

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

RADFORD
UNIVERSITY

Dr. Jerry Kopf, President of the Faculty Senate

Faculty Senate Executive Council 2015-2016

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

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

Review of 2014-15

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

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

Senators are assigned to one or more committees. Committees include

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

Review of 2014-15

- The full Senate and Committees alternate meetings every week on Thursdays during the academic year. Over the summer the Faculty Senate Executive Council (FSEC) reviews the progress reports for the previous year from each committee chair, reviews the morale surveys, seeks input from faculty and administrators, and drafts goals for each Committee for the next year. At the first meeting of the academic year each committee elects a chair and reviews and revises the goals provided by the FSEC. The committees and the FSEC add additional items as they come up during the year.

Motions adopted by the Senate 2014-2015

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

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

Motions adopted by the Senate 2014-2015

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

Motions adopted by the Senate 2014-2015

- Approved a motion to provide a means for transferring credit for courses more than ten years old
- Approved a MS in Biological and Forensic Science
- Approved a proposal for a Fall break
- Approved a proposal to clarify the faculty workload policy
- Approved a proposal to clarify the compensation policy for work outside the nine-month contract and a motion clarifying compensation for overloads
- Approved the Creation of a Doctor of Occupational Therapy Program
- Approved a motion recommending the adoption of the faculty compensation model for any raises above 2%

Motions adopted by the Senate 2014-2015

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

Faculty Perspective on Committee Goals

Cost-Benefit Analysis of all Academic Programs

Academic program review is an important, essential, continuous process that occurs constantly at the course, department, college and university level.

Determining the costs and benefits of a program is a complex process that goes to the core of the shared governance concept. Faculty feel strongly that

- under commonly accepted principles of shared governance faculty should have the primary responsibility for initiating, designing, reviewing, assessing, revising, and terminating academic courses or programs.
- faculty should have the opportunity to participate in deciding what the appropriate costs and/or benefits criteria are, how they are measured, how they are interpreted, how they are analyzed, and how they are used to make decisions.
- established, approved program review processes should be used to conduct any program cost/benefit analysis.

Faculty Perspective on Committee Goals

Review of Faculty Compensation

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

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

Faculty Perspective on Committee Goals

Review of Student Assessment

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

Faculty Perspective on Committee Goals

Review of Alternative Tuition Models, Including Differential Tuition

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