ACADEMIC EXCELLENCE AND RESEARCH COMMITTEE MEETING
2:30 P.M.
APRIL 22, 2021
JOSEPH P. SCARTELLI ATRIUM
COVINGTON CENTER, RADFORD, VA

DRAFT
MINUTES

COMMITTEE MEMBERS PRESENT
Dr. Thomas Brewster, Chair
Ms. Nancy Angland Rice, Vice Chair
Ms. Krisha Chachra
Dr. Rachel D. Fowlkes
Dr. Susan Whealler Johnston
Dr. Katie Hilden, Faculty Representative (Non-voting Advisory Member)

COMMITTEE MEMBERS ABSENT
Ms. Georgia Anne Snyder-Falkinham

OTHER BOARD MEMBERS PRESENT
Mr. Robert A. Archer, Rector
Mr. James R. Kibler, Vice Rector
Dr. Jay A. Brown

OTHERS PRESENT
Dr. Brian O. Hemphill, President
Ms. Karen Casteele, Secretary to the Board of Visitors and Special Assistant to the President
Dr. Lyn Lepre, Provost and Vice President for Academic Affairs
Ms. Ashley Schumaker, Chief of Staff and Vice President for Strategic Operations
Mr. Allen T. Wilson, Senior Assistant Attorney General, Commonwealth of Virginia

CALL TO ORDER
Dr. Thomas Brewster, Chair, formally called the Academic Excellence and Research Committee meeting to order at 3:18 p.m. in the Joseph P. Scartelli Atrium, Covington Center, Radford, VA.
APPROVAL OF AGENDA
Dr. Brewster asked for a motion to approve the amended April 22, 2021 agenda moving the Faculty Senate Report to the first item due to Dr. Hilden’s commitment at the Faculty Senate meeting. Dr. Rachel D. Fowlkes so moved, Dr. Susan Whealler Johnston seconded, and the amended agenda was unanimously approved.

APPROVAL OF MINUTES
Dr. Brewster asked for a motion to approve the minutes of the February 11, 2021 meeting of the Academic Excellence and Research Committee, as published. Ms. Nancy Angland Rice so moved, Dr. Fowlkes seconded, and the motion was approved unanimously.

FACULTY SENATE REPORT
Faculty Senate President Katie Hilden reported that Faculty Senate has considered and passed a total 157 motions to date. She stated that a motion was passed in the fall to update Teaching and Research Handbook language around fiscal exigency. A committee was convened with a draft due at the beginning of the 2021 fall semester to Faculty Senate. Dr. Hilden reported that the Course Minimums Committee began meeting in January. The chairs and deans will collect data around course minimums in the fall, which will inform a revised policy that Faculty Senate will consider for implementation in Spring 2022. She added that such a policy is designed to proactively, efficiently, and strategically schedule courses to meet students’ needs. Dr. Hilden reported the 2019-2020 Faculty Morale Survey Results, noting uniformity among levels of administration and leadership. Some of the themes that emerged were diversity at the department level is low (2.73), there was confusion about which Provost to evaluate, positive jumps in questions about the campus environment, increases in positive perceptions about the University’s image in the local and regional community and continued concerns over faculty salaries and compensation.

Dr. Hilden announced the Faculty Senate’s appreciation and gratitude for President Hemphill’s advocacy for, service to, and leadership of Radford University during the past five years.

Dr. Hilden added that Faculty Senate is looking forward to 2021-2022 in leading conversations and working with several initiatives such as: Accounting for Minors, Supporting Multi-Disciplinary Programs, Academic Program Review process, Faculty Teaching Load and the Presidential Search. In closing, Dr. Hilden thanked the Department of Sociology and the Division of Student Affairs Helping Eradicate Homelessness through Resources Opportunities and Supplies program (HEHROS) for the collaborative support in establishing a Food Pantry on main campus. A copy of the report is attached hereto as Attachment A and is made a part hereof.

ACTION ITEMS
Recommendation to Approve Teaching and Research Faculty Tenure for 2021-2022
Provost and Vice President for Academic Affairs Lyn Lepre presented the list of teaching and research faculty recommended for tenure for the 2021-2022 academic year. Following discussion, Dr. Brewster asked for a motion to recommend the resolution to the full Board of Visitors for approval. Dr. Fowlkes so moved, and Dr. Susan Johnston seconded, and the motion passed unanimously. A copy of the resolution is attached hereto as Attachment B and is made a part hereof.
Recommendation to Approve Discontinuance of the Post Graduate Certificate of Gerontology
Provost Lyn Lepre presented a recommendation for the discontinuance of the Post Graduate Certificate of Gerontology. Provost Lepre added that in the four years since its development, no students have enrolled. Following discussion, Dr. Brewster asked for a motion to recommend the resolution to the full Board of Visitors for approval. Ms. Rice so moved, Ms. Krisha Chachra seconded, and the motion passed unanimously. A copy of the resolution is attached hereto as Attachment C and is made a part hereof.

Recommendation to Approve Discontinuance of the Post-Baccalaureate Certificate in Music Pedagogy
Provost Lyn Lepre presented a recommendation for the discontinuance of the Post-Baccalaureate Certificate in Music Pedagogy. Provost Lepre added that in the 11 years since its development, no students have enrolled. Following discussion, Dr. Brewster asked for a motion to recommend the resolution to the full Board of Visitors for approval. Ms. Chachra so moved, Ms. Rice seconded, and the motion passed unanimously. A copy of the resolution is attached hereto as Attachment D and is made a part hereof.

Recommendation to Approve to Separate the School of Nursing from the Waldron College of Health and Human Services as a Stand-Alone Academic Unit
Provost Lyn Lepre presented a recommendation to Separate the School of Nursing from the Waldron College of Health and Human Services as a Stand-Alone Academic Unit. Following discussion, Dr. Brewster asked for a motion to recommend the resolution to the full Board of Visitors for approval. Ms. Chachra so moved, Ms. Rice seconded, and the motion passed unanimously. A copy of the resolution is attached hereto as Attachment E and is made a part hereof.

ACADEMIC AFFAIRS REPORT
Provost Lepre discussed the list of 24 faculty members who will be promoted effective Fall 2021 and included in the Board materials as an informational item. Additionally, Dr. Lepre discussed the process and criteria for emeriti faculty status, with three faculty awarded emeriti status this academic year.

REAL Updates and Discussion
Executive Director of General Education Nicole Hendrix, Ph.D. provided an update and discussion on the new REAL curriculum. The REAL curriculum is unique and has pushed us to consider all of the ways the University can innovate and change to better support student learning and success. Dr. Hendrix highlighted the structure of REAL and presented examples of curriculum. Dr. Hendrix shared that the REAL curriculum sets Radford University apart and offers something no other institution in the Commonwealth has to offer. She added it helps prepare students to consider the possibilities available, but also how to be successful within their current curriculum. A copy of the resolution is attached hereto as Attachment F and is made a part hereof.
**ADJOURNMENT**
With no further business to come before the Committee, Dr. Brewster adjourned the meeting at 4:00 p.m.

Respectfully submitted,

Vickie Stewart Taylor
Executive Assistant to the Provost
Faculty Senate Update

Katie Hilden, Ph.D.
Faculty Senate Update

• Total of 157 motions considered:
  • Criteria and benchmarks for minor inclusion in REAL
  • Catalog language
  • DEI Action Plan
• Ad hoc committee to revise T&R Handbook on fiscal exigency policy has been convened.
• Discussions continue around course minimums and we plan to collect data in Fall 2021.
Faculty Morale Survey Results 2019-2020

- Administered in April 2020
- 140 responses
- Pilot of revised version
- Questions added:
  - Student section
  - Consistent questions across leadership levels
  - Additional questions about campus environment and overall satisfaction
Themes

• Diversity at the department level is low (2.73).
• There was confusion about which Provost to evaluate.
• Positive jumps in questions about the campus environment.
• Increases in positive perceptions about the University’s image in the local and regional community.
• Continued concerns over faculty salaries and compensation.
In Recognition and Appreciation

Faculty Senate expresses its appreciation and gratitude for President Hemphill’s advocacy for, service to, and leadership of Radford University.
Thank you,
Provost Lepre!
Looking Forward To 2021-2022

• Accounting for minors
• Supporting multi-disciplinary programs
• Academic Program Review process
• Faculty teaching load
• Presidential search
Food Pantry

- Partnership between Sociology faculty, students, and HEHROS program in Student Affairs.

- On-going, collaborative, experiential course-based learning.

Casey McClelland, graduating senior and intern in Sociology
Only the Beginning...

• Partnered with Feeding Southwest Virginia
• Student run and organized:
  – Student volunteers
  – Social media campaign
  – Food insecurity manual
RESOLUTION OF TENURE RECOMMENDATIONS

April 22, 2021

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 his or her 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
Name                                      Department
Amy M. Balija                              Department of Chemistry

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT
Name                                      Department
Ryan C. Smith                              School of Teacher Education and Leadership
COLLEGE OF HUMANITIES AND BEHAVIORAL SCIENCES
Name                                      Department
Jamie Lynn McDaniel  Department of English
Melinda A. Cruz      Department of Psychology
Nicholas A. Lee      Department of Psychology
Pei-Chun Tsai       Department of Psychology
Joanna M. Hunter     Department of Sociology

COLLEGE OF VISUAL AND PERFORMING ARTS
Robyn Lynn Berg      Department of Theatre

DAVIS COLLEGE OF BUSINESS AND ECONOMICS
Can Dogan            Department of Economics
Jae Hwan Jeong       Department of Management

WALDRON COLLEGE OF HEALTH AND HUMAN SERVICES
Name                                      Department
Shala Christine Cunningham  Department of Physical Therapy-RUC
William H. Kolb          Department of Physical Therapy-RUC
Wendy Rogister Downey   School of Nursing
Marjorie Higgins Young  School of Nursing

THEREFORE, BE IT RESOLVED, it is recommended that the Academic Excellence and Research Committee recommend that the Board of Visitors approve the faculty Tenure recommendations listed above to become effective the beginning of the 2021-2022 academic year.
RESOLUTION FOR DISCONTINUANCE OF THE POST GRADUATE CERTIFICATE OF GERONTOLOGY

APRIL 22, 2021

WHEREAS, the School of Nursing in the Waldron College of Health and Human Services (WCHHS) at Radford University proposes to discontinue the Post Graduate Certificate of Gerontology; and

WHEREAS, the purpose of the Graduate Gerontology Certificate was to prepare individuals to meet the growing needs, in multiple disciplines, of an aging population that they may serve in the future;

HOWEVER, the availability of this certificate and the curriculum did not attract any students and no student has ever enrolled for the certificate; and

WHEREAS, in the four years during which the post-baccalaureate certificate has been available and in the Graduate College catalog no student has enrolled;

NOW, THEREFORE, BE IT RESOLVED, a decision has been made to discontinue the certificate and remove it from the Radford University degree inventory; and it is further

RESOLVED, that the President and/or his designee(s) are hereby authorized to submit any and all documentation that may be required to receive approval of the discontinuance of the program to the State Council of Higher Education of Virginia (SCHEV) and the Southern Association of Colleges and Schools Commission on Colleges.
Proposed Intent to Discontinue
Radford University is discontinuing the Post-Baccalaureate Certificate in Gerontology (CIP code: 30.1101).

Background
In November 2014, the Association for Gerontology in Higher Education (AGHE) adopted gerontology competencies for undergraduate and graduate education. These competencies were designed to unify approaches to the discipline of gerontology. The School of Nursing, located in the Waldron College of Health and Human Services at Radford University initiated a Post-Baccalaureate Certificate in Gerontology spring 2016 that addressed the competencies. The purpose of the Graduate Gerontology Certificate is to prepare individuals to meet the growing needs, in multiple disciplines, of an aging population that they may serve in the future. The program is designed for graduate students wishing to work in the field of gerontology/aging or community members wishing to expand their career options within a gerontology focus.

The availability of this certificate and the curriculum however did not attract any students. No student ever enrolled for the certificate.

Rationale for Intent to Discontinue
In the four years during which the post-baccalaureate certificate has been available and in the Graduate College catalog no student has enrolled. A decision therefore has been made to discontinue this certificate and remove it from the Radford University degree inventory.

Critical Shortage
This post-baccalaureate certificate is not in a critical shortage area.

Teach-out Plan
No new students are currently enrolled in the Gerontology certificate program A teach out plan is not needed.

“Stopped-out” Students
Institutional records do not indicate that any students have “stopped-out” of the certificate program. No plan is needed to notify students.
RESOLUTION FOR DISCONTINUANCE OF THE
POST-BACCALAUREATE CERTIFICATE IN MUSIC PEDAGOGY

APRIL 22, 2021

WHEREAS, the Department of Music in the College of Visual and Performing Arts (CVPA) at Radford University proposes to discontinue the Post-Baccalaureate Certificate in Music Pedagogy; and

WHEREAS, the purpose of the certificate was to prepare teachers to take graduate coursework in music to enhance their professional development and acquire the latest skills and knowledge in music pedagogy; and

WHEREAS, the Post-Baccalaureate Certificate in Music Pedagogy was initiated in 2010 and no student were ever enrolled in the certificate program;

HOWEVER, the availability of this certificate and the curriculum did not attract any students and no student has ever enrolled for the certificate; and

NOW, THEREFORE, BE IT RESOLVED, a decision has been made to discontinue the certificate and remove it from the Radford University degree inventory; and it is further

RESOLVED, that the President and/or his designee(s) are hereby authorized to submit any and all documentation that may be required to receive approval of the discontinuance of the program to the State Council of Higher Education of Virginia (SCHEV) and the Southern Association of Colleges and Schools Commission on Colleges.
Proposed Intent to Discontinue

Radford University is proposing the discontinuance of the Post-Baccalaureate Certificate in Music Pedagogy (CIP code: 50.0912). The certificate is located in the College of Visual and Performing Arts.

Background

The Post-Baccalaureate Certificate in Music Pedagogy was initiated in 2010. No students were ever enrolled in the certificate program. In fall 2020, faculty members along with the College’s administration discussed options. It was determined that the certificate program be discontinued.

Rationale for Intent to Discontinue

The purpose of the Post-Baccalaureate Certificate in Music Pedagogy was to prepare teachers to take graduate coursework in music to enhance their professional development and acquire the latest skills and knowledge in music pedagogy. The certificate was never approved by the National Association of Schools of Music so no students were ever enrolled.

Critical Shortage

The program is not in a critical shortage area.

Teach-out Plan

No students are enrolled in the Music Pedagogy certificate program. A teach-out plan is not needed.

“Stopped Out” Students

Institutional records indicate that no students have “stopped out” of the certificate program. No plan is needed to notify students.
RADFORD UNIVERSITY BOARD OF VISITORS
ACADEMIC EXCELLENCE AND RESEARCH COMMITTEE

RESOLUTION TO RECOMMEND SEPARATION OF THE SCHOOL OF NURSING
FROM WALDRON COLLEGE AS A STAND-ALONE ACADEMIC UNIT

APRIL 22, 2021

WHEREAS, the School of Nursing in the Waldron College of Health and Human Services (WCHHS) at Radford University proposes to separate the School of Nursing from Waldron College of Health and Human Services as a stand-alone Academic Unit; and

WHEREAS, the proposed organizational change is necessary because of the following: the increased complexity in function and governance of the Radford University School of Nursing post-merger, as well as the increased number and size of academic programs; and

WHEREAS, the School of Nursing is currently too large and complex to function as a college department or school within another academic unit; and

WHEREAS, the undergraduate and graduate nursing programs require accreditation by multiple state and national organizations. Accreditations of degree programs, concentrations, and the simulation centers. The School of Nursing’s current structure requires that all the functions (admissions, progressions, graduations, curriculum, etc.) for each degree program and concentration to be ratified at the degree level, the school level, and the college level. These duplicative functions are increasingly complex to manage across multiple instructional sites; and

WHEREAS, the proposed change would streamline the function of the Radford University School of Nursing and improve the responsiveness to the dynamic nature of the healthcare industry needs related to nursing education; and

WHEREAS, the proposed organizational change is necessary because of the following: the increased complexity in function and governance of the Radford University School of Nursing post-merger, as well as the increased number and size of academic programs.

NOW, THEREFORE, BE IT RESOLVED, that the President and/or his designee(s) are hereby authorized to submit any and all documentation that may be required to receive approval of the Separation of the School of Nursing from the Waldron College of Health and Human Services as a stand-alone Academic Unit, to the State Council of Higher Education of Virginia (SCHEV) and the Southern Association of Colleges and Schools Commission on Colleges.
Becoming a REAL Highlander

Dr. Nicole Hendrix, Executive Director, General Education
REAL is more than general education.
Select majors or minors below to build your own REAL Curriculum!

REAL

Scientific and Quantitative REASONING
Humanistic or Artistic EXPRESSION
Cultural or Behavioral ANALYSIS
Applied LEARNING

Hover on or tap the letters above to see the subjects that fulfill these areas of study. Click or tap on the subjects below to see the degrees associated with each.
Student Support
R area: More than 40 majors and 10 minors

E Area: More than 25 majors and 20 minors

A Area: More than 30 majors and 25 minors

L Area: More than 50 majors and 20 minors

More than 150 majors and minors aligned with REAL
Our future is...
End of Board of Visitors Materials