



Board of Visitors

Academic Excellence and Student Success Committee
10:45 a.m.**
March 21, 2024
Roanoke Higher Education Center, Room 212, Roanoke, VA

DRAFT
Minutes

Committee Members Present

Ms. Jeanne Armentrout, Chair
Dr. Betty Jo Foster, Vice Chair
Mr. Robert A. Archer
Mr. George Mendiola
Ms. Georgia Anne Snyder-Falkinham
Dr. Kurt Gingrich, (Non-Voting Faculty Advisory Representative)

Board Members Present

Dr. Debra McMahon, Rector
Mr. Marquett Smith, Vice Rector
Ms. Betsy D. Beamer
Dr. Jay Brown
Ms. Joann Craig
Mrs. Jennifer Wishon Gilbert
Mr. Tyler Lester
Mr. David A. Smith
Mr. James Turk

Others Present

Dr. Bret Danilowicz, President
Dr. Bethany M. Usher, Provost
Dr. Dannette Gomez Beane, Vice President for Enrollment Management and Strategic Communications
Dr. Rob Hoover, Vice President for Finance and Administration
Dr. Angela Joyner, Vice President for Economic Development and Corporate Education
Dr. Susan Trageser, Vice President for Student Affairs
Ms. Penny Helms White, Vice President for Advancement and University Relations

Ms. Karen Castele, Secretary to the Board of Visitors and Special Assistant to the President
Ms. Susan Richardson, University Counsel

Call to Order

Ms. Jeanne Armentrout, Chair, formally called the meeting to order at 10:53 a.m. in Room 212 at the Roanoke Higher Education Center.

Approval of Agenda

Ms. Armentrout asked for a motion to approve the March 21, 2024, agenda. Mr. George Mendiola so moved, Mr. Robert Archer seconded, and the motion was carried unanimously.

Approval of Minutes

Ms. Armentrout asked for a motion to approve the November 30, 2023 minutes of the Academic Excellence and Student Success Committee. Ms. Georgia Anne Snyder-Falkinham so moved, Mr. Robert A. Archer seconded, and the motion was carried unanimously.

Presentation

Ms. Jeanne Armentrout introduced Dr. Daniel Miner, Assistant Professor of Physical Therapy, and Ms. Cassidy Gilmore, Waldron College Ambassador and member of the Class of 2024, who presented on the effects Rock Steady Boxing on the gait and balance of people with Parkinson's disease.

Academic Affairs Update

Provost and Senior Vice President for Academic Affairs Bethany M. Usher delivered Academic Affairs Points of Pride, such as publications from faculty, accreditation news, exceptional board and licensure pass rates and faculty awards.

Dr. Usher then updated the Board on the Two-Year Strategic Plan goals for Academic Affairs.

Recommendations and Action Items

Dr. Usher discussed the recommendation to approve the Merger of Department of Geospatial Science and the Department of Geology into the Department of Geospatial and Earth Sciences. Ms. Jeanne Armentrout asked for a motion to approve. Mr. George Mendiola so moved, Dr. Betty Jo Foster seconded, and the motion passed unanimously. A copy of the resolution is hereto attached as ***Attachment A*** and is made a part hereof.

Dr. Usher discussed the recommendation to approve Resolution on Tenure Recommendations for 2024-25 Ms. Jeanne Armentrout asked for a motion to approve. Mr. Robert A. Archer so moved, Ms. Georgia Anne Snyder-Falkinham seconded, and the motion passed unanimously. A copy of the resolution is hereto attached as ***Attachment B*** and is made a part hereof.

Dr. Usher discussed the recommendation to Approve Revision to the Teaching and Research Faculty Handbook Language for Employment Classifications (Full-Time Temporary). Ms. Jeanne Armentrout asked for a motion, Mr. George Mendiola so moved, Mr. Robert A. Archer seconded, and the motion passed unanimously. A copy of the resolution is hereto attached as ***Attachment C*** and is made a part hereof.

Dr. Usher discussed the recommendation to Approve Revisions to the Teaching and Research Faculty to be Consistent in the Use of the Ranking System in the Faculty Evaluation Procedures. Ms. Jeanne Armentrout asked for a motion to approve. Dr. Betty Jo Foster so moved, Ms. Georgia Anne Snyder-Falkinham seconded, and the motion passed unanimously. A copy of the resolution is hereto attached as ***Attachment D*** and is made a part hereof.

Dr. Usher discussed the recommendation to Approve Revisions to the Teaching and Research Faculty Handbook Language for Employment Classifications (Special Purpose Faculty) Ms. Jeanne Armentrout asked for a motion to approve. Mr. George Mendiola so moved, Dr. Betty Jo Foster seconded, the motion passed unanimously. A copy of the resolution is hereto attached as ***Attachment E*** and is made a part hereof.

Dr. Usher discussed the recommendation to Approve Revisions to the Teaching and Research Faculty Handbook for Reappointment. Ms. Jeanne Armentrout asked for a motion to approve. Dr. Betty Jo Foster so moved, Ms. Georgia Anne Snyder-Falkinham seconded, and the motion passed unanimously. A copy of the resolution is hereto attached as ***Attachment F*** and is made a part hereof.

Information Items

Dr. Usher announced as informational items the faculty members who were awarded emeritus status and promotions.

Faculty Senate Report

A Faculty Senate Update was provided by Faculty Senate President, Dr. Kurt Gingrich.

Adjournment

With no further business to come before the Committee, Ms. Armentrout adjourned the meeting at 12:11 p.m.

Respectfully submitted,

Karen Montgomery

Executive Assistant to the Provost and Senior Vice President of Academic Affairs

**RADFORD UNIVERSITY
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

MARCH 21, 2024

**RESOLUTION TO MERGE THE DEPARTMENT OF GEOSPATIAL SCIENCE AND THE
DEPARTMENT OF GEOLOGY INTO THE DEPARTMENT OF GEOSPATIAL AND EARTH
SCIENCES**

WHEREAS, Faculty Senate approved the merger of the Department of Geospatial Science and the Department of Geology; and

WHEREAS, Faculty in the Department of Geospatial Science and in the Department of Geology have approved a proposal to merge the departments to form the Department of Geospatial and Earth Sciences; and

WHEREAS, the change to the proposed departmental structure has a net-neutral effect on the budget;

NOW, THEREFORE, BE IT RESOLVED, that the Academic Excellence and Student Success Committee recommends that the Board of Visitors approves merger of the Department of Geospatial Science and the Department of Geology; and furthermore approve naming the merged unit as the Department of Geospatial and Earth Sciences;

BE IT FURTHER RESOLVED, that the President and/or designee(s) are hereby authorized to submit any and all documentation that may be required to receive approval of the name change to the State Council of Higher Education for Virginia (SCHEV) and the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

[Motion to Approve the Merger of the Department of Geospatial Science and the Department of Geology into the Department of Geospatial and Earth Sciences](#)

Referred by: Curriculum Committee

MOTION:

The Faculty Senate approves the merger of the Department of Geospatial Science and the Department of Geology into the Department of Geospatial and Earth Sciences. See the SCHEV proposal to change the administrative structure in the Appendix.

RATIONALE:

Due to recent and upcoming retirements, the Department of Geology will consist of two faculty members (three if we are successful in a current search) and the Department of Geospatial Science will have four faculty members come Fall 2024. To create a more productive and efficient administrative structure, we propose merging these two departments into one unit starting in Fall 2024.

The Department of Geospatial Science in coordination with the Department of Geology are proposing the “Department of Geospatial and Earth Sciences” as the name of the department because of the change in administrative structure. This name reflects the unique position of Geospatial Science in the Commonwealth; it is the only undergraduate program in Virginia. The name also reflects that the field of geology has shifted away from traditional oil and gas and mining and toward engineering and environmental work – infrastructure, natural disasters, water, sea level rise, environmental clean-up, etc. Our students will have to understand the Earth as a system within their future employment. Additionally, the term “Earth Sciences” reflects opportunity for curricular developments that we hope will come about by the merger of these faculty under one umbrella.

This administrative combination will result in small budget savings associated with one fewer chair stipend and 12 credit hours per year fewer course releases. All the current programs from the two departments will be offered under the Department of Geospatial and Earth Sciences.

The faculty from both departments met in a joint curriculum committee meeting and unanimously approved the merger and new department name. The Artis College faculty and Curriculum Committee also unanimously approved the proposed change.

**RADFORD UNIVERSITY
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE
MARCH 20, 2024**

RESOLUTION OF TENURE RECOMMENDATIONS

WHEREAS, the tenure-track faculty are appointed initially on one-year contracts and throughout the probationary period, which is normally six years, they are subject to reappointment annually upon recommendation by the Department Personnel Committee, the Department Chair, the College Dean, the Provost, and the President; and

WHEREAS, no later than the beginning of the fall semester of the sixth year of full-time appointment, tenure-track faculty are notified by their Department Chairs of their eligibility for consideration for award of tenure and candidates for tenure must submit to their Department Personnel Committees pertinent information regarding their qualification for tenure, including a statement justifying the granting of tenure, all past performance evaluations, including a summary of student evaluations and any peer evaluations, a current curriculum vita, and any other relevant documentation; and

WHEREAS, criteria for the award of tenure include: the continuing need for the individual's expertise; the individual's teaching effectiveness; effectiveness as an advisor; professional development; participation in University co-curricular activities; committee work; cooperation with colleagues; and contributions towards the objectives of the department, college, and University; and

WHEREAS, upon consideration of the candidate's achievement of the above criteria, the Department Personnel Committee submits its recommendation to the Department Chair, who in turn submits his or her recommendation to the College Dean. The Dean submits his or her recommendation to the Provost, and the Provost submits their recommendation in each case to the President. At each stage, the recommendation is added to the previous recommendations, and all are transmitted to the next level. Copies of each recommendation, together with justification, are sent to the faculty member, who has the right to appeal negative recommendations to the Faculty Grievance Committee; and

WHEREAS, the final authority for awarding or denying tenure lies with the Board of Visitors and all of the faculty members listed below have met the criteria for award of tenure;

ARTIS COLLEGE OF SCIENCE AND TECHNOLOGY

<u>Name</u>	<u>Department</u>
Sarah Lorraine Foltz	Department of Biology
Tara Anne Pelletier	Department of Biology
Chet Bhatta	RUC-Department Biology

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT

<u>Name</u>	<u>Department</u>
Tiesha Racquel Martin	Department of Health and Human Performance
Harold George Philippi	Department of Health and Human Performance
Sarah Ann Capello	School of Teacher Education and Leadership
Whitney Idol	School of Teacher Education and Leadership

COLLEGE OF HUMANITIES AND BEHAVIORAL SCIENCES

<u>Name</u>	<u>Department</u>
Sean M. Keck	Department of English
Geoffrey N. Pollick	Department of Philosophy and Religious Studies
Zehui Dai	School of Communication

COLLEGE OF NURSING

<u>Name</u>	<u>Department</u>
Christi L. Callahan	College of Nursing

COLLEGE OF VISUAL AND PERFORMING ARTS

<u>Name</u>	<u>Department</u>
Denise R. Bernardini	Department of Music
Matthew T. Cataldi	Department of Music
David Clay Rivers	Department of Music

WALDRON COLLEGE OF HEALTH AND HUMAN SERVICES

<u>Name</u>	<u>Department</u>
Daniel G. Miner	RUC – Department of Physical Therapy

THEREFORE, BE IT RESOLVED, it is recommended that the Academic Excellence and Student Success Committee recommend that the Board of Visitors approves the faculty Tenure recommendations listed above to become effective the beginning of the 2024-2025 academic year.

**RADFORD UNIVERSITY
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE
MARCH 21, 2024**

**RESOLUTION TO AMEND THE
TEACHING AND RESEARCH FACULTY HANDBOOK**

WHEREAS, all proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook; and

WHEREAS, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University; and

WHEREAS, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it; and

WHEREAS, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language; and

WHEREAS, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

WHEREAS, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Visitors of Radford University hereby approves in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.1.4: Full Time Temporary Faculty** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

Motion to Revise T&R Faculty Handbook Language for Teaching and Research Faculty Employment Classifications (Full-Time Temporary)

Referred by: Faculty Issues

MOTION:

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (stricken through) in Section 1.1.4 of the T&R Faculty Handbook.

Full-time temporary faculty positions are authorized to supplement the faculty of a department whenever full-time teaching faculty are needed but a tenure-track position is not available. Full-time temporary faculty hold appointments ~~for one year terms~~ without eligibility for tenure; where authorized by the Provost, appointments ~~may be renewed~~ **are customarily renewed** for up to a maximum of three years as described in section 1.5 of this Handbook. Such appointments carry rank without the opportunity for promotions and carry full benefits. A terminal degree consistent with accreditation criteria of the discipline and the Southern Association of Colleges and Schools is generally required for a full-time temporary appointment. Specific duties and assignments of full-time temporary faculty are given in their letter of appointment.

In the event that a full-time temporary faculty member is subsequently hired in a tenure-track position, his or her probationary period is subject to the policies described in section 1.6 of this Handbook.

RATIONALE:

This motion provides more flexibility for departments reliant on FTT faculty to fill immediate, short-term needs. Eliminating the requirement of “one year terms” allows for FTT to be hired for a single semester, as well as for an entire academic year.

**RADFORD UNIVERSITY
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE
MARCH 21, 2024**

**RESOLUTION TO AMEND THE
TEACHING AND RESEARCH FACULTY HANDBOOK**

WHEREAS, all proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook; and

WHEREAS, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University; and

WHEREAS, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it; and

WHEREAS, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language; and

WHEREAS, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

WHEREAS, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Visitors of Radford University hereby approves in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.4.1.4.1: Faculty Evaluation Procedures** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

Motion to Revise T&R Faculty Handbook Language to be Consistent in the Use of the Ranking System in the Faculty Evaluation Procedures

Referred by: Governance

MOTION:

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (~~stricken through~~) in Section 1.4.1.4.1 of the T&R Faculty Handbook.

1.4.1.4.1 Evaluation Procedures for Tenured and Tenure-track Faculty

1. By August 15, each returning faculty member shall submit to the Department Chair a Faculty Annual Report, which includes specific information concerning the faculty member's significant activities for the past academic year in the areas of teaching, professional contributions, and university service, and a brief statement of what the faculty member hopes to accomplish in each area for the upcoming academic year. A brief description of the workload of the faculty member, including factors which might influence faculty performance, such as overloads, number of class preparations, graduate hours taught, independent studies, supervision of interns, off-campus assignments, etc. should be included.

If an individual faculty member chooses to include intra-departmental, extra-departmental, or extra-university colleague evaluations as part of his or her evaluation, the department as a whole must develop and approve, by majority vote, a procedure for obtaining such colleague evaluations, and determining the weight that shall be given to them. Evaluators (i.e. Department Chair, Dean, or Provost) shall not request or initiate such internal or external colleague evaluations.

2. Annually, the Department Chair shall prepare evaluations of all faculty based on the activities of the previous academic year for teaching and university service and the past three years for scholarly and professional activities. The Department Chair shall use the three previous years' student evaluations in the annual teaching evaluation of each tenured faculty member. For example, the 2001-02 annual evaluation shall include student evaluations of teaching from 1999-2000, 2000-01, and 2001-02. Numerical data from student ratings should be evaluated in context. Chairs should consider a variety of factors that influence student ratings; these may include the number and level of students in the course being evaluated, whether the course is required, the difficulty of the subject matter, the rigor of course requirements, and written student comments. Chairs (and personnel committees) will specify the criteria used in addition to student evaluations and indicate their weighting in the evaluation.

For the evaluation of tenure-track faculty members, it is also important that the Department Chair consider the previous year's recommendations and supporting justifications for reappointment or non-reappointment provided by the Personnel Committee.

The evaluation shall include:

- a. strengths and/or weaknesses within the categories of teaching, professional contributions, and university service, citing examples;
- b. a description of performance for each category of evaluation, using the terms outstanding, above expectations, meets expectations, ~~meets expectations minimally~~, below expectations, or ~~poor~~ **unacceptable**;
- c. an overall evaluation and written justification for the ratings assigned in each evaluation category;
- d. an assessment of the faculty member's progress towards the minimum criteria for eligibility for tenure and/or promotion, where appropriate.

If weaknesses are cited or if ratings below 3.5 appear in any of the three evaluation categories, the Department Chair shall include recommendations to the faculty member for improving performance.

3. A weighted average of the three categories (teaching, professional contributions, and university service) shall be used to determine the overall evaluation of each faculty member. The range of acceptable weights for each category is as follows, with the stipulation that the sum of the weights must equal 100%:

Teaching	40% - 75%
Professional Contributions	15% - 40%
University Service	5% - 30%

For faculty and Department Chairs who have reassigned time for university service, the minimal weights allowable for teaching and university service shall be commensurate with their reassigned time. Faculty who receive reassigned time for research or grant work shall have at least 30% of their evaluation in the category of Professional Contributions. Faculty who have externally funded reassigned time shall be entitled to an exception to these lower limits, to be determined in consultation with the Department Chair. Faculty who have reassigned time for administrative work shall have at least 25% of their evaluations in the category of University Service. Faculty with other special circumstances shall determine an appropriate range of weights to be assigned to each category of evaluation in consultation with their department chair.

Annually, each faculty member, in consultation with the Department Chair, determines the percentage value (within the prescribed range) for each evaluation category that will be used in her or his evaluation after the Chair's final rating in each category is submitted to the individual faculty member.

Colleges and departments may make decisions regarding more specific expectations for faculty effort within these ranges and shall clearly communicate these expectations in writing to faculty at the beginning of the academic year.

The Department Chair shall assign a numerical value to the descriptive term that represents her or his assessment of a faculty member in each of the three evaluation categories, as follows:

Outstanding	4.5 - 5.0
Above Expectations	3.5 - 4.49
Meets Expectations	3.0 - 3.49
Below Expectations	2.0 - 2.99
Unacceptable	Below 2.0

A tenured faculty member whose overall evaluation rating falls below 3.0 or whose teaching rating falls below 3.0 is subject to post-tenure review which, after due process, may result in sanctions up to and including dismissal.

A faculty member's overall evaluation will be determined as follows:

- a. The numerical value assigned to each of the three evaluation categories will be multiplied by the weight previously determined for the category, e.g., a weighted percentage value of 40% - 75% will be used in the evaluation category "teaching."
- b. The numerical values thus obtained for the three evaluation categories will be added together to determine the faculty member's overall evaluation.

For example: Assume that faculty member "X" elects to count "teaching" as 60% of her or his evaluation, "professional contributions" as 30%, and "University service" as 10%. If the Department Chair assigns this faculty member numerical ratings of 3.6 (above expectations) in teaching, 4.5 (outstanding) in professional contributions, and 2.7 (~~meets expectations minimally~~ **below expectations**) in University service, the faculty member's overall evaluation would be determined as follows:

Teaching	$3.6 \times .60 = 2.16$
Professional contributions	$4.5 \times .30 = 1.35$
University service	$2.7 \times .10 = .27$
OVERALL RATING	3.78 (above expectations)

RATIONALE:

The current handbook references two different ranking systems in the faculty evaluation procedures. They should align.

**RADFORD UNIVERSITY
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE
MARCH 21, 2024**

**RESOLUTION TO AMEND THE
TEACHING AND RESEARCH FACULTY HANDBOOK**

WHEREAS, all proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook; and

WHEREAS, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University; and

WHEREAS, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it; and

WHEREAS, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language; and

WHEREAS, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

WHEREAS, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Visitors of Radford University hereby approves in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.1.3: Special Purpose Faculty** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

Motion to Revise T&R Language for Teaching and Research Faculty Employment Classifications (Special Purpose Faculty)

Referred by: Faculty Issues

MOTION:

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (stricken through) in Section 1.1.3 of the T & R Faculty Handbook.

Special purpose faculty hold full-time or part-time appointments, ~~subject to annual reappointment,~~ without eligibility for tenure, and are subject to ~~annual~~ reappointment as described in section 1.5 of this Handbook. **Special purpose faculty members can be reappointed to terms of one, two, or three years, pending approval of the Provost. Upon expiration of a special purpose faculty member's term,** continuation of employment is contingent upon the need of the service, the availability of funds, and performance that meets or exceeds expectations. Such appointments carry rank with opportunity for promotion and carry full or part-time benefits, except in cases of certain leaves. A terminal degree in the discipline is not required for appointment; however, special purpose faculty must hold an advanced degree consistent with the accreditation criteria of the discipline and the Southern Association of Colleges and Schools Commission on Colleges.

RATIONALE:

This motion allows for the possibility of multi-year appointments for special purpose faculty members.

**RADFORD UNIVERSITY
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE
MARCH 21, 2024**

**RESOLUTION TO AMEND THE
TEACHING AND RESEARCH FACULTY HANDBOOK**

WHEREAS, all proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook; and

WHEREAS, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University; and

WHEREAS, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it; and

WHEREAS, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language; and

WHEREAS, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

WHEREAS, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Visitors of Radford University hereby approves in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.5: Reappointment** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

[Motion to Revise T&R Language for Reappointment](#)

Referred by: Faculty Issues

MOTION:

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (stricken through) in Section 1.5 of the T & R Faculty Handbook.

Teaching faculty subject to annual reappointment include tenure-track faculty, ~~special purpose faculty~~, and those full-time temporary faculty hired with an option for renewal. **Special purpose faculty are subject to reappointment at the end of their designated term.**

RATIONALE:

This motion adjusts the reappointment process for special purpose faculty members, allowing for the possibility of multi-year appointments. As such, the intention is to replace an annual reappointment process for all SPF members with a reappointment process that occurs at the end of an individual SPF member's designated term of service.

End of Board of Visitors Materials

