

## Administrative and Professional Faculty Senate

April 21, 2021

Zoom

**Members Present:** Jessie Beckett, Sandra Bond, Chris Bridgers, Ashlee Claud, Vanessa Conner, Liz Craft, Emily Ewoldt, Emily Fitzgerald, Mel Fox, James Harman, Steve Harrison, Kay Johnson, Eric Lovik, Chip Mann, Melissa Neal, Mary Catherine Santoro, Malinda Tasler, Susan Trageser,

**Guests:** Staci Allen, Carolyn Clayton, Amel Cuskovic, Marcia Elliot, Klarissa Hendrix, Lauren Hall, Meghan Viet, Merrie Winfrey

**1. Call to Order:** The meeting was called to order at 3:30 pm by President Ashlee Claud.

**2. Approval of Minutes:** The minutes from March 17, 2021 were approved.

**3. Guest Speaker:** Carolyn Clayton, Director of Annual Giving.

Carolyn presented the Climb to 25 and the Together Campaigns. The Climb to 25 goal is to increase faculty and staff giving to hit 25% participation between July 1, 2020 and June 30, 2021. See: <https://www.radford.edu/content/advancement/home/impact/faculty-and-staff-support.html>.

We will see the Together capital campaign in the near future. This campaign has five pillars: 1. Access and Opportunity; 2. Academic Excellence and Research; 3. Student Success and Engagement; 4. The Athletic Experience; and, 5. Emerging Needs. See: <https://www.radford.edu/content/capital-campaign/about.html>.

**4. Diversity, Equity and Inclusion Action Plan Recommendation:**

Response from AP Senate Subgroup on behalf of the Senate:

The A/P Faculty Senate would like to thank the DEI Committee for their hard work in tackling such a monumental yet crucial initiative. The senate supports the intention and aspirations of the DEI Action Plan. The A/P Faculty Senate respectfully requests consideration of the following recommendations to improve the effectiveness of the proposed plan.

- Incorporate more focus on other areas of diversity (i.e. disabilities)
- Shift resources from a Chief Diversity Officer to positions and programs that are more student-facing such as the Center for Diversity and Inclusion. Based on previous experiences at multiple institutions with a Chief Diversity Officer, the senate feels this position has the potential to become more of a figurehead and may be less effective than additional resources at a lower level.
- Consult departments who would be responsible for implementing this plan to ensure the action items align with the resources and structure of the departments involved. This will help get buy-in and make implementation a smoother process.

- Explore additional data sources to identify specific needs on campus, especially those related to social identities. Have a plan to dive deeper when data show inequities. Clearly describe a plan for how data will be collected, analyzed, and used to measure the success of the DEI Action Plan.

A positive and supportive discussion and Q&A ensued. The OneVirginia Plan and Toolkit were recently released, which will guide DEI efforts. See: <https://www.governor.virginia.gov/diversity/one-virginia/>. The Radford University DEI Plans will map to the OneVirginia Plan. Merrie Winfrey and Darrell Corey, Diversity and Equity Action Committee co-chairs, welcome recommendations and feedback. The following motion was raised, seconded, voted, and passed: Accept the Radford University Diversity, Equity, and Inclusion Plan and forward the AP Senate recommendations to the Diversity and Equity Action Committee for their consideration.

- 5. Morale Survey Committee Update:** Committee members; Ashlee Claud, Jessica Beckett, Mary Catherine Santoro, Kay Johnson. The Senate reviewed the draft survey and made a few suggestions for improvement. The Survey Committee will meet again to consider DEI questions.

- 6. Bylaws Amendment:** Committee members: Ashlee Claud, Melissa Neal, Kay Johnson and Sandra Bond. The number of senators has decreased due to combined divisions and fewer AP faculty in some divisions. In response, the Bylaws Committee proposed the following changes to Section 2 of the AP Faculty Senate Bylaws as an equitable approach to increasing the number of senators:

Members of the Senate shall be elected by the Administrative and Professional Faculty from each university division based on the organization of the university. On the first business day of March each year, the current number of full-time Administrative and Professional Faculty employees in each division shall be reviewed. ~~and the composition of the Administrative Senate shall be adjusted based on the following criteria.~~ **Each division will be allocated one senate position and will also be represented by additional senators based on the following criteria:**

- 1-20 employees – 1 **Additional** Senator
- 21-40 employees – 2 **Additional** Senators
- 41+ employees – 3 **Additional** Senators

A motion to accept these changes to the AP Senate Bylaws was raised, seconded, voted, and passed.

- 7. Elections Update:** Committee members Kay Johnson, Sandra Bond & Vanessa Conner. Nominations are due at 5:00 PM tomorrow. Another reminder will be sent tomorrow morning.

**8. New Business:** Standing Committees for Elections and Issues.

Does AP Faculty Senate need permanent committees, or should ad hoc committees be created as issues arise? Elections and Bylaws committees were discussed. Ad hoc committees give more flexibility to recruit senator members passionate about a particular issue. Outside experts may be invited to join. The Bylaws Committee will meet after Commencement to review and discuss changes to committees in the Bylaws.

**9. Upcoming Events:**

- **Commencement (April 29-May 1)** – See the website for details.
- **Commencement volunteers needed** – Sandra Bond provided a list of when and where volunteers are needed.

**4. Adjournment** – The meeting ended at 4:36 pm.

**Future Meeting Dates:**

- May 19
- June 16