Radford University Faculty Senate

Motions

2023-2024

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Faculty Senate Membership by College (http://www.radford.edu/content/faculty-senate/home/contacts.html)

Artis College of Science and Technology

at-large	Christine Small	cjsmall@radford.edu	2022-2024
Anthropological Sciences	Jake Fox	jfox32@radford.edu	2023-2025
Biology	Matt Close	mclose2@radford.edu	2023-2025
Chemistry	Tim Fuhrer (FA23) Cindy Burkhardt (SP24)	tfuhrer@radford.edu caburkha@radford.edu	2022-2024
Computing & Information Sciences	Ian Barland	ibarland@radford.edu	2022-2024
Geology	Ryan Sincavage	rsincavage@radford.edu	2022-2024
Geospatial Science	Andrew Foy	afoy@radford.edu	2022-2024
Mathematics/Statistics	Eric Choate	echoate2@radford.edu	2023-2025
Physics	Rhett Herman	rherman@radford.edu	2022-2024

Davis College of Business and Economics

at-large	Hui Wang	hwang26@radford.edu	2022-2024
Accntg, Finance, & Business Law	Liang Shao	lshao@radford.edu	2022-2024
Economics	Eftila Tannelari	etanellari@radford.edu	2023-2025
Management	Dale Henderson	dahender@radford.edu	2022-2024
Marketing	Maneesh Thakkar	mthakkar@radford.edu	2022-2024

College of Education and Human Development

at-large	David Sallee	dsallee@radford.edu	2023-2025
at-large	Cheri Triplett (FA23) Ryan Smith (SP24)	cftriplet@radford.edu rsmith630@radford.edu	2023-2025
Counselor Education			2023-2025
Health and Human Performance	Anna DeVito	adevito@radford.edu	2022-2024
Recreation, Parks & Tourism	Susan Van Patten	svanpatt@radford.edu	2023-2024
School of Teacher Education	Roofia Galeshi	rgaleshi@radford.edu	2022-2024

College of Humanities and Behavioral Sciences

at-large	Kevin Farrell	kfarrell2@radford.edu	2022-2024
at-large	John Brummette	jbrummett@radford.edu	2023-2025
Communication	Scott Dunn	swdunn@radford.edu	2022-2024
Criminal Justice	Rachel Santos	rsantos5@radford.edu	2022-2024
English	David Beach	dbeach6@radford.edu	2023-2025
Foreign Language & Literature	I-Ping Fu	ifu@radford.edu	2022-2024

History	Kurt Gingrich	kgingric@radford.edu	2023-2025
Philosophy & Religion	Geoff Pollick	gpollick@radford.edu	2022-2024
Political Science	Paige Tan	etan3@radford.edu	2022-2024
Psychology	Jay Caughron	jcaughron@radford.edu	2022-2024
Sociology	Roby Page	erpage@radford.edu	2023-2025

College of Visual and Performing Arts

at-large	Holly Cline	hcline@radford.edu	2022-2024
Art	Brent Webb	bwebb18@radford.edu	2022-2024
Dance	Ji-Eun Lee	jlee211@radford.edu	2022-2024
Interior Design & Fashion	Tammy Robinson	trrobinso@radford.edu	2023-2025
Music	Matthew Cataldi	mcataldi@radford.edu	2022-2024
Theater/Cinema	Camilla Morrison	cmorrison1@radford.edu	2023-2025

RU Libraries

at-large	Alyssa Archer	aarcher2@radford.edu	2023-2025

College of Nursing

at-large	Christi Callahan	ccallahan7@radford.edu	2022-2024
at-large	Vanessa Hedge	vhedge@radford.edu	2023-2025
Nursing	Katie Katz	krkatz@radford.edu	2022-2024

Waldron College of Health and Human Services

at-large	Susan Schoppelrey	sschoppel@radford.edu	2022-2024
at-large	Brian Buccola	bbuccola@radford.edu	2023-2025
Clinical Health Professions	John Cook	jcook85@radford.edu	2023-2025
Communication Science & Disorders	Diane Millar	dcmillar@radford.edu	2022-2024
Occupational Therapy	Vesna Costello	vcoticcostel@radford.edu	2023-2025
Physical Therapy	Stephen Glass	smglass1@radford.edu	2022-2024
Physician Assistant Studies	Judy Smith	jsmith182@radford.edu	2023-2025
Public Health & Healthcare Leadership	Jeannine Everhart	jeverhart1@radford.edu	2023-2025
Social Work	Ali-Sha Alleman	aalleman@radford.edu	2022-2024

Representative Senators

Adjunct/FT Temp At-Large-CEDH	Lisa Aker	laker1@radford.edu	2023-2024
Adjunct/FT Temp At-Large-WCHHS	Maria Madden	msalpeasmadden@radford.edu	2023-2024

Governance Structure of the 2023-2024 Faculty Senate

Faculty Senate Executive Council

President—Kurt Gingrich
Vice-President—Geoff Pollick
Secretary—David Beach
At-Large—Kevin Farrell
At-Large—Matthew Close

Campus Environment

Lisa Aker	CEHD
Ian Barland	ACST
Christie Callahan	CoN
Matthew Cataldi	CVPA
John Cook	WCHHS (RUC)
Jeannine Everhart	WCHHS (RUC)
Jake Fox, Chair	ACST
I-Ping Fu	CHBS
Judy Smith	WCHHS (RUC)
Maneesh Thakkar	DCOBE
Brent Webb	CVPA

Curriculum

Alyssa Archer	RU Libraries
Eric Choate, Co-Chair	ACST

Vesna Costello	WCHHS
Anna DeVito, Co-Chair	CEHD
Tim Fuhrer (FA23)	ACST
Cindy Burkhardt (SP24)	
Vanessa Hedge	CoN
Rhett Herman	ACST
Geoff Pollick	CHBS
Roby Page	CHBS
Susan Schoppelrey	WCHHS
Eftila Tanellari	DCOBE

Faculty Issues

John Brummette	CHBS
Holly Cline	CVPA
Kevin Farrell, Chair	CHBS (RUC)
Katie Katz	CoN
Ji-Eun Lee	CVPA
Maria Madden	WCHHS
Diane Millar	WCHHS
David Sallee	CEHD
Rachel Santos	CHBS
Christine Small	ACST
Cheri Triplett (FA23)	CEHD
Ryan Smith (SP24)	

Governance

Brian Buccola	WCHHS (RUC)
Matt Close	ACST
Scott Dunn	CHBS
Andrew Foy, Chair	ACST

Tammy Robinson	CVPA
Liang Shao	DCOBE
Paige Tan	CHBS
Susan Van Patten	CEHD

Resource Allocation

Ali-Sha Alleman	WCHHS
David Beach	CHBS
Jay Caughron	CHBS
Roofia Galeshi	CEHD
Stephen Glass	WCHHS (RUC)
Dale Henderson, Chair	DCOBE
Camilla Morrison	CVPA
Ryan Sincavage	ACST
Hui Wang	DCOBE

Status of Motions of the 2023-2024 Faculty Senate

Date	Title	Sponsor	Outcome
2023-2024			
23-24.01	Motion to Revise Faculty T&R Handbook Language to be Gender Neutral	Governance	Passed 10/19/2023
23-24.02	Motion to Revise Faculty T&R Handbook Language for Teaching and Research Faculty Employment Classifications (Tenured, Tenure-Track, Adjunct)	Faculty Issues	Passed 11/2/2023
23-24.03	Motion to Revise Faculty T&R Handbook Language for Teaching and Research Faculty Employment Classifications (Special Purpose)	Faculty Issues	Passed 11/16/2023
23-24.04	Motion to Revise LEAD 110 – Emerging Leadership	Curriculum	Failed 1/18/2024
23-24.05	Motion to Revise T&R Language for Teaching and Research Faculty Employment Classifications (FTT)	Faculty Issues	Passed 1/18/2024
23-24.06	Motion to Revise Faculty T&R Handbook Language to be Consistent in the Use of the Ranking System in the Faculty Evaluation Procedures	Governance	Passed 1/18/2024
23-24.07	Motion to Approve the Merger of the Department of English and the Department of Foreign Languages and Literatures into the School of Writing, Language, and Literature	Curriculum	Passed 11/16/2023
23-24.08	Motion to Approve the Merger of the Department of Geospatial Science and the Department of Geology into the Department of Geospatial and Earth Sciences	Curriculum	Passed 2/1/2024
23-24.09	Motion to Revise T&R Language for Teaching and Research Faculty Employment Classifications (Special Purpose Faculty)	Faculty Issues	Passed 2/15/2024
23-24.10	Motion to Revise T&R Language for Reappointment	Faculty Issues	Passed 2/29/2024

23-24.11	Motion to Remove Question DEP6 from the Faculty Morale Survey	Campus Environment	Passed 2/29/2024
23-24.12	Motion to Remove Questions SEN2 and SEN4 from the Faculty Morale Survey	Campus Environment	Passed 2/29/2024
23-24.13	Motion to Remove Questions STU1 through STU6 from the Faculty Morale Survey	Campus Environment	Passed 2/29/2024
23-24.14	Motion to Recommend the Motion for Ensuring Breadth in the REAL Curriculum	Curriculum	
23-24.15	Motion to Recommend the Motion to Simplify the REAL Curriculum	Curriculum	
23-24.16	Motion to Recommend the General Education Task Force's Motion for Transparency in Program Requirements	Curriculum	
23-24.17	Motion to Approve the REAL Designation for the Minor in Tourism and Special Events	Curriculum	
23-24.18	Motion to Approve the REAL Designation for the Minor in Art History	Curriculum	
23-24.19	Motion to Delete the Minor in Peace Studies	Curriculum	
23-24.20	Motion to Revise T&R Language for Tenure	Faculty Issues	
23-24.21	Motion to Remove Question Pertaining to the Radford University/Jefferson College Merger from the Faculty Morale Survey	Campus Environment	
23-24.22	Motion to Revise T&R Language for the Dean Selection Process	Governance	
23-24.23	Motion to Revise T&R Language for Faculty Evaluation Process	Faculty Issues	
23-24.24	Motion to Revise T&R Language for Evaluation Procedures for Special Purpose, Temporary, and Part-time Faculty	Faculty Issues	
23-24.25	Motion to Delete the Minor in Dance Technique	Curriculum	

23-24.26	Motion to Delete the Graduate Certificate in Teaching Language Arts in the Digital Age	Curriculum	
23-24.27	Motion to Delete the MA in Criminal Justice	Curriculum	
23-24.28	Motion to Revise the MS in Criminal Justice	Curriculum	

23-24.01: Motion to Revise T&R Faculty Handbook Language to be Gender Neutral

Referred by: Governance

MOTION:

This motion revises the language of the T&R Faculty Handbook to change *he or she*, *he/she*, *his or hers*, and *himself/herself* to use gender neutral language such as *they*, *them*, *their*, and *themself*. See red type in Appendix A on the Faculty Senate Motions web site.

RATIONALE:

This simple revision makes the handbook gender neutral, inclusive, and consistent in its language.

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23-24.02: Motion to Revise T&R Faculty Handbook Language for Teaching and Research Faculty Employment Classifications (Tenured, Tenure-Track, Adjunct)

Referred by: Faculty Issues

MOTION:

The Faculty Senate approves the addition of language (red type) and the deletion of language (~~stricken through~~) in Section 1.1.1, Section 1.1.2, and Section 1.1.5 of the T & R Faculty Handbook.

1.1.1 Tenured Faculty

Tenured faculty hold continuing full-time appointments following recommendation to and approval by the President as described in section 1.6 of this Handbook. Such appointments include rank with opportunity for promotion and carry full benefits, ~~as outlined in the Personnel Information Manual,~~ except in cases of certain leaves. With rare exceptions, a terminal degree consistent with accreditation criteria of the discipline and the Southern Association of Colleges and Schools Commission on Colleges is required for a tenured appointment.

1.1.2 Tenure-Track Faculty

Tenure-track faculty positions provide probationary appointments. Tenure-track faculty hold renewable, full-time appointments for one-year terms, subject to annual reappointment as described in section 1.5 of this Handbook. Such appointments carry rank with opportunity for promotion and carry full benefits, ~~as outlined in the Personnel Information Manual,~~ except in cases of certain leaves. A terminal degree consistent with accreditation criteria of the discipline and the Southern Association of Colleges and Schools Commission on Colleges is generally required for a tenure-track appointment.

1.1.5 Adjunct Faculty

Adjunct faculty positions supplement the faculty of a department wherever additional faculty are needed. Adjunct faculty include those employed for part-time teaching and those who serve a department or college in a significant capacity without compensation. Adjunct faculty hold appointments for three years, during which they are eligible for but not guaranteed teaching assignments, as defined by their letter of appointment, without eligibility for tenure; where authorized by the Dean and approved by the Provost and Vice President for Academic Affairs, adjunct appointments may be renewed. Such reappointments should be made anytime during the last semester of the previous appointment period. Appointments carry rank without the opportunity for promotion

during the appointment period; however, promotion may be recommended at subsequent appointments subject to the Criteria for Awarding Rank at Appointment. Adjunct faculty members receiving compensation also receive limited benefits~~, as described in Personnel Information Manual~~. A terminal degree in the discipline is not required for appointment, but adjunct faculty must hold an advanced degree or equivalent credentials based on experience consistent with accreditation criteria of the discipline and the Southern Association of Colleges and Schools Commission on Colleges. Specific responsibilities of adjunct faculty are given in their letter of appointment.

In the event that an adjunct faculty member is subsequently hired in a tenure-track position, the time employed as an adjunct faculty member cannot count toward the probationary period.

RATIONALE:

This motion removes outdated information, as the Personnel Information Manual no longer exists.

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23-24.03: Motion to Revise T&R Faculty Handbook Language for Teaching and Research Faculty Employment Classifications (Special Purpose)

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.

1.1.3 Special Purpose Faculty

~~Special purpose faculty positions provide special faculty functions such as clinical supervision, writing instruction, or internship supervision.~~ Special purpose faculty hold ~~continuing,~~ 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. 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, ~~as outlined in the Personnel Information Manual,~~ 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 aims to define faculty roles more clearly, aligning the description of SPF positions with how these positions function in practice. The inserted language is consistent with SPF contracts and the existing procedures for reappointment. The motion also removes outdated information, as the Personnel Information Manual no longer exists.

23-24.04: Motion to Revise LEAD 110 – Emerging Leadership

Referred by: Curriculum

MOTION:

Faculty Senate recommends approval of changes to LEAD 110 Emerging Leadership in the Curriculog proposal https://radford.curriculog.com/proposal:1872/form

RATIONALE:

LEAD 110 has not been taught for at least five years, and it was previously overseen by Student Affairs. This proposal moves its oversight to the UNIV 100 Faculty Oversight Committee. The course is designed to help prepare students to serve as student leaders, such as Peer Instructors in UNIV 100 or as Quest Assistants. Currently the course is defined as three credits, but this proposal reduces it to a variable credit course of 1 or 0 credits to allow more students to fit it into their curricula.

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23-24.05: 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.

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:

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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 x .60 = 2.16
Professional contributions	4.5 x .30 = 1.35
University service	2.7 x .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.

23-24.07: Motion to Approve the Merger of the Department of English and the Department of Foreign Languages and Literatures into the School of Writing, Language, and Literature

Referred by: Curriculum

MOTION:

Faculty Senate approves the merger of the Department of English and the Department of Foreign Languages and Literatures into the School of Writing, Language, and Literature. See the merger proposal document in the Appendix.

RATIONALE:

The faculty in the Department of English and in the Department of Foreign Languages and Literatures have approved a proposal to merge their departments and form the School of Writing, Language, and Literature. This merger has also been approved by a vote of the College of Humanities and Behavioral Sciences faculty and approved by the Dean of the College of Humanities and Behavioral Sciences.

For the last two years, the two departments have shared resources, including having the same chairperson, and so this merger formalizes a relationship that already exists in practice.

23-24.08: 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

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.

23-24.09: 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.

23-24.10: 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.

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23-24.11: Motion to Remove Question DEP6 from the Faculty Morale Survey

Referred by: Campus Environment

MOTION:

The Faculty Senate approves the removal of the following questions from the Faculty Morale Survey, effective Spring 2024:

DEP6: I believe my Chair does all they can to meet the needs of my department.

RATIONALE:

The Faculty Morale Survey (FMS) currently includes 81 total questions. It is the feeling of the CEC that this survey is too long, which affects survey response and completion rates. In addition, CEC believes that Question DEP6 is redundant with other questions about satisfaction with the Chair and adds no useful additional information to the survey. A supplemental document has been made available to allow these questions to be evaluated in the context of the entire FMS.

23-24.12: Motion to Remove Questions SEN2 and SEN4 from the Faculty Morale Survey

Referred by: Campus Environment

MOTION:

The Faculty Senate approves the removal of the following questions from the Faculty Morale Survey, effective Spring 2024:

> SEN2: I believe the Faculty Senate does all it can to meet the needs of my college.
> SEN4: I am satisfied with the leadership of the Faculty Senate.

RATIONALE:

The Faculty Morale Survey (FMS) currently includes 81 total questions. It is the feeling of the CEC that this survey is too long, which affects survey response and completion rates. In addition, CEC believes that Question SEN2 is potentially misleading in asking how the Faculty Senate meets the needs of individual colleges. And the CEC believes that Question SEN4 is not helpful because the perception is that large proportions of faculty are not familiar with the leadership of the Faculty Senate. A supplemental document has been made available to allow these questions to be evaluated in the context of the entire FMS.

23-24.13: Motion to Remove Questions STU1 through STU6 from the Faculty Morale Survey

Referred by: Campus Environment

MOTION:

The Faculty Senate approves the removal of the following questions from the Faculty Morale Survey, effective Spring 2024:

STU1. Overall, I find the students I teach to be adequately prepared to succeed in my class.
STU2. Overall, I am satisfied with student attendance in my class(es).
STU3. Overall, I am satisfied with student engagement in my class(es).
STU4. Overall, I am satisfied with the quality of students' completed assignments.
STU5. Overall, I believe students respect me as their instructor.
STU6. My interactions with my students have a net positive effect on my morale.
OPEN 08. Please comment on your level of satisfaction with students at Radford University.

RATIONALE:

The Faculty Morale Survey (FMS) currently includes 81 total questions. It is the feeling of the CEC that this survey is too long, which affects survey response and completion rates. In addition, CEC believes these questions about faculty perception of students are unlikely to lead to actionable outcomes. A supplemental document has been made available to allow these questions to be evaluated in the context of the entire FMS.

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23-24.14: Motion to Recommend the Motion for Ensuring Breadth in the REAL Curriculum

Referred by: Curriculum

MOTION:

The Faculty Senate recommends adopting the changes to the REAL Curriculum proposed in "Motion for Ensuring Breadth in the REAL Curriculum."

RATIONALE:

In May 2023, a large group of faculty members met at the Summer Faculty Curriculum Institute and suggested ideas to improve the REAL Curriculum. At the request of the provost, the General Education Task Force met during the Fall 2023 semester to consider these suggested ideas, and based on their discussion, the task force submitted "Motion for Ensuring Breadth in the REAL Curriculum" for consideration by the Faculty Senate. This motion is in the Appendix, and it has been reviewed by REAL Council.

Note: "Motion for Ensuring Breadth in the REAL Curriculum" contradicts "Motion to Simplify the REAL Curriculum," and so the Faculty Senate should not pass both motions.

23-24.15: Motion to Recommend the Motion to Simplify the REAL Curriculum

Referred by: Curriculum

MOTION:

The Faculty Senate recommends adopting the changes to the REAL Curriculum proposed in "Motion to Simplify the REAL Curriculum."

RATIONALE:

In May 2023, a large group of faculty members met at the Summer Faculty Curriculum Institute and suggested ideas to improve the REAL Curriculum. At the request of the provost, the General Education Task Force met during the Fall 2023 semester to consider these suggested ideas, and based on their discussion, the task force submitted "Motion to Simplify the REAL Curriculum" for consideration by the Faculty Senate. This motion is in the Appendix, and it has been reviewed and recommended by REAL Council.

Note: "Motion to Simplify the REAL Curriculum" contradicts "Motion for Ensuring Breadth in the REAL Curriculum," and so the Faculty Senate should not pass both motions.

23-24.16: Motion to Recommend the General Education Task Force's Motion for Transparency in Program Requirements

Referred by: Curriculum

MOTION:

The Faculty Senate recommends adopting the General Education Task Force's "Motion for Transparency in Program Requirements."

RATIONALE:

In May 2023, a large group of faculty members met at the Summer Faculty Curriculum Institute and suggested ideas to improve our curriculum. At the request of the Provost, the General Education Task Force met during the Fall 2023 semester to consider these suggested ideas, and based on them, submitted "Motion for Transparency in Program Requirements." This motion is in the Appendix

23-24.17: Motion to Approve the REAL Designation for the Minor in Tourism and Special Events

Referred by: Curriculum

MOTION:

The Faculty Senate recommends approval of the minor in Tourism and Special Events as aligning with the A and L areas of the REAL Curriculum.

RATIONALE:

23-24.18: Motion to Approve the REAL Designation for the Minor in Art History

Referred by: Curriculum

MOTION:

The Faculty Senate recommends approval of the minor in Art History as aligning with the A area of the REAL Curriculum.

RATIONALE:

23-24.19: Motion to Delete the Minor in Peace Studies

Referred by: Curriculum

MOTION:

The Faculty Senate supports the deletion of the minor in Peace Studies.

RATIONALE:

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23-24.20: Motion to Revise T&R Language for Tenure

Referred by: Faculty Issues

MOTION:

The Faculty Senate approves the addition of language (red type) and the deletion of language (stricken through) in Section 1.7 of the T & R Faculty Handbook.

1.7 TENURE

A decision to grant tenure is an affirmative decision and is available only to tenure-track faculty, College Deans, the Provost, and the President of the University.

Faculty members are only eligible for tenure at the conclusion of a probationary period. That probationary period, for all instructor and professorial ranks at Radford University, shall be six years. Should a tenure-track faculty member be approved for an Externally Funded Professional Leave, the time period of the leave shall be included in the probationary period for tenure.

Should a tenure-track faculty member take a Professional Leave Without Pay, the time period of the leave shall be included in the probationary period only with the recommendation of the Department Personnel Committee, the Department Chair, and the College Dean, and approval by the Provost. Should a faculty member take Personal Leave, the time period of the leave shall not be counted in the probationary period for tenure.

~~Faculty hired on a full-time temporary basis are not eligible for tenure.~~ Should a full-time ~~temporary~~ faculty member in a position ineligible for tenure later be hired to a tenure-track position, the faculty member will be offered the opportunity to count up to five years of ~~his or her~~ their continuous and uninterrupted prior service ~~as a full-time temporary faculty member~~ at Radford University as part of the probationary period. The faculty member's decision to count or to waive credit for prior service will be made at the time of initial hiring to the tenure-track position. Faculty hired on a part-time basis shall not be eligible for tenure. Should a part-time faculty member later be hired to a tenure-track position, previous part-time service shall not be counted as part of the probationary period.

RATIONALE:

This motion allows any non-tenure track faculty member who has served in a full-time role the option to count their continuous and uninterrupted service at Radford as part of the probationary period if later hired to a tenure-track position. Current handbook language specifies that FTT

faculty already have this option, but no mention is made of other non-tenure track positions (SPF, Visiting Faculty, In-Residence Faculty). These edits also eliminate a redundancy, as Section 1.1 already defines which roles are ineligible for tenure.

23-24.21: Motion to Remove Question Pertaining to the Radford University/Jefferson College Merger from the Faculty Morale Survey

Referred by: Campus Environment

MOTION:

The Faculty Senate approves the removal of the following question from the Faculty Morale Survey, effective Spring 2024:

> OPEN09: Please comment on the integration of the Radford campus and RUC Roanoke campus.

RATIONALE:

The Faculty Morale Survey (FMS) currently includes 81 total questions. It is the feeling of the Campus Environment Committee that this survey is too long which affects survey response and completion rates. In addition, RUC faculty have pointed out that this merger is now five years in the past.

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23-24.22: Motion to Revise T&R Language for the Dean Selection Process

Referred by: Governance

MOTION:

The Faculty Senate approves the addition of language (red type) and the deletion of language (~~stricken through~~) in Section 1.3.3 of the T&R Faculty Handbook.

> When a vacancy occurs in an academic Deanship, the Provost will, in consultation with the President and upon their approval, call for the formation of a Search Committee composed of faculty from the college seeking a Dean, faculty from outside the college, students majoring in degree programs in the college, ~~and an administrative~~ a classified staff member, a partner who is external to the university, and a Dean from outside the college. The Provost shall appoint a Dean from outside the college to serve as Chair of the Search Committee. There shall be at least ~~five (5)~~ four internal faculty members ~~of~~ on the Search Committee with one representative from each department or school. Each department chair or school director in the college shall ~~elect by secret ballot~~ nominate one internal faculty representative ~~to the search committee~~, one staff member, one external faculty representative, and one external partner. Should this result in fewer than ~~five (5)~~ six faculty members ~~of~~ on the Search Committee, then ~~at a college meeting chaired by the provost, the faculty of the college shall elect by secret ballot~~ the Provost shall appoint a sufficient number of at-large ~~college~~ faculty representatives to bring the total number of faculty representatives to ~~five (5)~~ six. ~~The student members (2)~~ Student members from programs in the college shall be recommended to the Provost by the Student Government Association and/or the Graduate Student Council as appropriate. The Student Government Association or the Graduate Student Council shall propose a list containing at least six names and submit the list to the Provost. ~~who will make the~~ The department chair and school director nominations and student recommendations will be considered by the Provost when making final appointments. ~~The administrative member (1) shall be appointed by the Provost. The Search Committee shall elect its own chair.~~

RATIONALE:

This section does not recognize the leadership the Dean brings to the university and college, nor that the management of staff is a key role. It is so focused on the faculty in the particular college that it doesn't bring in viewpoints from other collaborating programs, and it does not include any staff or AP members to contribute. External partners from the communities that we service should also have a single person representative to express bring in diverse and inclusive viewpoint on future leadership.

23-24.23: Motion to Revise T&R Language for Faculty Evaluation Policies

Referred by: Faculty Issues

MOTION:

The Faculty Senate approves the addition of language (red type) and the deletion of language (stricken through) in Section 1.4.1.1 of the T & R Faculty Handbook.

> **1.4.1.1 Faculty Evaluation Policies**
> All full-time and part-time faculty are subject to annual evaluation. Responsibility and authority for evaluation of faculty of all classifications whose appointments are more than 50% teaching and research rests with the Department Chair and is subject to review by the Dean. Each faculty evaluation shall be made by the Department Chair consistent with the criteria that follow, in accordance with a given faculty classification and any published Department-specific evaluation criteria, and in accordance with College evaluation procedures.
>
> The Department Personnel Committee also makes recommendations regarding reappointment of faculty as described in section 1.5 of this Handbook.
>
> All evaluated activities shall be in the context of the faculty member's role as professor-scholar rather than in personal roles such as citizen or parent.

RATIONALE:

This motion clarifies that all faculty, including adjunct faculty, are to be evaluated on an annual basis. At present, adjunct faculty are evaluated at the end of each semester, which places a considerable administrative burden on both adjuncts and department chairs. This change, therefore, should make the evaluation process more efficient, while still adhering to SACS requirements.

23-24.24: Motion to Revise T&R Language for Evaluation Procedures for Special Purpose, Temporary, and Part-time 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 1.4.1.4.2 of the T & R Faculty Handbook.

> The evaluation of special purpose and full-time temporary faculty shall adhere to the same procedures as those for tenure-track faculty except that the range of weights for each category of evaluation shall be:
> Teaching: 75% - 100%
> Professional ~~Service~~ Contributions: 0% - 20%
> University Service: 0% - 15%
>
> ~~The Personnel Committee shall administer student evaluations of special purpose, full-time temporary, and part-time faculty between the thirteenth and the fourteenth weeks of the semester for all courses, every semester.~~ The appeals procedures shall also be the same as for tenure-track faculty.
>
> The evaluation of part-time faculty shall occur at least once per academic year, ~~the end of the semester;~~ based on assigned responsibilities outlined in their letter of appointment. The Department Chair shall prepare a written evaluation of the part-time faculty member's performance and send a copy to the faculty member. If the faculty member disagrees with the evaluation from the Department Chair, he or she may send a written statement of disagreement to the College Dean.
>
> The Personnel Committee shall administer student evaluations of special purpose, full-time temporary, and part-time faculty for all courses, every semester.

RATIONALE:

This motion makes a number of changes for clarity and consistency. Changing "Professional Service" to "Professional Contributions" makes the language in this section consistent with language elsewhere in the Handbook. Moving the language about student evaluations to the end of the section, rather than the middle, makes the section's arrangement more coherent. The current language about when student evaluations are administered is unnecessary and overly specific and thus has been deleted. Finally, changing evaluation of adjuncts from every semester to once annually will decrease the administrative burden on department chairs.

23-24.25: Motion to Delete the Minor in Dance Technique

Referred by: Curriculum

MOTION:

The Faculty Senate supports the deletion of the minor in Dance Technique.

23-24.26: Motion to Delete the Graduate Certificate in Teaching Language Arts in the Digital Age

Referred by: Curriculum

MOTION:

The Faculty Senate supports the deletion of the graduate certificate in Teaching Language Arts in the Digital Age.

23-24.27: Motion to Delete the MA in Criminal Justice

Referred by: Curriculum

MOTION:

The Faculty Senate supports the deletion of the Master of Arts degree in Criminal Justice.

23-24.28: Motion to Revise the MS in Criminal Justice

Referred by: Curriculum

MOTION:

The Faculty Senate supports the revision of the Master of Science degree in Criminal Justice.

RATIONALE:

The Master of Science degree in Criminal Justice currently requires 36 credits, but this proposal reduces it to 30 required credits, which is in line with other programs in the state. Changing the program's required credits by six credits must be submitted to SCHEV.