

**Administrative and Professional Faculty Senate  
Business Meeting  
March 12, 2025  
Heth 043/ RUC 3<sup>rd</sup> Floor Board Room**

**Present:** Staci Allen, Doug Benedict, Tom Bennett, Sandra Bond, Ashlee Claud, Vanessa Conner, David Halpin, Chad Hyatt, Debra Johnson, Kay Johnson, Mark Lambert, Andrew Price, Jess Rothe, Tom Snediker, Malinda Tasler, Susan Trageser (Cabinet Liaison), Paula Vaughan-Burroughs, Meghan Viet

**Absent:** Avraham Boruchowitz, Cory Durand, Eric Lovik, Sean Ramsey

**Guests:** Damien Allen, Aysha Bodenhamer, Jodi Carr, Princess Clark-Gaspard, Connie Cook, Phil Crigger, Noah Elbaor, Richard Farthing, Svetlana Filiatreau, John Harvey, Stephanie Hovsepian, Janice Linkous, Erik Martinsen, Elizabeth McCormick, Margaret McManus, Ginny McCoy, Connie Phillips, Jennifer Poole, D.J. Preston, Shannon Shastry, Lauren Snelson, Chris Stafford, Jackie Taylor, Matt Taylor, Sue Teel, Lisa Wade,

1. **Call to Order:** The meeting was called to order at 3:05 pm by President Ashlee Claud.
2. **Approval of Minutes:** The minutes from March 5, 2025 (rescheduled February Meeting) will be available at the April meeting.
3. **Old Business:**
  1. **AP Evaluations Cycle** – Ashlee has gotten feedback and put together a response. We will have a special meeting outside of our regular March meeting.
  2. **Elections** – Avraham Boruchowitz, Kay Johnson, and Malinda Tasler are the Elections Committee, and will be meeting soon. Kay read who is rolling off, and asked people to consider running again.
4. **Guest Speaker:** President Bret Danilowicz.
  1. **Basketball Coach** – The search is on for a new coach.
  2. **Enrollment** – We are financially stable or better. Federal funding is mostly tied to research grants. We have 3 federal grants with Pls. If those go away, it's not a structural change. We are concerned about Pell Grants; 44% of our students are on Pell Grants. I don't think there will be a large impact, but the reality is anything can happen. We are in a great place compared to some other institutions.
  3. **UIGRC** – The University Internal Governance Review Committee was created 4 years ago, and is a complicated document. All 3 Senate Presidents are on this committee, which will meet within 2 weeks. We will take a deeper dive this fall. The document's spirit is good, but how it actually works is challenging. Expect the work of UIGRC to come back on a regular basis to the Senates.
  4. **DEI** – This has a complicated road map, and no person can tell you exactly what's happening. Executive orders are impacting higher education and are ambiguous and tough to understand how to implement. Some states are getting rid of DEI and the people working in DEI. Virginia is very different. Our state law has 4 requirements. Institutions must have a plan for DEI, a structure for DEI, follow best practices, and report. We've posed questions to the Attorney General's office. The "Dear Colleague" letter is not law.

A required change is that we need to make sure the language we use is inclusive. We cannot target a group. We had to pull our HR training because the way it has been done is more harmful to some than to others. We have a couple of committees, offices, and CDI working on language. Our biggest change is language; otherwise, it is not a big change because most of our activities are inclusive. For instance, we can keep groups like the Black Student Alliance that discuss issues about black students because it is open to everyone. We are allowed to have topics on racism, race, ethnicity, etc. in

classes. Our goal is to make students successful and support them where they are at. This is an opportunity to do a better job for specific communities and make it inclusive for all.

### Questions & Answers

Q. The QEP is designed specifically to address equity gaps. Training addresses those issues, such as differences between black, Hispanic, etc. If we can't do that, can we remake QEP?

A. The QEP can't just support black students, but data can show where support needs to be given. People can be supported at different levels. We can't have one group preferred over another. First generation students are our biggest gap. We will rethink, rephrase, and tweak.

Q. UVA abolished their DEI office. We have CDI. What will our BOV do?

A. This is a fair question to ask. I don't know, but I don't anticipate it. My impression is our board is collegial and supports Radford. We did get a letter from the Department of Education in the State that DEI will be the main topic at our next BOV meeting. We will address it, but I don't think it will be a long discussion, which is subject to FOIA. It is tough to have an academic debate at a BOV meeting.

Q. Will we have to change our CDI or institutional equity offices?

A. My thinking – there's nothing in the legal document that bans the use of words. Any combination of DEI has become politically polarizing. Do we need to change is to Title IX or Civil Rights? I don't know. We need to be prepared. We won't change the intent of what we do. We will keep our people and our activities.

Q. As uncertainty becomes certain, how will that information be filtered to campus to the people directly affected?

A. The letter from the Attorney General is that "Dear Colleague" must be followed. State Law requires a certain percentage of purchasing from SWM (Small, Women, Minority) businesses. The Dear Colleague letter doesn't touch gender (W). We don't know how M works. Laws prevent discrimination based on gender or veteran status. It's a hot mess. I feel very uncomfortable without guidance from the attorney general. Information would have to be by memo.

Q. Many faculty and staff have strong DEI values. My job includes creating inclusive communities. There are differences between oppression and privilege. How do I continue doing the work I do and support my staff in this vital work? We've been told we can't do it.

A. You can't do it the way you've been doing it. We don't want students to have imposter syndrome. I don't know enough about training. Susan?

A. (Susan Trageser) The work we do will not change, but the language we use will change. I understand language matters. We must remind ourselves of our core values, and that we are supporting all our students and ensuring their success.

A. (President Bret) None of what we discussed changes our retention and graduation rate goals. Some of the words we use to there have changed.

Q. Please address our fears for our LGBTQ+ colleagues and campus protests regarding the Israeli/Palestinian conflict, etc.

A. Almost of the protests have been at research institutions. We've had two chalkings by students. Most protests have been by graduate students. Our programs are professional tracks. I haven't seen harsh concerns about colleagues on this campus.

**5. Announcement: Coffee with the President** is March 28. Send questions to Ashlee by March 21.

**6. Adjournment:** The meeting adjourned at 3:57 pm.

**Future Meeting Dates:**

- April 9 – Guest Speaker, President Bret Danilowicz, Heth 43
- May 14 – TBD