

# RADFORD UNIVERSITY

## FACULTY SENATE

### 2021-2022

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April 22, 2021

MINUTES  
2021-2022 Faculty Senate Meeting  
April 22, 2021  
Zoom Virtual Meeting

**Members present:**

Ali-Sha Alleman, Alyssa Archer, Ian Barland, Roann Barris, David Beach, Brad Bizzell, Jason Browning, Tim Channell, Eric Choate (Substitute-Jean Mistele), Matt Close, Scott Dunn, Jeannine Everhart, Daniel Farhat, Chris Fish-Huson, Jake Fox, I Ping Fu, Tim Fuhrer, Sarah Gilbert, Kurt Gingrich, Vernard Harrington, Rhett Herman, Katie Hilden, Sekyung Jang, Katie Katz, Sheila Krajnik, Agida Manizade, Nick Lee, Ji-Eun Lee, Stockton Maxwell, Diane Millar, Roby Page, Arco Paul, George Philippi, Geoff Pollick, Tammy Robinson, Jennie Rhuland, Gary Schirr, Sandra Schneider, Susan Schoppelrey, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Eric Williams, Feifei Zhu

**Members absent:** Suzanne Ament, John Cook, Alan Forrest, Sandra French

- I. The meeting was called to order at 5:08 p.m. by Dr. Katie Hilden
  
- II. Elections were held for officers of the 2021-2022 Faculty Senate.
  - a. Dr. Katie Hilden-Clouse was re-elected President
  - b. Dr. Vernard Harrington was re-elected Vice President
  - c. Dr. Tim Channell was re-elected Secretary
  - d. Drs. Kurt Gingrich and Sheila Krajnik were elected as at-large members of the Faculty Senate Executive Council
  - e. Dr. Ian Barland was elected Parliamentarian
  
- III. The meeting adjourned at 5:30 p.m.

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September 9, 2021

MINUTES  
2021-2022 Faculty Senate Meeting  
September 9, 2021  
Zoom Virtual Meeting

Members present:

Ali-Sha Alkleman, Felix Amenkhienan, Suzanne Ament, Alyssa Archer, Ian Barland, Roann Barris, David Beach, Brad Bizzell, Bruce Brown, Jason Browning, Jay Caughron, Tim Channell, Eric Choate, Matt Close, John Cook, Scott Dunn, Jeannine Everhart, Daniel Farhat, Chris Fish-Huson, Jake Fox, Sandra French, I Ping Fu, Tim Fuhrer, Sarah Gilbert, Kurt Gingrich, Vernard Harrington, Rhett Herman, Katie Hilden, Sekyung Jang, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Agida Manizade, Stockton Maxwell, Diane Millar, Roby Page, Arco Paul, George Philippi, Geoff Pollick, Daniel Reed, Tammy Robinson, Jennie Ruhland, Susan Schoppelrey, Wally Scott, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett,

Members absent:

Carrie Sanders, Sandra Schneider, Eric Williams, Feifei Zhu

I. Approval of Minutes

- a. Minutes of the April 22, 2021, meeting of the Faculty Senate were approved as presented.

II. Provost's Report: Interim Provost Dr. Orion Rogers

- a. Conveyed welcome to the Faculty Senate from the President that was involved with the Board of Visitors committee meetings.
- b. Radford University selected as one of 66 institutions across the nation to participate Association of American Colleges and Universities Institute on Open Educational Resources.
- c. Fall 2021 begin seeking reaffirmation with the Southern Association of Colleges and Schools Commission on Colleges.
  - i. Timeline:
    - iii. Fall 2021 Committee meetings
    - iv. Compliance Certification Report by September 2022
    - v. Off-site review will be in November 2022
    - vi. Early Spring 2023 Focus report will be due
    - vii. QEP is Due Spring 2023
      1. Topic has been selected: Diversity, Equity, and Inclusion
    - viii. Onsite review will be March 27-30, 2023.
    - ix. Response to the Visiting Team's Report is due 5 months following the onsite in March
    - x. Review by SACSCOC Board in December of 2023
- d. Dean of the Library search is in progress and finalists will be on campus in the coming weeks

- e. Academic Leadership Fellows have been announced and an article published about the fellows
  - f. Announced new department chairs and school directors, and interim administrative appointments
  - g. Review of faculty for the university.
    - i. 42 new faculty this fall and 22 are new to Radford
    - ii. 7 retirements not part of FERP
    - iii. 18 faculty resignations
    - iv. 30 FERP applications approved
      - iii. 7 Retired in July
      - iv. 23 will retire in January 2022
    - v. 489 total faculty
    - vi. Announcement of Emeritus Faculty status
- III. Special Report: Jason Clayton, Director, Center for Career & Talent Development provided a report on the upcoming career fair
- IV. Reports:
- a. Faculty Senate President's Report: Dr. Katie Hilden
    - i. Overview of the SACSCOC timeline and QEP forums
    - ii. Presidential search forums will be held via Zoom 9/15 and 9/16
    - iii. The Higher Education Emergency Relieve Fund for students must be acknowledge by October 1. Communication to students is important.
    - iv. Upcoming speakers to faculty senate: 9/23 VP Enrollment Management, Craig Cornell and 10/7 VP of Finance and Administration, Chad Reed
    - v. Overview of the FS President's report to the Board of Visitors
      - I. Faculty Morale Survey statistics and summary
        - 1. Results are posted on the website
  - b. Committee Reports
    - i. Campus Environment
      - I. An update was provided on the Faculty Morale Survey results. The quantitative results are posted on the Faculty Senate website.
      - II. Utilizing the software in the SMART lab to do qualitative analysis and a preliminary report was given.
      - III. Questions and Answers were provided
    - ii. Curriculum
      - I. Two motions moving into new business
      - II. Committee is reviewing minor degree program overlaps and a curriculum pathway issue
    - iii. Faculty Issues
      - I. Met with jointly with Governance and Resource Allocation committees to discuss the revision to the T & R handbook sections on Fiscal Exigency as well as Program review.

- II. Met with Dr. Matt Close for further discussion with the revisions
      - III. Reviewed and ranked committee charges for the year
    - iv. Governance
      - I. Met with Faculty Issues and Resources Allocation committees
      - II. Reviewed charges for the year
    - v. Resource Allocation
      - I. Met with Governance and Faculty Issues committees
      - II. Reviewed charges for the year
  - V. Old Business:
    - a. None
  - VI. New Business:
    - a. 21-22.03: Motion to Eliminate the PPD Requirement from the REAL Curriculum, Referred by Curriculum Committee
    - b. 21-22.04: Motion to Revise Transfer Policy Under the REAL Curriculum, Referred by Curriculum Committee
  - VII. The meeting adjourned at 4:50 pm

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September 23, 2021

MINUTES  
2021-2022 Faculty Senate Meeting  
September 23, 2021  
Zoom Virtual Meeting

**Members present:**

Ali-Sha Alkleman, Felix Amenkhienan, Suzanne Ament, Alyssa Archer, Ian Barland, Roann Barris, David Beach, Brad Bizzell, Bruce Brown, Jason Browning, Jay Caughron, Tim Channell, Eric Choate, Matt Close, Scott Dunn, Jeannine Everhart, Daniel Farhat, Chris Fish-Huson, Jake Fox, Sandra French, I Ping Fu, Tim Fuhrer, Kurt Gingrich, Rhett Herman (Substitute, Sandra Liss), Katie Hilden, Sekyung Jang, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Agida Manizade, Stockton Maxwell, Diane Millar, Roby Page, George Philippi, Geoff Pollick, Daniel Reed, Tammy Robinson, Jennie Ruhland, Susan Schoppelrey, Wally Scott, Sandra Schneider, Ryan Sincavage, Judy Smith, Cheri Triplett,

**Members absent:**

John Cook, Sarah Gilbert, Vernard Harrington, Arco Paul, Maneesh Thakkar, Eric Williams, Feifei Zhu

- I. Approval of Minutes
  - a. Minutes of the September 9, 2021, meeting of the Faculty Senate were approved as presented.
  
- II. President's Report: Interim President Dr. Carolyn Lepre
  - a. Update on COVID-19 plan that included the use of the COVID dashboard
    - i. As of September 19, 3818 campus-based tests have been administered with the vast majority being students resulting in a total of 68 positive cases across main campus and RUC since the beginning of tracking the results August. This week only 11 new reported cases in that total.
    - ii. 87.9% of students report being fully or partially vaccinated. 89% of employees are vaccinated. Weekly testing continues for students, faculty, and staff
    - iii. If faculty have questions, concerns, or ideas in response to COVID-19, please reach out to the COVID-19 working group at [COVID19@radford.edu](mailto:COVID19@radford.edu)
  - b. Update on the Highlander Family weekend
  - c. Invitation to the 2021 State of the University Address
  
- III. Provost's Report: Interim Provost Dr. Orion Rogers
  - a. Update on the Adjunct Faculty Compensation Task Force
  - b. Update on the plan for the COACHE survey and commitment to funding the survey
  - c. Naming of a committee to study department chairpersons and school directors compensation and workload policies is complete. Invitations to prospective members will be forthcoming and the committee composition include a faculty representative

- from each college and school of nursing, two deans, two members of the course minimums committee, a member of the council of chairs, and a member of the FSEC
  - d. Update on the Dean of the Library search
  - e. Update on SACSCOC reaffirmation with the announcements of forums on RUC and Main Campus
  - f. University 100 and University 150 class curriculum will be controlled via a faculty oversight committee with Dr. Cory Cassidy co-chairing the committee and the other co-chair, as well as other members, will be confirmed soon
  - g. QUEST dates for summer 2022 are being finalized
  - h. Update on the REAL experience (formerly the majors and minors fair) will be held on Monday, October 4.
  
- IV. Special Report: Mr. Craig Cornell, Vice President for Enrollment Management provided an update on current enrollment and recruitment strategies
  
- V. Reports:
  - a. Faculty Senate President's Report: Dr. Katie Hilden
    - i. An email will be forthcoming to senators with important updates
    - ii. Update on the presidential search
    - iii. Update on the Board of Visitors report and follow-up
      - I. Interest in the Qualitative analysis and other items from the Faculty Morale Survey
      - II. Discussion on how faculty and the Board of Visitor could engage more regularly and meaningfully
  
  - b. Committee Reports
    - i. Campus Environment
      - I. Continuing to review and evaluate qualitative data from the Faculty Morale Survey
    - ii. Curriculum
      - I. Two motions in new business
    - iii. Faculty Issues
      - I. A motion in new business
      - II. Approved the online education governance motion and have forwarded it to the Governance Committee for review and comment
    - iv. Governance
      - I. No Report
    - v. Resource Allocation
      - I. Reviewing a motion brought forward by a committee member
      - II. Continued work on questions for Vice President Reed's upcoming visit to the committee
  
- VI. Old Business:
  - a. 21-22.03: Motion to Eliminate the PPD Requirement from the REAL Curriculum, Referred by Curriculum Committee
    - i. Motion was introduced by Senator Dr. Kurt Gingrich
    - ii. Discussion ensued
    - iii. Motion passed

- VII. Moved and seconded to extend the time to 5:05. The motion passes.
  - q.
  - b. 21-22.04: Motion to Revise Transfer Policy Under the REAL Curriculum, Referred by Curriculum Committee
    - iii. Motion was introduced by Senator Dr. Kurt Gingrich
    - iv. Discussion Ensued
- VIII. Moved and seconded to extend the time to 5:15. The motion failed.
  - v. Motion tabled due to expiration of meeting time
- IX. New Business:
  - a. 21-22.05: Motion to Recommend Student Evaluation Administration, Referred by Faculty Issues Committee
- X. Announcements
  - a. Senator Archer asked that a flyer be attached with President Hilden's email announcing the Humans of Radford library event opportunity on main campus.
- XI. Meeting was adjourned at 5:05 p.m.

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October 7, 2021

MINUTES  
2021-2022 Faculty Senate Meeting  
October 7, 2021  
Zoom Virtual Meeting

**Members present:**

Ali-Sha Alkleman, Felix Amenkhienan, Alyssa Archer, Ian Barland, Roann Barris, David Beach, Brad Bizzell, Jason Browning, Jay Caughron, Tim Channell, Eric Choate, Matt Close, John Cook, Scott Dunn, Jeannine Everhart, Daniel Farhat, Chris Fish-Huson, Jake Fox, Sandra French, I Ping Fu, Tim Fuhrer, Sarah Gilbert, Kurt Gingrich, Vernard Harrington, Rhett Herman, Katie Hilden, Katie Katz (Wendy Downey, Substitute), Sheila Krajnik, Ji-Eun Lee, Agida Manizade, Stockton Maxwell, Diane Millar, Roby Page, Arco Paul, George Philippi, Geoff Pollick, Daniel Reed, Tammy Robinson, Jennie Ruhland, Sandra Schneider, Susan Schoppelrey, Ryan Sincavage, Judy Smith, Cheri Triplett,

**Members absent:**

Suzanne Ament, Bruce Brown, Sekyung Jang, Carrie Sanders (Wally Scott), Maneesh Thakkar, Eric Williams, Feifei Zhu

- I. Approval of Minutes
  - a. Minutes of the September 9, 2021, meeting of the Faculty Senate were approved as presented.
- II. Special Report: Mr. Chad Reed, Vice President for Finance and Administration
  - a. Overview of the five major programmatic functions within budgeting; Educational & General (E&G), Student Financial Assistance, Sponsored Programs, Auxiliary Enterprises, Capital Outlay (non-operating)
  - b. Overview of the 2021-2022 Operating Budget
  - c. Overview of enrollment influence on the budget
  - d. Overview of the Reductions to the E&G budget and position changes
- III. Reports:
  - a. Faculty Senate President's Report: Dr. Katie Hilden—No Report
  - b. Committee Reports
    - i. Campus Environment
      - I. A motion in new business
      - II. Continue to review qualitative data from the Faculty Morale Survey and plan to report next meeting.
    - ii. Curriculum
      - I. A motion in old business
      - II. Committee is reviewing a curriculum pathway issue and mid-semester grade policy

- iii. Faculty Issues
  - I. Motion in old business
  - II. Began discussion on faculty issues of workload, compensation, and evaluation with Academic Partnerships
- iv. Governance
  - I. Motion in new business
  - II. Continue work on updating handbook and academic governance documents to reflect the new status of the School of Nursing
- v. Resource Allocation
  - I. Discussed questions that Mr. Reed answered in his report
  - II. Working with Faculty Issues Committee on two possible motions concerning interactions with the Board of Visitors
- IV. Old Business:
  - a. 21-22.04: Motion to Revise Transfer Policy Under the REAL Curriculum, Referred by Curriculum Committee
    - i. Discussion ensued on the motion
    - ii. Motion Passes
  - b. 21-22.05: Motion to Recommend Student Evaluation Administration, Referred by Faculty Issues Committee
    - i. Discussion ensued on the motion 21-22.05
- V. Motion to extend time to 5:00 was made and seconded, motion passes
  - ii. Discussion continues the main motion 21-22.05
  - iii. Motion passes
- VI. New Business:
  - a. 21-22.06: Motion to Recommend Participation in the COACHE Survey, Referred by Campus Environment Committee
  - b. 21-22.07: Motion to Recommend Revision of the Academic Program Review and Enhancement Committee, Referred by Governance Committee
- VII. Meeting adjournment at 5:00pm

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October 21, 2021

MINUTES  
2021-2022 Faculty Senate Meeting  
October 21, 2021  
Zoom Virtual Meeting

**Members present:**

Ali-Sha Alkleman, Felix Amenkhienan, Suzanne Ament, Alyssa Archer (Jennifer Whicker, Substitute), Ian Barland, Roann Barris, David Beach, Brad Bizzell, Jason Browning, Jay Caughron, Tim Channell, Eric Choate, Matt Close, John Cook, Scott Dunn, Jeannine Everhart, Daniel Farhat, Chris Fish-Huson, Jake Fox, Sandra French, Tim Fuhrer, Kurt Gingrich, Rhett Herman, Katie Hilden, Sekyung Jang, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Agida Manizade, Diane Millar, Roby Page, Arco Paul, George Philippi, Geoff Pollick, Daniel Reed, Tammy Robinson, Jennie Ruhland, Sandra Schneider, Susan Schoppelrey, Wally Scott, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Eric Williams

**Members absent:**

Bruce Brown, I Ping Fu, Sarah Gilbert, Vernard Harrington, Stockton Maxwell, Feifei Zhu

- I. Approval of Minutes
  - a. Minutes of the October 7, 2021, meeting of the Faculty Senate were approved as presented.
  
- II. President's Report: Interim President Dr. Carolyn Lepre
  - a. Provided an overview of the new academic affairs leadership structures in the Provost office.
    - i. Goal to have the positions in place by the end of the semester
    - ii. Update to Jeanne Mekolichick, Associate Provost for Academic Programs, position to include research and sponsored program under her purview
    - iii. Appointing Dr. Nicole Hendrix to Assistant Provost for Undergraduate Studies, to include general education, high-impact practices, and general undergraduate issues including commencement
    - iv. A newly created position, that will include portions of two open position in academic leadership, Assistant Provost of Budgets and Academic Operations. An external search will be posted soon, and the individual will serve in an advisory role in moving forward in academic strategic planning and budgeting
    - v. This will save approximately \$60,000
  - b. The president opened a dialog with senators that included questions from senators
  
- III. Provost's Report: Interim Provost Dr. Orion Rogers
  - a. An offer has been extended to a Dean of the Library candidate
  
- IV. Reports:
  - a. Faculty Senate President's Report: Dr. Katie Hilden
    - i. Update on the presidential search

- b. Committee Reports
  - i. Campus Environment
    - I. No Report
  - ii. Curriculum
    - I. No Report
  - iii. Faculty Issues
    - I. No Report
  - iv. Governance
    - I. No Report
  - v. Resource Allocation
    - I. No Report

V. Old Business:

- a. 21-22.06: Motion to Recommend Participation in the COACHE Survey, Referred by Campus Environment Committee
  - i. The motion was introduced by Senator Dr. George Phillipi
  - ii. Discussion ensued
  - iii. Motion passes
- b. 21-22.07: Motion to Recommend Revision of the Academic Program Review and Enhancement Committee, Referred by Governance Committee

VI. New Business:

- a. 21-22.08: Motion to Eliminate the Core Curriculum Advisory Committee; Referred by Governance Committee
- b. 21-22.09: Motion for Changes to Academic Governance Committee Membership; Referred by Governance Committee
- c. 21-22.10: Motion to Revise the Academic Affairs Approval Flowcharts Document; Referred by Curriculum Committee

VII. Meeting adjournment at 4:51pm

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November 4, 2021

MINUTES  
2020-2021 Faculty Senate Meeting  
November 4, 2021  
Zoom Virtual Meeting

**Members present:**

Ali-Sha Alkleman, Felix Amenkhienan, Suzanne Ament, Alyssa Archer, Ian Barland, Roann Barris, David Beach, Brad Bizzell (Substitute, Roofia Galeshi), Bruce Brown, Jay Caughron, Tim Channell, Eric Choate, Matt Close, John Cook, Scott Dunn, Jeannine Everhart, Daniel Farhat, Chris Fish-Huson (Substitute, Wendy Downey), Jake Fox, Sandra French, I Ping Fu, Tim Fuhrer, Sarah Gilbert, Kurt Gingrich, Vernard Harrington, Rhett Herman, Katie Hilden, Sekyung Jang, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Diane Millar, Roby Page, Arco Paul, Geoff Pollick, Daniel Reed, Tammy Robinson, Jennie Ruhland, Susan Schoppelrey, Sandra Schneider, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Eric Williams

**Members absent:**

Jason Browning, Agida Manizade, Carrie Sanders, Stockton Maxwell, George Philippi, Wally Scott, Feifei Zhu

- I. Meeting was called to order by Vice-President Dr. Vernard Harrington
- II. Approval of Minutes
  - a. Minutes of the October 21, 2021, meeting of the Faculty Senate were approved as presented.
- III. President's Report: Interim President Dr. Lyn Lepre
  - a. The Presidential Fellows program has been announced and will have a focus on diversity, equity, and inclusion
  - b. Update on the budget for the 2022-2023 academic year
    - i. Initial projection of a multi-million dollar deficit that will require realignment of the full university budget
    - ii. Commitment to realign the budget that do not impact faculty currently in positions
      - I. Vacant lines
      - II. Faculty Early Retirement Program
      - III. Unused funds or other cost savings
      - IV. A system to evaluate open positions to see if the positions need refilled
    - iii. Committed to a collaborative process to address the shortfall
  - c. A meeting was held between President Lepre and Faculty Senate President Hilden with Board of Visitors Rector Archer
- IV. Provost's Report: Interim Provost Dr. Orion Rogers
  - a. Update on the organizational structure within the office of the provost
  - b. Update on faculty senate motion 20-21:166 on Faculty Compensation for Adjunct Faculty, a committee has been formed to review the information and make recommendations

- c. Update on the department chairs and school directors compensation committee
  - d. Appreciation to Dr. Ben Caldwell for his work as Interim Dean of the Libraries and announcement of the new Dean of the Libraries was made. The new dean will begin on January 10, 2022
  
- V. Special Report: Senator Dr. Kurt Gingrich provided an update from the Faculty Senate of Virginia meeting
  
- VI. Reports:
  - a. Faculty Senate President's Report: Dr. Katie Hilden
    - i. Update on visit to the Faculty Issues Committee and the Resource Allocations Committee and the discussion on the upcoming Board of Visitors motions
    - ii. Update on the meeting with Rector Archer and Interim President Lepre
      - I. Update on the timeline for action using the current wording on fiscal exigency was discussed
      - II. Discussion on the potential of moving the end date of the June 12, 2020, resolution to December 2021
        - 1. The Rector is interested in hearing ideas of how the university would resolve a major financial crisis in an emergency situation
      - III. Discussion on how faculty and the Board of Visitors can work together and have a more open line of communication and engagement
  - b. Committee Reports
    - i. Campus Environment
      - I. No Report
    - ii. Curriculum
      - I. No Report
    - iii. Faculty Issues
      - I. No Report
    - iv. Governance
      - I. No Report
    - v. Resource Allocation
      - I. No Report
  
- VII. Old Business:
  - a. 21-22.07: Motion to Recommend Revision of the Academic Program Review and Enhancement Committee; Referred by Governance Committee
    - i. Discussion ensued
    - ii. Motion passes
  
- VIII. Motion to extend time to 5:00 pm was made and seconded. Motion passes
  - b. 21-22.08: Motion to Eliminate the Core Curriculum Advisory Committee; Referred by Governance Committee
    - i. Discussion ensued
    - ii. Motion passes
  - c. 21-22.09: Motion for Changes to Academic Governance Committee Membership; Referred by Governance Committee
  - d. 21-22.10: Motion to Revise the Academic Affairs Approval Flowcharts Document; Referred by Curriculum Committee

- IX. New Business:
- a. 21-22.11: Motion to Update and Align SCHEV Designation for Nutrition and Dietetics with Current Practice; Referred by FSEC
  - b. 21-22.12: Motion to Create Courses in English as a Second Language (ESL); Referred by Curriculum Committee
  - c. 21-22.13: Motion to Create Minor in African American Studies); Referred by Curriculum Committee
  - d. 21-22.14: Motion to Recommend Board of Visitors Commitment to Tenure and Shared Governance; Referred by Faculty Issues and Resource Allocation Committees
  - e. 21-22.15: Motion to Recommend Board of Visitors/Faculty Senate Connecting Structures; Referred by Faculty Issues and Resource Allocation Committees
  - f. 21-22.16: Motion for Formation of an Academic Governance Committee on Online Education; Referred by Faculty Issues Committee
- X. Meeting Adjourned at 5:00pm

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November 18, 2021

MINUTES  
2020-2021 Faculty Senate Meeting  
November 18, 2021  
Zoom Virtual Meeting

**Members present:**

Ali-Sha Alkleman, Felix Amenkhienan, Suzanne Ament, Alyssa Archer, Ian Barland, Roann Barris, David Beach, Brad Bizzell (Substitute, Roofia Galeshi), Bruce Brown, Jason Browning, Jay Caughron, Tim Channell, Mike Chatham, Eric Choate, Matt Close, John Cook, Scott Dunn, Jeannine Everhart, Daniel Farhat, Chris Fish-Huson, Jake Fox, Sandra French, I Ping Fu, Tim Fuhrer, Sarah Gilbert, Kurt Gingrich, Vernard Harrington, Rhett Herman, Katie Hilden, Sekyung Jang, Katie Katz (Substitute, Wendy Downey), Sheila Krajnik, Ji-Eun Lee, Agida Manizade, Stockton Maxwell, Diane Millar, Roby Page, Arco Paul, George Philippi, Geoff Pollick, Daniel Reed, Tammy Robinson, Jennie Ruhland, Susan Schoppelrey, Sandra Schneider, Wally Scott, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Eric Williams

**Members absent:**

- I. Meeting was called to order by President Dr. Katie Hilden
- II. Approval of Minutes
  - a. Minutes of the November 4, 2021, meeting of the Faculty Senate were approved as presented.
- III. Special Report was given by Senator Dr. Sandra French on the Faculty Morale Survey Qualitative Data
- IV. Reports:
  - a. Faculty Senate President's Report: Dr. Katie Hilden
    - i. Provided an update on the committee of the whole that was convened on November 11, 2022, to discuss a potential budget shortfall for the 2022-2023 academic year. No formal business was conducted.
    - ii. Update on the college elected faculty to the newly established working group to review criteria for potential position search.
    - iii. Update on the continuing work on low enrolled course benchmarks and the Fall 2021 pilot run of the policy. The pilot will continue for the Spring 2022 semester.
    - iv. Update on the Board of Visitors upcoming meetings. Senators are encouraged to attend committee meetings on Thursday, December 2, 2021 (HETH 16 and 22).
  - b. Committee Reports
    - i. Campus Environment
      - iii. Appreciation to Dr. French and the committee for their work on the qualitative analysis of the Faculty Morale Survey



- iv. Will be taking up the charge concerning continuing issues around the RUC merger
- ii. Curriculum
  - iii. Bringing attention to senate on the new motion regarding mid-semester grades
- iii. Faculty Issues
  - iii. Three motions in old business
  - iv. Met with Dr. Jeanne Mekolichick to discuss the Academic Partnership programs
- iv. Governance
  - iii. No Report
- v. Resource Allocation
  - iii. Working on two motions with the Faculty Issues committee that will be introduced in old business
  - iv. Scheduling a meeting with VP Chad Reed to review several items

Old Business:

- c. 21-22.09: Motion for Changes to Academic Governance Committee Membership; Referred by Governance Committee
  - iii. Discussion ensued
  - iv. Motion passes
- d. 21-22.10: Motion to Revise the Academic Affairs Approval Flowcharts Document; Referred by Curriculum Committee
  - iii. Discussion ensued
  - iv. Motion passes
- e. 21-22.11: Motion to Update and Align SCHEV Designation for Nutrition and Dietetics with Current Practice; Referred by FSEC
  - iii. Moved and seconded to postpone indefinitely
  - iv. Discussion ensued
  - v. Motion to postpone indefinitely passes by acclamation
- f. 21-22.12: Motion to Create Courses in English as a Second Language (ESL); Referred by Curriculum Committee
  - iii. Motion is introduced by Mr. Ismael Betancourt, Chief Global Officer & Assistant Provost for Global Education and Engagement
  - iv. Discussion ensued
- V. Moved and seconded to extend time for 10 minutes, Motion passes
  - iii. Discussion continues on motion 21-22.12
- VI. Moved and seconded to extend time for 10 minutes, Motion fails
  - iv. Discussion continues on motion 21-22.12
  - v. Motion passes
- g. 21-22.13: Motion to Create Minor in African American Studies; Referred by Curriculum Committee
- h. 21-22.14: Motion to Recommend Board of Visitors Commitment to Tenure and Shared Governance; Referred by Faculty Issues and Resource Allocation Committees
- i. 21-22.15: Motion to Recommend Board of Visitors/Faculty Senate Connecting Structures; Referred by Faculty Issues and Resource Allocation Committees
- j. 21-22.16: Motion for Formation of an Academic Governance Committee on Online Education; Referred by Faculty Issues Committee

- VII. New Business:
  - a. 21-22.17: Motion on the Mid-Semester Grade Policy; Referred by Curriculum Committee
  - b. 21-22.18: Motion to Recommend the Deletion of the Post-baccalaureate Certificate in Bioethics; Referred by Curriculum Committee
  
- VIII. Announcements
  - a. Senator Dr. Jake Fox updated the Senate on the capitol campaign progress and encouraged faculty to consider giving a gift to the university, regardless of the size of the gift.
  
- IX. Meeting Adjourned at 5:00pm

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December 2, 2021

MINUTES  
2020-2021 Faculty Senate Meeting  
December 2, 2021  
Zoom Virtual Meeting

**Members present:**

Ali-Sha Alkleman, Felix Amenkhienan, Suzanne Ament (Substitute-Allison Wisecup), Alyssa Archer, Ian Barland, Roann Barris, David Beach, Brad Bizzell, Jason Browning, Jay Caughron, Tim Channell, Mike Chatham, Eric Choate, Matt Close, John Cook, Scott Dunn, Jeannine Everhart, Daniel Farhat, Chris Fish-Huson, Jake Fox, Sandra French, I Ping Fu, Tim Fuhrer, Sarah Gilbert, Kurt Gingrich, Vernard Harrington, Rhett Herman, Katie Hilden, Sekyung Jang, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Agida Manizade, Stockton Maxwell, Diane Millar, Roby Page, Arco Paul, George Philippi, Geoff Pollick, Daniel Reed, Tammy Robinson, Jennifer Ruhland, Susan Schoppelrey, Sandra Schneider, Wally Scott, Ryan Sincavage, Judy Smith, Cheri Triplett, Eric Williams

**Members absent:** Bruce Brown, Maneesh Thakkar

- I. Meeting was called to order by President Dr. Katie Hilden
- II. Approval of Minutes
  - a. Minutes of the November 18, 2021, meeting of the Faculty Senate were approved as presented.
- III. Reports:
  - a. Faculty Senate President's Report: Dr. Katie Hilden
    - i. Interim Provost Rogers is not able to attend due to board of Visitors meetings and has forwarded a report to senators
    - ii. A report was also forwarded to senators from Dr. Hilden
    - iii. Appreciation to students Michaela Baker and Tyanna Davis for patiently waiting through the entirety of the previous meeting to speak to the upcoming motion to create the African American Minor. Time expired before the motion was taken up and they are in attendance to speak to that motion.
  - b. Committee Reports
    - i. Campus Environment
      - I. Will continue work on the charge around ongoing issues with the RUC merger
    - ii. Curriculum
      - I. No Report
    - iii. Faculty Issues
      - I. Three motions in old business
    - iv. Governance
      - I. No Report
    - v. Resource Allocation
      - I. Two motions, with the Faculty Issues committee, in old business
      - II. Preparing an agenda for the scheduling a meeting with VP Chad Reed

- IV. Old Business:
    - a. 21-22.13: Motion to Create Minor in African American Studies; Referred by Curriculum Committee
      - i. Motion is introduced by Dr. Beth Lyman with assistance by student leader Tyanna Davis
      - ii. Discussion ensued
      - iii. Motion passes unanimously
    - b. 21-22.14: Motion to Recommend Board of Visitors Commitment to Tenure and Shared Governance; Referred by Faculty Issues and Resource Allocation Committees
      - i. Motion introduced by Senator Dr. David Beach
      - ii. Moved and seconded to amend the motion to reflect the February Board of Visitors meeting dates (February 10-11, 2022) instead of the December dates.
        - 1. Motion passes
      - iii. Discussion ensued
      - iv. Motion passes
    - c. 21-22.15: Motion to Recommend Board of Visitors/Faculty Senate Connecting Structures; Referred by Faculty Issues and Resource Allocation Committees
      - i. Motion introduced by Senator Dr. David Beach
      - ii. Discussion ensued
      - iii. Motion passes
    - d. 21-22.16: Motion for Formation of an Academic Governance Committee on Online Education; Referred by Faculty Issues Committee
      - i. Motion introduced by Senator Dr. David Beach
      - ii. Discussion ensued
      - iii. Moved and seconded to amend the motion was made under the charges section to replace the word first word in the last bullet point from “ensure” to “facilitate”
  - V. Moved and seconded to extend time for 10 minutes. Motion fails
    - iv. Motion 21-22.16 fails
  - e. 21-22.17: Motion on the Mid-Semester Grade Policy; Referred by Curriculum Committee
  - f. 21-22.18: Motion to Recommend the Deletion of the Post-baccalaureate Certificate in Bioethics; Referred by Curriculum Committee
- VI. New Business:
    - a. None
  - VII. Announcements
    - a. Best of Luck to Dr. Felix Amenkhienan upon his retirement.
  - VIII. Meeting Adjourned at 4:50pm

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January 20, 2022

MINUTES  
2020-2021 Faculty Senate Meeting  
January 20, 2022  
Zoom Virtual Meeting

**Members present:**

Ali-Sha Alkleman, Suzanne Ament, Alyssa Archer, Ian Barland, Roann Barris, David Beach, Brad Bizzell, Bruce Brown, Jason Browning, Jay Caughron, Tim Channell, Mike Chatham, Eric Choate, Matt Close, John Cook, Jeannine Everhart, Daniel Farhat, Jake Fox, Sandra French, I Ping Fu, Tim Fuhrer, Sarah Gilbert, Kurt Gingrich, Vernard Harrington, Rhett Herman, Katie Hilden, Sekyung Jang, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Agida Manizade, Stockton Maxwell, Diane Millar, Roby Page, Arco Paul, George Philippi, Geoff Pollick, Daniel Reed, Tammy Robinson, Jennifer Ruhland, Carrie Sanders, Rachael Santos, Sandra Schneider, Susan Schoppelrey, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Shuhong Wang, Marjorie Young

**Members absent:** Scott Dunn

- I. Meeting was called to order by President Dr. Katie Hilden
- II. Approval of Minutes
  - a. Minutes of the December 2, 2021, meeting of the Faculty Senate were approved as presented.
- III. President's Report: Interim President Dr. Carolyn Lepre
  - a. Welcome back to campus
  - b. Update on the work with the General Assembly
    - i. Initial budget overview
    - ii. Continuing to meet with state leaders to advocate for Radford University
    - iii. Proposed \$12 million in the next biennium for student financial aid. This reflects a larger commitment from the State than requested
    - iv. Proposed \$20 million allocated for infrastructure improvement on campus including funding for renovation planning to the McConnel Library
    - v. Proposed \$11.2 million for support sustainability initiatives including a combined heat and power faculty
    - vi. Two amendments proposed include
      - I. Request for \$12 million to do detailed plans for a new RUC building
      - II. Request for \$9.7 million base operating support budget
  - c. Tuesday, February 22, 2022, is Radford Advocacy Day and students will meet with members of the General Assembly to talk about their Radford experience
  - d. Successfully completed the search for the Presidential Fellow. Dr. Jamie Lau has been selected.
  - e. The dean searches for the Artis College of Science and Technology and the College of Visual and Performing Arts have been approved to move forward.
    - i. Search firms are being interviewed and expected to be selected within the next two weeks.

- IV. Provost's Report: Interim Provost Dr. Orion Rogers
  - a. Update on the reorganization of the Provost's office was given
    - i. The search for the Assistant Provost for Budget and Academic Operations has concluded successfully with the naming of Dr. Tim Channell
      - I. Dr. Robert Trent has been named the interim chair for the Department of Music as an internal search is in process
    - ii. Overview of the Dean searches
      - I. Appreciation to Prof. James Robey for serving as the interim dean for the CVPA and Dr. Art Carter for serving as interim dean for the ACST during the dean searches
    - iii. Announced the School of Nursing has received full approval from the Virginia Board of Nursing for programs
    - iv. A search is in progress for the Director of Institutional Effectiveness and Quality Improvement and SACSCOC liaison with the announcement of the retirement of Dr. Sandra Baker
  
- V. COVID Planning Group Update: Dean Angie Mitchell, Associate VP for Student Affairs and Dean of Students
  - a. 59 new positive new cases this week
  - b. Overview of the new directives from the Governor's office for faculty and staff
    - i. COVID testing times will remain the same
  - c. Dean Mitchell accepted questions
  
- VI. Reports:
  - a. Faculty Senate President's Report: Dr. Katie Hilden
    - i. Update on the Criteria Working Group for open faculty lines. Appreciation to the working group and it is anticipated to share it with senators following a presentation to the Academic Affairs Leadership Team
    - ii. Update on the COACHE meeting between the COACHE team and Radford will be scheduled to work through issues and an update will be provided to the senate at the next scheduled meeting.
    - iii. Reminder that chairs evaluations begin the week of January 24. Appreciation to Mel Fox for her work to prepare the chair evaluation surveys for those departments that will use Class Climate.
    - iv. Update on the Presidential Transition Team and the transition with Dr. Danilovich.
    - v. Faculty Senate meetings will continue to be online while the mask mandate is in effect.
    - vi. Appreciation to Dr. Tim Channell for his years of service to the Faculty Senate
  - b. Committee Reports
    - i. Campus Environment
      - I. Will continue work on the charge around ongoing issues with the RUC merger
    - ii. Curriculum
      - I. No Report
    - iii. Faculty Issues
      - I. No Report
    - iv. Governance

- I. No Report
  - v. Resource Allocation
    - I. Met with VP Chad Reed and received answered to a few of the outstanding questions and the committee is looking forward to working with his replacement to obtain answers to the remaining questions
- VII. Special Election
  - a. Due to the departure of Dr. Channell from the Faculty Senate, a special election was held for the position of Secretary
    - i. Nominations from the floor were held
      - I. Senator Dr. Roann Barris
      - II. Senator Dr. David Beach
    - ii. Following voting Dr. David Beach was elected Faculty Senate Secretary to complete the 2021-2022 term
- VIII. Old Business:
  - g. 21-22.17: Motion on the Mid-Semester Grade Policy; Referred by Curriculum Committee
    - i. Motion was introduced by Senator Dr. Gingrich
    - ii. Discussion ensued
    - iii. Motion passes 35-8-4
  - h. 21-22.18: Motion to Recommend the Deletion of the Post-baccalaureate Certificate in Bioethics; Referred by Curriculum Committee
    - i. Motion was introduced by Senator Dr. Gingrich
    - ii. Discussion ensued
    - iii. Motion passes 46-0-1
- IX. New Business:
  - a. None
- X. Announcements
  - a. Welcome to new senators, Dr. Wang, Dr. Young, and Dr. Santos.
- XI. Meeting Adjourned at 4:35 pm

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February 3, 2022

MINUTES  
2020-2021 Faculty Senate Meeting  
February 3, 2022  
Zoom Virtual Meeting

**Members present:**

Ali-Sha Alleman, Suzanne Ament, Alyssa Archer, Ian Barland, Roann Barris, David Beach, Denise Bernardini, Brad Bizzell, Bruce Brown, Jason Browning, Jay Caughron, Mike Chatham, Eric Choate, Matt Close, John Cook, Scott Dunn, Jeannine Everhart, Daniel Farhat, Jake Fox, Sandra French, I Ping Fu, Tim Fuhrer, Sarah Gilbert, Kurt Gingrich, Vernard Harrington, Rhett Herman, Katie Hilden, Sekyung Jang, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Stockton Maxwell, Diane Millar, Roby Page, George Philippi, Geoff Pollick, Daniel Reed, Tammy Robinson, Jennifer Ruhland, Carrie Sanders, Rachael Santos, Sandra Schneider, Susan Schoppelrey, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Shuhong Wang, Marjorie Young

**Members absent:** Paul Arco, Agida Manizade

- I. Meeting was called to order by President Dr. Katie Hilden
- II. Approval of Minutes
  - a. Minutes of the January 20, 2022, meeting of the Faculty Senate were approved as presented.
- III. President's Report: Interim President Dr. Carolyn Lepre
  - a. Spent much of the last week working with the Legislature.
  - b. N95 and KN95 masks will be available for faculty at both RU and RUC.
  - c. No mandate for vaccinations per the Attorney General's opinion. For some programs (health sciences) there may be requirements for students to be vaccinated. Those programs need to work with the University to comply with the State Administration.
  - d. We will work with faculty to accommodate any health concerns with teaching.
  - e. Spoken with Del. Davis, sponsor of HB 1226 on tenured faculty teaching 12 hours per week and have pressed on him the constraints this would have on higher education in general and Radford in specific.
  - f. Retention numbers are jumping up to 2019 level.
  - g. Reporting on all issues at the Board of Visitors meeting next week.
- IV. Provost's Report: Interim Provost Dr. Orion Rogers
  - a. Update on deans' searches in Artis and CVPA. Did receive 3 proposals on external search firms. Pres. Lepre has approved one firm, going through contracts. Search committee members identified.
  - b. Radford's Cybersecurity program will be redesignated as National Center for Academic Excellence by HHS and NSA.
  - c. Update on search for director of IEQI – position has been advertised in multiple places. Currently five applications. Interim Dean Art Carter chairing search. Sandra Baker will continue through end of February.



- d. Communicating with a possible interim SACS liaison.
- e. Planning for Quest 2022 continues. New partner in Office of NSFP Vicki Pitstick to work with incoming students. Provided updates for Quest at AALT. 9:45-10:30 department engagement and exploration, 10:30-12:00 college engagement and exploration – meeting with prospective students and their families.

V. Reports:

- a. Faculty Senate President’s Report: Dr. Katie Hilden
  - i. Welcome and thank you to David Beach for serving as Secretary.
  - ii. Welcome to Denise Bernardini who is the at-large senator from CVPA.
  - iii. Going forward, we will follow Roberts’ Rules of Order to report and record all votes.
  - iv. Vice Provost Tim Channell will report at upcoming meeting on filling faculty positions.
  - v. Next week will be the Board of Visitors meeting. Faculty Senate committee chairs will attend meetings as they can.
  - vi. Mid-semester grade policy motion will go into April Board of Visitors board meeting.
  - vii. Family leave policy motion that was approved in 2019 has not gone into T&R Handbook. This will be put forward in the April Board of Visitors board meeting.
  - viii. COACHE survey needs to go through IRB review. Tom Pierce, IRB Chair, has been integral in facilitation of finding solution to move into IRB for review. Sandy French will serve as PI.
  - ix. Log in to Curriculog prior to next meet to review new courses and programs that are
  - x. FSEC met with President-elect Danilowicz about shared governance. Uses metrics to drive decision-making and getting multiple perspectives to make decisions. Questions from Danilowicz: What excites us about the future of Radford? What opportunities do we see for the future for Radford.
  - xi. Legislative update sent from AAUP and Faculty Senate of Virginia. HB30 about 5% increased – question about how it will be funded, either by State or University? HB 1226 on tenured professors teaching 12 hours per week in in-person format. As updates come through, will let us know. Lisa Ghidatti, legislative liaison, will be at the next Senate meeting.
  - xii. Kurt Gingrich provided an update on Faculty Senate of Virginia: Krajnik and Gingrich sit on FSoV. FSoV monitors legislation effecting higher education. See attached report on legislative updates. Contact committee members or delegate to support or oppose. To find your legislator, go to [VirginiaGeneralAssembly.gov](http://VirginiaGeneralAssembly.gov).
- b. Committee Reports
  - i. Campus Environment
    - I. On schedule to meet with RUC members to address merger issues.
  - ii. Curriculum
    - I. Small but steady stream of curricular proposals coming through – review in Curriculog.
    - II. Review Motion 24 on Creative Media. Not housed in any existing college.
  - iii. Faculty Issues

- I. Reviewing draft of Course Minimums Policy and awaiting report of pilot test from last Fall and this Spring.
  - iv. Governance
    - I. Three motions are looking at in changing status in School of Nursing – representation of internal governance, academic pathways.
    - II. Gearing up for annual evaluation of deans.
  - v. Resource Allocation
    - I. Will be meeting with Chad Reed and interim CFO.
  
- VI. Old Business:
  - a. None
  
- VII. New Business:
  - a. 21-22.19: Motion to Delete the Minor in Asian Martial Arts
  - b. 21-22.20: Motion to Approve REAL Designation for Healthcare Administration
  - c. 21-22.21: Motion to Approve a New Minor in Applied History
  - d. 21-22.22: Motion to Approve REAL Designation for Applied History
  - e. 21-22.23: Motion to Approve a New Major in Creative Media
  - f. 21-22.24: Motion to Approve REAL Designation for Creative Media
  - g. 21-22.25: Motion to Revise T&R Handbook Language to Clarify Department-Level Assessment of Student Learning
  
- VIII. Announcements
  - a. None
  
- IX. Meeting Adjourned at 4:25pm

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February 17, 2022

MINUTES  
2020-2021 Faculty Senate Meeting  
February 17, 2022  
Zoom Virtual Meeting

**Members present:**

Ali-Sha Alleman, Suzanne Ament, Alyssa Archer, Ian Barland, Roann Barris, David Beach, Denise Bernardini, Brad Bizzell, Bruce Brown, Jason Browning, Jay Caughron, Mike Chatham, Eric Choate, Matt Close, John Cook, Scott Dunn, Jeannine Everhart, Daniel Farhat, Jake Fox, Sandra French, I Ping Fu, Tim Fuhrer, Sarah Gilbert, Kurt Gingrich, Vernard Harrington, Rhett Herman, Katie Hilden, Sekyung Jang, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Agida Manizade, Stockton Maxwell, Diane Millar, Roby Page, Arco Paul, George Philippi, Geoff Pollick, Daniel Reed, Tammy Robinson, Jennie Ruhland, Carrie Sanders, Rachael Santos, Sandra Schneider, Susan Schoppelrey, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Shuhong Wang, Marjorie Young

**Members absent:**

- I. Meeting was called to order by President Katie Hilden
- II. Approval of Minutes
  - a. Faculty Senate meeting minutes from February 3, 2022, were approved as presented.
- III. President's Report: Interim President Carolyn Lepre
  - a. Cedes time to Lisa Ghidotti.
- IV. Provost's Report: Interim Provost Orion Rogers
  - a. Dean's searches in Artis and CVPA. Partnering with Academic Search for the searches. Meeting 2/18 with CVPA Dean Search Committee, and 2/24 with Artis Dean Search Committee.
  - b. Dr. Lisa Allison-Jones at RUC will serve as Interim SACSCOC liaison from 3/1-4/30.
  - c. Search for director of Institutional Effectiveness and Quality Improvement – 11 applicants so far.
  - d. Received letter that RU Cybersecurity program has been designated as National Center for Academic Excellence by HHS and NSA through AY 2027
  - e. Dr. Chapman Rackaway, chair of Political Science, has started the process for Radford to become a voter friendly campus.
- V. Special Report: Lisa Ghidotti, Executive Director of Government Relations for Radford University
  - a. Website on government relations: <https://www.radford.edu/content/president-office/home/govt-relations.html>
  - b. Del. Glenn Davis is the new Education Committee chair in the House. Senator Louise Lucas is the Education and Health Committee chair in the Senate.
  - c. Gov. Northam's outgoing budget was generous for Radford. Radford has requested budget amendments of \$7.6M and additional funds to conduct planning for new RUC building.

- d. Current legislation: Bills of interest have been sent to the President's Office for review and feedback.
- e. HB 1226, patroned by Del. Glenn Davis, asks for a one-time productivity analysis conducted by SCHEV. Bill is advancing. Only halfway through the legislative process, so things might change. Don't know how Senate will receive it.
- f. Several bills advancing related to hazing, immunity provisions, withholding transcripts for debt collection.
- g. Gov. Youngkin created new position, Chief Transformation Officer, to investigate operating efficiencies.
- h. Gov. Youngkin has redirected chief of DEI to focus on opportunity instead of equity and to promote free speech in civic discourse.
- i. J-LARC (General Assembly's watchdog agency) conducted a higher education study 10 years ago and focused on academic productivity. It didn't find any correlation between course loads and productivity.

VI. Special Report: Dr. Tim Channell, Assistant Provost for Budget and Academic Operations

- a. Report on Faculty Position Criteria Working Group recommendations.
- b. Primary goal was to look at criteria to determine how positions could be replaced.
- c. This was a short-term process as potential positions open in the near future.
- d. Goals:
  - i. Complete a list of criteria that departments will use to make a case for the replacement of the position.
  - ii. Review potential formulas to quantify criteria.
  - iii. Provide recommendations to move the university toward a more transparent process in position replacement or realignment.
- e. Criteria Part 1: Basic directory information
- f. Criteria Part 2: How does position fulfill the following criteria: University Mission, program visibility, student demand, other labor demands.
- g. Developed some potential quantitative formulas.
- h. Developed recommendations.

Moved and seconded to extend time for 10 minutes. Motion passes 35-10-3

VII. Reports:

- a. Faculty Senate President's Report: Katie Hilden
  - i. In the interest of time, an email will be sent to Senators to include items about minor updates and mid-semester grades.
  - ii. Two open forums at RUC. Link will be sent to Senators. Feb 25 @ 3p and Mon Feb 28 @ 4p. Committee chairs and FSEC will be joining.
  - iii. COACHE survey starts this Monday and will be open through April 8. An email will be sent to all faculty. Survey will be available to all T&R full-time faculty.
  - iv. Report on Board of Visitors meeting. No action was taken on Motion 14. Re motion 15, the Rector offered to have FSEC and the Executive Council of BOV to meet twice a year at Board meetings. An MOU will be drawn up. Other board members are open to communication.

- v. Suggests adding to the MOU to ask for a representative from the Board visit Faculty Senate once a year, new Board members have orientation of shared governance, and new faculty members have orientation on BoV responsibilities.
- b. Committee Reports
  - i. Campus Environment
    - I. Met with RUC faculty the previous week and identified 4-6 areas of issues, some related to merger, some long-standing issues. Information passed on to FSEC.

Moved and seconded to extend time for 10 minutes. Motion fails 18-25-1

- ii. Curriculum
  - I. No report.
- iii. Faculty Issues
  - I. A motion in New Business today.
- iv. Governance
  - I. No report.
- v. Resource Allocation
  - I. Forwarded a list of questions to finance group.

VIII. Old Business:

- a. 21-22.19: Motion to Delete the Minor in Asian Martial Arts
  - i. Motion introduced by Senator Gingrich
  - ii. Discussion ensued
  - iii. Motion passes 42-2-1
- b. 21-22.20: Motion to Approve REAL Designation for Healthcare Administration
- c. 21-22.21: Motion to Approve a New Minor in Applied History
- d. 21-22.22: Motion to Approve REAL Designation for Applied History
- e. 21-22.23: Motion to Approve a New Major in Creative Media
- f. 21-22.24: Motion to Approve REAL Designation for Creative Media
- g. 21-22.25: Motion to Revise T&R Handbook Language to Clarify Department-Level Assessment of Student Learning

IX. New Business:

- a. 21-22.26: Motion to Approve a New Honors Minor in Scientific and Quantitative Reasoning
- b. 21-22.27: Motion to Approve REAL Designation for the Honors Minor in Scientific and Quantitative Reasoning
- c. 21-22.28: Motion to Approve a New Honors Minor in Humanistic and Artistic Expression
- d. 21-22.29: Motion to Approve REAL Designation for the Honors Minor in Humanistic and Artistic Expression
- e. 21-22.30: Motion to Approve a New Honors Minor in Cultural and Behavioral Analysis
- f. 21-22.31: Motion to Approve REAL Designation for the Honors Minor in Cultural and Behavioral Analysis
- g. 21-22.32: Motion to Approve a Proposal to Revise OURS 100

- h. 21-22.33: Motion to Approve a Proposal to Create a New Course, REAL 101
- i. 21-22.34: Motion to Approve REAL Designation for the Special Education Minor
- j. 21-22.35: Motion to Revise Emeritus Faculty Recommendations, Criteria, and Privileges

X. Announcements

- a. None

XI. Meeting Adjourned at 5:00pm

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March 3, 2022

MINUTES  
2020-2021 Faculty Senate Meeting  
March 3, 2022  
Zoom Virtual Meeting

**Members present:**

Ali-Sha Alleman, Suzanne Ament, Alyssa Archer, Ian Barland, Roann Barris, David Beach, Brad Bizzell, Bruce Brown, Jason Browning, Jay Caughron, Mike Chatham, Eric Choate, Matt Close, John Cook, Scott Dunn, Jeannine Everhart, Daniel Farhat (Eftila Janellari), Jake Fox, Sandra French, I-Ping Fu, Tim Fuhrer, Sarah Gilbert, Kurt Gingrich, Vernard Harrington, Rhett Herman (Shawn Huston), Katie Hilden, Sekyung Jang, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Agida Manizade, Stockton Maxwell, Diane Millar, Roby Page, Arco Paul, George Philippi, Geoff Pollick, Daniel Reed, Tammy Robinson, Carrie Sanders, Rachael Santos (Riane Bolin), Sandra Schneider, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Shuhong Wang

**Members absent:**

Denise Bernardini, Bruce Brown, I-Ping Fu, Vernard Harrington, Jennie Ruhland, Susan Schoppelrey, Marjorie Young

- I. Meeting was called to order by President Katie Hilden
- II. Approval of Minutes
  - a. Faculty Senate meeting minutes from February 17, 2022, were approved as presented.
- III. President's Report: Interim President Carolyn Lepre
  - a. No report.
- IV. Provost's Report: Interim Provost Orion Rogers
  - a. Radford partnering with Academic Search to conduct searches for deans of CVPA and ACSAT.
  - b. Dr. Lisa Allison-Jones named Interim SACSCOC Liaison.
  - c. Search in progress for the Director of Institutional Effectiveness and Quality Improvement.
  - d. Del. Sam Rasoul introduced House Joint Resolution No. 291 commending RUC on its 40<sup>th</sup> anniversary as a degree-granting institution.
  - e. Radford named 2022-23 Military Friendly School.
  - f. SCHEV approved proposal to reorganize the School of Dance and Theatre into two departments, the Department of Dance and the Department of Theatre and Cinema effective July 1.
  - g. Radford has been reclassified as a Doctoral/Professional University (D/PU) in the 2021 Carnegie Classification of Institutions of Higher Education.
- V. Special Report: Dr. Susan Trageser, Vice President of Student Life
  - a. Plexiglas shields at podiums in classrooms will remain in place for the semester.
  - b. KN95 masks available in various locations on campus.
  - c. Request forms for PPE remain on Facilities Management web site.

- d. If anyone needs workplace accommodations, these are, as always, available through HR.
- e. NRVHD has been looking at positivity rates in locations where masking is mandated and where masking is optional. The curves are the same.

VI. Special Report: Dr. Nicole Hendrix, Assistant Provost of Undergraduate Education

- a. Update on Undergraduate Education
  - i. REAL: 50+ aligned majors, 86 aligned minors, 613 designated courses
  - ii. Update on REAL Council Benchmarks and Criteria
- b. Academic Program Review and Enhancement (APRE) Progress Report
  - i. Began meeting Dec 6 with a review of charges and to elect a chair and secretary.
  - ii. A subcommittee was formed to identify criteria and develop a rubric for the evaluation process. A draft rubric was shared with the committee and two other rubrics were proposed.
  - iii. Approved recommendations:
    - I. Process will include minors and other credit-bearing programs.
    - II. A rubric will be developed for the APRE process.
    - III. Three criteria will be used to place programs on monitoring: SCHEV viability as measured by enrollment, degrees earned, assessment of student learning.
  - iv. Two options for further planning:
    - I. implement rubric and process with the 10 departments/schools (19 programs) up for program review)
    - II. Extend the pause on APRE to give all departments/schools an opportunity to consider the rubric and provide feedback on its utility.

VII. Reports:

- a. Faculty Senate President's Report: Katie Hilden
  - i. President Lepre has been working with Rector Archer on an MOU on avenues of communications between BoV and Senate.
  - ii. Possibility of holding a reception for retired faculty. Considering dates in later April.
  - iii. Faculty Senate will be meeting in person as of 3/24. Meeting will be held in Heth 043.
  - iv. COACHE Survey – encourage faculty to participate. We've spent \$27K on this survey, "an expensive conversation starter in absence of action." Will send a reminder to faculty to participate in the survey.
  - v. Two meetings at RUC in the past week. Thanks to the faculty who went to the meetings.
- b. Committee Reports
  - i. Campus Environment
    - I. Organizing a presentation on RUC.
  - ii. Curriculum
    - I. No report.
  - iii. Faculty Issues
    - I. A motion in Old Business today.
  - iv. Governance
    - I. Working on Deans' evaluation.



- v. Resource Allocation
  - I. Possible meeting with Finance Administrators on Mar 17.

VIII. Old Business:

- a. 21-22.20: Motion to Approve REAL Designation for Healthcare Administration  
Introduced by Senator Gingrich  
Approved by general consensus
- b. 21-22.21: Motion to Approve a New Minor in Applied History  
Introduced by Senator Gingrich  
Motion passes 41-1-1

Moved and seconded to extend time for 10 minutes. Motion fails 25-15-1

- c. 21-22.22: Motion to Approve REAL Designation for Applied History  
Introduced by Senator Gingrich  
Approved by general consensus
- d. 21-22.23: Motion to Approve a New Major in Creative Media
- e. 21-22.24: Motion to Approve REAL Designation for Creative Media
- f. 21-22.25: Motion to Revise T&R Handbook Language to Clarify Department-Level Assessment of Student Learning
- g. 21-22.26: Motion to Approve a New Honors Minor in Scientific and Quantitative Reasoning
- h. 21-22.27: Motion to Approve REAL Designation for the Honors Minor in Scientific and Quantitative Reasoning
- i. 21-22.28: Motion to Approve a New Honors Minor in Humanistic and Artistic Expression
- j. 21-22.29: Motion to Approve REAL Designation for the Honors Minor in Humanistic and Artistic Expression
- k. 21-22.30: Motion to Approve a New Honors Minor in Cultural and Behavioral Analysis
- l. 21-22.31: Motion to Approve REAL Designation for the Honors Minor in Cultural and Behavioral Analysis
- m. 21-22.32: Motion to Approve a Proposal to Revise OURS 100
- n. 21-22.33: Motion to Approve a Proposal to Create a New Course, REAL 101
- o. 21-22.34: Motion to Approve REAL Designation for the Special Education Minor
- p. 21-22.35: Motion to Revise Emeritus Faculty Recommendations, Criteria, and Privileges

IX. New Business:

- a. 21-22.36: Motion to Approve a New Minor in Social Justice
- b. 21-22.37: Motion to Approve REAL Designation for the Social Justice Minor
- c. 21-22.38: Motion to Approve a New Minor in Wicked Problems
- d. 21-22.39: Motion to Approve REAL Designation for the Wicked Problems Minor
- e. 21-22.40: Motion to Approve a New Minor in Esports Services
- f. 21-22.41: Motion to Approve REAL Designation for the Esports Services Minor
- g. 21-22.42: Motion to Approve a New Minor in Legal Studies
- h. 21-22.43: Motion to Approve REAL Designation for the Legal Studies Minor

- i. 21-22.44: Motion to Approve a New Minor in Mathematics and Science for Professional Educators
  - j. 21-22.45: Motion to Approve REAL Designation for the Mathematics and Science for Professional Educator Minor
  - k. 21-22.46: Motion to Approve a New Minor in Museum Studies
  - l. 21-22.47: Motion to Approve REAL Designation for the Museum Studies Minor
  - m. 21-22.48: Motion to Approve REAL Designation for the Business Administration Minor
  - n. 21-22.49: Motion to Approve REAL Designation for the Crime Analysis Minor
  - o. 21-22.50: Motion to Approve REAL Designation for the Health and Aging Minor
  - p. 21-22.51: Motion to Approve REAL Designation for the Major in Interdisciplinary Studies: Special Education General and Adapted Curriculum
  - q. 21-22.52: Motion to Approve REAL Designation for the Spanish Minor
- X. Announcements
- a. All departments have received assessment for Sustainability Inclusive courses and other research activities. Please ensure these are completed by March 11.
- XI. Meeting Adjourned at 4:51pm

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March 24, 2022

MINUTES  
2020-2021 Faculty Senate Meeting  
March 24, 2022  
Heth 043

**Members present:**

Ali-Sha Alleman, Suzanne Ament (Allison Wisecup), Alyssa Archer, Ian Barland, Roann Barris, David Beach, Jason Browning, Jay Caughron, Mike Chatham, Eric Choate, Matt Close, Scott Dunn (West Bowers), Jeannine Everhart, Daniel Farhat, Jake Fox, Sandra French, I Ping Fu, Tim Fuhrer, Sarah Gilbert, Kurt Gingrich, Vernard Harrington, Rhett Herman, Katie Hilden, Sekyung Jang, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Diane Millar, Roby Page, Arco Paul, George Philippi, Geoff Pollick, Tammy Robinson, Jennie Ruhland, Carrie Sanders, Sandra Schneider, Susan Schoppelrey, Ryan Sincavage, Judy Smith (Brian Buccolo), Maneesh Thakkar, Marjorie Young

**Members absent:** Denise Bernardini, Brad Bizzell, Bruce Brown, John Cook, Tim Fuhrer, Agida Manizade, Stockton Maxwell, Daniel Reed, Rachael Santos, Cheri Triplett, Shuhong Wang,

- I. Meeting was called to order by President Katie Hilden
- II. Approval of Minutes
  - a. Faculty Senate meeting minutes from March 3, 2022, were approved as amended.
- III. Provost's Report: Interim Provost Dr. Orion Rogers
  - a. Update on Deans Searches in the ACSAT and CVPA
  - b. Search in progress for the Director of Institutional Effectiveness and Quality Improvement
  - c. Faculty Professional Development Leave for 2022-23 granted to Dr. Joyce Caughron (ACSAT), Dr. Laura Gruss (ACSAT), Dr. Andrea Stanaland (DCOBE), Dr. Kristin Morrison (CEHD), Dr. Riane Bolin (CHBS), Dr. Joshua Carroll (CEHD)
  - d. Radford is ranked #46 overall by Online MBA Coach
  - e. Academic Affairs Suite on Second Floor of Martin Hall
- IV. Reports:
  - a. Faculty Senate President's Report: Dr. Katie Hilden
    - i. Reporting for the Interim President:
      - I. On the Road Events and Highlander Days back in person. So far, 307 students have been hosted.
      - II. All lines that were vacated because of last year's FERP will be eliminated.
      - III. Discussions of future FERPs are underway. Depends on many factors (tuition, enrollment, General Assembly funding). If another FERP happens, faculty would retire in December.
      - IV. Finishing the Salary Equity Study. A full briefing at the 4/21 meeting.
    - ii. FSEC notes on two faculty forums at RUC have been shared with senators and will be shared with AALT and Chairs.

- iii. Final Board of Visitors meeting will be held April 28-29. President-elect Danilowicz will attend.
      - iv. President-elect Danilowicz will visit RUC on April 27. An informal meeting with faculty is scheduled prior to the April 28 Faculty Senate meeting.
      - v. Tentative date for a reception for recently retired faculty: April 20.
    - b. Committee Reports
      - i. Campus Environment
        - I. No report.
      - ii. Curriculum
        - I. No report.
      - iii. Faculty Issues
        - I. No report.
      - iv. Governance
        - I. Deans' Evaluation Survey begins Monday, March 28 and will be open for a week.
      - v. Resource Allocation
        - I. Continue to pursue meeting with Finance Administrators
- V. Old Business:
- a. 21-22.23: Motion to Approve a New Major in Creative Media  
Introduced by Dr. West Bowers, substituting for Senator Dunn  
Motion passes 28-11.
  - b. 21-22.24: Motion to Approve REAL Designation for Creative Media  
Motion passes by consensus.
  - c. 21-22.25: Motion to Revise T&R Handbook Language to Clarify Department-Level Assessment of Student Learning  
Introduced by Senator Gingrich  
Motion to amend language seconded and passes by voice vote.  
Motion as amended passes by voice vote.
  - d. 21-22.26: Motion to Approve a New Honors Minor in Scientific and Quantitative Reasoning  
Introduced by Dr. Niels Christensen, director of the Honors College  
Motion passes by voice vote.
  - e. 21-22.27: Motion to Approve REAL Designation for the Honors Minor in Scientific and Quantitative Reasoning  
Motion passes by consensus.
  - f. 21-22.28: Motion to Approve a New Honors Minor in Humanistic and Artistic Expression  
Introduced by Senator Gingrich  
Motion passes by voice vote.
  - g. 21-22.29: Motion to Approve REAL Designation for the Honors Minor in Humanistic and Artistic Expression

Motion passes by consensus.

- h. 21-22.30: Motion to Approve a New Honors Minor in Cultural and Behavioral Analysis Introduced by Senator Gingrich  
Motion passes by voice vote.
  - i. 21-22.31: Motion to Approve REAL Designation for the Honors Minor in Cultural and Behavioral Analysis  
Motion passes by consensus.
  - j. 21-22.32: Motion to Approve a Proposal to Revise OURS 100  
Introduced by Senator Gingrich  
Motion passes by voice vote.
  - r. Moved and seconded to extend time to 5:05pm. Motion fails 21-17-3.
  - k. 21-22.33: Motion to Approve a Proposal to Create a New Course, REAL 101
  - l. 21-22.34: Motion to Approve REAL Designation for the Special Education Minor
  - m. 21-22.35: Motion to Revise Emeritus Faculty Recommendations, Criteria, and Privileges
  - n. 21-22.36: Motion to Approve a New Minor in Social Justice
  - o. 21-22.37: Motion to Approve REAL Designation for the Social Justice Minor
  - p. 21-22.38: Motion to Approve a New Minor in Wicked Problems
  - q. 21-22.39: Motion to Approve REAL Designation for the Wicked Problems Minor
  - r. 21-22.40: Motion to Approve a New Minor in Esports Services
  - s. 21-22.41: Motion to Approve REAL Designation for the Esports Services Minor
  - t. 21-22.42: Motion to Approve a New Minor in Legal Studies
  - u. 21-22.43: Motion to Approve REAL Designation for the Legal Studies Minor
  - v. 21-22.44: Motion to Approve a New Minor in Mathematics and Science for Professional Educators
  - w. 21-22.45: Motion to Approve REAL Designation for the Mathematics and Science for Professional Educator Minor
  - x. 21-22.46: Motion to Approve a New Minor in Museum Studies
  - y. 21-22.47: Motion to Approve REAL Designation for the Museum Studies Minor
  - z. 21-22.48: Motion to Approve REAL Designation for the Business Administration Minor
  - aa. 21-22.49: Motion to Approve REAL Designation for the Crime Analysis Minor
  - bb. 21-22.50: Motion to Approve REAL Designation for the Health and Aging Minor
  - cc. 21-22.51: Motion to Approve REAL Designation for the Major in Interdisciplinary Studies: Special Education General and Adapted Curriculum
  - dd. 21-22.52: Motion to Approve REAL Designation for the Spanish Minor
- VI. New Business:
- a. 21-22.53: Motion to Change the Name of the College of Graduate Studies and Research to the College of Graduate and Professional Studies
  - b. 21-22.54: Motion to Recommend the Deletion of the Surgical Technology Program
  - c. 21-22.55: Motion to Add Language to the Undergraduate Catalog on Cross-Listing Courses with REAL Designations
  - d. 21-22.56: Motion to Revise RARE 400, RARE 410, and RARE 420
  - e. 21-22.57: Motion to Revise UNIV 100 and UNIV 150

- f. 21-22.58: Motion to Approve REAL Designation for the Forensic Studies Interdisciplinary Minor
  - g. 21-22.59: Motion to Approve REAL Designation for the Deaf and Hard of Hearing Track of the Interdisciplinary Studies Major
  - h. 21-22.60: Motion to Approve REAL Designation for the Leadership and Military Science Minor
  - i. 21-22.61: Motion to Add Language to the Undergraduate Catalog on Limiting Cross-Crediting for Minors
  - j. 21-22.62: Motion to Revise T&R Handbook Language to Clarify the Use of FARs and Minority Reports in the Tenure and Promotion Process
  - s.
- VII. Announcements
- VIII. Meeting adjourned at 4:50pm.

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April 7, 2022

MINUTES  
2020-2021 Faculty Senate Meeting  
April 7, 2022  
Zoom

**Members present:**

Ali-Sha Alleman, Suzanne Ament, Alyssa Archer, Ian Barland, Roann Barris, David Beach, Denise Bernardini, Brad Bizzell, Jason Browning, Jay Caughron, Mike Chatham, Eric Choate, Matt Close, John Cook, Jeannine Everhart, Daniel Farhat, Jake Fox, Sandra French, I-Ping Fu, Tim Fuhrer, Sarah Gilbert, Kurt Gingrich, Vernard Harrington, Rhett Herman, Katie Hilden, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Agida Manizade, Stockton Maxwell, Diane Millar, Roby Page, Arco Paul, Geoff Pollick, Daniel Reed, Tammy Robinson, Jennie Ruhland, Carrie Sanders, Rachael Santos, Susan Schoppelrey, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Shuhong Wang, Marjorie Young

**Members absent:** Bruce Brown, Scott Dunn, Sekyung Jang, George Philippi, Sandra Schneider

- I. Meeting was called to order by President Katie Hilden
- II. Approval of Minutes
  - a. Faculty Senate meeting minutes from March 24, 2022, were approved.
- III. President's Report: Interim President Dr. Carolyn Lepre
  - a. Continues to be optimistic on the budget. The General Assembly is debating the final budget.
  - b. Ahead in deposits for RUC and transfer students as of this time last year. Behind in deposits about 3% for Main Campus as of Spring 2019 (pre-pandemic). Trending is up on completed applications.
- IV. Provost's Report: Interim Provost Dr. Orion Rogers
  - a. Update on Deans Searches in the ACSAT and CVPA.
  - b. Proposal from an external search firm under review for the Director of Institutional Effectiveness and Quality Improvement
  - c. SACSCOC reaffirmation process proceeding. Report should be submitted to SACSCOC on September 1, 2022.
  - d. QEP general concept is diversity, equity, and inclusion with the focus on closing academic performance equity gaps for minoritized students in required 100- and 200-level courses in each major. Name of the QEP is Realizing Inclusive Student Excellent (RISE), and the tagline is Highlanders RISE Together.
  - e. Proposed moves for OURS from 111-115 Whitt to 118-126 White and moving Citizen Leader into former OURS space under review.
- V. Reports:
  - a. Faculty Senate President's Report: Dr. Katie Hilden
    - i. Campus-wide Retention Retreat on April 22 sponsored by Office of Student Success.

- ii. Faculty Senate seats up for election this year. Deans have been informed of open seats. The Governance Committee decided there will be no reallocations of seats for the next Senate term. Both President Hilden and Vice President Harrington will not be seeking reelection. New Senate will meet on April 28 at the end of the regular meeting to elect the FSEC for 2022-23.
    - iii. Remind colleagues on importance in participating in COACHE. Ends on Monday morning.
  - b. Committee Reports
    - i. Campus Environment
      - I. No report.
    - ii. Curriculum
      - I. No report.
    - iii. Faculty Issues
      - I. No report.
    - iv. Governance
      - I. Deans' Evaluation Survey concluded this past Monday. Evaluation letters will go to Deans and the Provost on April 18.
    - v. Resource Allocation
      - I. No report.

VI. Old Business:

- a. 21-22.33: Motion to Approve a Proposal to Create a New Course, REAL 101  
Motion introduced by Dr. Nicole Hendrix, Asst. Provost for Undergraduate Education.  
Motion passes 21-20-3.
- b. 21-22.34: Motion to Approve REAL Designation for the Special Education Minor  
Motion introduced by Senator Gingrich.  
Motion passes by consensus.
- c. 21-22.35: Motion to Revise Emeritus Faculty Recommendations, Criteria, and Privileges  
Motion introduced by Senator Beach  
Motion to amend language passes 40-2.
- t. Motion to extend time to 5:00pm. Motion passes 31-12.
- u. ....
- v. .... Motion to amend language passes 41-1-2.  
Motion passes 42-2.
- d. 21-22.36: Motion to Approve a New Minor in Social Justice  
Motion introduced by Senator Gingrich.  
Motion passes 37-1-3.

Motion to extend time to 5:10pm. Motion failed 18-23.

- e. 21-22.37: Motion to Approve REAL Designation for the Social Justice Minor
- f. 21-22.38: Motion to Approve a New Minor in Wicked Problems
- g. 21-22.39: Motion to Approve REAL Designation for the Wicked Problems Minor
- h. 21-22.40: Motion to Approve a New Minor in Esports Services



- i. 21-22.41: Motion to Approve REAL Designation for the Esports Services Minor
- j. 21-22.42: Motion to Approve a New Minor in Legal Studies
- k. 21-22.43: Motion to Approve REAL Designation for the Legal Studies Minor
- l. 21-22.44: Motion to Approve a New Minor in Mathematics and Science for Professional Educators
- m. 21-22.45: Motion to Approve REAL Designation for the Mathematics and Science for Professional Educator Minor
- n. 21-22.46: Motion to Approve a New Minor in Museum Studies
- o. 21-22.47: Motion to Approve REAL Designation for the Museum Studies Minor
- p. 21-22.48: Motion to Approve REAL Designation for the Business Administration Minor
- q. 21-22.49: Motion to Approve REAL Designation for the Crime Analysis Minor
- r. 21-22.50: Motion to Approve REAL Designation for the Health and Aging Minor
- s. 21-22.51: Motion to Approve REAL Designation for the Major in Interdisciplinary Studies: Special Education General and Adapted Curriculum
- t. 21-22.52: Motion to Approve REAL Designation for the Spanish Minor
- u. 21-22.53: Motion to Change the Name of the College of Graduate Studies and Research to the College of Graduate and Professional Studies
- v. 21-22.54: Motion to Recommend the Deletion of the Surgical Technology Program
- w. 21-22.55: Motion to Add Language to the Undergraduate Catalog on Cross-Listing Courses with REAL Designations
- x. 21-22.56: Motion to Revise RARE 400, RARE 410, and RARE 420
- y. 21-22.57: Motion to Revise UNIV 100 and UNIV 150
- z. 21-22.58: Motion to Approve REAL Designation for the Forensic Studies Interdisciplinary Minor
- aa. 21-22.59: Motion to Approve REAL Designation for the Deaf and Hard of Hearing Track of the Interdisciplinary Studies Major
- bb. 21-22.60: Motion to Approve REAL Designation for the Leadership and Military Science Minor
- cc. 21-22.61: Motion to Add Language to the Undergraduate Catalog on Limiting Cross-Crediting for Minors
- dd. 21-22.62: Motion to Revise T&R Handbook Language to Clarify the Use of FARs and Minority Reports in the Tenure and Promotion Process

VII. New Business:

- a. 21-22.63: Motion to Change Delivery Modality of the BSN to DNP Program
- b. 21-22.64: Motion to Approve the Graduate Education Certificate Program in Special Education, Adapted Curriculum
- c. 21-22.65: Motion to Approve the Graduate Education Certificate Program in Special Education, Deaf and Hard of Hearing
- d. 21-22.66: Motion to Approve the Graduate Education Certificate Program in Special Education, Visual Impairment
- e. 21-22.67: Motion to Approve the Graduate Education Certificate Program in Special Education, Early Childhood
- f. 21-22.68: Motion to Approve the Graduate Education Certificate Program in Special Education, General Curriculum
- g. 21-22.69: Motion to Change the Course Repeat Policy
- h. 21-22.70: Motion to Change the Course Withdrawal Policy

i. 21-22.71: Motion to Change the University Suspension Policy

w.

VIII. Announcements

IX. Meeting adjourned at 5:00pm.

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April 21, 2022

MINUTES  
2020-2021 Faculty Senate Meeting  
April 21, 2022  
Zoom

**Members present:**

Ali-Sha Alleman, Suzanne Ament, Alyssa Archer, Ian Barland, Roann Barris, David Beach, Denise Bernardini, Brad Bizzell, Jason Browning, Jay Caughron, Mike Chatham, Eric Choate, Matt Close, Scott Dunn, Jeannine Everhart, Daniel Farhat, Jake Fox, Sandra French (Zehui Dai), I-Ping Fu, Tim Fuhrer, Sarah Gilbert, Kurt Gingrich, Vernard Harrington, Rhett Herman, Katie Hilden, Sekyung Jang, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Agida Manizade, Stockton Maxwell, Diane Millar, Roby Page, George Philippi, Geoff Pollick, Daniel Reed, Tammy Robinson, Jennie Ruhland, Carrie Sanders, Rachael Santos, Susan Schoppelrey, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Shuhong Wang, Marjorie Young

**Members absent:** Bruce Brown, John Cook, Arco Paul, Sandra Schneider

- I. Meeting was called to order by President Katie Hilden
- II. Approval of Minutes
  - a. Faculty Senate meeting minutes from April 7, 2022, were approved.
- III. President's Report: Interim President Dr. Carolyn Lepre
  - a. Interim Vice President for Finance and Administration Stephanie Jennelle's presentation on Compensation Report
    - i. Focused on full-time T&R Faculty
    - ii. For 9 month and 10 month faculty, those salaries were annualized to 12 months
    - iii. Examined workload. Research and service were not factored in this analysis
    - iv. Consulting firm performed a regression analysis of salaries with multiple variables: gender, combination of rank/tenure, department, campus affiliation (RU Main or RUC), highest degree, years of service
    - v. Brief conclusion from attorney's perspective: no overall systemic legal issues, no outliers that would cause legal concern.
    - vi. Developing a compensation plan would help guide the University in the future so we're operating consistently, probably working with an outside firm.
    - vii. Consulting firm identified areas to examine related to campus distinction (RU vs RUC).
  - b. Making sure we're doing a thorough analysis of compensation
    - i. Continue to do an internal analysis.
    - ii. No gender discrepancies were found.
    - iii. Equity issues identified were all related to campus distinctions.
    - iv. Some salaries higher at RUC and some higher at Main Campus.
    - v. Internal analysis: Identified 13 faculty over 3 departments who need their salaries adjusted
    - vi. Need to address equity before the next fiscal year.

- IV. Provost's Report: Interim Provost Dr. Orion Rogers
  - a. Update on Deans Searches in the ACSAT and CVPA. Tentatively planning for finalists to visit campus the week of May 9 with the goal of new deans starting on July 1, 2022.
  - b. Summit Search Solutions will be the search firm for the Director of Institutional Effectiveness and Quality Improvement. Dr. Nicole Hendrix will serve as the chair of the search committee.
  - c. SACSCOC reaffirmation process proceeding. Report should be submitted to SACSCOC on September 1, 2022.
  - d. The Ad Hoc Committee on Adjunct Compensation has submitted its report, and the report has been shared with President Lepre. The financial implications of the recommendations are being explored.
  - e. Academic Affairs Personnel Transitions
    - i. Dr. Riane Bolin will serve as Chair of the Department of Criminal Justice
    - ii. Dr. Wayne Gallops will serve as Chair of the Department of Music
    - iii. Dr. Justin Anderson, Chair of Department of Biology, has announced his plans to resign and accept a chair position at another university.
    - iv. Dr. Christine Small has agreed to serve as Interim Chair of the Department of Biology.
    - v. Dr. Johnnie Sue Wijewardane has announced her resignation as Dean of the School of Nursing.
    - vi. Dr. Wendy Downey has agreed to serve as Interim Dean of the School of Nursing effective May 10, 2022.
    - vii. Alvin Overstreet, Director of Academic Support Services at RUC, has announced his retirement effective May 13, 2022. Options are being explored to name an Interim Director of Academic Support Services at RUC effective May 13, 2022.
  
- V. Reports:
  - a. Faculty Senate President's Report: Dr. Katie Hilden
    - i. FSEC asked to name a senator to serve on the CFO search.
    - ii. President-elect Danilowicz will be available at RUC on April 27 from 1:30 to 2:30 in the Board Room and at RU Main Campus on April 28 from 3:00 to 4:00 in the Artis Atrium.
    - iii. Committee chairs should submit a continuity report by the end of the semester.
  - b. Committee Reports
    - i. Campus Environment
      - I. No report.
    - ii. Curriculum
      - I. No report.
    - iii. Faculty Issues
      - I. No report.
    - iv. Governance
      - I. Deans' Evaluation Survey have been completed.
    - v. Resource Allocation
      - I. No report.

VI. Old Business:

Motion to Suspend the Rules to introduce Motion 21-22.74 into Old Business and vote. Seconded.  
Motion passes 41-1-2

- a. 21-22.37: Motion to Approve REAL Designation for the Social Justice Minor  
Motion passes by consensus.
- b. 21-22.38: Motion to Approve a New Minor in Wicked Problems  
Motion introduced by Senator Gingrich  
Motion passes 36-8-1

Motion to Suspend the Rules to accelerate Motion 21-22.54, which requires approval by the Board of Visitors, in order for a vote; to introduce Motion 21-22.73 to combine Motions 21-22.64 through Motions 21-22.68, all of which need SCHEV approval, into one motion; to introduce Motion 21-22.72 to collapse 13 REAL Designation motions into one motion. Seconded. Motion passes 44-0-0.

- c. 21-22.39: Motion to Approve REAL Designation for the Wicked Problems Minor  
Combined into Motion 21-22.72  
Motion 21-22.72 passes 41-1-1
- d. 21-22.40: Motion to Approve a New Minor in Esports Services  
Motion introduced by Senator Gingrich  
Motion passes 40-4-1
- e. 21-22.41: Motion to Approve REAL Designation for the Esports Services Minor  
Combined into Motion 21-22.72  
Motion 21-22.72 passes 41-1-1
- f. 21-22.42: Motion to Approve a New Minor in Legal Studies  
Motion introduced by Senator Gingrich  
Motion passes 40-4-0
- g. 21-22.43: Motion to Approve REAL Designation for the Legal Studies Minor  
Combined into Motion 21-22.72  
Motion 21-22.72 passes 41-1-1
- h. 21-22.44: Motion to Approve a New Minor in Mathematics and Science for Professional Educators  
Motion introduced by Senator Gingrich  
Motion passes 44-0-0
- i. 21-22.45: Motion to Approve REAL Designation for the Mathematics and Science for Professional Educator Minor  
Combined into Motion 21-22.72  
Motion 21-22.72 passes 41-1-1

- j. 21-22.46: Motion to Approve a New Minor in Museum Studies  
Motion introduced by Senator Gingrich  
Motion passes 45-0-0
- k. 21-22.47: Motion to Approve REAL Designation for the Museum Studies Minor  
Combined into Motion 21-22.72  
Motion 21-22.72 passes 41-1-1
- l. 21-22.48: Motion to Approve REAL Designation for the Business Administration Minor  
Combined into Motion 21-22.72  
Motion 21-22.72 passes 41-1-1
- m. 21-22.49: Motion to Approve REAL Designation for the Crime Analysis Minor  
Combined into Motion 21-22.72  
Motion 21-22.72 passes 41-1-1
- n. 21-22.50: Motion to Approve REAL Designation for the Health and Aging Minor  
Combined into Motion 21-22.72  
Motion 21-22.72 passes 41-1-1
- o. 21-22.51: Motion to Approve REAL Designation for the Major in Interdisciplinary  
Studies: Special Education General and Adapted Curriculum  
Combined into Motion 21-22.72  
Motion 21-22.72 passes 41-1-1
- p. 21-22.52: Motion to Approve REAL Designation for the Spanish Minor  
Combined into Motion 21-22.72  
Motion 21-22.72 passes 41-1-1
- q. 21-22.53: Motion to Change the Name of the College of Graduate Studies and Research  
to the College of Graduate and Professional Studies  
Motion introduced by Senator Gingrich  
Motion to amend to College of Graduate Studies. Seconded. Motion passes 36-5-4.  
Motion passes 37-4-3

Motion to extend time to 5:00pm. Seconded. Motion passes 34-11-0.

- r. 21-22.54: Motion to Recommend the Deletion of the Surgical Technology Program  
Motion introduced by Senator Gingrich  
Motion passes 45-0-0
- s. 21-22.55: Motion to Add Language to the Undergraduate Catalog on Cross-Listing  
Courses with REAL Designations  
Motion introduced by Senator Gingrich  
Motion passes 41-0-2

- t. 21-22.56: Motion to Revise RARE 400, RARE 410, and RARE 420  
Motion introduced by Senator Gingrich  
Motion passes 41-0-1
- u. 21-22.57: Motion to Revise UNIV 100 and UNIV 150  
Motion introduced by Senator Gingrich  
Motion passes 41-1-1
- v. 21-22.58: Motion to Approve REAL Designation for the Forensic Studies Interdisciplinary Minor  
Combined into Motion 21-22.72  
Motion 21-22.72 passes 41-1-1
- w. 21-22.59: Motion to Approve REAL Designation for the Deaf and Hard of Hearing Track of the Interdisciplinary Studies Major  
Combined into Motion 21-22.72  
Motion 21-22.72 passes 41-1-1
- x. 21-22.60: Motion to Approve REAL Designation for the Leadership and Military Science Minor  
Combined into Motion 21-22.72  
Motion 21-22.72 passes 41-1-1
- y. 21-22.61: Motion to Add Language to the Undergraduate Catalog on Limiting Cross-Crediting for Minors  
Motion introduced by Senator Gingrich  
Motion passes 38-2-0
- z. 21-22.62: Motion to Revise T&R Handbook Language to Clarify the Use of FARs and Minority Reports in the Tenure and Promotion Process
- aa. 21-22.63: Motion to Change Delivery Modality of the BSN to DNP Program
- bb. 21-22.64: Motion to Approve the Graduate Education Certificate Program in Special Education, Adapted Curriculum  
Combined into Motion 21-22.73  
Motion 21-22.73 passes 45-0-0
- cc. 21-22.65: Motion to Approve the Graduate Education Certificate Program in Special Education, Deaf and Hard of Hearing  
Combined into Motion 21-22.73  
Motion 21-22.73 passes 45-0-0
- dd. 21-22.66: Motion to Approve the Graduate Education Certificate Program in Special Education, Visual Impairment  
Combined into Motion 21-22.73  
Motion 21-22.73 passes 45-0-0

- ee. 21-22.67: Motion to Approve the Graduate Education Certificate Program in Special Education, Early Childhood  
Combined into Motion 21-22.73  
Motion 21-22.73 passes 45-0-0
- ff. 21-22.68: Motion to Approve the Graduate Education Certificate Program in Special Education, General Curriculum  
Combined into Motion 21-22.73  
Motion 21-22.73 passes 45-0-0
- gg. 21-22.69: Motion to Change the Course Repeat Policy
- hh. 21-22.70: Motion to Change the Course Withdrawal Policy
- ii. 21-22.71: Motion to Change the University Suspension Policy

VII. New Business:

- a. 21-22.72: Motion to Recommend Approval of REAL Alignments  
Motion introduced by Senator Gingrich  
Motion passes 41-1-1
- b. 21-22.73: Motion to Approve the Graduate Education Certificate Programs in Special Education  
Motion introduced by Senator Gingrich  
Motion passes 45-0-0
- c. 21-22.74: Resolution to Honor Interim President Carolyn Ringer Lepre  
Motion passes 44-1-1
- d. 21-22.75: Motion to Approve a New Minor in Photography
- e. 21-22.76: Motion to Approve a New Minor in Recreation, Parks, and Tourism
- f. 21-22.77: Motion to Approve REAL Designation for the Recreation, Parks, and Tourism Minor
- g. 21-22.78: Motion to Approve the M.S. Degree Program in School Counseling
- h. 21-22.79: Motion to Approve the B.M. Degree Program in Music Education
- i. 21-22.80: Motion to Approve the Graduate Certificate Program in Music Therapy
- j. \*21-22.81: Motion to Support the Recommendation of the *ad hoc* Committee on Adjunct Compensation
- k. 21-22.82: Motion to Change the Policy for Approving Credit Hour Overloads

VIII. Announcements

- IX. Meeting adjourned at 5:00pm.

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April 28, 2022

MINUTES  
2020-2021 Faculty Senate Meeting  
April 28, 2022  
Zoom

**Members present:**

Ali-Sha Alleman, Suzanne Ament, Alyssa Archer, Ian Barland, David Beach, Denise Bernardini, Brad Bizzell, Jason Browning, Jay Caughron, Mike Chatham, Eric Choate, Matt Close, John Cook, Scott Dunn, Jeannine Everhart, Daniel Farhat, Jake Fox, Sandra French (Zehui Dai), Tim Fuhrer, Sarah Gilbert, Kurt Gingrich, Vernard Harrington, Rhett Herman, Katie Hilden, Sekyung Jang, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Stockton Maxwell, Diane Millar, Roby Page, Arco Paul, Geoff Pollick, Daniel Reed, Tammy Robinson, Jennie Ruhland, Carrie Sanders, Rachael Santos, Susan Schoppelrey, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Shuhong Wang, Marjorie Young

**Members absent:** Roann Barris, Bruce Brown, I-Ping Fu, Agida Manizade, George Philippi, Sandra Schneider

- I. Meeting was called to order by Vice President Vernard Harrington
- II. Approval of Minutes
  - a. Faculty Senate meeting minutes from April 21, 2022, were approved as amended.
- III. President's Report: Interim President Dr. Carolyn Lepre
  - a. Thanks to all for the care and attention to faculty health. Felt support and collegiality to work alongside.
- IV. Provost's Report: Interim Provost Dr. Orion Rogers
  - a. Four handbook revisions were passed by Academic Excellence Committee and will go to Board of Visitors tomorrow.
  - b. Thanks to all for the work to advance academic affairs.
- V. Reports:
  - a. Faculty Senate President's Report: Dr. Katie Hilden
    - i. Presentation of resolution to Interim President Carolyn Ringer Lepre.
  - b. Committee Reports
    - i. Campus Environment
      - I. No report.
    - ii. Curriculum
      - I. No report.
    - iii. Faculty Issues
      - I. No report.
    - iv. Governance
      - I. No report.
    - v. Resource Allocation
      - I. No report.

VI. Old Business:

Motion to Suspend the Rules to take motions out of order. Seconded. Motion passes 37-0-0

- a) 21-22.63: Motion to Change Delivery Modality of the BSN to DNP Program  
Motion introduced by Senator Gingrich  
Motion passes 40-0-1
- b) 21-22.69: Motion to Change the Course Repeat Policy  
Motion introduced by Senator Gingrich  
Motion passes 37-3-1
- c) \*21-22.70: Motion to Change the Course Withdrawal Policy  
Motion introduced by Senator Gingrich  
Motion passes 38-2-2
- d) 21-22.71: Motion to Change the University Suspension Policy  
Motion introduced by Senator Gingrich  
Motion passes 42-1-0
- e) 21-22.75: Motion to Approve a New Minor in Photography  
Motion introduced by Senator Gingrich  
Motion passes 41-1-1
- f) 21-22.76: Motion to Approve a New Minor in Recreation, Parks, and Tourism  
Motion introduced by Senator Gingrich  
Motion passes 42-2-1
- g) 21-22.77: Motion to Approve REAL Designation for the Recreation, Parks, and Tourism Minor  
Motion introduced by Senator Gingrich  
Motion passes by consensus
- h) 21-22.78: Motion to Approve the M.S. Degree Program in School Counseling  
Motion introduced by Senator Gingrich  
Motion passes 41-0-0
- i) 21-22.79: Motion to Approve the B.M. Degree Program in Music Education  
Motion introduced by Senator Gingrich  
Motion passes 42-0-1
- j) 21-22.80: Motion to Approve the Graduate Certificate Program in Music Therapy  
Motion introduced by Senator Gingrich  
Motion passes 40-1-1

- k) \*21-22.81: Motion to Support the Recommendation of the *ad hoc* Committee on Adjunct Compensation

Motion introduced by Senator Beach

Motion passes 41-0-1

- l) 21-22.82: Motion to Change the Policy for Approving Credit Hour Overloads

Motion introduced by Senator Gingrich

Motion passes 40-0-1

Motion to extend time to 5:00pm. Seconded. Passes 34-7-0

- m) 21-22.62: Motion to Revise T&R Handbook Language to Clarify the Use of FARs and Minority Reports in the Tenure and Promotion Process

Motion introduced by Senator Harrington.

Motion tabled.

**ANNOUNCEMENTS:**

- Many thanks to Vernard Harrington for serving as Vice President for several years and congratulations on his retirement.
- Special thanks to Roann Barris and Suzanne Ament for many years of service to Faculty Senate.

Meeting adjourned at 5:00pm

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