

MINUTES

2012-2013 Faculty Senate Meeting
May 3, 2012
Heth Hall Room 014

Members Present: Kevin Ayers, Ian Barland, Roann Barris, Steve Beach, Candice Benjes-Small, Robert Boross, Julia Castleberry, James Collier, Lori Elis, Mary Ferrari, Jake Fox, Kim Gainer, Kurt Gingrich, Vince Hazleton, Rhett Herman, Christine Hermann, Margaret Hrezo, Pamela Jackson, Laura Jacobsen, Abhay Kaushik, Jerry Kopf, Laura LaRue, Kevin LoPresto, James Newman, Monica Pazmino, Rob Sanderl, Sandra Schneider, Susan Schoppelrey, Bob Sheehy, Neil Sigmon, Kenneth Smith, Andrea Stanaland, Lynne Taylor, John Tso (substituting for Skip Watts), Carter Turner, Erin L. Webster Garrett

Members Absent: Vicki Beierman, Farrell Doss, Lucy Hochstein, Cathy Hudgins, Mary LaLone, Elizabeth Lanter, Douglas Mitchell, Alex Orlov, Helen Roybark, Phil Sweet, Skip Watts (John Tso, substitute)

- I. The meeting was called to order at 3:30 p.m. by the retiring Faculty Senate President, Rick Roth.
- II. Elections

- a. Dr. Roth explained the procedure for electing officers.
- b. Nominations were taken and voting was conducted by secret ballot. The results of the election:

Executive Council

President: Laura Jacobsen
Vice President: Jerry Kopf
Secretary: Kim Gainer
At-Large: Jake Fox
At-Large: Margaret Hrezo

Parliamentarian

Margaret Hrezo

- III. Dr. Jacobsen assumed the chair, and after delivering welcoming remarks, adjourned the meeting at 4:00 p.m.

MINUTES
2012-2013 Faculty Senate Meeting
August 30, 2012
Heth Hall Room 014

Members Present: Kevin Ayers, Ian Barland, Roann Barris, Steven Beach, Candice Benjes-Small, Vicki Bierman, Robert Boross, Jayne Bucy, Julia Castleberry, James E. Collier, Seife Dendir, Farrell Doss, Lori Elis, Mary Ferrari, Jake Fox, Kim Gainer, Kurt Gingrich, Vince Hazleton, Rhett Herman, Christine Hermann, Lucy Hochstein, Margaret Hrezo, Kathy Hudgins, Laura Jacobsen, Abhay Kaushik, Jerry Kopf, Mary LaLone, Laura LaRue, Kevin LoPresto, Douglas Mitchell, James Newman, Monica Pazmino, Helen Roybark, Rob Sanderl, Sandra Schneider, Susan Schoppelrey, Bob Sheehy, Neil Sigmon, Kenneth Smith, Andrea Stanaland, Carter Turner, Erin Webster-Garrett

Members Absent: Michael King, Elizabeth Lanter, Charles Manyara, Lynne Taylor, Skip Watts

Guests: Dennis Grady, Rick Roth, Julio Stephens

- I. The meeting was called to order at 3:31 p.m.
- II. A motion was approved to add Approval of the May 3, 2012, Minutes to the agenda.
- III. A motion was approved to add Committee Reports to the agenda.
- IV. The minutes from the April 26, 2012, and May 3, 2012, Senate meetings were approved as read.
- V. Dr. Jacobsen, Faculty Senate President, gave her report:
 - a. The Faculty Senate President has been invited to attend both the weekly meetings of the Academic Affairs Leadership Team and the meetings of President Kyle's cabinet.
 - b. The Collaborative on Academic Careers in Higher Education (COACHE) survey is a three-year process.
 - c. Senate and Internal Governance Committees have been filled, with efforts made to assign faculty to committees in which they had expressed interest.
 - d. The Teaching and Research Faculty Handbook has been updated to reflect revisions approved by the Board of Visitors up through November 10, 2011. Final approval of three motions that would necessitate revisions to the Handbook is still pending.
 - e. The Faculty Senate Executive Council (FSEC) has prepared 2012-2013 committee charges. Dr. Jacobsen asked that faculty bring to the attention of the FSEC any additional issues that might appropriately be added to committee charges.
 - f. The child care initiative is ongoing. Faculty member Agida Manizade is coordinating the efforts of the task force, whose other members are Bethany Mott and Sandy Beland. The task force has visited RU West and other locations to scout possible spaces for a childcare center.
 - g. Internal governance reform is being pursued. Focus groups have met with consultant Rod Smolla, and an internal governance reform steering committee that consists of the following individuals has been created:
 - Erin Webster-Garrett, Internship in Provost's Office,
 - Laura Jacobsen, Faculty Senate President,

- Ashlee Claud, AP Senate President,
 - Sam Shumate, Staff Senate President,
 - Steve Owen, Former Faculty Senate President,
 - Dennie Templeton, Former AP Senate President,
 - Pam Caldwell, Former Staff Senate President,
 - Stephanie Jennell, AP Senate Representative,
 - Sherry Wade, Staff Senate,
 - Susan Schoppelrey (temporary), Governance Committee Chair (election of new chair will occur at first committee meeting),
 - Bill Hrezo, Political Science Professor and Former Faculty Senate President,
 - Pat Shoemaker, Academic Affairs Leadership Team Representative, and
 - Emily Redd, SGA President.
- h. An ad hoc committee on the Core Curriculum created by the Faculty Senate in the spring will be submitting a report in two weeks.
- i. The search for a Core Curriculum director is complete, but no official announcement has been made because contract details are being worked out.
- j. Among the recommendations from SACS is that RU hire an Assistant Vice President for Assessment. RU has screened forty applicants, four phone interviews have been conducted, and campus visits will take place soon.
- k. A search firm will be involved in the search for a Vice President for Enrollment Planning and Management.
- l. The Honors Academy task force may recommend that the program be scaled down and made more rigorous. A forum on the honors program will be held on Tuesday, September 18, 2012, from 3:30-5:00 p.m. in Room 320 of the COBE building.
- m. The International Education Task Force is considering a model of international education that shifts the emphasis away from RU faculty taking groups of students abroad in favor of immersion experiences such as those provided by exchange programs. Currently Dr. Dennis Grady, with the assistance of Dr. Laura Jacobsen, is exploring the possibility of an exchange program with Brazil, and Dr. Joe Scartelli, with the assistance of Dr. Webster-Garrett, is looking at the possibility of an exchange program with Cuba.
- n. A RFP will shortly be coming out for the Academic Affairs initiative involving collaborative alternative semesters in which a student cohort enrolls in a bloc of thematically-related courses. A team is being put together to review proposals.
- o. A program has been initiated to bring on campus during the summer students who may not quite be ready to enroll. If the students attain readiness, they will be admitted. An Early Start Program Online has also been initiated that may allow participants to graduate in three years.
- p. An Ed.D. program has been approved. The program will adopt a hybrid model and is slated to get underway in two years.
- q. A 360 review of the President, the Provosts, and the Vice Presidents has been undertaken. This review is not an evaluation but a team-building effort. In response to the review, the vice presidents, with the exception of Vice President for University Advancement Dee Robinson, are moving to the third floor of Martin Hall. This move will probably take place sometime in October.

- r. During the 2011-2012 year, the Council of Deans drafted a First Amendment resolution that Dr. Jacobsen characterized as “progressive” and “liberal-minded.” This proposal has since been subject to revision, and discussion of the changes is ongoing.
- s. Dr. Jacobsen asked Dr. Erin Webster-Garrett, director of the QEP, to say a few words about that program. Dr. Webster-Garrett reported that the initiative is now in its pilot year. The QEP team has responded to recommendations received from SACS, and they urge faculty to provide feedback as well. The program has been assigned a graduate assistant and has received approval for a staff member to work on an eportfolio initiative. In addition, the program will benefit from the planned hiring of the Assistant Vice President for Assessment. Grants are available through the QEP to support course projects and co-curricular programming, information about these grants, as well as about many events, is available at the QEP website (<http://www.radford.edu/content/qep/home.html>). Dr. Jacobsen added that information about the College Affordability Speaker series and the upcoming visit of the Woodrow Wilson Visiting Fellow was available at the QEP. (See below under Announcements).

VI. Committee Reports

- a. Internal Governance: Susan Schoppelrey chair of the 2011-2012 Governance Committee, has been serving on the Internal Governance Task Force.
- b. Resource Allocation: Steve Beach reported that, thanks to the efforts of Lori Elis, faculty workload and overload surveys are ready to go out.

VII. New Business

- a. A Resolution Encouraging Departmental Cooperation with SACS Request for Assessment Data was approved by the FSEC on July 24, 2012. Dr. Jacobsen reported on the resolution’s background and rationale.
- b. A Resolution of Support for the Radford University Climate Action Plan was referred for senate action by the FSEC. The president requested consent to suspend the rules to discuss the motion. Dr. Dennis Grady, Dr. Rick Roth, and Mr. Julio Stephens, Sustainability Coordinator, were present to speak to the motion and answer questions. The motion carried.
- c. A Motion *re* the Composition of the Council for Review of University Policies was referred for senate action by the FSEC and tabled.
- d. A Motion *re* Revising Board of Visitors Bylaws Regarding Faculty Representation was referred for senate action by the FSEC and tabled.
- e. A Motion to Include a Representative of the Library on the University-wide Task Force on Online Course Delivery was referred for senate action by the FSEC and tabled.

VIII. Old Business

- a. None

IX. Announcements

- a. A faculty social co-sponsored by the Faculty Club and the Faculty Senate will be held in the Faculty Club (Muse Hall, lower level) on Friday, Sept. 7, from 4-6 p.m.
- b. The BOV will be meeting on campus Sept. 13-14, 2012. Meetings are open to the public.
- c. FSEC meetings are open. They are held on Mondays, 8:30-10:00 a.m., in Russell 234.
- d. An Academic Affairs forum will be held in September, date, time, and place to be announced.
- e. A forum on the honors program will be held Wed., September 18, 2012, 3:30-5:00 p.m., in COBE 320.
- f. The first speaker in the College Affordability Series will be Dr. Richard Vedder, whose presentation, entitled "The Future Challenges of American Higher Education," will be take place on Monday, Oct. 1, 2012, 5:30-7:00 p.m., in the Bonnie Auditorium.
- g. Susan Clampitt, Woodrow Wilson Visiting Fellow, will be on campus Monday, Oct. 29 through Friday, Nov. 2, 2012.

X. The meeting was adjourned at 4:52 p.m.

MINUTES
2012-2013 Faculty Senate Meeting
September 13, 2012
Heth Hall Room 014

Members Present: Ian Barland, Roann Barris, Steven Beach, Candice Benjes-Small, Robert Boross, Jayne Bucy, James E. Collier, Seife Dendir, Farrell Doss, Lori Elis, Mary Ferrari, Jake Fox, Kim Gainer, Kurt Gingrich, Vince Hazleton, Rhett Herman, Christine Hermann, Lucy Hochstein, Margaret Hrezo, Kathy Hudgins, Laura Jacobsen, Abhay Kaushik, Jerry Kopf, Mary LaLone, Elizabeth Lanter, Douglas Mitchell, Kristan Morrison (substituting for Kevin LoPresto), James Newman, Monica Pazmino, Helen Roybark, Rob Sanderl, Sandra Schneider, Susan Schoppelrey, Bob Sheehy, Neil Sigmon, Kenneth Smith, Andrea Stanaland, Lynne Taylor, Carter Turner, Skip Watts

Members Absent: Kevin Ayers, Vicki Bierman, Julia Castleberry, Michael King, Laura LaRue, Charles Manyara, Erin Webster-Garrett

Guests: Laurie Cubbison, Chuck Vehorn

- I. The meeting was called to order at 3:31 p.m. by the Vice President of the Faculty Senate, Dr. Jerry Kopf.
- II. The minutes from the August 30, 2012, meeting were approved as read.
- III. Provost Report

- a. Dr. Minner was attending a BOV meeting and was unavailable to give a report.

IV. Committee reports

- a. Campus Environment: No report.
- b. Curriculum: No report.
- c. Faculty Issues: Dr. Barris reported that at the committee's organizational meeting a chair and a secretary were elected (Dr. Barris and Dr. Gainer, respectively) and that the committee had reviewed the charges sent it by the FSEC in order to set priorities.
- d. Governance: Substituting for Dr. LoPresto, Dr. Morrison reported that at the committee's organizational meeting a chair and a secretary were elected (Dr. LoPresto and Dr. Collier, respectively) and that the committee would be working with the IG Intellectual Property Committee.
- e. Resource Allocation: Dr. Kaushik reported that at the committee's organizational meeting a chair and a secretary were elected (Dr. Kaushik and Dr. Dendir, respectively) and that the committee encourages the faculty to respond to the teaching overload survey.

V. CORE 201:202 Report

- a. Dr. Hrezo reviewed the process by which, in response to a Faculty Senate motion, a group was formed to consider ways to improve the delivery of CORE 201:202; and

- Dr. Hrezo introduced the resulting *Report to the Faculty Senate re: Improving the Delivery of Core 201 and 202*.
- b. Dr. Hrezo asked for unanimous consent to introduce a motion arising from the report. Unanimous consent was given, and “Motion *re: Improving the Delivery of Core 201 and Core 202*” was introduced.
 - c. Brief discussion ensued. A question was addressed to Dr. Vehorn, chair of the Core Curriculum Advisory Committee, and Dr. Cubbison, acting as Core Director, as to the percentage of CORE 201:202 sections taught by adjuncts. Dr. Cubbison stated that she did not have that percentage on hand but would locate that information.
 - d. The motion was tabled.

VI. Senate President’s Report

- a. Dr. Jacobsen arrived and reported that she had presented a report to the BOV Academic Affairs Committee and that the faculty representative to the BOV as a whole, who would also present a report, had not yet been chosen. Both reports would be posted to the Faculty Senate web site. Dr. Jacobsen presided for the remainder of the senate meeting.

VII. Old Business

- a. A “Motion *re: Composition of the Council for Review of University Policies*” was removed from the table for discussion. The motion carried.
- b. A “Motion *re: Revising Board of Visitors Bylaws Regarding Faculty Representation*” was removed from the table for discussion. The motion carried, and the Senate President directed that the record show that it passed unanimously.
- c. A “Motion to Include a Representative of the Library on the University-Wide Task Force on Online Course Delivery” was removed from the table for discussion. The motion carried.

VIII. New Business

- a. See above under V.

IX. Announcements

- a. BOV meetings will continue to take place through Friday, September 14. Meetings are held in the Board Room and are open to the public.
- b. Ribbon cutting at the new COBE building was held on Wednesday, September 12.
- c. A Faculty Forum on the Honors Academy at Radford University will be held from 3:30-4:50 p.m. on Tuesday, September 18, in COBE 320. Faculty are encouraged to attend.
- d. Dr. Jacobsen thanked those who were able to attend the social co-sponsored by the Faculty Senate and the Faculty Club. She reminded people that it is still possible to join the Faculty Club and the Club was holding a picnic on Friday, September 21.

- e. Dr. Barris announced that the opening of an art show by the art faculty would be at 5 p.m., Thursday, September 13.
- f. Dr. Hrezo announced that she was preparing a Primer on Robert's Rules of Order and that the precis would be posted on the Faculty Senate web site.

VIII. The meeting adjourned at 4:13 p.m.

MINUTES
2012-2013 Faculty Senate Meeting
September 27, 2012
Heth Hall Room 014

Members Present: Kevin Ayers, Ian Barland, Roann Barris, Steven Beach, Candice Benjes-Small, Robert Boross, Jayne Bucy, Julia Castleberry, James Collier, Seife Dendir, Farrell Doss, Lori Elis, Mary Ferrari, Jake Fox, Kim Gainer, Kurt Gingrich, Vince Hazleton, Rhett Herman, Christine Hermann, Lucy Hochstein, Margaret Hrezo, Kathy Hudgins, Laura Jacobsen, Abhay Kaushik, Jerry Kopf, Mary LaLone, Elizabeth Lanter, Laura LaRue, Charles Manyara, Douglas Mitchell, James Newman, Monica Pazmino, Rob Sanderl, Sandra Schneider, Susan Schoppelrey, Bob Sheehy, Neil Sigmon, Kenneth Smith, Andrea Stanaland, Lynne Taylor, Skip Watts, Erin Webster-Garrett

Members Absent: Vicki Bierman, Michael King, Kevin LoPresto, Helen Roybark, Carter Turner

Guests: Sam Minner, Provost; Guy Axtell and Mike Dunn, Core Coordinators; Laurie Cubbison, Core Director; Chuck Vehorn, Chair of CCAC

- I. The meeting was called to order at 3:30 p.m.
- II. The minutes from the September 13, 2012, meeting were approved as read.
- III. Dr. Jacobsen made two announcements:
 - a. An Internal Governance Town Hall Meeting would be held on Tuesday, October 11, 2012, 1-3 p.m.
 - b. The October 25, 2012, Faculty Senate meeting would be held in the Bonnie Auditorium. Rodney Smolla, internal governance consultant, would be present, and the campus community at large should be invited to attend.
- IV. Dr. Jacobsen distributed a report on admissions from James Pennix, Vice President for Enrollment and Planning. The data show that the Fall 2012 freshman class was the largest in RU history.
- V. Provost Minner reported the following.
 - a. RU is in the process of filling 21 faculty, staff, and administrative positions. Faculty positions include Anatomy and Physiology, Design Thinking, Director of School of Nursing, Athletic Training, and Experimental Psychology; staff positions include Head of Library Technology and Web Designer; and administrative positions include Associate Vice President for Assessment and Liaison to SACS and Vice Provost for Enrollment Management (VPEM), and others. Previous senate minutes noted that a search firm would be used to assist with the VPEM search, but in order to save resources, such a firm will not after all be employed.
 - b. The process of selecting a new executive leadership intern is underway, and the new intern will begin serving in spring 2013.
 - c. The Honors Task Force report was provided to campus community the previous week, and the provost is awaiting direction from the Faculty Senate regarding the next steps. A report to faculty regarding international education will be scheduled soon.

- d. A working group has been organized to finalize a call to the faculty to develop new integrated-semester experiences and to make recommendations to the provost regarding the winning teams
- e. Plans have been made for the Equipment Trust Fund (ETF), whose funds amount to approximately 1.8 million dollars.
- f. The revised six-year plan has been completed and reapproved by the BOV. It calls for adding faculty and resources to accommodate growth and improve retention and student success, as well as supporting STEM-AH programs, such as, for example, adding resources to the GaMES Lab.
- g. Changes may be coming to the Undergraduate Research Forum, whose organization may be managed apart from the Honors Academy.
- h. Process toward starting the Ed.D. program is ongoing. President Kyle has approved it, and a search is underway for a director of the program, which will start next fall.
- i. Work is underway to develop one or more bridge programs: one for students experiencing some learning challenges and one for academically advanced students. Online options are a possibility.
- j. Discussions continue with regard to changes in summer school policies and procedures practices, with a goal of making them clearer, more transparent, and more entrepreneurial.
- k. A successful meeting was held regarding RU and programs in Abingdon, and the Roanoke Higher Education Center (RHEC) is on the provost's agenda.
- l. A group is working on daycare/preschool options.
- m. A group is working on IG Reform.
- n. A 360 review of the administration is ongoing.
- o. Discussion continues on a First Amendment policy.
- p. RU has recently been awarded several large grants, some in collaboration with other universities.
- q. The provost also reminded the audience that the College Affordability Series would begin the following week, that a community partnership meeting would be held in April of 2013, and that documentary filmmaker David Sutherland would be visiting RU, also in the spring, 2013.
- r. In response to a question, the provost reported that there would be money for sabbaticals.

VI. Dr. Jacobsen announced that Emily Redd, president of the SGA, was not available to speak to the senate but that she had indicated that one of her interests was the Core Curriculum in terms of questions about redundancies and about faculty and student buy-in.

VII. Committee reports:

- a. Campus Environment: Dr. Ferrari reported that the CEC had met with Richard Alvarez and others to discuss parking. Members of the administration indicate that at this point there has been a net loss of sixteen faculty/staff spots, that reserved slots are being reassessed, that a parking garage is not an option, and that bus lines servicing peripheral parking lots, including the Burlington lot, are one solution. It may be necessary to market the latter service, and one measure recently instituted is an app that provided up-to-the minute information about next-bus arrivals.
- b. Curriculum: Dr. Hudgins reported that the CC would be proposing an amendment to the Core motion.

- c. Faculty Issues: Dr. Barris reported that FIC was preparing two motions: one on stopping the tenure clock and one on family/sick leave policies.
- d. Governance: Dr. Schoppelrey reported that GC was addressing appeals and grievance committee procedures.
- e. Resource Allocation: Dr. Kaushik reported that the RAC would be meeting with staff from the foundation and is studying AAUP recommendations on teaching workloads.

VIII. Old Business

- a. The election of a representative to the Online Task Force was struck from the agenda as the selection of the representative had been delegated to the Curriculum Committee.
- b. *The Motion re: Improving the Delivery of Core 201 and Core 202* was removed from the table.
- c. A motion was made to limit statements to five minutes per person and to wait to recognize senators who had already spoken until all other senators wishing to speak had had an opportunity to do so. The motion carried.
- d. An amendment was moved by the Curriculum Committee to alter the sentence “Once steps 1 and 2 are completed, then the Core Director will issue a call for course proposals” to “If steps 1 and 2 are completed to the satisfaction of the Faculty Senate, then the Core Director will issue a call for course proposals.” The motion carried.
- e. An amendment was moved from the floor that “If steps 1 and 2 are not completed to the satisfaction of the Faculty Senate, then Core 201 and 202 will be discontinued.” During discussion, this was amended to “If steps 1 and 2 are not completed to the satisfaction of the Faculty Senate, then the Faculty Senate will explore ways to discontinue Core 201 and Core 202.” The motion, as amended, failed.
- f. An amendment was moved from the floor to alter the sentence “Radford University administration will develop a staffing strategy for Core 201 and 202 and departmental courses that meet the learning outcomes for Core 201 and 202, including some provision for new faculty resources within departments” to “Radford University will develop a long-term staffing plan and departmental courses that meet the learning outcomes for Core 201 and 202 that increasingly moves us from adjunct to full time positions.” The motion carried.
- g. An amendment was moved from the floor that the following be inserted into the motion as item IV, immediately before the rationale: “The steps in this motion should be carried out according to the timeline in the Report to the Faculty Senate re: Improving the Delivery of Core 201 and 202.” The motion carried.
- h. An amendment was moved from the floor that the number “five” be replaced by the number “three” in the following sentence: “Departments would commit to providing these section(s) every year for at least five three years.” The motion carried.
- i. It was moved that *The Motion re: Improving the Delivery of Core 201 and Core 202*

be returned to the table. The motion carried.

IX. The meeting adjourned at 4:57p.m.

MINUTES
2012-2013 Faculty Senate Meeting
October 11, 2012
Heth Hall Room 014

Members Present: Kevin Ayers, Ian Barland, Steve Beach, Candice Benjes-Small, Jayne Bucy, Julia Castleberry, James Collier, Seife Dendir, Farrell Doss, Eric du Plessis, Lori Elis, Mary Ferrari, Jake Fox, Kim Gainer, Kurt Gingrich, Vince Hazleton, Rhett Herman, Christine Hermann, Margaret Hrezo, Cathy Hudgins, Tommy Iafrate (substituting for Roann Barris), Laura Jacobsen, Abhay Kaushik, Jerry Kopf, Mary LaLone, Laura LaRue, Kevin LoPresto, Douglas Mitchell, James Newman, Stephen Owen (substituting for Lucy Hochstein), Helen Roybark, Rob Sanderl, Sandra Schneider, Susan Schoppelrey, Bob Sheehy, Neil Sigmon, Kenneth Smith, Andrea Stanaland, Lynne Taylor, Carter Turner, Erin L. Webster Garrett

Members Absent: Vicky Bierman, Robert Boross, Michael King, Elizabeth Lanter, Charles Manyara, Monica Pazmino, Skip Watts

Guests: President Penelope Kyle; Neils Christiansen, Assistant Director of the Honors Academy; Joe King, Director of the Honors Academy;

- I. The meeting was called to order at 3:30 p.m.
- II. The minutes from the September 27, 2012, meeting were approved as read.
- III. A motion was made and seconded to amend the agenda to cancel all reports with the exception of the report from President Kyle. The motion carried.
- IV. President Kyle's remarks to the Senate:
 - a. President Kyle congratulated the faculty for taking on IG reform and stated that she thought the hiring of a consultant had been a good move and that by the end of the year progress would be made.
 - b. The President reported that in terms of attendance Family Weekend/Homecoming had been very successful, and she thanked faculty who participated.
 - c. The President reported that more than fifty people had attended the reception inaugurating the Diversity Dialogue Series. She also stated that she thinks that diversity should become an ongoing concern, with a steering committee or task force assigned to look into diversity issues. This advisory group would report directly to the president and her cabinet. Dr. Kyle urged interested faculty to contact their deans or to ask permission to email Provost Minner directly and copy to their deans.
 - d. The President reported on the state of the university's budget. She stated that when the recession hit, the university chose to make Academic Affairs its number one priority and that this was still the case. The university, she reported, was on the rebound in terms of hiring. Forty full-time faculty have been added since the low point in terms of staffing, and the university has twenty more faculty than it did at the point at which the plunge occurred. She also stated that money is available for hiring and that the university needs to spend this money. In terms of budgeting, departments and divisions now know their budgets no later than the middle of July, a change from what has been historically true at RU. The President spoke of a \$3.5 million increase in funding for Academic Affairs that must be spent by June 30, 2013, as opposed to a \$750,000 increase in funding for other divisions. She also stated that the university needs to propose "grand things" for RU to the General Assembly.

- e. The President reported that she has met with Delegate Joe Yost and discussed plans for a building to house CHBS. More schools have been allowed to plan for new buildings than will receive approval. The President described the process as a “beauty contest.”
- f. The President discussed the possibility of launching new degree programs and urged faculty to step forward with proposals. She stated that we are competing with other institutions and that we need to catch the eye of the General Assembly. A focus on STEM-H is desirable. In addition, the university’s graduate programs are an asset.
- g. The President reported that a bonus will be forthcoming in December and a 2% increase in June provided certain criteria are met. President Kyle, Vice President Alvarez, and Provost Minner have been having conversations on the issue of equity. The President is aware that there has been some criticism of the process that led to equity adjustments last year. Salary adjustments must be made based on what the university can do internally, as no state support is anticipated for this purpose. The President stated that will not be sufficient money to rapidly bring salaries to the 60th percentile. She observed that the Faculty Senate would be an appropriate group for vetting ideas about how to address salary issues. Dr. Jacobsen observed that the Resource Allocation Committee was one Senate body that is currently examining this issue.
- h. Discussion followed the President’s remarks:
 - One senator inquired as to how much money is available internally for salary adjustments. President Kyle stated that she, Vice President Alvarez, and Provost Minner would determine the amount and convey that information to the chair of the Resource Allocation Committee.
 - Regarding diversity, one senator observed that the university’s IG document mandates a Diversity and Equity Action Committee. The senator asked why another committee was necessary. President Kyle stated that she never hears from this committee. Dr. Jacobsen reported to the president that the committee hadn’t been convened. Dr. Kyle asked whether members had been appointed to this committee. Dr. Jacobsen reported that members had been appointed and stated that she would send a list of members to the president.
 - There was a brief discussion of the need for a healthy flow of information between the faculty, the administration, and the BOV. Dr. Kyle stated that she is delighted that Dr. Jacobsen in serving as the faculty representative to the BOV and that Dr. Jacobsen is also attending cabinet meetings. Dr. Jacobsen is working to set up a social event for both the BOV and the Faculty Senate membership.

V. Under Old Business, the *Motion re: Improving Delivery of Core 201 and Core 202*, as amended September 27, 2012, was removed from the table.

- a. The Curriculum Committee proposed that the sentence “Radford University administration will develop a long-term staffing plan for Core 201 and 202 and departmental courses that meet the learning outcomes for Core 201 and 202 that increasingly moves us from adjunct to full time positions” be replaced by the sentence “Radford University administration will develop *a staffing strategy* for Core 201 and 202 and departmental courses that meet the learning outcomes for Core 201 and 202, *including some provision for new full-time faculty resources within departments with the ultimate goal of moving to all sections being taught by full-time faculty.* The proposed amendment came from committee moved and seconded.

- b. After discussion, the Curriculum Committee withdrew the motion.
- c. It was moved that the question be called on the *Motion re: Improving Delivery of Core 201 and Core 202*, as amended September 27, 2012. The motion to call the question passed.
- d. The *Motion re: Improving Delivery of Core 201 and Core 202*, as amended September 27, 2012, was voted on. The motion carried.

VI. Under Old Business, the *Motion to Establish a Task Force to Implement the Recommendations of the Honors Task Force* was removed from the table. The question was called. Hearing no objection, the implementation motion was voted upon. The motion carried.

VII. Under New Business, the *Motion re: Limiting Recruitment into the Honors Academy* was introduced by the FSEC as a replacement for the *Motion re: Discontinuing Recruitment into the Honors Academy*, and the rules were suspended to allow for a discussion of the replacement motion.

- a. The replacement of the words “no more than” by “approximately” was accepted as a friendly amendment.
- b. It was moved that the question be called on the *Motion re: Limiting Recruitment into the Honors Academy*. The motion to call the question failed.
- c. As the meeting approached its automatic adjournment, it was moved and seconded that debate be extended. The motion to extend debate carried.
- d. After further discussion, it was moved and seconded that the motion be tabled. The motion to table carried.

VIII. The meeting adjourned at 4:53 p.m.

October 25, 2012
Report on the Meeting of the Faculty Senate
with Internal Governance Consultant Rod Smolla
[In lieu of scheduled Faculty Senate meeting]

President Smolla was introduced by Dr. Laura Jacobsen, president of the Faculty Senate, who observed that the IG Task Force that has been working with President Smolla represented all constituencies: student, staff, AP faculty, and TR faculty.

President Smolla first spoke about his role, reviewing both the limitations and potential benefits of bringing in a consultant. As a limitation, he observed that he cannot have the feel for the culture of RU that is possessed by members of the RU community. He also observed that as a consultant he has no prescriptive authority, nor should he. Such authority would be unrealistic and not representative of the culture of higher education. He stated that changes to internal governance at RU must reflect widespread buy-in by all constituencies and that there must be a widespread sense of shared values and an enthusiasm that arises organically.

President Smolla also pointed out that the obverse of arriving without in-depth knowledge of the culture of RU is that he was not burdened with the baggage of bias and would be able to bring to bear objectivity and a fresh perspective. In addition, his lack of prescriptive authority freed him to be candid and to ask hard questions and allowed him the neutrality to help channel conversation without steering it toward a position in which he was invested.

He also stated that the meeting was intended to be an open forum rather than an occasion for him to deliver a report or an assessment, as delivering a report or assessment at this stage would cut off conversation. He did, however, provide a general overview of what he perceived to be the nature of the frustrations with internal governance at RU. He characterized these frustrations as falling into three categories. Some were responses to institutional values or culture. Some reflected managerial issues. Others were responses to inefficiencies arising from a cumbersome IG structure that had created a machine that was large, slow, and difficult to understand.

At this point President Smolla opened the floor to discussion.

The first speaker stated that “shared governance” was a contradiction in terms because by definition power is not shared. The speaker stated that he feels both frustrated by the current situation and resigned to it. President Smolla responded by reviewing how power is distributed at a university as opposed to a corporation. He began by pointing out that board membership may be determined in various ways (he characterized the process for VA state institutions as “political”) but that regardless of how boards are chosen, legal power to run university sits with a sovereign board. However, higher education is governed by a system of “constitutional checks and balances” overlaying a corporate structure. By tradition, university boards, unlike corporate ones, intentionally divide power. In higher education, one line of authority funnels power to the president, a second line of authority funnels power to the faculty, and core academic decisions are left to the faculty or to the faculty and president. At his own institution, President Smolla either defers to faculty or shares decision-making power with faculty on some issues. Some decisions may appear to be administrative versus academic, but in reality in almost any decision of consequence, the administrative overlaps with the academic. In the end, though, in a healthy governance culture the precise governing structure may not matter. Often of greater importance is whether members of the university community feel enough trust in other members to work their way through an issue.

The next speaker asked for President's Smolla's perception as to the strengths and weaknesses of the current IG document. President Smolla replied that its greatest weakness is its complexity, pointing out as an example an elaborate flow chart based upon the IG document. He also referenced the existence of three different senates as representing unnecessary complexity.

The next speaker asked whether RU should amend the existing IG document or start afresh. President Smolla stated that RU should start fresh. He referred again to the multiple senates, stating that mechanism should exist to provide non-faculty staff with a voice but questioning whether provision should be made for voting on certain issues. He suggested that RU might have "too much democracy" on matters that are not central to the university's mission.

The next speaker commented on the perception that power was concentrated higher up, i.e., at the level of the BOV, and asked whether President Smolla had met with its members. President Smolla stated that he had not yet met with the BOV but that a retreat with the board was planned for February. The speaker stated that board was remote and that it was difficult to know where they stand. President Smolla stated that it is easy for boards to caricature faculty and faculty to caricature boards but that nationally there was a movement toward boards being more engaged and open. He also observed that the cultures of boards change as the membership changes and that RU's board had recently experienced a turnover of a third of its membership.

The next speaker observed that the Faculty Senate works tirelessly but that it is limited to doing nothing more than making recommendations on issues such as resource allocation. As a result, the speaker stated, she "feels like a little rat running on a wheel." President Smolla replied that at other universities resource allocation is an administrative issue. The faculty may take on an advisory role and some decentralization may be a possibility, but there will always be a central authority.

The next speaker asked whether President Smolla had any recommendations for keeping track of the status of motions and recommendations that come out of the Faculty Senate. President Smolla said that he had no specific recommendations beyond establishing clear timelines for action at the next level once a motion or recommendation advances beyond the senate.

The next speaker related an incident in which a high administrator appeared to be unfamiliar with the fact that the IG document mandated the existence of a standing committee to address certain issues and called for the creation of committee whose charge seemed to overlap with that of the standing committee. President Smolla was not able to address the incident in particular but speculated that there might have been a perception that another committee was necessary. He then asked the audience who possessed the legitimacy to make changes in cases where there was a consensus that change was necessary. One member of the audience stated that the power to change the internal governance of the institution stopped with the president and the cabinet and did not extend to the BOV. Another speaker stated that she believes that RU's president is interested in IG reform. Returning specifically to the matter of committees, a speaker observed that appointments to IG committees are made but that committees are not convened. As a result, faculty feel that such committees are not valued. It may be the case, however, that the administrator was unaware of the role it was supposed to play in convening these committees.

The next speaker asked about the decline of tenure and suggested that adjuncts don't feel the same connection with an institution as tenured/tenure track instructors. President Smolla stated that academic freedom is the soul of tenure and that tenure is not going away. He also stated

that there are issues of cost and efficiency behind the hiring of adjuncts and that these are not dirty words: efficiency makes higher education accessible. He offered the analogy of law firms that rely on both equity and non-equity partners. In a follow up, another speaker asked whether it is better to have one adjunct teaching three courses or three adjuncts, each teaching one. President Smollas replied that Radford is complex enough to need the flexibility of “utility players” as well as adjuncts carried a larger load.

The next speaker asked whether Radford should be “starting over” versus reforming, observing that the university has a structure in place for reforming. President Smolla answered by outlining what he sees as desirable changes. Radford needs to eliminate duplication, e.g., multiple curriculum committees. The process requires the establishment of a representative group “with legitimacy” that, with consultation, can come up with streamlined structure, one that differentiates between the administrative and managerial versus the academic, that eliminates duplication and establishes clear lines of control. He concluded by stating that the process should “generate excitement” and result in an “elegant” structure, but also by acknowledging that there are “political issues” that will arise in any such process.

MINUTES
2012-2013 Faculty Senate Meeting
November 8, 2012
Heth Hall Room 014

Members Present: Kevin Ayers, Ian Barland, Roann Barris, Steve Beach, Candice Benjes-Small, Robert Boross, Jayne Bucy, James Collier, Seife Dendir, Farrell Doss, Lori Elis, Mary Ferrari, Jake Fox, Kim Gainer, Kurt Gingrich, Vince Hazleton, Rhett Herman, Christine Hermann, Margaret Hrezo, Lucy Hochstein, Cathy Hudgins, Laura Jacobsen, Abhay Kaushik, Jerry Kopf, Mary LaLone, Elizabeth Lanter, Laura LaRue, Kevin LoPresto, Douglas Mitchell, Helen Roybark, Rob Sanderl, Sandra Schneider, Susan Schoppelrey, Bob Sheehy, Neil Sigmon, Kenneth Smith, Andrea Stanaland, Lynne Taylor, Carter Turner, Skip Watts

Members Absent: Vicky Bierman, Julia Castleberry, Eric du Plessis, Michael King, Charles Manyara, James Newman, Monica Pazmino, Erin Webster Garrett

Guests: Sam Minner

- I. The meeting was called to order at 3:32 p.m.
- II. The minutes of the October 18, 2012, meeting were approved as read.
- III. The summary by the secretary of the October 25, 2012, special meeting with consultant Rod Smolla will be posted to the Faculty Senate web site.
- IV. Dr. Jacobsen reported on her remarks to the Academic Affairs Committee of the Board of Visitor and her planned remarks to the BOV as a whole. Copies of her remarks will be posted to the Faculty Senate web site.
- V. Dr. Jacobsen reported on her meeting with the rector and the vice rector of the BOV. Possible ways to further communication with faculty were discussed, such as town hall meetings with various constituencies, the inclusion of faculty on board committees, the establishment of a BOV committee with a focus on furthering communication, and the scheduling of social events that would allow faculty to interact with BOV members. The question of whether the Faculty Senate president should routinely serve as faculty representative to the BOV was discussed. The possibility of scheduling a meeting with Dr. Smolla was also discussed. A representative from the Attorney General's office was present, and Dr. Jacobsen was advised that there is no legal requirement that the university adhere to the 133% rule.
- VI. After her remarks, Dr. Jacobsen departed to attend a BOV meeting, and Dr. Kopf, vice president of the Faculty Senate, presided for the remainder of the meeting.
- VII. Dr. Minner gave his report.
 - a. The university is pursuing several initiatives designed to decrease time to degree. (1) Two-hundred fifty students are enrolled in Wintermester. (2) University representatives have with our community college partners and will meet with K-12 partners to discuss the creation of low-cost degrees, in the range of \$15,000. Prospective students would take prescribed courses during high school and would spend one year at a community college. First such degree may be in IT. (3) Another initiative would involve offering online summer courses in 2013 to admitted students.
 - b. The Provost reported on programmatic initiatives. (1) Faculty will decide on a new vision for the Honors Program. (2) A new director for International Education should be chosen soon. In addition, the university is considering

partnering with a third party for delivery of ESL services. (An Executive Leadership Track is being created for the Doctorate of Nursing Practice. (3) Another applied doctorate is being considered, the Ed.D. This new track must receive first internal approval and then SCHEV approval. (3) A graduate degree in Environmental Science is being considered. (4) Discussions continue about programming at the Southwest Virginia Higher Education Center in Abingdon and the Roanoke Higher Education Center.

- c. The Provost reported on initiatives to increase engagement. (1) Initially, up to three faculty teams will be supported for collaborative semester offerings. (2) A coordinator for the Undergraduate Research Forum will soon be named. (3) A staff member will be hired to cultivate internship possibilities in NOVA.
- d. The Provost reported on several items related to the quality of the work environment. (1) Dr. Minner reminded faculty of the availability of the COACHE survey. (2) The Childcare Task Force has registered as a 501(C), a designation that would allow it to offer a child care program on their own if it so chooses, but the task force has also met with a private company that could rent space from RU to offer services. The task force has also looked at the possibility that existing programs, such as the one at Carillion, could be expanded to accommodate the RU community.
- e. Regarding IG reform, the Provost stated that the 133% rule apparently is not, in fact, required by the state.
- f. The 360 review is ongoing, with consultants on campus today.
- g. A First Amendment policy is under discussion. Lately RU has been designated as 'yellow' by the Foundation for Individual Rights in Education, 'green' being the top designation and 'red' the lowest.
- h. The Provost announced the appointment of the second Executive Leadership Intern: Dr. Jeanne Mekolichick.
- i. Discussion followed the Provost's remarks:
 - One senator wondered whether centralizing internships would be wise and suggested that internships were a departmental and curricular matter and that a burden would be placed on faculty who would have to furnish information to an internship office. The Provost replied that he was interested in another layer of reporting and that the staffer would live and work in NOVA and would be charged with developing internship opportunities in NOVA. The senator stated that his department received more offers of internships than it had interns so that locating internships was not a problem. Another senator stated that for her department locating internships was a problem. The Provost observed that a staffer located in NOVA would be able to look in on interns in that area.

VIII. Committee Reports

- a. Campus Environment: Dr. Turner reported that the committee had a motion coming up on reserved parking spaces.
- b. Curriculum: Dr. Hudgins reported that the committee was preparing a motion on Core learning objectives and their assessment.
- c. Faculty Issues: Dr. Barris reported that the committee was preparing a motion on circumstances under which the tenure clock should be extended and would be meeting with Dr. Minner to discuss a draft of the motion.

- d. Governance: Dr. LoPresto reported that the committee was offering two motions under New Business and was preparing a third.
- e. Resource Allocation: Dr. Abhay reported that the survey on teaching loads would soon be going out, that he was serving on the Planning and Budget Committee, and that he was meeting with President to discuss the six-year plan.

IX. Old Business

- a. It was moved and seconded that the Motion re: Reserved Parking Spaces on Campus be removed from the table. The motion carried.
- b. After discussion, the question was called. The call for the question was approved. Voting on the motion ensued and the motion passed.

X. New Business

- a. A Motion Providing for Posting of Faculty Appeals Committee Procedures on Faculty Senate Website was introduced by the Governance Committee and was tabled.
- b. A Motion Providing for Posting of Faculty Grievance Committee Procedures on Faculty Senate Website by the Governance Committee and was tabled.

XI. Announcements

- a. Members of the Honors Task Force were announced: Joe Staniunas (CHBS), Betty Dore (CEHD), Neil Sigmon (CSAT), Carlee Bradbury (CVPA), Laura Jacobsen (FSEC), Lisa Vassady (Library), Joe King (ex-officio Honors Academy), and Niels Christensen (ex-officio Honors Academy). Isaac Weston and Ashley Light will serve as student representatives. Representatives will also be included from COBE, CHHS, and the AALT.

XII. The meeting adjourned at 4:21 p.m.

MINUTES
2012-2013 Faculty Senate Meeting
November 29, 2012
Heth Hall Room 014

Members Present: Kevin Ayers, Ian Barland, Roann Barris, Robert Boross, Jack Brockway (for Rhett Herman), Jayne Bucy, Julia Castleberry, James Collier, Seife Dendir, Farrell Doss, Lori Elis, Mary Ferrari, Jake Fox, Kim Gainer, Kurt Gingrich, Vince Hazleton, Christine Hermann, Lucy Hochstein, Margaret Hrezo, Cathy Hudgins, Laura Jacobsen, Abhay Kaushik, Jerry Kopf, Mary LaLone, Laura LaRue, Kevin LoPresto, Charles Manyara, James Newman, Monica Pazmino, Helen Roybark, Rob Sanderl, Bob Sheehy, Neil Sigmon, Kenneth Smith, Andrea Stanaland, Lynne Taylor, Carter Turner, Skip Watts, Erin Webster-Garrett

Members Absent: Steve Beach, Candice Benjes-Small, Vicky Bierman, Eric du Plessis, Michael King, Elizabeth Lanter, Douglas Mitchell, Sandra Schneider, Susan Schoppelrey,

Guests: Sam Minner, Kate Wampler

- I. The meeting was called to order at 3:31 p.m.
- II. The minutes of the November 8, 2012, meeting were approved as read.
- III. Kate Wampler, director of the Relay for Life program to be held at the Dedmon Center April 12-13, 2013, made a few remarks encouraging participation and directed senators to www.relayforlife.org for further information.
- IV. Dr. Jacobsen gave her report.
 - a. All positions of the Honors Task Force have been filled and the task force was scheduled to meet on December 3, 2012.
 - b. An all-day meeting of the deans and Mr. Alvarez to discuss the process of drawing up RU's six-year plan took place on November 23, 2012.
 - c. At the meeting of the President's Cabinet, it was announced that representative's from Virginia's Joint Legislative Audit and Review Commission (JLARC) would be visiting Radford to develop an overview of the university, with an eye to such matters as costs and fees, facilities and maintenance, planned construction, athletics, and faculty productivity and compensation.
- V. Dr. Minner gave his report.
 - a. Personnel
 - Dr. Ebenezer Kolajo has been named Vice Provost for Academic Assessment and will take up that position on January 7, 2013.
 - The position of Vice President for Enrollment Management will not be filled. James Pennix, interim Vice Provost for Enrollment and Planning, will assume responsibility for financial aid.
 - Seventeen positions, mainly faculty, have been listed on Higher Ed Jobs.
 - b. Facilities
 - Bids for the CSAT building had been higher than anticipated, but the building is back within budget. The planetarium and museum will be

included as planned, and there will be no reduction in square footage, but there will be adjustments to furnishings and cabinets.

- c. Academic Affairs initiatives
- Twenty requests for sabbatical leaves are being considered by Dean Grady and the Scholarly Activities Committee.
 - A meeting on integrated semesters would be held on December 7, 2012. Three teams will be supported initially.
 - A meeting *re* SACS reaccreditation will be held on December 10, 2012.
 - In terms of daycare developments, a 501c3, board has been selected, and a third-party firm that serves UVA has been on campus and has looked at RU West and private property where a licensed day care facility might be established.
 - Representatives of JLARC will visit the campus on December 4, 2012 to assess RU in terms of efficiency and effectiveness.
 - ELS, a provider of English language training, is interested in partnering with RU to serve RU students. Its representatives have met with the provost and have looked at facilities at the Roanoke Higher Education Center and at RU West but would prefer to be located on the main campus.
 - RU is moving ahead to fill the position of director International Education. A search will take place spring semester.
 - Enrollment in Wintermester was up to approximately 250 students.
 - The provost supports a measure to allow for the suspension of the tenure clock for faculty who become parents by birth or adoption or who are responsible for eldercare.
 - Steve Lerch will deliver a report on retention. RU has a few programs, such as Sorts, but these are not sufficient.
 - In terms of IG reform, Dr. Jacobsen has reported that the presidents of the three senates would get together and write a cover letter to accompany release of the report by consultant Rod.
 - Representatives of RU have been in Richmond working on getting approval for the Ed.D program.
 - Faculty response rate to COACHE has been higher comparative to other institutions.
- d. Discussion followed the Provost's remarks:
- One senator asked how JLARC defines faculty efficiency. Dr. Minner replied that he did not know, but that there are roughly six metrics, and RU measured well on all of them. Another senator stated that perhaps RU should develop its own measures of faculty efficiency.

VI. Committee Reports

- a. Campus Environment: Dr. Turner reported that Matt Brunner attended a committee meeting to explain how room assignments are made.
- b. Curriculum: Dr. Hudgins reported that the committee had one motion before the Senate and would be introducing another.
- c. Faculty Issues: Dr. Barris reported that the committee would be introducing a motion on the circumstances under which the tenure clock should be extended and would be meeting with people invited to discuss the guidelines governing family leave.

- d. Governance: Dr. LoPresto reported that the committee had two motions under Old Business and was introducing a third, as well as working on two additional issues.
- e. Resource Allocation: Dr. Kaushik reported that the committee has been discussing the six-year plan and recommendations as to how to increase revenue.

VII. Old Business

- a. It was moved and seconded that the Motion Providing for Posting of Faculty Appeals Committee Procedures on Faculty Senate Website be removed from the table. The motion carried.
- b. After discussion, the question was called. The call for the question was approved. Voting on the motion ensued and the motion passed.
- c. It was moved and seconded that the Motion Providing for Posting of Faculty Grievance Committee Procedures on Faculty Senate Website be removed from the table. The motion carried.
- d. After discussion, the question was called. The call for the question was approved. Voting on the motion ensued and the motion passed.

VIII. New Business

- a. A Motion to Allow Extension of the Probationary Period for Tenure under Special Circumstances was introduced by the Faculty Issues Committee and was tabled.
- b. A Motion to Change the Name of the Department of Interior Design and Fashion to The Department of Design was introduced by the Curriculum Committee.
 - It was moved and seconded that the rules be suspended to allow debate on this motion. The motion carried.
 - After discussion of the main motion, the question was called. The call for the question was approved. Voting on the motion ensued and the motion passed.
- c. A Motion re: Revising Faculty Handbook Related to Other RU Employment [133% Rule] was introduced by the FSEC.
 - It was moved and seconded that the rules be suspended to allow debate on this motion. The motion carried.
 - After discussion of the main motion, the question was called. The call for the question was approved. Voting on the motion ensued and the motion passed.
- d. A Motion to Adopt a Goal of Improving Faculty Salaries was introduced by the FSEC and was tabled.
- e. A Motion to Adopt a Goal Regarding Faculty Staffing was introduced by the FSEC and was tabled.
- f. A Motion Regarding Data Outcomes and Data Collection for the Core Curriculum was introduced by the Curriculum Committee and was tabled.
- g. A Motion to Move Merit Pay Issues from Grievance Committee to the Appeals Committee was introduced by the Governance Committee and was tabled.

IX. The meeting adjourned at 4:24 p.m.

MINUTES
2012-2013 Faculty Senate Meeting
January 24, 2013
Heth Hall Room 014

Members Present: Kevin Ayers, Roann Barris, Candice Benjes-Small, Vicky Bierman, Jayne Bucy, Julia Castleberry, James Collier, Farrell Doss, Lori Elis, Mary Ferrari, Jake Fox, Kim Gainer, Vince Hazleton, Rhett Herman, Christine Hermann, Margaret Hrezo, Cathy Hudgins, Laura Jacobsen, Jerry Kopf, Mary LaLone, Elizabeth Lanter, Charles Manyara, James Newman, Monica Pazmino, Robert H. Phillips (for Ian Barland), Susan Schoppelrey, Bob Sheehy, Neil Sigmon, Kenneth Smith, Andrea Stanaland, Carter Turner, Erin Webster Garrett

Members Absent: Steve Beach, Robert Boross, Seife Dendir, Eric du Plessis, Kurt Gingrich, Lucy Hochstein, Abhay Kaushik, Michael King, Laura LaRue, Kevin LoPresto, Douglas Mitchell, Helen Roybark, Rob Sanderl, Sandra Schneider, Skip Watts

Guests: Bethany Bodo, Laurie Cubbison, Bill Kennan

- I. The meeting was called to order at 3:33 p.m.
- II. The minutes of the November 29, 2012, meeting were approved as read.
- III. The agenda was amended to add two motions under New Business: a Motion *re:* Core A Assessment Revisions and a Motion to Revised the Interdisciplinary Studies Major within the College of Humanities and Behavioral Sciences.
- IV. Dr. Jacobsen gave her report.
 - a. The COACHE survey has closed and results are expected by the end of spring semester.
 - b. At the cabinet meeting faculty travel was discussed. Travel requests need to be submitted in a timely fashion and in accordance with guidelines. Reimbursement requests should be submitted within thirty days after the conclusion of travel. Requests involving travel by four or more people to the same venue and international travel require approval of the president, so it is especially important to get these requests in to allow for the additional level of approval.
 - c. The governor does not want universities to take positions on legislation being considered by the General Assembly, but the Faculty Senate of Virginia has taken positions on bills. The proposal that BOVs include voting faculty has been tabled, but the proposal that BOVs include nonvoting faculty and student members has been approved by subcommittee. The proposal that certain faculty be allowed to switch from optional retirement programs to the VRS is still under consideration in subcommittee, and the 50% tuition waiver is still being discussed.
 - d. The implementation of the Affordable Care Act may affect one hundred employees who are paid for 1,500 hours over a nine-month period because they would exceed the thirty hours a week that triggers eligibility for health care.
 - e. Regarding IG reform, the Provost stated that the 133% rule apparently is not, in fact, required by the state. Twenty-five to thirty adjuncts who teach more than nine credit hours per semester will also be affected.
 - f. The six-year plan is due to Richard Alvarez, Vice President for Finance and Administration, by February 8, 2013, and reports are transitional adjustments from this year to next are due by February 21, 2013.

- g. Dr. Jacobsen reported on issues that would be raised at the next BOV meeting. Internal governance consultant Rod Smolla would be meeting with the BOV. Dr. Jacobsen plans to address IG reform, as well as faculty morale and faculty salaries, which are at the twenty-first percentile of Radford University's peer group. She will also address the fact that the university's student/faculty ration, at nineteen to one, is the next-to-highest in Virginia. , including the status of internal governance reform, faculty morale, faculty s.
- h. Discussion followed the Dr. Jacobsen's remarks:
 - One senator asked for verification of the source of the instruction that universities not take stands on legislative initiatives. Dr. Kennan stressed that the request came from the governor. Dr. Jacobsen responded to another question that individuals were free to take positions even if the university could not. Also discussed was the retention plan. Dr. Jacobsen stated that initiatives were coming forward, and Dr. Kennan reported that money has been proposed for retention initiatives and that deans were voting on their priorities. Another question was on staffing plans and the prospects of Radford University moving toward the sixtieth percentile in terms of salaries. Dr. Kennan replied that neither was reflected on current spreadsheets and that proposals needs to be tied to the STEM-H initiative but that these issues were on the provost's radar.

V. Ms. Bodo, Director of Assessment, and Dr. Cubbison, Director of the Core Curriculum Program, spoke about a revised assessment plan for the Core. The revised plan is intended to reflect the new outcomes and to be affordable. It would retain artifacts and rubrics. It would assess a smaller number of assignments and a smaller number of students but would still meet the university's needs in terms of continuing Core development and in terms of SCHEV and SACS requirements

VI. Committee Reports

- a. Campus Environment: No report.
- b. Curriculum: Dr. Hudgins reported that the committee has a Core-related motion under Old business and will be sending the FSEC a motion on plus/minus grading.
- c. Faculty Issues: Dr. Barris reported that the committee has a motion before the senate on extending the tenure clock and that he committee is examining leave policies.
- d. Governance: Dr. Schoppelrey reported that the committee had a motion on merit pay issues under Old Business.
- e. Resource Allocation: Dr. Elis reported that the survey on teaching loads would soon be going out.

VII. Old Business

- a. It was moved and seconded that A Motion to Allow Extension of the Probationary Period for Tenure Under Special Circumstances be removed from the table. The motion carried.
- b. After discussion, the question was called. The call for the question was approved. Voting on the motion ensued and the motion passed.

VIII. New Business

- a. A Motion *re*: Core A Assessment Revisions was introduced by the FSEC and was tabled.
- b. A Motion to Revise the Interdisciplinary Studies Major within the College of Humanities and Behavioral Sciences was introduced by the FSEC and was tabled.

IX. Announcements

- a. Virginia Higher Education Advocacy Day was held on January 16, 2012, with participation from individuals from the Radford area.
- b. Ebenezer Kolajo, Assistant Vice Provost for Academic Assessment, will attend the February 7, 2013, meeting of the Faculty Senate.

X. The meeting adjourned at 4:42 p.m.