:

- Career Exploration
- Communication
- Networking
- Professional Branding
- Job Search



### Formats Available:

- Class Presentation
- Hands On Workshop
- Laser Coaching
- Panel/Workshop

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## Career Development Events



- Registration Opens: 9/1/17
- Register on handshake
- Open to all students & all majors
- Professional Dress Required

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## Career Closet - NEW!



- Free Professional Attire
- Russell 331
- Opens: 9/1/17

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## JumpStart Career Development Conference

### JUMPSTART

Career Development  
Conference  
Sept. 23 | 9:00-4PM



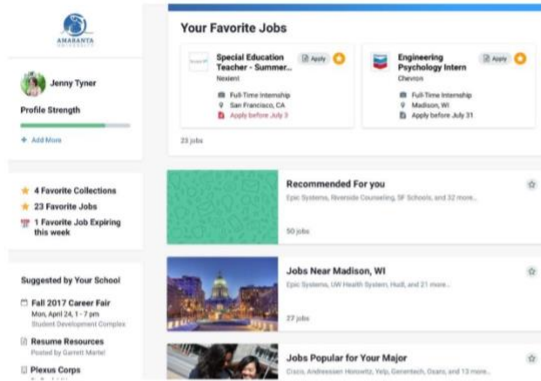
Keynote Speaker  
Stephan Cassaday ('83)  
Founder, President and CEO

- Presented by Cassaday & Company, Inc
- Keynote Speaker | Workshops | Ted Talks | Industry Networking Lunch | FREE
- Registration Opens: 9/1/17
- Register on  handshake
- Open to all students & all majors
- *Professional Dress Required*

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# NEW Career Center App - handshake



## How to Log in:

- > Download from App store (IOS) (joinhandshake)
- > <https://radford.joinhandshake.com>
- > [www.radford.edu/careers](http://www.radford.edu/careers)

<http://bit.ly/21L3Udg>


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Attachment 2

**RADFORD**  
**UNIVERSITY**

Brian O. Hemphill, Ph.D.  
President

TO: Jake R. Fox, Ph.D.  
Faculty Senate President

FROM: Brian O. Hemphill, Ph.D.   
President

DATE: August 24, 2017

RE: Response to 16-17.10  
*Motion re: Recommendation to Create a University Internal Governance Review Committee to Replace Current University Executive Council*

---

I have reviewed the enclosed motion referred by the Governance Committee and approved by the Faculty Senate on March 23, 2017 recommending the creation of a University Internal Governance Review Committee to replace the current University Executive Council. Based on a review of the motion, I am adding two individuals to the composition of the proposed University Internal Governance Review Committee. These at-large appointees will be selected by me each year to serve on this group. Therefore, the University Internal Governance Review Committee will be comprised of:

- a. Presidents of the Faculty Senate, Administrative & Professional Faculty Senate and the Staff Senate;
- b. Chair, Faculty Senate Governance Committee;
- c. Chair, Faculty Senate Curriculum Committee;
- d. Three tenured faculty appointed by the Faculty Senate Executive Committee for three year terms, staggered;
- e. Provost;
- f. Two other Vice Presidents designated annually by the University President; and
- g. Two at-large members designated annually by the University President.

Please be advised that Chief of Staff Ashley Schumaker will convene a meeting of the University Executive Council to be held on September 5, 2017 beginning at 9:00 AM in Martin Hall, 3<sup>rd</sup> Floor, Board Room. All members of the University Executive Council will be informed of the meeting date, time, and location, as well as the purpose. Once the meeting is held and action is taken, Chief of Staff Schumaker will contact you regarding next steps.

Please share this response with the full Faculty Senate.

16-17.10—Recommendation to Create a University Internal Governance Review Committee to Replace Current University Executive Council

Referred by: Governance Committee

MOTION:

The Faculty Senate Recommends that

1. The University Executive Council should be deleted from the Internal Governance structure.
2. A University Internal Governance Review Committee should be created with the following charges:
  - a. Receive notifications of changes in position titles and personnel employed in order to update memberships in Internal Governance committees as changes are made.
  - b. Review and approve any proposals for changes in the Internal Governance structure and document coming from any IG constituency. Forward approved proposals to the President of the University for final approval. Upon final approval, make necessary changes in the Internal Governance structure and document.
  - c. Conduct a quadrennial review of Internal Governance, including committee memberships, charges and approval pathways. Identify updates and revisions of the Internal Governance structure that would strengthen its effectiveness and make necessary changes in the Internal Governance structure and document.
  - d. Any changes arising from the above will be communicated to the Assistant Provost for Academic Operations, who will update the Internal Governance website.
  - e. Provide an annual report to the Designated Administrator and Senate Presidents for dissemination to their constituents.
3. The University Internal Governance Review Committee will be composed of:
  - a. Presidents of the Faculty Senate, Administrative & Professional Faculty Senate and the Staff Senate;
  - b. Chair, Faculty Senate Governance Committee
  - c. Chair, Faculty Senate Curriculum Committee
  - d. Three tenured faculty appointed by the Faculty Senate Executive Committee for three year terms, staggered
  - e. Provost
  - f. Two other Vice Presidents designated annually by the University President.
4. The Chief of Staff for the University President will be the Designated Administrator.

RATIONALE:


- The title University Executive Council is confusing, especially given the creation of a university level Leadership Council, and does not reflect its current charge. The new title clearly distinguishes it from any other university level committee and councils and makes its purpose obvious.
- The current membership does not reflect the current administrative structure of the vice presidents.
- The current charge does not call for a regular review of internal governance and the council has not done so resulting in a structure and document that is out of sync with current practices and university structures.
- Currently nobody is responsible for receiving notifications of changes in positions and structures that would impact membership and charges of internal governance committees, another reason the IG document became out of sync.
- No mechanism currently exists for other constituencies and IG committees to make proposals to revise or update the IG structure and document that would enhance the effectiveness of the IG structure.

Passed by Faculty Senate March 23, 2017

**RADFORD**  
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Brian O. Hemphill, Ph.D.  
President

TO: Jake R. Fox, Ph.D.  
Faculty Senate President

FROM: Brian O. Hemphill, Ph.D.   
President

DATE: August 24, 2017

RE: Online Education Committee Proposal

---

I have reviewed the enclosed documentation referred by the Internal Governance Task Force on May 24, 2017 recommending the creation of an Online Education Committee, Committee on Online Education, or Internal Governance Committee on Online Education. Based on a review of the provided information, I am not prepared to move forward with the proposal at this time.

I encourage the Faculty Senate and the Internal Governance Task Force to engage in discussion with Provost and Vice President for Academic Affairs Graham Glynn. As you are aware, Provost Glynn recently joined Radford University and has extensive experience regarding online education development and delivery. Once the Provost has an opportunity to fully assess this proposal, I will advise you of any next steps.

Please share this response with the full Faculty Senate.



**Schumaker, Ashley**

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**From:** Gainer, Kim  
**Sent:** Wednesday, May 24, 2017 10:10 AM  
**To:** Hemphill, Brian  
**Cc:** Schumaker, Ashley; Santopietro, George; Clouse, Katherine  
**Subject:** Online Education Committee  
**Attachments:** Online Education Committee.docx

Dr. Hemphill,

Drs. Hilden and Santopietro are about to begin the process of populating IG Committees for 2017-2018. There is one committee they would like to populate that has not yet made it all the way through the approval process. This is a Committee on Online Education whose establishment was recommended by the 2014-2015 Faculty Senate.

Working from the Faculty Senate motion, The IG Task Force has developed a list of charges and members for the IG Document that both reflects and updates the charges and membership proposed in the original motion (such as adding CBE and representation from the Innovation Lab). The proposed language is attached.

Since the creation of the University Internal Governance Review Committee is still pending, the IG Task Force hopes that the proposal for the committee could be taken up by the University Executive Council.

“Proposed changes to the established internal governance structure and university committees /councils including the establishment of new committees are to be submitted to the University Executive Council through the designated administrator” (IG Document p. 8). The designated administrator for the UEC, authorized to convene the Council, is the “Executive Assistant to the President” (p. 12).

“The actions of the University Executive Council are subject to the approval of the President’s Cabinet” (p. 8).

Thank you on behalf of the Internal Governance Task Force.

Kim Gainer

Dr. Kim Gainer  
Interim Associate Dean,

**Proposed IG Document Language for an Online Education Committee  
Developed by IG Task in Response to Faculty Senate Motion**

**Committee on Online Education**

**Charges:**

- Develop and make recommendations to the Provost for policy on distance, online, CBE learning, and digital learning for undergraduate, graduate, and non-degree seeking students.
- Address the multiple and complex issues emerging from the increasing number of online course offerings and degree programs.
- Continuously ensure a common language for discussion and identification of online learning/programs.
- Research and report on current and emerging online education issues as they relate to standards, practice, and policy at Radford University.
- Coordinate and assess faculty satisfaction with the reliability and usability of instructional tools and platforms.
- Develop accessibility guidelines regarding adaptive technologies.
- Monitor and recommend updates of the Teaching and Research Faculty Handbook to the Faculty Senate so that the guidelines for absence policies, classroom office hours, and other conditions currently defined in terms of face-to-face teaching will also be relevant to online education.

**Membership Composition:**

- one faculty member with online teaching experience from each of the undergraduate colleges appointed by the FSEC,
- Director of the Center for Accessibility Services,
- Director of the Center for Innovative Teaching and Learning (CITL),
- Director of the Innovation Learning Lab,
- representative selected from the Graduate Affairs Council,
- Assistant Provost for Academic Assessment,
- representative selected by the Council of Chairs,
- Dean selected by the Provost and
- one student appointed by the SGA who has taken at least one online course.

Designated Administrator: Provost for Academic Affairs

*Original Motion*

**Motion *re* Formation of an Internal Governance Committee on Online Education**

**Referred by Faculty Issues Committee**

**Motion**

The Faculty Senate recommends the addition of the following language to the *Radford University Internal Governance System and University Committees and Councils*:

### **Committee on Online Education**

**Function:** Monitors and guides the policies and practices associated with the implementation, assessment and improvement of quality in online and hybrid education. Recommends strategies for ensuring that teaching handbook policies meet the needs of online education and facilitates the development of a common language that highlights the overlap and intersections in the various approaches to online education that are currently being used. Shares policy recommendations with all affected parties and reviews feedback from such parties as well as the Faculty Senate prior to widespread dissemination of these proposals. Thus, this committee will be responsible for the development and dissemination of a university-wide policy associated with online and hybrid education, subject to the approval of the Provost and the Faculty Senate.

**Membership Composition:** Six T & R faculty, one elected from each college for a 2-year term; one representative each from McConnell library, the DRO, assessment, and the Center for Instructional Technology and Learning (CITL), appointed or elected by the respective unit; and one academic chair and one dean, appointed by the Provost. Half of the first group of members will be appointed for 1-year terms in order to create a staggered turn-over of members.

**Designated Administrator:** Provost for Academic Affairs

### **Rationale**

In much of the discourse surrounding the current challenges to post-secondary education in the U.S. (e.g., funding, cost, and addressing the needs of diverse traditional and non-traditional students) technology is increasingly playing a role in how educational organizations respond to this current state of affairs. As a result, the University will benefit from the formation of an Internal Governance Committee on Online Education to facilitate and engender a public and sustainable university-wide conversation about online education. This new IG will be a proactive force for harnessing, responding to, and implementing online education in appropriate ways and venues in the university. Above all, it will give faculty a strategic role in responding to the many issues created by a move, no matter how small or large, toward online education.

The Faculty Senate therefore recommends the formation of an Internal Governance Committee on Online Education to:

1. Develop policy relevant to undergraduate and graduate distance, online, and digital learning.

2. Provide university-wide communication and follow-through for relevant policy recommendations.
3. Address the multiple and complex issues emerging from the increasing number of online course offerings and degree programs.
4. Dispel tensions and facilitate conversation and cross-fertilization between the two dominant modes of teaching and learning: online and face-to-face.
5. Research and report on current and emerging online education issues as they relate to practice and policy at Radford University – for example, appropriate use of online vs face-to-face instruction, online course size, use of online ‘boxed courses’, issues of course transformation between the two formats (e.g., equivalency), etc.

**Overview of committee responsibilities:** The following is a list of issues and tasks that would fall in the domain of this IG. These tasks include (but are not limited to) the provision of:

- A committee that can develop policy and faculty awareness around issues of online course materials including, but not limited to legal code compliance (e.g., copyright and FERPA), intellectual property ownership and transfer, online course development and quality assurance.
- A community of practice for faculty collaborations involved in sustainable online course development with the potential to accommodate changing demographic needs, which highlights faculty distinctiveness rather than a reliance on third-party content providers.
- A committee that can facilitate a university-wide discussion to develop recommendations for online education and digital learning quality indicators, and best practices.
- The formation of a faculty community that can establish a common language for discussion and identification of online learning/programs (for example: synchronous, asynchronous, blended, flipped, hybrid, remote support, CMI (Computer Mediated Instruction), ICT (Information Communication Technology)).
- A faculty driven committee that can collaborate with the administration on online programming and the university’s general strategy for online offerings.
- A committee that can coordinate online education-related communication and policy follow-through with various offices and departments.
- A committee that can provides input in the area of approaches to quality control
- A committee that can update the language in the T&R Handbook so that the guidelines for absence policies, classroom office hours, and other conditions currently defined in terms of face-to-face teaching will also be relevant to online education.
- A committee that can coordinate and assess faculty satisfaction with the reliability and usability of instructional tools and platforms, such as D2L. Questions of relevance will include investigation into dissatisfaction with D2L, specifically regarding downtime, but also including its ease of use or lack thereof and relevance to various academic styles and disciplines. The committee will be asked to consider whether D2L is the best option for online education.
- A committee that can provide assurance that online courses and programs are fully accessible to those individuals using or benefitting from adaptive technologies.

The need for this policy is evident:

- A recent situation with an RU course, dealing with various legal and ethical issues related to online courses, has already led to the development of an ad hoc policy by the Provost's office.
- The 11/7/2013 recommendations of the RU Online Education Taskforce final report directly points to the need for a committee. At a Faculty Issues meeting with representatives of the CITL (Center for Instructional Technology and Learning), concerns raised by both Faculty Issues members and CITL corroborated the RU Online Education Taskforce recommendation for an ongoing body dedicated to the issue of online education. Both groups were in agreement that this "ongoing body" should cross over and bridge concerns that are currently being addressed in several places without being brought together or including examination of how change in one area impacts practices in another.

Without university-wide conversations that explicitly afford spaces for faculty-faculty and faculty- administration discussions about technologies, technology initiatives, and technology-driven policies we may unintentionally:

- Exacerbate fears, concerns, and misinformation among faculty regarding technology-relevant issues, policies, and initiatives.
- Inhibit faculty innovation and receptivity to the university's technology-relevant goals, policies, and initiatives.
- Impede the university's ability to build the necessary capacity and utilize faculty talent and expertise to proactively respond to these on-going changes.
- Hamper the efforts of Chairs to recruit Faculty to teach online classes and support emerging online/hybrid Graduate programs.

**September 14, 2017**

MINUTES  
2017-2018 Faculty Senate Meeting  
September 14, 2017  
Whitt 008

**Members present:** Suzanne Ament, Alyssa Archer, Ian Barland, Roann Barris, David Beach, Robyn Berg, Brad Bizzell, Jack Brockway, Joshua Carroll, Jay Caughron, Tim Channell, Drew Dodson, Scott Dunn, Daniel Farat, Mary Farreri, Pam Frasier, Tim Fuhrer, Joel Hagen, Nicole Hendrix, Rhett Herman, Blas Hernandez, Katie Hilden, Prahlad Kasturi, Katie Katz, Danylle Kunkel, Jane Machin (for Gary Schirr), Stockton Maxwell, Jean Mistele, Douglas Mitchell, Johnny Moore, Roby Page, Hyejin Park, Mashooq Salehin, Sandra Schnider, Susan Schoppelrey, Carter Turner, Cheri Triplett, Skip Watts, Allison Wisecup, Dan Woods, Tal Zarankin

**Members absent:** Lauren Ermann, Jake Fox, Brent Harper, Abhay Kaushik,

**Guests:** Dr. Graham Glynn, Provost and Vice President for Academic Affairs

- I. The meeting was call to order at 3:31 p.m. by Vice President Katie Hilden
- II. The minutes for August 31, 2017 meeting were approved with one correction:
  - a. Katie Katz was present for the meeting
- III. Provost's Report: Dr. Graham Glynn presented his report
  - i. Currently completing meetings with each of the department chairpersons and school directors.
  - ii. Requested input from faculty senate on the suggestion to change the name of the Honors Academe to Honors College. The rationale for changing the name includes, but not limited to, meeting national accrediting standards, naming opportunity for the college, and potential for student recruitment
    1. Concerns brought forward:
      - a. Does it add an administrative component?
        - i. No new positions will be needed for this change.
        - ii. The college will continue to be administered by a director and does not add a dean level position.
  - iii. Indicated a comprehensive review of the Teaching and Research Faculty Handbook will be initiated in conjunction with the faculty senate. The last full revision to the handbook appears to be in the 1990s.
  - iv. The strategic plan is in draft form and was presented to the board for review. A final vote will be taken in December with an anticipation of implementation in January, 2018.
  - v. An invitation was extended for new learning communities on campus.
  - vi. An announcement about the Jump Start Career Conference scheduled for September 23, 2017.
  - vii. The Academic Leadership Team is currently working on the equipment trust fund prioritization.
  - viii. Continuing to reduce paperwork and review processes to improve administrative speed and efficiency.

1. Online course evaluations to be implemented this year
  2. Chrome River software will be used for travel expenses (accessed through banner/RU portal) beginning this semester.
- ix. A question on the discontinued use of Adobe Connect was asked.
1. Provost Glynn indicated that there will be an overlap of program use as the university transitions to the new Zoom platform.

#### IV. Reports

- a. President's Report: Dr. Katie Hilden, Faculty Senate Vice-President, gave her report.
- i. The two motions under Old Business on today's agenda will be withdrawn on a procedural question.
- b. Committee Reports
- i. Campus Environment—
    1. The committee is reviewing three topics remaining from the spring semester:
      - a. FMLA
      - b. Parking for temporarily disabled individuals on campus
      - c. Faculty moral survey
  - ii. Curriculum—
    1. The committee is continuing to review curriculum proposals and charges.
  - iii. Faculty Issues—
    1. The committee is currently reviewing three issues:
      - a. Investigation of agreement between Title 9 requirements and the T&R Handbook language
      - b. Investigating the perception that some buildings are "animal friendly" because this presents problems for people with service dogs and for people with religious and allergic responses to animals.
      - c. Working on a motion to address the process to be approved for the rank of senior instructor
  - iv. Governance—
    1. The committee is reviewing charges
    2. Quadrennial review of department chairpersons
  - v. Resource Allocation—
    1. The committee is reviewing charges that overlap from previous year.
    2. Items under consideration include faculty workload, travel support, and support for administrative assistants.

#### V. Old Business:

- a. 16-17.15 (17-18.02)—Motion Allowing Substitution of Certain Communication and Philosophy Courses for CORE 201 and CORE 202. WITHDRAWN BY FSEC
- b. 16-17.20 (17-18.03)—Motion Regarding Budget Priorities, referred by the Faculty Senate Executive Council. WITHDRAWN BY FSEC

- VI. New Business
  - a. 17-18.04-- Motion Recommending a One Year Suspension of Quadrennial Review of Chairs. Referred by the Faculty Senate Executive Committee
  
- VII. Announcements
  - a. Discussion on a need for a procedure for setting up the room prior to meetings.
  - b. CVPA leadership brings forward a concern about the lack of sufficient personnel resources in university relations as it relates to writing and release of pertinent coverage of university events.
  
- VIII. The meeting was adjourned at 3:53 p.m.

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**September 28, 2017**

MINUTES  
2017-2018 Faculty Senate Meeting  
September 28, 2017  
Whitt 008

**Members present:** Suzanne Ament, Alyssa Archer, Ian Barland, David Beach, Robyn Berg, Brad Bizzell, Jack Brockway, (James Newman for) Joshua Carroll, Jay Caughron, Tim Channell, Drew Dodson, Scott Dunn, Daniel Farat, Mary Farreri, Jake Fox, Jim Gumaer, Pam Frasier, Tim Fuhrer, Joel Hagen, Brent Harper, Nicole Hendrix, Rhett Herman, Katie Hilden, Prahlad Kasturi, Katie Katz, Abhay Kaushik, Danylle Kunkel, Jane Machin, Jean Mistele, Johnny Moore, Roby Page, Hyejin Park, Mashooq Salehin, Sandra Schnider, Susan Schoppelrey, Cheri Triplett, Carter Turner, Dan Woods, Tal Zarankin

**Members absent:** Roann Barris, Blas Hernandez, Stockton Maxwell, Douglas Mitchell, Skip Watts, Allison Wisecup

**Guests:** Dr. Graham Glynn, Provost and Vice President for Academic Affairs

- I. The meeting was call to order at 3:32 p.m. by President Jake Fox
- II. The minutes for September 14, 2017 meeting were approved as presented
- III. Provost's Report: Dr. Graham Glynn presented his report
  - a. The Provost has finished all his meetings with department chairpersons/school directors and is now working to meet with full department
  
- IV. Reports
  - a. President's Report: Dr. Jake Fox, Faculty Senate President, gave his report.
    - i. Review of the meetings with the Board of Visitors.
      1. Draft version of the new strategic plan can be found online. This is only a draft and campus wide meetings will be forthcoming to discuss the strategic plan with constituency
      2. The Board was very welcoming and made themselves available to the senate
      3. The report to the board indicates our student athletes are doing well academically
    - ii. Responses received from President Hemphill on three 2014-2015 motions.
      1. Motion on departmental criteria for promotion and tenure
      2. Motion on faculty workload policy
      3. Motion on university employment outside of the nine-month contract
    - iii. There was a concern raised about the presidential response, and subsequent motion referred to the Faculty Senate Executive Committee by the faculty issues committee, on the topic of criteria for promotion to the rank of senior instructor. The FSEC is waiting on a clarification response from President Hemphill as they felt the procedure outlined in the T & R Handbook adequately addresses the procedure and would require no additional action by the senate.

b. Committee Reports

i. Campus Environment—

1. A meeting is planned with President Fox to discuss the Faculty Morale Survey.
2. Committee continues to review the family leave policy, working to find clarity on administration of the policy, discussion with faculty constituency, and reviewing policies from other institutions.
3. Continue to review the temporary disability parking access options on campus. The committee continues to review current policies
4. Discussion of protocol for hiring new faculty
5. Concern about a faculty report indicating data collection on the number of contact hours faculty are having outside of classroom hours with students.
  - a. Provost responded that he does not know where this may be coming from and he did not request this data

ii. Curriculum—

1. The committee has reviewed the proposal that was brought forward last year by the department of nursing. This proposal will be resubmitted
2. The committee is seeking clarification on the crime analysis minor
3. Work was completed, in conjunction with the governance committee, on curriculum pathway approval

iii. Faculty Issues—

1. Discussion addressing inappropriate comments on student evaluations.

iv. Governance—

1. Most of the meeting was held in concert with the curriculum committee discussing approval pathways for classes and programs. The discussion included clarification of roles of those involved in the process

v. Resource Allocation—

1. Issues discussed included administrative assistants motion and faculty travel. The committee is collecting more data from the administration with the possibility of reintroducing the former motions.

V. Old Business:

a. 17-18.04-- Motion Recommending a One Year Suspension of Quadrennial Review of Chairs. Referred by the Faculty Senate Executive Committee

i. Moved and seconded to remove from the table

ii. Discussion

1. The removal of the quadrennial evaluation would, in effect, eliminate the faculty voice from the process of reappointment.
2. The challenge with the Quadrennial Review is that it is a level of redundancy of evaluations

3. The motion is a one-year suspension and is not a handbook change to allow a review of options moving forward for chair evaluations
4. After discussion, the question was called using secret ballot
5. The motion passed
  - 26 yes
  - 9 no

VI. New Business  
None

VII. Announcements  
a. Next week is sustainability week


VIII. The meeting was adjourned at 4:36 p.m.

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Brian O. Hemphill, Ph.D.  
President

TO: Jake R. Fox, Ph.D.  
Faculty Senate President

FROM: Brian O. Hemphill, Ph.D.   
President

DATE: September 8, 2017

RE: Faculty Senate Motion re: Departmental Criteria for Promotion and Tenure

---

I have reviewed the enclosed motion, referred by the Governance Committee and passed by the Faculty Senate on May 1, 2014, recommending changes to the Faculty Handbook, specifically Sections 1.6.1.2 and 1.7.1.


Based on discussion by the Cabinet and the Leadership Council, the following feedback is provided. The addition of input from the respective College Dean is a positive step and one that is critically important to the promotion and tenure process. Additionally, it is equally important each Department has specific guidelines and, if such guidelines are not currently available, they need to be developed. College-wide standards can be developed and will be helpful; however, they should not take the place of Department guidelines, which are specific to the academic discipline. Finally, once Department and College standards are developed, they should be placed on the University's website in the appropriate section in order to provide full transparency to the promotion and tenure process. The administration looks forward to receiving and considering an updated motion that includes the above feedback.

Please share this response with the full Faculty Senate.



Brian O. Hemphill, Ph.D.  
President

TO: Jake R. Fox, Ph.D.  
Faculty Senate President

FROM: Brian O. Hemphill, Ph.D.   
President

DATE: September 8, 2017

RE: Faculty Senate Motion re: Faculty Workload Policy

---

I have reviewed the enclosed motion, referred by the Resource Allocation Committee and passed by the Faculty Senate during the 2014-2015 academic year, recommending changes and additions to Sections 2.2, 2.3, 2.4, and 2.5 of the Faculty Handbook.


I encourage the Faculty Senate to engage in discussion with Provost and Vice President for Academic Affairs Graham Glynn. As you are aware, Provost Glynn recently joined Radford University and is eager to assist the faculty with this issue. The administration encourages the faculty, in partnership with Provost Glynn and the College Deans, to engage in the following analysis: review reassignments for equity; review the Faculty Handbook's current reference to a 12 hour teaching load; review utilization and impact of independent and directed study courses; and review utilization and impact of course releases for research and other activities. The administration looks forward to receiving and considering an updated motion that includes the above feedback, as well as the results of the requested analysis.

Please share this response with the full Faculty Senate.



Brian O. Hemphill, Ph.D.  
President

TO: Jake R. Fox, Ph.D.  
Faculty Senate President

FROM: Brian O. Hemphill, Ph.D.   
President

DATE: September 8, 2017

RE: Faculty Senate Motion re: University Employment Outside of the Nine-Month Contract

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I have reviewed the enclosed motion, referred by the Faculty Senate Executive Council and the Resource Allocation Committee and passed by the Faculty Senate during the 2014-2015 academic year, recommending changes to the Faculty Handbook, specifically Section 3.1.3. Based on discussion by the Cabinet and the Leadership Council, the motion is not approved as presented due to the need to provide consistency throughout the University. With the motion as written, each College could adopt varying policies, thereby creating inequity among faculty. Although a standard "one-size fits all approach" will not work, there needs to be some level of consistency across all Colleges.

Although there is no formal language in the Faculty Handbook addressing this issue, there is specific language in the *Summer Session Policies and Procedures* document as outlined below.

Teaching Assignments and Instructional Stipends Section (Paragraph 1)

*"Colleges are responsible for developing budget and compensation models that reflect their own unique circumstances and challenges. Because these models evolve, because they are complex, and because they require modification in the face of rapid change it is imperative that the models be clearly communicated to faculty and Chairs. Models should be evaluated and, if necessary, updated yearly with a copy being sent to Academic Affairs and posted on individual college web site."*

Teaching Assignments and Instructional Stipends Section (Paragraph 2)

*"Standard compensation for Summer Sessions for Teaching and Research faculty teaching a traditional course will be at the rate of 3.00 percent of the annual base salary per credit hour, with a minimum of \$1,248 and a maximum of \$2,808 per credit hour."*

Please share this response with the full Faculty Senate.

**October 12, 2017**

MINUTES  
2017-2018 Faculty Senate Meeting  
October 12, 2017  
Whitt 008

**Members present:** Suzanne Ament, Alyssa Archer, Ian Barland, David Beach, Robyn Berg, Carlee Bradbury (For Roann Barris) Jack Brockway, Joshua Carroll, Jay Caughron, Tim Channell, Drew Dodson, Scott Dunn, Daniel Farhat, Jake Fox, Tim Fuhrer, Sarah Gilbert, Jim Gumaer, Joel Hagen, Nicole Hendrix, Rhett Herman, Katie Hilden, Prahlad Kasturi, Katie Katz, Danylle Kunkel, Jane Machin, Stockton Maxwell, Jean Mistele, Johnny Moore, Roby Page, Hyejin Park, Mashooq Salehin, Susan Schoppelrey, Cheri Triplett, Carter Turner, Allison Wisecup, Dan Woods, Tal Zarankin

**Members absent:** Brad Bizzell, Mary Ferreri, Pam Frasier, Brent Harper, Blas Hernandez, Abhay Kaushik, Douglas Mitchell, Sandra Schnider, Skip Watts,

**Guests:** Dr. Brian O. Hemphill, President and Dr. Graham Glynn, Provost and Vice President for Academic Affairs

- I. The meeting was called to order at 3:33 by President Jake Fox
- II. Minutes of the September 28, 2017 were approved as presented
- III. President's Report: Dr. Brian O. Hemphill
  - a. Travel Funds for T & R Faculty: This is a total investment of \$230,000 to allow an additional \$500 per T & R Faculty to be allocated for travel. The total amount will be dispersed to Colleges on October 12, and will be allocated by the deans to the departments based on total T & R faculty.
  - b. Research Rookies Program: This new initiative will be allocated \$120,000. A memo has been drafted to form a steering committee for the purpose of developing a process of selection for students interested in participating. Students will be able to earn up to \$4,000 for a research project and the faculty investigator will earn up to \$2,000. The full allocation has been transferred to the undergraduate research program budget.
  - c. Highlander Discovery Institute: This program is designed to bring preeminent speakers to campus for engagement with students and faculty as well as bring the community together. Dr. Tim Channell and Dr. Angela Joyner will co-chair the steering committee and they will have their first meeting next week.
  - d. Faculty Search/Recruitment Funds: A pool of funds has been set aside to provide additional financial support of up to \$1,000 per search to equal a total of \$2,100 per search. The dean or department chairperson can contact Glen Compton to request the additional funds. Once the pool has been depleted for a fiscal year, no additional funds will be available. A new pool of funds will be available the following year to replenish the initiative if funds are available.

- e. Thank you to Senator Stockton Maxwell and the IMPACT Program. The new grant will allow the team to increase in number and they have moved to RU Corporation Park.
- f. Questions:
  - i. Are faculty search funds available now?
    - 1. Yes
  - ii. Is someone working on a policy concerning dogs on campus?
    - 1. We have received several complaints about dogs on campus. A group out of Richard Alvarz's office is working on a new policy and will be bringing it to faculty senate. Stephanie Janelle is the lead person working on this draft.
  - iii. Can you speak to you China trip?
    - 1. Good conversations with both university and we will see the benefit of those relationships soon.
    - 2. Additional students can be expected
    - 3. We must continue the work with this initiative as we will reap benefits that include an increase of international students.
  - iv. Will we hear a report?
    - 1. We have already signed agreements and may see students in January.
    - 2. One school has already sent two students this fall.
    - 3. We are looking at additional opportunities and currently looking at a possible relationship in Mexico. If Faculty has a research partnership with other faculty or institutions in foreign countries please make Jeanne Mekolichick aware.

#### IV. Provost's Report: Dr. Graham Glynn

- a. Normal for a new provost to look at the organizational structures of academic affairs and look for possible opportunities.
  - i. I started this shortly after arriving and one of the first things that I did was put a hold on a couple of positions in the provost's office until we had an opportunity to look at the structure.
  - ii. Additionally, the Graduate and Research College has been asked to look at their operation for effectiveness.
  - iii. Finally, looking at the library. An area that has seen the most change over the past years.
  - iv. With a lack of expertise in the area I looked to an outside expert consultant who was a past president of the American Library Association and the past president of the American Research Library Association.
  - v. I have hired her for a full day of consulting work to look, primarily, at staffing and structure of the organization.
  - vi. I gave no guidelines to the consultant but asked her to look at the library and how we compare to best practices. I gave her free reign to do analysis of the library.



- vii. When the report is returned it will be presented to the library staff to review and make comments
  - viii. One area we will look at will be the internal IT staff.
  - ix. To be done by Danny Kemp and IT Staff
- b. Questions:
- i. Is the expectation of the consultant is to give us one way to move forward or are there other options?
    - 1. I literally said, "Look at how we are staffed, how we are structured and give me some recommendations."
  - ii. The library affects the entire university community will the report be transparent?
    - 1. The report will be given to the library staff and they will have an opportunity to provide feedback.
  - iii. Will faculty and staff have an opportunity to review the report?
    - 1. I have no issues with sharing that report. I would welcome their input.
  - iv. Will the full report be shared with faculty senate and the library?
    - 1. Yes. Absolutely.
  - v. The funding of the library has been cut over the past few years. It is imperative to maintain an outstanding library for our students and research faculty.
    - 1. The library took a full 7% cut last year.
    - 2. Our librarians do not have tenure. Does that make them more vulnerable?
  - vi. Is there a timeline on this consulting service?
    - 1. You can expect a report within the month
  - vii. Would it be appropriate for faculty to meet with the consultant?
    - 1. This is not an on-campus visit.
    - 2. If faculty would like to have a conference call with her, that could be arranged.
    - 3. Universities are all different and she may not understand our institution and use of the library.
  - viii. When will stakeholders get to see the report, provide feedback, and determine how to incorporate the consultant's suggestions?
    - 1. As soon as the report is made available to the provost's office it will be shared with the library and to the faculty senate for feedback.
  - ix. We are looking at growing the enrollment of the university. Is the consultant looking at how we will manage that growth?
    - 1. I have charged her to look at what we have now. We will deal with the growth as it occurs.

- V. Reports
- VI. Faculty Senate President Report
  - a. A student waitlist system for course registration is being considered. The Provost will visit the Chair's Council for feedback.
  - b. Feedback on the creation of Senior Instructor rank has been received
    - i. Motion to have each department submit a new copy of the Tenure and Promotion guideline document to deans to include the new rank is being considered.
- VII. Committee Reports
  - a. Campus Environment
    - i. No Report
  - b. Curriculum
    - i. Will be bringing the Motion to Create a Crime Analysis Minor forward today.
  - c. Faculty Issues
    - i. No Report
  - d. Governance
    - i. A motion has been drafted concerning the quadrennial review of chairpersons and it will be presented to the chair's council for feedback before presentation to the faculty senate.
  - e. Resource Allocation
    - i. Reviewing the additional allocation of travel funds and the issue of a need for more administrative assistants.
    - ii. Thank you to the President for the additional travel funds.
- VIII. Old Business: None
- IX. New Business
  - a. 17-18.05—Motion to Create a Crime Analysis Minor; referred by the Curriculum Committee
- X. Announcements
  - a. A vote will be going out to faculty concerning the constitutional amendment that was passed in the 2015-2016 Senate to bring in line the term of the faculty senate president on the board of governors.
  - b. Senator Stockton Maxwell informed the senate of the opportunity to take part in a survey on campus sustainability and solar usage on campus. The survey is located on the Department of Geospatial Science home page.
- XI. Adjournment at 4:42pm

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**October 20, 2017**

MINUTES  
2017-2018 Faculty Senate Meeting  
\*Special Session\*  
October 20, 2017  
Whitt 008

**Members present:** Alyssa Archer, Roann Barris, David Beach, Brad Bizzell, Aysha Bodenhamer (for Roby Page), **Jack Brockway**, Joshua Carroll, Jay Caughron, Tim Channell, Drew Dodson, Scott Dunn, Daniel Farhat, Mary Ferreri, Jake Fox, Tim Fuhrer, Kim Gainer (for Suzanne Ament), Sarah Gilbert, Joel Hagen, Nicole Hendrix, Rhett Herman, Katie Hilden, Prahlad Kasturi, Katie Katz, Abhay Kaushik, Jane Machin, Stockton Maxwell, Jean Mistele, Johnny Moore, Susan Schoppelrey, Jonathan Tso (for Skip Watts)Carter Turner, Allison Wisecup, Dan Woods, Tal Zarankin

**Members absent:** Ian Barland, Robyn Berg, Pam Frasier, Jim Gumaer, Brent Harper, Blas Hernandez, Danylle Kunkel, Douglas Mitchell, Hyejin Park, Mashooq Salehin, Sandra Schnider, Cheri Triplett,

**Guests:** Dr. Brian O. Hemphill, President

- I. The meeting was called to order at 2:30 by President Jake Fox
- II. Opening remarks by Faculty Senate President Jake Fox
- III. Informational Session to the Faculty Senate: Dr. Brian O. Hemphill
  - a. The President announces that Dr. Graham Glynn, effective immediately, will no longer be serving as provost and vice president of academic affairs. He will be on sabbatical for the remained of the academic year (2017-2018) and will return in the Fall of 2018 as a member of the Biology faculty.
  - b. Dr. Kenna Colley will serve as Interim Provost and Vice President for Academic Affairs and she will serve in that role for the remainder of this year and all of the next academic year.
  - c. Questions and discussion ensued.
- IV. Meeting adjourned at 3:12

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**October 26, 2017**

MINUTES  
2017-2018 Faculty Senate Meeting  
October 26, 2017  
Whitt 008

**Members present:** Suzanne Ament, Alyssa Archer, Ian Barland, David Beach, Brad Bizzell, Jack Brockway, Joshua Carroll, Jay Caughron, Tim Channell, Drew Dodson, Scott Dunn, Daniel Farhat, Mary Ferreri, Jake Fox, Tim Fuhrer, Sarah Gilbert, Joel Hagen, Brent Harper, Nicole Hendrix, Rhett Herman, Blas Hernandez, Katie Hilden, Prahlad Kasturi, Katie Katz, Abhay Kaushik, Jane Machin, Stockton Maxwell, Jean Mistele, Douglas Mitchell, Johnny Moore, Roby Page, Hyejin Park, Mashooq Salehin, Sandra Schnider, Susan Schoppelrey, Cheri Triplett, Carter Turner, Allison Wisecup, Dan Woods, Tal Zarankin

**Members absent:** Roann Barris, Robyn Berg, Pam Frasier, Jim Gumaer, Danylle Kunkel, Skip Watts,

**Guests:** Dr. Brian O. Hemphill, President and Dr. Kenna Colley, Interim Provost and Vice President for Academic Affairs

- I. The meeting was called to order at 3:30 by President Jake Fox
- II. Minutes of the October 12, 2017 and October 20, 2017 were approved as presented with one attendance correction for the October 20, 2017 meeting.
- III. President's Report: Dr. Brian O. Hemphill
  - a. Thank you for coming together for our meeting last week.
  - b. Help me welcome Dr. Kenna Colley to her new role of Interim Provost and Vice President of Academic Affairs
  - c. The comment period for the strategic plan will end on October 31, 2017
  - d. Investments are being made in the strategic plan initiatives and more investments will be made in January.
  - e. Several searches will move forward for administrative roles with the IMPACT program because of the grant funding. At this point the program is completely self-sustaining.
  - f. Continuing efforts to develop new articulation agreements with other higher education institutions across the commonwealth was announced. These partnerships include Northern Virginia Community College, New River Community College, Virginia Western Community College and George Mason University (Law).
  - g. Questions:
    - i. Will the university be in a "holding pattern" with the changes at the provost level?

1. Not at all. Dr. Colley is not one to remain idle and has plans to move forward.
- ii. There are concerns about the salary and sabbatical offered to the former provost, can you address this item?
  1. We completed a competitive search process and this change could not have been anticipated. The committee worked hard to vet the candidates and it finally came down to a goodness of fit. Due to his tenure status we have given him an opportunity to prepare for teaching through the vehicle of a sabbatical.
  2. I refuse to not honor tenure. The implications on the tenure system for everyone would be called into question if we decided to not honor his tenure status.
- iii. We have had seven provost in the past ten years. Going forward with a national search how do you counter the image associated with high turnover?
  1. You can overcome it by articulating a good vision.
  2. When we get to the final step in the next national search, a team of individuals will visit the final candidate's current institution, to hear directly from constituency on their campus, to better assure goodness of fit.
- iv. Would you consider a probationary tenure for provost?
  1. If we were to do that it creates a possible challenge for other administrative positions (deans, chairs) and faculty. We would have to think through those ideas and carefully consider the impact it may have on tenure for everyone before we could move forward with that concept.

#### IV. Provost's Report: Dr. Kenna Colley

- a. Overview of first few days in office
  - i. The library consultant has been contacted and the process has concluded.
  - ii. Regarding department chair searches, we will follow the T & R handbook.
  - iii. We have withdrawn our application for partnership with the American Council on Education (ACE) to be part of an online consortium for general education class options.
  - iv. Questions:
    1. Are we still considering a full review of the T & R Handbook?
      - a. At this time, it is off the table.
    2. Will there be additional funding decreases to the library?
      - a. At this time, there will be no additional decreases to library funding.
    3. What is your plan/vision as provost?

- a. I will work to align academic affairs with the strategic plan and work with the AALT to have colleges align their own strategic plans with the university strategic plan.
- b. I will be making my way around the university to meet and talk with departments and colleges.

V. Reports

a. Faculty Senate President Report

- i. I have spoken with Stephanie Janelle concerning the draft policy on animals on campus. She will be invited to attend a future meeting.
- ii. Discussion around the ACE agreement and the implications it could have had with our general education offerings.
- iii. Questions
  - 1. There was talk about a 5/5 load. Is this still a thought?
    - a. This was an idea brought by the former provost but there is no forward motion on this idea.
  - 2. FS Resource Allocation Committee had worked and passed a motion concerning faculty workload. Has there been an administration response to this motion from two years ago?
    - a. We have received a response and are being asked to look at the financial implications. President Fox and Dr. Colley will work on the requested clarification.

b. Committee Reports

- i. Campus Environment
  - 1. Review of the COACH Survey and Faculty Moral Survey was discussed.
- ii. Curriculum
  - 1. No Report
- iii. Faculty Issues
  - 1. Will be bringing a motion forward today.
- iv. Governance
  - 1. The Committee has been working on the Dean's evaluation questions that will need approval from the Provost's office. They have discussed the questions and will be meeting with the provost to be prepared to administer the questioner in the spring semester.
- v. Resource Allocation
  - 1. The Vice President for Human Resources and the committee is working on an actionable document relating to administrative assistants on campus.

VI. Old Business:

- a. 17-18.05—Motion to Create a Crime Analysis Minor; referred by the Curriculum Committee

- i. Discussion and clarification from Dr. Rachel Santos
- ii. Motion Passed.

VII. New Business

- a. 17-18.06—Motion to Institute a Process for Promotion of Special Purpose Faculty to the Position of Senior Instructor; referred by the Faculty Issues Committee
  - i. Motion Tabled

VIII. Announcements

- a. Congratulations to Senators Dr. Tal Zarankin and Dr. Abhay Kaushik for achieving American citizenship.

IX. Adjournment at 4:27pm

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**November 9, 2017**

MINUTES  
2017-2018 Faculty Senate Meeting  
November 9, 2017  
Whitt 008

**Members present:** Suzanne Ament, Alyssa Archer, Ian Barland, Roann Barris, David Beachn (Amy Rubens Substitute), Robyn Berg, Brad Bizzell, Joshua Carroll, Jay Caughron, Tim Channell, Drew Dodson, Scott Dunn, Daniel Farhat, Jake Fox, Pam Frasier, Tim Fuhrer, Sarah Gilbert, Jim Gumaer, Joel Hagen, Brent Harper, Nicole Hendrix, Rhett Herman, Blas Hernandez, Katie Hilden, Prahlad Kasturi, Katie Katz, Abhay Kaushik, Danylle Kunkel, Jane Machin, Stockton Maxwell, Douglas Mitchell, Johnny Moore, Roby Page, Hyejin Park, Mashooq Salehin, Sandra Schnider, Susan Schoppelrey, Carter Turner, Skip Watts, Allison Wisecup, Tal Zarankin

**Members absent:** Jack Brockway, Mary Ferreri, Jean Mistele, Cheri Triplett, Dan Woods,

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

- I. The meeting was called to order at 3:31 by President Jake Fox
- II. Minutes of the October 26, 2017 were approved as presented
- III. Interim Provost's Report: Dr. Kenna Colley
  - a. Reminder about the Veteran's day reception and ceremony for November 10, 2017
  - b. The Academic Affairs Leadership Team has worked with Human Resources to provide feedback on the updated Teaching & Research Recruitment guide for faculty searches.
  - c. Marketing and registration for Summer School is underway. In an effort to enhance our summer school opportunities, please let George Santopietro if you have ideas or thoughts. Additionally, if you have ideas on use of facilities during the summer and interim sessions, please share.
  - d. The AALT is working on budgets and linking initiatives with the strategic plan.
  - e. Preparing to attend the SCHEV Instructional Program Advisory Committee.
- IV. Special Report: Stephani Jenelle, Associate Vice President for Finance and Controller
  - a. Discussion on a new "Animals on Campus" policy is being finalized.
    - i. Animals permission on campus will fall into one of three categories: Service Animals, Support Animals, and Pets.
    - ii. The policy defines where each of these categories of animals are permitted on campus.
- V. Reports
  - a. Faculty Senate President Report
    - i. A meeting will take place with Interim Provost Colley to discuss responses from old motions.
    - ii. The General Education Task Force are completing their report.
      1. CCAC has considered and will review the final document Monday.
      2. The changes to the general education curriculum will be low impact and a short-term fix to address SCHEV Guidelines.



3. The long-term goal will be to determine if these are the assessments we wish to keep.
  - b. Committee Reports
    - i. Campus Environment
      1. An issue discussed was how search committees are composed and who may serve on campus wide search committees, i.e. Provost Position.
      2. Continue to review the Morale Survey data
    - ii. Curriculum
      1. No Report
    - iii. Faculty Issues
      1. Motion under old business
      2. An informative meeting with Jeffery Gabriel concerning Title IX
      3. May present a motion for the next meeting regarding intellectual Property.
    - iv. Governance
      1. No Report
    - v. Resource Allocation
      1. The committee discussed and wanted to know if the University was contemplating a new budgeting system.
        - a. Provost: At this time, nothing has been presented to the Provost's office concerning a new budgeting system.
- VI. Old Business:
- a. 17-18.06—Motion to Institute a Process for Promotion of Special Purpose Faculty to the Position of Senior Instructor; referred by the Faculty Issues Committee
    - i. Discussion ensued
    - ii. Friendly amendment: Change the word from “criteria” to “criterion”
    - iii. Friendly amendment: Change the words from “ongoing evaluation” to “Annual Evaluation”
      1. Amendment accepted
    - iv. Motion Passed
- VII. New Business
- a. 17-18.07—Resolution for the Creation of an Institutional Accreditation Task Force; referred by Dr. Prahlad Kasturi, Senator, COBE
- VIII. Announcements
- a. Question on where it is determined for salary reduction of only 25% for the former provost was delineated.
    - i. Referred to the AP Faculty Handbook that outlines the 25%
  - b. Question on the campus environment motion from last year concerning retirement plans.
    - i. This motion has been sent to the state human resources office and is being reviewed
- IX. Adjournment at 4:20pm

**November 30, 2017**

MINUTES  
2017-2018 Faculty Senate Meeting  
November 30, 2017  
Whitt 008

**Members present:** Suzanne Ament, Alyssa Archer, Ian Barland, Roann Barris, David Beach, Joshua Carroll, Tim Channell, Drew Dodson, Scott Dunn, Daniel Farhat, Mary Ferreri, Jake Fox, Pam Frasier, Tim Fuhrer, Sarah Gilbert (Kate Brennan Substitute), Jim Gumaer, Joel Hagen, Brent Harper, Nicole Hendrix, Rhett Herman, Blas Hernandez, Katie Hilden, Prahlad Kasturi, Katie Katz, Abhay Kaushik, Danylle Kunkel, Jane Machin, Stockton Maxwell, Jean Mistele, Douglas Mitchell, Johnny Moore, Roby Page, Mashooq Salehin, Sandra Schnider, Susan Schoppelrey, Carter Turner, Allison Wisecup, Dan Woods, Tal Zarankin

**Members absent:** Robyn Berg, Brad Bizzell, Jack Brockway, Jay Caughron, Hyejin Park, Cheri Triplett, Skip Watts,

**Guests:** Dr. Brian O. Hemphill, President  
Dr. Kenna Colley, Interim Provost and Vice President for Academic Affairs  
Ms. Wendy Lowery, Vice President for University Advancement

- I. The meeting was called to order at 3:31 by President Jake Fox
- II. Minutes of the November 9, 2017 were approved as presented
- III. President's Report: Dr. Brian O. Hemphill
  - a. Budget planning for the 2018-2019 academic year is underway with the vice presidents and deans
  - b. Discussion concern a new partnership opportunities
    - i. New partnership with New River Community College
      1. Signed a memorandum of understanding for guarantee transfer agreement
    - ii. Definition of partnership/opportunities with Carillion and VT-Carillion
  - c. Legislative update
    - i. Planning to visit with newly elected officials
    - ii. Conference call with Governor Elect Northam
      1. Commitment to South West Virginia higher education
    - iii. Will be meeting with Delegate Hurst on 12/8
  - d. New administrative positions
    - i. Vice President of Student Affairs; Dr. Ann Marie Klotz will begin January 8, 2018
    - ii. Dean of Admission; Mildred Johnson
  - e. Highlights of the Fall 2017 Semester
    - i. Increased of the Freshman Class
    - ii. Historic Grant
    - iii. Strategic Plan
    - iv. Dramatic increase in fundraising
    - v. Proud of the teaching and learning on campus
  - f. Invitation to the President's Holiday Open House

- IV. Interim Provost's Report: Dr. Kenna Colley
  - a. Update on SCHEV Proposals
  - b. Status and update of Honors Academy to Honors Academy
    - i. Specifically looking at transfer students
  - c. Undergraduate Research Rookies Program will begin this spring
  - d. Continuing of "blurring the lines" between Academic Affairs and Student Affairs to reach out to students, specifically on retention
  - e. Met with Prahlad concerning issues discussed with the Resource Allocation Committee
  - f. Weekly meetings now taking place with associate provosts
  - g. Met with the Diversity in Action Committee co-chairs to align with the strategic plan
  - h. Reviewing budget initiatives is continuing and making great strides
  - i. The AALT is planning a January 10, 2018
  - j. Question:
    - i. An advising question concerning a student that started in an older catalog that was not given the opportunity to take courses, which would count toward their degree, unavailable at the time of the catalog.
      - 1. Make sure students understand that it is important to not define completely on the course audit.
    - ii. A question concerning the writing center and the LARK
- V. Special Report: Ms. Wendy Lowery, Vice President for University Advancement
  - a. Ms. Lowery updated the senate on advancement initiatives
  - b. Capital Campaign
    - i. Currently in the silent phase of a seven year campaign
    - ii. Campaign Priorities
      - 1. Scholarships
      - 2. Endowment (Chair, Dean, Professorships)
      - 3. Research (Student and Faculty)
      - 4. Capital Improvement
      - 5. Student Experience
    - iii. Invitation for faculty/academic partnerships to help
  - c. Questions
- VI. Reports
  - a. Faculty Senate President Report
    - i. Board of Visitors will meet next week
      - 1. Items to discuss:
        - a. Formal approval of the Strategic Plan
        - b. Approval of undergraduate degrees in Sports Management and Allied Health Science
    - ii. A meeting on campus software usage by faculty, i.e. plagiarism, grammar check, and proctoring software
      - 1. A pilot will take place in the winter-mester and spring term with possible full usage in Fall 2018
    - iii. Encourage students to register for spring term
    - iv. Continuing to look at the Faculty Senate space how it can be used and should be up and running in the spring.

- b. Committee Reports
    - i. Campus Environment
      - 1. No Report
    - ii. Curriculum
      - 1. Reviewing the recommendations from the General Education Task force
      - 2. Discussions continue concerning interdisciplinary programs
    - iii. Faculty Issues
      - 1. A motion is being prepared on the revised intellectual properties policy. There are differing policies online and the committee is working to establish one policy.
    - iv. Governance
      - 1. Drafting a motion for the Quad-Chair review to be presented to the council of chairs
    - v. Resource Allocation
      - 1. Meeting discussing budget process/issues
      - 2. Discussion of the compensation package for faculty
      - 3. Question for the President
        - a. Will there be a change in the budget process to an incentive based budget?
          - i. President Hemphill:
            - 1. This was presented as an idea to the board this past summer
            - 2. Need to get beyond the strategic planning process and then determine if this is a good opportunity for Radford
              - a. We must become fiscally stronger
              - b. Must have a great deal of research to provide fairness to all colleges.
              - c. This is at least a four-year process
- VII. Old Business:
  - a. 17-18.07—Resolution for the Creation of an Institutional Accreditation Task Force; referred by Dr. Prahlad Kasturi, Senator, COBE
    - i. Opening remarks from Prahlad
    - ii. Remarks from Dr. Steve Beach (Associate Dean of COBE) representing Dean George Low
    - iii. Discussion concerning the motion
    - iv. Moved and Seconded to Table the motion
      - 1. Approved
- VIII. New Business
  - a. 17-18.08—Motion to recommend Assessment Goals to the State Council of Higher Education; referred by the FSEC
- IX. Announcements
- X. Adjournment at 4:46pm

## January 18, 2018 Special Call

MINUTES  
2017-2018 Faculty Senate Meeting  
January 18, 2018  
Whitt 008  
SPECIAL CALL

**Members present:** Suzanne Ament, J.P. Barfield (For Pam Fraiser), West Bowers (For Scott Dunn), Ben Biermerr-Hanson (for Nora Reily), Brad Bizzell, Tim Channell, Steve Childers (for Vernard Harrington), Jake Fox, Sarah Gilbert, Brent Harper, Rhett Herman, Katie Hilden, Danylle Kunkel, Douglas Mitchell, Hyejin Park, Mashooq Salehin, Tay Keong Tam, Carter Turner, Allison Wisecup

**Members absent:** Alyssa Archer, Ian Barland, Roann Barris, David Beach, Robyn Berg, Joshua Carroll, Jay Caughron, Drew Dodson, Scott Dunn, Daniel Farhat, Mary Ferreri, Pam Frasier, Tim Fuhrer, Jim Gumaer, Joel Hagen, Nicole Hendrix, Blas Hernandez, Prahlad Kasturi, Katie Katz, Abhay Kaushik, Jane Machin, Stockton Maxwell, Jean Mistele, Johnny Moore, Roby Page, Sandra Schnider, Susan Schoppelrey, Cheri Triplett, Skip Watts, Dan Woods, Tal Zarankin

**Guests:** Dr. Brian O. Hemphill, President  
Dr. Kenna Colley, Interim Provost and Vice President for Academic Affairs  
Dr. Kenneth Cox, Dean of the Waldron College of Health and Human Services

- I. Call to Order 8:17 am
- II. Informational Session to the Faculty Senate with President Hemphill
  - a. Announcement about merger with Jefferson College
  - b. Dean Cox comments
    - i. This merger positions us as a leader in the commonwealth
    - ii. This will give us the opportunity to control student field placements without competition
  - c. Provost comments
    - i. This merger is closely aligned with our strategic plan
- III. Questions and Answers
- IV. Adjournment 8:45 am

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**January 18, 2018**

MINUTES  
2017-2018 Faculty Senate Meeting  
January 18, 2018  
Whitt 008

**Members present:** Suzanne Ament, Alyssa Archer, Ian Barland, Roann Barris, Brad Bizzell, Joshua Carroll, Tim Channell, Drew Dodson, Scott Dunn, Daniel Farhat, Jake Fox, Pam Frasier, Tim Fuhrer, Sarah Gilbert, Joel Hagen, Brent Harper, Vernard Harrington, Nicole Hendrix, Rhett Herman, Katie Hilden, Prahlad Kasturi, Katie Katz, Abhay Kaushik, Danylle Kunkel, Jane Machin, Stockton Maxwell, Jean Mistele, Johnny Moore, Roby Page, Hyejin Park, Mashooq Salehin, Sandra Schnider, Carter Turner, Skip Watts (Jonathan Tso, Substitute), Tal Zarankin

**Members absent:** David Beach, Robyn Berg, Jim Gumaer, Blas Hernandez, Douglas Mitchell, Susan Schoppelrey, Cheri Triplett, Allison Wisecup, Dan Woods

**Guests:** Dr. Brian O. Hemphill, President  
Dr. Kenna Colley, Interim Provost and Vice President for Academic Affairs  
Ms. Stephanie Jennelle, Associate Vice President for Finance and Controller

- I. The meeting was called to order at 3:30 by President Jake Fox
- II. Minutes of the November 30, 2017 were approved as presented
- III. Special Report: Ms. Stephanie Jennelle, Associate Vice President for Finance and Controller
  - a. Ms. Jennelle updated the senate on the Freedom of Expression Policy
  - b. Questions
- IV. Reports
  - c. Faculty Senate President Report
    - i. Questions/Answers about the Jefferson College merger
    - ii. Discussion and update on the search for the new Vice President for Finance and Administration
    - iii. Announcement concerning Joe King
    - iv. Overview of the motion coming forward concerning changes to the Core Curriculum
    - v. Discussion regarding the AALT and Provost's conversation on long term process for evaluation of the general education/core curriculum.
      1. Two to three year process
      2. Possibility of bringing a consultant to campus to give faculty guidance on a process to develop a new core curriculum.
  - d. Committee Reports
    - i. Campus Environment
      1. Currently working on the Campus Morale Survey to bring back to the Faculty Senate.

- ii. Curriculum
  - 1. Bringing a motion forward on new business
  - 2. Discussions concerning reduction of the CORE Prefix limitations and review of general education/CORE with the anticipation of bringing additional motions forward.
  - 3. Discussion of approval pathways and will work with Governance Committee
- iii. Faculty Issues
  - 1. A motion is prepared on the revised intellectual properties policy.
- iv. Governance
  - 1. AALT has looked at the proposed Governance Documents and approval pathways and the committee will be reviewing to bring to Faculty Senate
- v. Resource Allocation
  - 1. Discussion with Human Resources on allocation of administration assistants
  - 2. Faculty benefits and compensation compared to peer institutions continues to be discussed.

V. Old Business:

- e. 17-18.07—Resolution for the Creation of an Institutional Accreditation Task Force; referred by Dr. Prahlad Kasturi, Senator, COBE (Tabled)
- f. 17-18.08—Motion to recommend Assessment Goals to the State Council of Higher Education; referred by the FSEC
  - i. Passed

VI. New Business

- g. 17-18.09—Motion concerning Changes to the Syllabi of University Core A, as part of the Core Curriculum; referred by Curriculum Committee

VII. Announcements

VIII. Adjournment at 4:11 pm

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**February 1, 2018**

MINUTES  
2017-2018 Faculty Senate Meeting  
February 1, 2018  
Whitt 008

**Members present:** Suzanne Ament, Alyssa Archer, Ian Barland, Roann Barris, David Beach, Robyn Berg, Brad Bizzell, Joshua Carroll, Tim Channell, Drew Dodson, Scott Dunn, Daniel Farhat, Jake Fox, Pam Frasier, Tim Fuhrer, Sarah Gilbert, Joel Hagen, Brent Harper, Vernard Harrington, Nicole Hendrix (Jack Call Substitute), Rhett Herman, Katie Hilden, Prahlad Kasturi, Katie Katz, Danylle Kunkel, Jane Machin, Stockton Maxwell, Jean Mistele, Douglas Mitchell, Johnny Moore, Roby Page, Hyejin Park, Mashooq Salehin, Sandra Schnider, Susan Schoppelrey, Cheri Triplett, Skip Watts, Allison Wisecup, Dan Woods, Tal Zarankin

**Members absent:** Jim Gumaer, Blas Hernandez, Abhay Kaushik, Carter Turner

**Guests:** Dr. Brian O. Hemphill, President  
Dr. Kenna Colley, Interim Provost and Vice President for Academic Affairs  
Dr. Angela Joyner, Executive Director, Center for Career & Talent

- I. The meeting was called to order at 3:30 pm by President Jake Fox
- II. Minutes of the January 18, 2018 (Special Call) and January 18, 2018 (Scheduled Session) were approved as presented
- III. President's Report: Dr. Brian O. Hemphill
  - a. Items discussed
    - i. Structure of the merger with Jefferson College
      1. Steering Committee (Chairs of all sub committees)
        - a. Sub Committees
          - i. Academic Programs and Accreditation
          - ii. Finance and Legal Issues
          - iii. Human Resources
          - iv. Student Services
          - v. Communications
        - ii. Update on the new Center for Adaptive Innovation and Creativity
        - iii. Update on strategic plan initiative funding
        - iv. Update on the search for a new Vice President for Finance and Administration
        - v. Questions/Answers
    - ii. Update on the new Center for Adaptive Innovation and Creativity
    - iii. Update on strategic plan initiative funding
    - iv. Update on the search for a new Vice President for Finance and Administration
    - v. Questions/Answers
- IV. Provost's Report: Interim Provost Dr. Kenna Colley
  - a. Dr. Colley announced that she has started meeting with departments across the university
  - b. Currently in the process of reviewing promotion and tenure packets
  - c. AALT retreat
    - i. Working to answer the question "How do we implement the strategic plan?"



- ii. Colleges are reviewing college and department strategic plans for consistency with the new university strategic plan
    - iii. Reviewing the IG document that include curriculum pathways
  - d. Welcome to Anne Marie Klotz. Looking forward to working together closely Academic Affairs and Student Affairs
  - e. Currently in the early stages of the COBE Dean Search
  - f. Update on the amendment of adjunct language for the Handbook (from a one-year appointment moving to a three-year appointment) passed by the faculty senate last year.
    - i. It has been placed on the BOV agenda for official approval at the February meeting
- V. Special Report: Dr. Angela Joyner, Executive Director, Center for Career & Talent Development
  - a. Update on Handshake application for students

#### VI. Reports

- a. Faculty Senate President Report
  - i. No Report
- b. Committee Reports
  - i. Campus Environment
    - 1. Currently working on the Campus Morale Survey to bring back to the Faculty Senate.
    - 2. Determining if it is necessary to continue the Coach Survey
    - 3. Discussion on creating an electronic suggestion box or simple survey to ask faculty to identify issues on campus and among faculty.
  - ii. Curriculum
    - 1. Bringing two motions on new business
    - 2. Discussion of approval pathways with Governance Committee
  - iii. Faculty Issues
    - 1. A motion is presented today on the revised intellectual property policy.
  - iv. Governance
    - 1. The committee has met with the curriculum committee to provide another opportunity to review the approval pathways for curriculum. Motions will be forthcoming.
  - v. Resource Allocation
    - 1. Continued discussion on allocation of administration assistants
    - 2. Faculty benefits and compensation compared to peer institutions continues to be discussed.

#### VII. Old Business:

- a. 17-18.07—Resolution for the Creation of an Institutional Accreditation Task Force; referred by Dr. Prahlad Kasturi, Senator, COBE (Tabled)
- b. 17-18.09—Motion concerning Changes to the Syllabi of University Core A, as part of the Core Curriculum; referred by Curriculum Committee
  - i. Amendment
    - 1. Removal of word “continuing”
  - ii. Discussion on general grammar changes
  - iii. Motion Passes with amendment and grammar changes.

VIII. New Business

- a. 17-18.10—Motion on the Intellectual Property Policy; referred by Faculty Issues Committee
- b. 17-18.11—Motion on the Removal of Course Prefix Limitations Within the Core Curriculum; referred by Curriculum Committee

IX. Announcements

- a. Reinforcing the March 1 deadline for curriculum items to come before faculty senate
- b. There will be limited hours at the library help desk due to personnel changes

X. Adjournment at 4:48PM

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## February 15, 2018

MINUTES  
2017-2018 Faculty Senate Meeting  
February 15, 2018  
Whitt 008

**Members present:** Suzanne Ament, Alyssa Archer, Ian Barland, Roann Barris (Steve Arbury, Substitute), David Beach, Robyn Berg, Brad Bizzell, Drew Dodson, Scott Dunn, Daniel Farhat, Jake Fox, Tim Fuhrer, Sarah Gilbert, Brent Harper, Vernard Harrington, Rhett Herman, Blas Hernandez, Katie Hilden, Prahlad Kasturi, Katie Katz, Danylle Kunkel, Jane Machin (James Lollar, Substitute), Stockton Maxwell, Jean Mistele, Douglas Mitchell, Johnny Moore, Roby Page, Hyejin Park, Mashooq Salehin, Sandra Schnider, Susan Schoppelrey, Cheri Triplett, Allison Wisecup, Dan Woods, ~~Tal Zarankin~~

**Members absent:** Joshua Carroll, Tim Channell, Pam Frasier, Jim Gumaer, Joel Hagen, Nicole Hendrix, Abhay Kaushik, Tay Keong Tan, Skip Watts

- I. The meeting was called to order at 3:31 pm by President Jake Fox
- II. Minutes of the February 1, 2018 meeting was tabled
- III. Reports
  - a. Faculty Senate President Report
    - i. BOV Meeting:
      1. Academic Affairs officially approved that adjuncts are appointed on a 3-year rotation
      2. Mr. Alvarez shared an update of Governor's budget as it regards higher education
      3. Dr. Jake Fox provided a brief update to the BOV about an upcoming general education initiative
    - ii. A AAC&U representative met with a group on campus regarding general education. Dr. Fox reported we could possibly have a consultant from AAC&U (American Association of Colleges and Universities) visit before spring break. This purpose of the visit would be to develop a process to move forward the suggestion to have a team write a proposal for participation in the AAC&U workshop in summer of 2019. The plans could result in a new core curriculum by spring of 2020. Dr. Fox assured everyone the intention is to do this right as a faculty driven process with no defined timeline.
    - iii. We may have a suspension of the rules for the motion concerning the definition of Civic Engagement under new business today.
    - iv. Dr. Fox reminded Senate members of the rules for debate of motions.
      1. Initial arguments for introduction to a motion is 5 minutes.
      2. Discussion is limited to 2, 3-minutes contributions.
      3. A person cannot speak again until everyone else is able to speak first.
      4. Each person can speak twice.
      5. The time limit does not apply when direct questions are asked.

- b. Committee Reports
    - i. Campus Environment
      - 1. The committee discussed an issue raised by a faculty member concerning the possible creation of a “faculty version” of Fixit, an online student maintenance request, and whether such an online system could replace the current paper system for faculty. Procedurally, Fixit student-requests first goes to Residential Life before approval to facilities. The question came up that if the Fixit request for students is electronic, then could the faculty also have an electronic request. A potential issue is billing to individual department or building and safety issue.
      - 2. Committee discussed the Freedom of Expression document.
      - 3. Discussing FMLA policies.
    - ii. Curriculum
      - No Report
    - iii. Faculty Issues
      - 1. No Report
    - iv. Governance
      - 1. Katie Hilden delivered a report about the history of the Internal Governance Working Group, an outline of the three Internal Governance documents, and a brief overview of the Academic Affairs pathways that are being introduced as motions.
    - v. Resource Allocation
      - 1. Committee is gathering information related to faculty compensation, administration assistant allocation, and adjunct pay (Campus comparison to peer institutions).
- IV. Old Business:
- a. 17-18.07—Resolution for the Creation of an Institutional Accreditation Task Force; referred by Dr. Prahlad Kasturi, Senator, COBE (Tabled)
  - b. 17-18.10—Motion on the Intellectual Property Policy; referred by Faculty Issues Committee:
    - i. The Motion PASSED WITH AMENDMENT
      - 1. Amendment: add the following language “subject to minor revisions by the IP Committee.”
  - c. 17-18.11—Motion on the Removal of Course Prefix Limitations Within the Core Curriculum; referred by Curriculum Committee:
    - i. The Motion PASSED WITH AMENDMENT
      - 1. Amendment: Change catalog language to, “students may apply no more than 3 courses to the Core Curriculum that have the same prefix as that of their major(s).”
- V. New Business
- a. 17-18.12—Motions to Recommend Approval of the Academic Affairs Approval Pathways for New, Modified, or Discontinued courses and Changes in programs; referred by Governance Committee

- b. 17-18.13—Motions to Recommend Approval of the Academic Affairs Approval; referred by Governance Committee
- c. Pathways for New, Modified, or Discontinued Courses Not in a Specific Discipline; referred by Governance Committee
- d. 17-18.14—Motions to Recommend Approval of the Academic Policies and Procedures Pathway; referred by Governance Committee
- e. 17-18.15—Motion to Recommend Approval of the Academic Affairs Approval Pathway for Academic Program Review; referred by Governance Committee
- f. 17-18.16—Motions to Recommend Approval of the Academic Affairs Approval Pathway for the General Education Program; referred by Governance Committee
- g. 17-18.17—Motion to Recommend Approval of the Pathways for Academic Departments and Academic Colleges; referred by Governance Committee
- h. 17-18.18—Motion to Define the Civic Engagement Goal; referred by Curriculum Committee; referred by Governance Committee: Motion approved to suspend rules to discuss this motion.
  - i. Motion to the suspend the rules was made and approved.
  - ii. The Motion PASSED WITH AMENDMENT
    - 1. Amendment passed: While enrolled at Radford University,...” —the word “enrolled” added.
- i. 17-18.19—Motion to Create a Healthcare Certificate; referred by Curriculum Committee;

VI. Announcements  
a. None

VII. Adjournment at 4:47 PM

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**March 1, 2018**

MINUTES  
2017-2018 Faculty Senate Meeting  
March 1, 2018  
Whitt 008

**Members present:** Alyssa Archer, Guy Axtell, Ian Barland, Roann Barris, David Beach, Robyn Berg, Brad Bizzell, Joshua Carroll, Tim Channell, Drew Dodson, Scott Dunn, Daniel Farhat, Jake Fox, Tim Fuhrer, Sarah Gilbert, Joel Hagen, Brent Harper, Vernard Harrington, Nicole Hendrix, Katie Hilden, Prahlad Kasturi, Katie Katz, Danylle Kunkel, Jane Machin, Stockton Maxwell, Jean Mistele, Johnny Moore, Roby Page, Hyejin Park, Mashooq Salehin, Sandra Schnider, Susan Schoppelrey, Tay Keong Tan, Allison Wisecup, Dan Woods

**Members absent:** Suzanne Ament, Pam Frasier, Jim Gumaer, Rhett Herman, Blas Hernandez, Abhay Kaushik, Douglas Mitchell, Nora Reilly, Cheri Triplett, Skip Watts

- I. The meeting was called to order at 3:33 pm by President Jake Fox
- II. Minutes of the February 1, 2018 and the minutes of the February 15 meetings were approved with the correction of removal of Tal Zarankin from the official attendance list for both documents.
- III. Reports
  - a. Faculty Senate President Report
    1. FSEC will present a new motion today on the formation of a new committee as a possible introduction toward a new general education curriculum. President Fox asked that senators read the motion carefully and reinforced that this committee charge will be to determine what Radford values in general education.
  - b. Committee Reports
    - i. Campus Environment
      1. The committee will be bringing forward a new motion concerning the faculty morale survey and the possible suspension of the survey.
      2. The committee has discussed the “Fix-it” program for faculty to request maintenance. The challenge encountered with program like this is the budget implications it may have for departments and the approval process. The committee is working the possibility of a two-tiered request/approval opportunity
      3. The committee discussed the recent voluntary/involuntary departures of faculty and staff on campus
      4. The committee received a showing of a new short film created on campus entitled “Great transitions from majority to minority” that discusses issues around race relations on campus.
    - ii. Curriculum
      1. The committee has discussed new course proposals for the RARE program.

- 2. A motion will be brought forward today on the new Healthcare Certificate.
  - iii. Faculty Issues
    - 1. No Report
  - iv. Governance
    - 1. Met with Provost Colley to have a discussion concerning the Dean's evaluations and changes that are taking place with the process.
    - 2. Today the committee will be bringing forward a number of motions concerning approval pathways for curriculum.
  - v. Resource Allocation
    - 1. The committee met with Provost Colley on matters of the budgets, position replacements, and the 2019 two percent faculty raise.
- IV. Old Business:
  - a. 17-18.07—Resolution for the Creation of an Institutional Accreditation Task Force; referred by Dr. Prahlad Kasturi, Senator, COBE (Tabled)
  - b. 17-18.12—Motions to Recommend Approval of the Academic Affairs Approval Pathways for New, Modified, or Discontinued courses and Changes in programs; referred by Governance Committee
    - i. Passed
  - c. 17-18.13—Motions to Recommend Approval of the Academic Affairs Approval; referred by Governance Committee
    - i. Passed
  - d. Pathways for New, Modified, or Discontinued Courses Not in a Specific Discipline; referred by Governance Committee
    - i. Passed
  - e. 17-18.14—Motions to Recommend Approval of the Academic Policies and Procedures Pathway; referred by Governance Committee
    - i. Passed
  - f. 17-18.15—Motion to Recommend Approval of the Academic Affairs Approval Pathway for Academic Program Review; referred by Governance Committee
    - i. Tabled
  - g. 17-18.16—Motions to Recommend Approval of the Academic Affairs Approval Pathway for the General Education Program; referred by Governance Committee
    - i. Passed
  - h. 17-18.17—Motion to Recommend Approval of the Pathways for Academic Departments and Academic Colleges; referred by Governance Committee
    - i. Amendment from the committee to the addendum: Add an “informed box” (to SCHEV) after the provost box.
    - ii. Passed as amended.

- i. 17-18.19—Motion to Create a Healthcare Certificate; referred by Curriculum Committee;
    - i. Passed
  
- V. New Business
  - a. 17-18.20—Motion to Approve the Academic Governance Document
  - b. 17-18.21—Motion to Create the Radford Academic Values Exploration Team
    - i. Motion will be amended and made available online.
  
- VI. Announcements
  - a. Allison Wisecup informed the senate of an upcoming survey concerning recycling.
  
- VII. Adjournment at 4:24 pm

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**March 22, 2018**

MINUTES  
2017-2018 Faculty Senate Meeting  
March 22, 2018  
Whitt 008

**Members present:** Alyssa Archer, Guy Axtell, Ian Barland, Roann Barris, David Beach, Robyn Berg, Brad Bizzell, Joshua Carroll, Drew Dodson, Scott Dunn (Substitute Kathleen Degnon), Daniel Farhat, Jake Fox, Sarah Gilbert, Joel Hagen, Brent Harper, Vernard Harrington, Nicole Hendrix, Katie Hilden, Rhett Herman, Prahlad Kasturi, Katie Katz (Substitute Helen Reed), Danylle Kunkel, Jane Machin, Stockton Maxwell, Jean Mistele, Johnny Moore, Roby Page, Nora Reilly, Cheri Triplett, Allison Wisecup (Substitute Aysha Bodenhamer), Dan Woods

**Members absent:** Suzanne Ament, Tim Channell, Pam Frasier, Tim Fuhrer, Jim Gumaer, Blas Hernandez, Abhay Kaushik, Douglas Mitchell, Hyejin Park, Mashooq Salehin, Sandra Schnider, Susan Schoppelrey, Tay Keong Tan, Skip Watts

- I. The meeting was called to order at 3:30 pm by President Jake Fox
- II. Minutes of the March 1, 2018 meeting approved as presented.
- III. Provost's Report: Interim Provost Dr. Kenna Colley
  - a. The provost continues to visit two departments per week to learn about the department and the faculty. This will continue into the fall semester.
  - b. The search for a new dean for the College of Business and Economics began last Friday and is being led by the search firm of Whitt-Keifer.
  - c. We will begin the dean search for the College of Graduate Studies and Research this spring.
  - d. Announcing Institutional Effectiveness Day planning has begun with offices around campus. This will be aligned with the strategic plan and are exploring the option of a guest speaker for the event.
  - e. Discussion about the Jefferson College merger. The first meeting has occurred with a second meeting planned. They are considering what subcommittees are needed.
  - f. Reminder that faculty are to post mid-term grades for freshmen and other students populations as required
  - g. Announcing the opening of a new art gallery at 214 Tyler Avenue. This space provides gallery space as well as graduate student workspace upstairs. This will replace the Downtown Gallery.
  - h. Announcement about the U Matter campaign. The staff did student wellness checks in the residence halls today.
- IV. Reports
  - a. Faculty Senate President Report
    - i. No Report
  - b. Committee Reports

- i. Campus Environment
      - 1. The committee is discussing implementation of a faculty version of “Fix-it” for maintenance and facility needs.
    - ii. Curriculum
      - 1. The committee is bringing four motions forward today under new business
    - iii. Faculty Issues
      - 1. The committee is discussing the student evaluation of faculty process. If anyone has suggestions please forward to the committee.
    - iv. Governance
      - 1. The committee is working on the revision of the motion on outstanding pathway on academic program review.
      - 2. Discussion and comments on the academic governance document motion that is under new business.
    - v. Resource Allocation
      - 1. The committee met with Associate Vice President of Human Resources, Mr. John Brooks to discuss long-term compensation and benefits.
- V. Old Business:
  - a. 17-18.07—Resolution for the Creation of an Institutional Accreditation Task Force; referred by Dr. Prahlad Kasturi, Senator, COBE (Tabled)
  - b. 17-18.15—Motion to Recommend Approval of the Academic Affairs Approval Pathway for Academic Program Review; referred by Governance Committee (Tabled)
  - c. 17-18.20—Motion to Approve the Academic Governance Document
    - i. Passed
  - d. 17-18.21—Motion to Create the Radford Academic Values Exploration Team
    - i. Discussion ensued.
      - 1. Motion Amendment—Moved and seconded that library representative be a voting member on the committee
        - a. Motion to amend—fails by secret ballot
    - ii. Call to question
      - 1. Passed
- VI. New Business
  - a. 17-18.22—Motion to Postpone the Faculty Morale Survey; referred by Campus Environment Committee
  - b. 17-18.23—Motion to Recommend Approval of Courses within the RARE program; referred by Curriculum Committee
  - c. 17-18.24—Motion to Recommend Approval of Courses within the OURS program; referred by Curriculum Committee
  - d. 17-18.25—Motion to Recommend Approval of a Graduate Certificate in Business Analytics; referred by Curriculum Committee

- e. 17-18.26—Motion to Recommend Approval of a Concentration in Business Analytics as part of the MBA Degree Program; referred by Curriculum Committee
- VII. Announcements
- a. Alyssa Archer announced the Women’s History Month speaker schedule for this evening (3-22).
- VIII. Adjournment at 4:30 pm

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**April 5, 2018**

MINUTES  
2017-2018 Faculty Senate Meeting  
April 5, 2018  
Whitt 008

**Members present:** Suzanne Ament, Alyssa Archer, Guy Axtell, Ian Barland, Roann Barris, David Beach (Substitute-Rick Van Noy), Robyn Berg, Brad Bizzell, Joshua Carroll, Tim Channell, Drew Dodson, Scott Dunn (Substitute-Kathleen Degnon), Daniel Farhat (Substitute-Gary Schirr), Jake Fox, Pam Frasier (Substitute-Anna DeVito), Tim Fuhrer, Sarah Gilbert, Brent Harper, Nicole Hendrix, Katie Hilden, Rhett Herman, Blas Hernandez, Prahlad Kasturi, Katie Katz (Substitute-Enyoung Lee), Abhay Kaushik, Danylle Kunkel, Jane Machin, Stockton Maxwell, Jean Mistele, Johnny Moore, Roby Page, Hyejin Park, Nora Reilly, Mashooq Salehin, Sandra Schnider, Susan Schoppelrey, Tay Keong Tan, Cheri Triplett, Allison Wisecup, Dan Woods

**Members absent:** Jim Gumaer, Joel Hagen, Vernard Harrington, Douglas Mitchell, Skip Watts

- I. The meeting was called to order at 3:30 pm by President Jake Fox
- II. Minutes of the March 22, 2018 meeting approved as presented.
- III. President's Report: Dr. Brian O. Hemphill
  - a. Working on a new master plan 2020-2030. A faculty planning committee will be part of the process and faculty will be appointed to all main committee. An open forum will be held in the fall of 2018 with faculty invited. It is anticipated the plan will be proposed to the BOV in February of 2020
  - b. The President conveyed his responses to the Chair of the Council of Chairs concerns and a report will be available to President Dr. Jake Fox and Dr. Dan Davidson, Chair of Council of Chairs, on Monday (4/9/18).
  - c. The President thank those that participated the past two days in VP of Administration forums and indicated that an announcement will be made sometime next week on the selected individual.
  - d. The president provided an update on the Jefferson College Merger
  - e. The president provided an update on the fundraising efforts of the university.
  - f. Questions from the senate were addressed.
- IV. Provost's Report: Interim Provost Dr. Kenna Colley
  - a. The Provost discussion item of interest for the possible implementation of a campus wide assessment day in April 2019.
  - b. Radford hosted the Virginia Secretary of Education—the team provided a tour of our buildings and gave an update on the IMPAC Lab.
  - c. The provost invited the faculty to the Academic Advising Conference 4/16 "Advising in Action" concurrent sessions—Faculty are encouraged attend as your schedule allows.
  - d. The provost provided an update on the Jefferson merger process.

## V. President's Reports

- i. Values team is coming together with at least one name per appointed seat, all colleges have two recommendations except CVPA.
- ii. A reminder about the Advising Conference
- iii. A discussion about end of term took place and it was suggested that we need to let the campus know what the faculty senate has accomplished this year.

### b. Committee Reports

- i. Campus Environment
  - i. Working on "Fix-it" program for availability to Faculty. Facilities has a more comprehensive version that will bypass the PP25 completely and will be introduced soon.
  - ii. President Fox discussed with the committee the COACHE and FM Surveys
- ii. Curriculum
  - i. New motions coming forward today with an additional motion for next meeting.
- iii. Faculty Issues
  - i. Continued discussion about Quad. Chairs evaluation
- iv. Governance
  - i. New motion today about removal of Quad Review for Chairs
  - ii. Dean's evaluations
- v. Resource Allocation
  - i. Had presented a motion on Administration Assistants to the FSEC.

## VI. Old Business:

- a. 17-18.07—Resolution for the Creation of an Institutional Accreditation Task Force; referred by Dr. Prahlad Kasturi, Senator, COBE (TABLED)
- b. 17-18.15—Motion to Recommend Approval of the Academic Affairs Approval Pathway for Academic Program Review; referred by Governance Committee (TABLED)
  - i. Removed from the Table
  - ii. Passed
- c. 17-18.22—Motion to Postpone the Faculty Morale Survey; referred by Campus Environment Committee
  - i. Failed
- d. 17-18.23—Motion to Recommend Approval of Courses within the RARE program; referred by Curriculum Committee
  - i. Passed
- e. 17-18.24—Motion to Recommend Approval of Courses within the OURS program; referred by Curriculum Committee
  - i. Passed

- f. 17-18.25—Motion to Recommend Approval of a Graduate Certificate in Business Analytics; referred by Curriculum Committee
  - i. Passed
  
- g. 17-18.26—Motion to Recommend Approval of a Concentration in Business Analytics as part of the MBA Degree Program; referred by Curriculum Committee
  - a. Passed

NOTE: A motion was made, seconded, and passed to extend the senate time limit by 10 minutes.

VII. New Business

- a. 17-18.27—Motion to Recommend Approval of the Course UNIV 200; referred by Curriculum Committee
- b. 17-18.28—Motion to Recommend Organizational Change of the Honors Academy to the Honors College; referred by FSEC
- c. 17-18.29—Motion Regarding the Elimination of the Quadrennial Review of Department Chairpersons; referred by Governance Committee

VIII. Announcements

NONE

IX. Adjournment at 5:00 pm

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**April 19, 2018**

MINUTES  
2017-2018 Faculty Senate Meeting  
April 19, 2018  
Whitt 008

**Members present:** Alyssa Archer, Roann Barris, David Beach, Joshua Carroll, Tim Channell, Scott Dunn, Daniel Farhat, Jake Fox, Pam Frasier, Tim Fuhrer, Joel Hagen, Vernard Harrington, Nicole Hendrix, Katie Hilden, Rhett Herman, Prahlad Kasturi, Katie Katz, Abhay Kaushik, Danylle Kunkel, Jane Machin (substitute-Jim Lollar), Stockton Maxwell, Jean Mistele, Johnny Moore, Roby Page, Hyejin Park, Nora Reilly, Mashooq Salehin, Sandra Schnider, Susan Schoppelrey, Cheri Triplett, Skip Watts, Allison Wisecup, Dan Woods

**Members absent:** Suzanne Ament, Guy Axtell, Ian Barland, Robyn Berg, Brad Bizzell, Drew Dodson, Sarah Gilbert, Jim Gumaer, Brent Harper, Blas Hernandez, Douglas Mitchell, Tay Keong Tan

I. The meeting was called to order at 3:30 pm by President Jake Fox

II. Minutes of the April 5, 2018 meeting approved as presented.

III. Provost's Report: Interim Provost Dr. Kenna Colley

- g. Thanks for the support of Spring Fever (advancement push)
- h. Update on IMPACT lab--April 26 Gov. Northam will meet in Norfolk to endorse the TR group (800 credit unions). RU will be the sole cyber security provider to the group.
- i. Education Asset Grant--(outreach with educators) the grant has recruited 284 teachers for the first modules but will need over 415 by September.
- j. Continuing to meet with two departments a week to learn more about the university. Thank you for the conversations.
- k. Continue to think about an Assessment day. How will this look for Radford?
- l. Adding to the final BOV agenda two undergraduate students from each college and they will present their research
- m. Highlander days are important--appreciate all faculty that come out on those days to support new students/recruitment.
- n. Thanks for all the help with budget spend down.
- o. Questions
  - i. Discussion about the loss of possible instruction time for Assessment Day
    - 1. We are thinking creatively on how to do this assessment
  - ii. Discussion about the possible seven-week course proposal
    - 1. Currently piloting a small group to keep students at 15 credit hours per semesters.
    - 2. The courses will count toward faculty load

IV. President's Reports

- a. The Academic Values Exploration Team has been populated. Thanks to all who showed an interest or nominated faculty/staff
- b. Presidential responses are now on the faculty senate website

- c. President Fox will package motions that need a response to President Hemphill.
- d. Senior faculty instructor rank has now been delivered to the President Hemphill
- e. Senator elections and procedures for next week were discussed
- f. Undergraduate forum is still going on and faculty are invited to attend

V. Committee Reports

- a. Campus Environment
  - i. The Faculty Morale Survey has gone to faculty and faculty are encouraged to complete the survey.
  - ii. There may be a couple of left over items for the next year.
- vi. Curriculum
  - i. Old motion is up for consideration today and an additional new motion presented today.
- vii. Faculty Issues
  - i. Discussed the different roles and aspects of chair evaluations
  - ii. The committee will look at Title IX next year
- viii. Governance
  - i. Up for consideration today is the motion concerning the removal of Quad Review for Chairs
  - ii. Dean's evaluations are at the Provost's office
- ix. Resource Allocation
  - i. The committee will be holding off on the motion concerning administrative assistants
  - ii. The committee will be introducing a new motion today concerning adjunct faculty salaries.

X. Old Business:

- b. 17-18.07—Resolution for the Creation of an Institutional Accreditation Task Force; referred by Dr. Prahlad Kasturi, Senator, COBE (TABLED)
- c. 17-18.27—Motion to Recommend Approval of the Course UNIV 200; referred by Curriculum Committee
  - i. Joel Hanlon spoke to the motion
  - ii. Passed
- d. 17-18.28—Motion to Recommend Organizational Change of the Honors Academy to the Honors College; referred by FSEC
  - i. Neils Christiansen spoke to the motion
  - ii. Passed
- e. 17-18.29—Motion Regarding the Elimination of the Quadrennial Review of Department Chairpersons; referred by Governance Committee
  - i. Passed

XI. New Business

- a. 17-18.30—MOTION Regarding the Change in the Intersession Course Withdrawal Policy; referred by FSEC



- b. b. 17-18.31—Motion Regarding a Change in the Academic Transfer Policy; referred by FSEC
  - c. 17-18.32—Motion Regarding a Change in the Student Academic Residency Requirements; referred by FSEC
  - d. 17-18.33—Motion Regarding a Change in the Academic Renewal Policy; referred by FSEC
  - e. 17-18.34—Motion Regarding a Change in the Academic Suspension Policy; referred by FSEC
  - f. 17-18.35—Motion Recommending Approval of a Minor in Ethics; referred by Curriculum Committee
  - g. 17-18.36—Motion Regarding Adjunct Faculty Salaries; referred by Resource Allocations Committee
- XII. Announcements
- a. Next Wednesday is the “stress buster” day in the library.
- XIII. Adjournment at 4:40 pm

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**April 26, 2018**

MINUTES  
2017-2018 Faculty Senate Meeting  
April 26, 2018  
Whitt 008

**Members present:** Alyssa Archer, Guy Axtell, Ian Barland, Roann Barris, David Beach, Robyn Berg, Brad Bizzell, Joshua Carroll, Tim Channell, Drew Dodson, Scott Dunn (Stubstitute-West Bowers), Daniel Farhat, Jake Fox, Pam Frasier, Tim Fuhrer, Sarah Gilbert, Joel Hagen, Brent Harper, Vernard Harrington, Nicole Hendrix, Katie Hilden, Rhett Herman, Prahlad Kasturi, Katie Katz, Danylle Kunkel, Jane Machin, Stockton Maxwell, Johnny Moore, Roby Page, Hyejin Park, Nora Reilly, Mashooq Salehin, Susan Schoppelrey, Cheri Triplett, Skip Watts, Allison Wisecup, Dan Woods

**Members absent:** Suzanne Ament, Jim Gumaer, Blas Hernandez, Abhay Kaushik, Jean Mistele, Douglas Mitchell, Sandra Schnider, Tay Keong Tan

- XIV. The meeting was called to order at 3:30 pm by President Jake Fox
- XV. Minutes of the April 19, 2018 meeting approved as presented and approved.
- XVI. President's Reports
  - a. The president addressed a faculty concern relating to the number of interim positions currently in the administration.
    - i. As we move in a positive direction for the university it precipitates some change.
    - ii. Dean searches—COBE will have an interim dean beginning May 7<sup>th</sup> for the remaining of the summer terms, CHBS will initiate a search and an announcement will follow for the interim.
    - iii. Some changes are positive in nature and some are by necessity. All changes that require some form of action on the part of the university is shared with the Virginia Attorney General's office and it is only for a very good reason would the university take this step.
    - iv. Dietra Trent is currently the interim director of international education and she is not a candidate for the position.
    - v. An interim for human resources will be named soon.
  - b. Jefferson College Merger
    - i. A message will go out to the campus community sharing the names of the five different transition leadership sub-committees and the steering committee.
    - ii. The President will speak to the Jefferson College faculty on May 7<sup>th</sup>.
  - c. Provost Search
    - i. The University will begin a national search for a new provost in the Fall of 2019.
      - 1. This will provide stability during the merger and allow for needed consistency/continuity.
  - d. Fundraising Efforts
    - i. The president reported that the average of fundraising for a number of years was \$4 million. He was pleased to report that last year we ended the year at \$10.7 million and anticipate ending this year at \$14.8 million.

- XVII. Provost's Report: Interim Provost Dr. Kenna Colley
  - a. The Values exploration team has been named and we are excited about the process moving forward.
  - b. The Interim Provost reported that she will continue department meetings into the fall but have found some consistent themes from the meetings she has been able to attend thus far. These include:
    - i. Productivity level of the teaching
    - ii. Student centered
    - iii. Departmental collaboration
    - iv. Benefit of increased travel opportunities
    - v. A strong vision of the university
    - vi. Facilities discussions
  - c. Appreciation to all faculty during the interim provost's transition and to President Fox for serving on the Academic Affairs Leadership Team.
- XVIII. Reports
  - a. Faculty Senate President, Dr. Jake Fox
    - i. Senator Johnny Moore addressed the senate regarding a clarification on a remark made in the previous senate meeting.
    - ii. Update on Suzanne Ament's husband
    - iii. President Hemphill made an adjustment to the Board of Visitor meeting to include approval of the Senior Instructor rank.
    - iv. Five faculty members will be selected to the university committee reviewing the policy of pay when an AP faculty member returns to faculty following an administrative appointment.
    - v. Two-factor authentication is now available for faculty via the portal. It is anticipated we will require two-factor authentication by fall 2018.
    - vi. Appreciation to all senators completing their terms who have served this year.
    - vii. The faculty morale survey is still available and we need faculty to complete the survey ASAP.
  - c. Committee Reports
    - i. Campus Environment
      - i. The Faculty Morale Survey reminder
    - ii. Curriculum
      - i. Discussion of the Ethics minor.
    - iii. Faculty Issues
      - i. No new items to report
      - ii. Has submitted their continuation report
    - iv. Governance
      - i. No Report
    - v. Resource Allocation
      - i. Will be presenting a new motion today.
- XIX. Old Business:

- a. 17-18.30—Motion Regarding the Change in the Intersession Course Withdrawal Policy; referred by FSEC
    - i. Passed
  - b. b. 17-18.31—Motion Regarding a Change in the Academic Transfer Policy; referred by FSEC
    - i. An update to the most recent state policy was noted
    - ii. Passed
  - c. 17-18.32—Motion Regarding a Change in the Student Academic Residency Requirements; referred by FSEC
    - i. Passed
  - d. 17-18.33—Motion Regarding a Change in the Academic Renewal Policy; referred by FSEC
    - i. Passed
  - e. 17-18.34—Motion Regarding a Change in the Academic Suspension Policy; referred by FSEC
    - i. Passed
  - f. 17-18.35—Motion Recommending Approval of a Minor in Ethics; referred by Curriculum Committee
    - i. Passed
  - g. 17-18.36—Motion Regarding Adjunct Faculty Salaries; referred by Resource Allocations Committee
    - i. Amendment—Change the word “handicap” to “hard pressed”
    - ii. Amendment to strike “by 15%” language
    - iii. Passed.
- XX. New Business: NONE
- XXI. Announcements: NONE
- XXII. Adjournment at 4:44 pm

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