

RADFORD UNIVERSITY

Board of Visitors

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 Castele, 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 England 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.

RADFORD
UNIVERSITY

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



**RADFORD UNIVERSITY BOARD OF VISITORS
ACADEMIC EXCELLENCE AND RESEARCH COMMITTEE**

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

<u>Name</u>	<u>Department</u>
Amy M. Baliija	Department of Chemistry

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT

<u>Name</u>	<u>Department</u>
Ryan C. Smith	School of Teacher Education and Leadership

COLLEGE OF HUMANITIES AND BEHAVIORAL SCIENCES

<u>Name</u>	<u>Department</u>
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
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DAVIS COLLEGE OF BUSINESS AND ECONOMICS

Can Dogan	Department of Economics
Jae Hwan Jeong	Department of Management

WALDRON COLLEGE OF HEALTH AND HUMAN SERVICES

<u>Name</u>	<u>Department</u>
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.

**RADFORD UNIVERSITY BOARD OF VISITORS
ACADEMIC EXCELLENCE AND RESEARCH COMMITTEE**

**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.

**RADFORD UNIVERSITY BOARD OF VISITORS
ACADEMIC EXCELLENCE AND RESEARCH COMMITTEE**

**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.





REAL is more than
general education.

Select majors or minors below to build your own **REAL** Curriculum!

R

Scientific and Quantitative
REASONING

E

Humanistic or Artistic
EXPRESSION

A

Cultural or Behavioral
ANALYSIS

L

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.

REAL

Student Support

Economics

EVERYWHERE YOU WANT.

The Science of Desire and Sacrifice

Economics is the study of how people manage limited ("scarce") resources, and the consequences of those choices. All kinds of resources are scarce: money, time, energy, land, natural resources, effort, talent, etc. We can't possibly produce all the things that we desire because of our limited inputs, so we must make choices about what our resources get used for. To get one thing, something else must always be sacrificed. Economic decisions appear everywhere... everywhere there is want.

Allocating scarce resources is a social activity: people must interact with each other, and their decisions affect one another. Economists must study the system of social and commercial interactions (how it works, how it is created, how it changes over time) to really understand decision-making. As a result, Economics also looks deeply into the behavior of groups of people (consumers, firms, governments), the structure of markets/industries, and the performance of national economies.

What you get: The Economics Toolbox

The "Economic Toolbox" is a set of competencies that students build when they study Economics. The toolbox includes critical thinking (putting pieces together), analytical thinking (breaking things apart for analysis), quantitative thinking (understanding and using data and mathematical methods), inquiry and argument (creating convincing arguments supported by evidence), scientific thinking (testing hypotheses with evidence), behavioral analysis (understanding people), social analysis (understanding societies/communities) and problem solving (identifying better paths forward).

REAL Economics

The programs offered by the Economics Department at Radford University participate in the REAL General Education Program as follows:

	R	E	A	L
ECONOMICS BS	●	●	●	●
ECONOMICS BBA	●	●	●	●
ECONOMICS MINOR	○	○	○	○
ECONOMIC FORECASTING MINOR	○	○	○	○



Foundations

Math Foundation: **MATH 125**
Writing Foundation: **ENGL 111**

Start here with Economics...

- **ECON 105** - Principles of Macroeconomics
- **ECON 106** - Principles of Microeconomics
- **STAT 200** - Introduction to Statistics
- **MATH 126/169/171** - Calculus

Writing Intensive

There are many writing-intensive courses you can use to fulfill the writing requirements.

The following writing-intensive courses go especially well with the Economics major:

- **ENGL 112** - Critical Reading/Writing
- **ENGL 306** - Professional Writing
- **MKTG 201** - Critical Inquiry in Marketing
- **POSC 231** - Comparative politics

See the course catalog for additional options.

Personal/Professional Development

There are many PPD courses and activities you can use to fulfill the PPD requirements.

The Economics Department offers the following PPD-designated course to ALL Radford Students:

ECON 101 - The Economics of Everyday Life.

See the course catalog for additional options.

Activities for Economics Students

Economics students enjoy participating in the following:

- **The Economics Student Association** (club)
- **Omicron Delta Epsilon** (honors society)
- **Phi Beta Lambda - Future Business Leaders of America** (club)
- **Study Abroad** (program)
- **Student Research** (program)

The R Area
Scientific/Quantitative Reasoning

The Economics BS, Economics BBA and the Economic Forecasting Minor all cover the R area. The following R majors/minors can complement your studies:

Math Major/Minor
Statistics Minor
Environmental Studies Minor
Global Perspectives Minor
Geospatial Science Major
Computer Science Minor

Consider these programs when deciding how to spend your academic credits.

The E Area
Humanistic/Artistic Expression

The following E-area majors/minors especially complement Economics:

English Major/Minor
History Major/Minor
Philosophy Minor
Design Major/Minor
Art Major/Minor
Art History Major/Minor

There are additional options for E programs. See the course catalog for additional choices.

The A Area
Cultural/Behavioral Analysis

The Economics BS, Economics BBA and the Economic Minor all cover the A area. The following A majors/minors can complement your studies:

Anthropology Major
History Major/Minor
Political Science Major/Minor
Sociology Major/Minor

There are additional options for A programs. See the course catalog for additional choices.

The L Area
Applied Learning

The Economics BBA covers the A area. The following A majors/minors can complement your studies:

Information Systems Minor
Finance Minor
Management Minor
Marketing Minor
Theatre Minor
Political Science Major

There are additional options for L programs. See the course catalog for additional choices.



More than 150 majors and minors aligned with REAL

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



End of Board of Visitors Materials

