

**RESOLUTION OF SUPPORT FOR THE
RADFORD UNIVERSITY CLIMATE ACTION PLAN**

Referred by the Faculty Senate Executive Council

Whereas global climate change poses a substantial risk to future generations and;

Whereas the scientific consensus is that human action is a significant contributor to that change through the combustion of fossil fuels, deforestation, and waste management practices; and

Whereas RU is a signatory of the American University and College Presidents' Climate Commitment and;

Whereas participation in the Presidents' Climate Commitment requires that schools set a date certain where they will meet carbon neutrality and;

Whereas dozens of RU faculty, staff, and students have participated in a serious and careful examination of what RU needs to do to reach carbon neutrality by 2040 and;

Whereas the RU Climate Action Plan is aspirational, balanced, and flexible;

Be it resolved that the RU Faculty Senate endorses the CAP and recommends that the President and the Board of Visitors adopt the Plan as Radford University's carbon neutrality roadmap.

MOTION TO ADOPT A GOAL OF IMPROVING FACULTY SALARIES
Referred by the Faculty Senate Executive Council

Motion:

The Faculty Senate recommends the University adopt a goal of having faculty salaries at or above the 60th percentile in six years. The Faculty Senate further recommends that the Board of Visitors develop a strategy for reaching this target.

Rationale:

Although faculty productivity is above average, faculty salaries are well below the average salaries of our benchmark institutions. Further, SCHEV and the General Assembly have adopted a goal of having Virginia salaries at or above the 60th percentile. The low salaries at RU are hurting our ability to attract and retain quality faculty. Low salaries are also having a very negative impact on faculty morale.

MOTION TO ADOPT A GOAL REGARDING FACULTY STAFFING
Referred by the Faculty Senate Executive Council

Motion:

The Faculty Senate recommends the University adopt a goal of having all departments at a faculty staffing level consistent with the Base Budget Adequacy model within five years. If there are reasons for exceptions to the model, those exceptions must be approved in writing by the Dean and the Provost.

Rationale:

There is an ongoing discussion about the number and type of faculty positions required to adequately staff departments. The adoption of a staffing model would allow better decisions to be made about allocating resources to address faculty shortage and provide the data to support additional positions where needed.