RADFORD UNIVERSITY

FACULTY SENATE MINUTES

2022-2023

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April 28, 2022

MINUTES
2022-2023 Faculty Senate Meeting
April 28, 2022
Zoom

Members present:
Margaret Adams, Alyssa Archer, David Beach, Denise Bernardini, Brad Bizzell, Caleb Bradberry, Jason Browning, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat, Kevin Farrell, Jake Fox, Sandra French, Tim Fuhrer, Roofia Galeshi, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman, Katie Hilden, Molly Hood, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Stockton Maxwell, Diane Millar, Roby Page, Geoff Pollick, Chapman Rackaway (Daniel Reed), Tammy Robinson, Christine Rogerson, Carrie Sanders, Rachael Santos, Susan Schoppelrey, Ryan Sincavage, Liang Shao, Judy Smith, Maneesh Thakkar, Shuhong Wang, Marjorie Young

Members absent: I-Ping Fu, Chris Monceaux, Cheri Triplett

I. Meeting was called to order at 5:02pm by Dr. Katie Hilden

II. Welcome to new senators.

III. Elections were held for officers of the 2022-2023 Faculty Senate
   a. President
      i. Dr. Kurt Gingrich was nominated and seconded.
      ii. Dr. Gingrich was elected 44-1
   b. Vice President
      i. Dr. Sheila Krajnik was nominated and seconded.
      ii. Dr. Katie Katz was nominated and seconded.
      iii. Dr. Krajnik was elected 23-21
   c. Secretary
      i. Dr. David Beach was nominated and seconded.
      ii. Dr. Beach was re-elected 45-0
   d. At-Large (2 position)
      i. Dr. Katie Katz was nominated and seconded.
      ii. Dr. Matthew Close was nominated and seconded.
      iii. Dr. Kevin Farrell was nominated and seconded.
      iv. Dr. Katz was elected in the first round with 28 votes.
      v. Dr. Close was elected in the second round with 32 votes.
   e. Parliamentarian
      i. Dr. Jake Fox was nominated and seconded.
      ii. Dr. Fox was elected 43-2

IV. The meeting was adjourned at 5:21pm

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August 15, 2022

MINUTES
2022-2023 Faculty Senate Retreat
August 15, 2022
Heth 043

Members present:
Margaret Adams, Alyssa Archer, David Beach, Brad Bizzell, Caleb Bradberry, Jason Browning, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat, Kevin Farrell, Jake Fox, Andrew Foy, Sandra French, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman, Molly Hood, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Stockton Maxwell, Diane Millar, Roby Page, Geoff Pollick, Tammy Robinson, Christine Rogerson, Carrie Sanders, Rachael Santos, Susan Schoppelrey, Ryan Sincavage, Judy Smith, Marjorie Young

Members absent:
Denise Bernardini, I-Ping Fu, Tim Fuhrer, Rooﬁa Galeshi, Katie Hilden, Chapman Rackaway, Liang Shao, Maneesh Thakkar, Cheri Triplett, Shuhong Wang

I. Meeting was called to order at 2:00pm by Dr. Kurt Gingrich

II. Report from the Interim Provost: Dr. Marten denBoer
   a. Students must be introduced to “the life of the mind.”
   b. Faculty Search Process for filling new and vacant positions
   c. Workload optimization – ensure most faculty do not have obligation to teach four courses each semester. Not about reducing workload, but optimizing ability to move students forward, finding other ways to work with our students.
      i.

III. Report from the Assistant Provost for Undergraduate Education: Dr. Nicole Hendrix
   a. Enrollment numbers as of 8/15
   b. New Student Convocation on Friday, August 19 at 6pm on McConnell Lawn. Food will be provided for all, and transportation will be available from RUC.
   c. Presentation on Undergraduate Education.
   d. Data on higher education in Virginia can be found at https://research.schev.edu/

IV. Report from the Faculty Senate President: Dr. Kurt Gingrich
   a. Health and Wellbeing update sent today
   b. Logistics of Interim Provost selection
   c. Provost search will probably take a year.
   d. Interim Provost would like to attend full Faculty Senate meetings.
      i. Would be welcome unless the Senate decides it should be in a closed meeting, only for Senators and T&R Faculty
   e. Faculty Convocation, Thursday, August 18 at 3:30pm in Preston Auditorium
   f. Student Convocation, Friday, August 19 at 6pm on McConnell Lawn
   g. Presidential Inauguration, Friday, September 30. Faculty encouraged to cancel classes for students and faculty to attend inauguration.
   h. Logistics for new Senators
i. Question to consider: How will Senate meet during the year?

V. Approval of the Minutes of April 28, 2022.

VI. Discussion of Meeting Modality
   a. Meet in person on Main Campus Sept 1, meet via Zoom for Sept 15 through Nov 3, meet in Roanoke on Nov 17.
   b. A proposal for Spring meeting modality will be due from committees on Dec 1.

VII. New Business
   a. 22-23.01: Motion to Revise the MSN in Nursing Administration

VIII. Committee Organizational Meetings
   a. Campus Environment
      i. Chair, Jake Fox
      ii. Secretary, Carrie Sanders
   b. Curriculum
      i. Co-Chairs, Anna DeVito & Scott Dunn
      ii. Secretary, Rhett Herman
   c. Faculty Issues
      i. Chair, Kevin Farrell
      ii. Secretary, Matt Close
   d. Governance
      i. Chair, Andrew Foy
      ii. Secretary, Brad Bizzell
   e. Resource Allocation
      i. Chair, Dale Henderson
      ii. Secretary, Roby Page

IX. The meeting was adjourned at 4:50pm

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September 1, 2022

MINUTES
2022-2023 Faculty Senate
September 1, 2022
Heth 043

Members present:
Margaret Adams, Alyssa Archer, David Beach, Denise Bernardini, Brad Bizzell, Caleb Bradberry, Jason Browning, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat, Kevin Farrell, Jake Fox, Andrew Foy, Sandra French, I-Ping Fu, Tim Fuhrer, Roofia Galeshi, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman, Katie Hilden, Molly Hood, Katie Katz, Sheila Krajnik, Stockton Maxwell, Diane Millar, Roby Page, Geoff Pollick, Chapman Rackaway, Tammy Robinson, Christine Rogerson, Carrie Sanders, Rachael Santos, Liang Shao, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Marjorie Young

Members absent:
John Cook, Ji-Eun Lee, Cheri Triplett, Shuhong Wang

I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich

II. Approval of the Minutes of August 15, 2022

III. Report from the President – Dr. Bret Danilowicz
   a) Decline in enrollment for FA22 on Main Campus, approximately 7,700 on Main Campus. Expect to hit a low in FA25 before rebounding.
   b) NRCC, the largest feeder for community college students, also has enrollments declining. Will reboot relationships with NRCC to help with enrollment & retention.
   c) VT has plans to increase enrollment 2% a year – about 600 students a year, 400 from the Commonwealth.
   d) SACSCOC report due around 9/7 for external review. Will be reporting that we’re not in compliance in areas of assessment. Only half the programs have “closed the loop” or done their reports.
   e) Committed to Highlander Promise, capstone projects for all students to help businesses and non-profits in the community.
   f) Going through the process to create flexible scheduling for university offices, focusing on salary and job flexibility. Every student-facing office will be defining core hours. Units at the division level will decide how to cover core hours and build flexible schedules for staff. For academic departments – may have one staff member. Flexibility will affect everyone, including academic staff.
   g) Compensation Study – long process (6 to 9 months). Employees are paid less than we desire them to be paid. Need to determine where biggest misalignments are and the gaps – then plan to mitigate differences through time. Develop a foundation to plan funding that also allows us to be equitable.
   h) October 6 – Coffee with the President and Provost.

IV. Report from the Interim Provost: Dr. Marten denBoer
a. Faculty Searches – doing this in a coordinated manner to view needs of university across all colleges and programs. Taken all requests. Cannot honor all of them, but will be able to honor many – 34 searches for TT faculty this year. Deans were notified on 8/31.

b. FERP will be offered again. Don't have all the details yet. Criteria will be similar to the last FERP: at least 60, ten years of service, and tenured. Timeline has not been determined but would like decisions to be final sometime in January so Departments can backfill ASAP. Announcement will be made soon.

c. Workload optimization – optimization will be what is best for our students. Could be teaching, building bridges for internship, developing experiential learning programs. Hoping that colleges will have themes for what optimization looks like. Goal for alternative assignments will be how to help students succeed – both for recruitment and retention.

d. Academic Program Review – We are under obligation to SACSCOC to continue academic program reviews this year. Trying to simplify the process for this year.

V. Report from the Faculty Senate President: Dr. Kurt Gingrich

a. Interim Provost would like to remain for Senate meetings. Some expressed understandable reservations. Interim Provost is happy to leave if requested. Senators are asked to consider the following:
   i. Review agenda in advance and let FSEC know if the Provost should leave.
   ii. If something comes up mid-meeting that is sensitive, and if a senator feels comfortable doing so, ask the Provost to leave.
   iii. If a senator does not feel comfortable, send a quick message to the Senate Secretary.

b. Inauguration of President Danilowicz on Fri Sept 30 at 10am on McConnell Lawn with reception to follow. Information on inauguration will be coming soon. All faculty are encouraged to participate; however, if classes meet during the time, classes should meet as scheduled.

c. Cleveland State U was sued by student over policy of surveillance during online tests. Judge ruled policy violated the 4th Amendment. Consider this when conducting online tests. The University attorney is investigating this for RU.

d. Coffee with the President – October 6 from 9a-10a via Zoom. President will start with 5m update on the University then respond to questions. Send questions to Kurt Gingrich. Questions will be anonymous. Will check if this will be recorded for those who teach at that time.

VI. Committee Reports

a. Campus Environment
   i. Discussed and clarified charges.

b. Curriculum
   i. Focusing on revisions to T&R Handbook. Will have something to Senate in early October.

c. Faculty Issues
   i. Discussed charges and set priorities.

d. Governance
   i. Discusses charges and set priorities.
   ii. Will be addressing minority reports in personnel reports.

e. Resource Allocation
i. Discussed and clarified charges.

VII. Old Business
   a. 22-23.01: Motion to Revise the MSN in Nursing Administration
      Motion passed by acclamation.

VIII. New Business
   a. None

IX. Announcements
   a. Next two weeks are committee meetings. Next Senate meeting on 9/22.
   b. Jay Caughron re ending of PsyD program – This was a decision by the Psychology
      Department and was supported by Administration.
   c. Science Expo in Artis College in Reed-Curie Atrium on Friday, September 2, 2p-5p, open
      house style. Planetarium and museum will be open.
   d. Animals on campus must be leashed and under control. Make a report to Safety
      Department if animal causes attack. Animals on University Property policy reviewed
      April 2022.
   e. NASA will try to launch Artemis on Saturday. Planetarium will be open for launch.
   f. Library’s Welcome Back Reception this afternoon in Kyle 340

X. The meeting was adjourned at 4:50pm

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MINUTES
2022-2023 Faculty Senate
September 22, 2022
Zoom

Members present:
Margaret Adams, Alyssa Archer, Maggie Bassett, David Beach, Denise Bernardini, Brad Bizzell, Caleb Bradberry, Jason Browning, Brian Buco, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat, Kevin Farrell, Jake Fox, Andrew Foy, Sandra French, Tim Fuhrer, Roofia Galeshi, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman, Katie Hilden, Molly Hood, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Stockton Maxwell, Diane Millar, Roby Page, Geoff Pollick, Chapman Rackaway, Tammy Robinson, Christine Rogerson, Carrie Sanders, Rachael Santos, Liang Shao, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Shuhong Wang, Marjorie Young

Members absent:
I-Ping Fu

I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich

II. Approval of the Minutes of September 1, 2022

III. Report from the President – Dr. Bret Danilowicz
   a. Decline in enrollment for FA22 on Main Campus, approximately 7,700 on Main Campus. Expect to hit a low in FA25 before rebounding.
   b. NRCC, the largest feeder for community college students, also has enrollments declining. Will reboot relationships with NRCC to help with enrollment & retention.
   c. VT has plans to increase enrollment 2% a year – about 600 students a year, 400 from the Commonwealth.
   d. SACSCOC report due around 9/7 for external review. Will be reporting that we’re not in compliance in areas of assessment. Only half the programs have “closed the loop” or done their reports.
   e. Committed to Highlander Promise, capstone projects for all students to help businesses and non-profits in the community.
   f. Going through the process to create flexible scheduling for university offices, focusing on salary and job flexibility. Every student-facing office will be defining core hours. Units at the division level will decide how to cover core hours and build flexible schedules for staff. For academic departments – may have one staff member. Flexibility will affect everyone, including academic staff.
   g. Compensation Study – long process (6 to 9 months). Employees are paid less than we desire them to be paid. Need to determine where biggest misalignments are and the gaps – then plan to mitigate differences through time. Develop a foundation to plan funding that also allows us to be equitable.
   h. October 6 – Coffee with the President and Provost.

IV. Report from the Interim Provost: Dr. Marten denBoer
a. Retention is a priority for this year.
b. Progress surveys for students have been helpful.
c. Visit from House Appropriations Committee went well.
d. Notices went out to those eligible for FERP yesterday. Once we know who will take advantage, chairs will advise how to proceed.

V. Special Report, SACSCOC Reaccreditation – Dr. Jessica Stowell, Director of the Office of Institutional Effectiveness and Quality Improvement
a. Sent in report on Sept 7. Final review will occur Nov 1-4, with response in late November.
b. Submitted two standards of partial compliance
   ▪ Student assessment
   ▪ Student success
c. Met with CHBS and Waldron already, will meet with other colleges so we can be in compliance by March
d. SACSCOC will report these areas as non-compliant, but this means that we have an opportunity to make meaningful changes for assessment and student success.
e. Will have a chance to respond in February.

VI. Special Report, RISE – Ms. Merrie Winfrey, Co-Chair, QEP Development Committee & Dr. Allison Wisecup, Team Lead, QEP Data and Assessment Team
a. RISE = Realizing Inclusive Student Excellence
c. RISE Faculty Institute
   i. 5 cohorts of 20 faculty, going through two semesters and a summer
   ii. Community of Practice
   iii. In-person and online training, both required and optional
   iv. Incentives: one course release and a summer stipend
   v. Assessment includes pre- and post-redesign surveying of students, course deliverables, equity gap analysis
   vi. Faculty Fellows will be selected through interest forms/voluntary
   vii. First cohort formed in Spring 2023
   viii. Priorities for selecting Fellows
      1) Course to be revised is a 100- or 200-level required course
      2) Number of students potentially impacted
      3) Level of and reasons for interest in the Institute
      4) Ability to commit to participation for two semesters and a summer
      5) Ability to commit to participation in a community of practice following the Institute
      6) Willingness to share lessons learned with colleagues
      7) Representation of colleges and departments
      8) Approval of department chair
   ix. RISE Community Action Teams (R-CATs)
      1) Goal: facilitate campus belonging
      2) Teams by college and RUC
      3) Students of varying majors and one faculty member from each department on each R-CAT
4) Review college equity gap reports to situate programming within college’s equity context  
5) R-CAT Council for communication, collaboration, and support between and with R-CATs  
6) Will form in Spring 2023, programming to begin Fall 2023  
x. Asking Faculty Senate for a statement of support to show broad support for QEP in report to SACSCOC  
xi. Have been at Club Fair and will have a table at Family Weekend. Response from students has been positive. 70 students so far interested in being in R-CATs.

VII. Report from the Faculty Senate President: Dr. Kurt Gingrich  
a. Inauguration of President Danilowicz is Friday, September 30, 10am, on McConnell Lawn.  
i. Faculty should gather in regalia between Whitt and Young at 9:30am. Faculty will process to fountain then to seating.  
ii. Some parking lots will be closed that day. Look for email notifications.
b. Family Weekend this weekend, inauguration week activities begin on Monday, Homecoming is weekend after inauguration.  
c. Need volunteers for Monday event with Bainne the therapy dog.
d. Coffee with President, October 6, via Zoom. Presidents of the three Senates will offer questions to President Danilowicz. Need questions from T&R Faculty by Tuesday, October 4.  
e. Board of Visitors September meeting. FSEC joined the BoV for an informal reception at Selu. Great success in starting better communication between faculty and BoV.  
f. Retention is a university priority this year. Thanks to all who did 3-week progress reports.  
i. Overall response rate: 74%  
ii. HSC analyzing data and acting on 179 referrals in order to help students.  
iii. Mid-semester grade reports: required to submit grades for all undergraduate students. Will help reach students at risk.
g. Discussion starting on Labor Day being a holiday, with possibility of costing Fall Break.

VIII. Committee Reports  
a. Campus Environment  
i. Discussing possibility of attendance policy.  
b. Curriculum  
i. Working with Faculty Issues on handbook changes.  
c. Faculty Issues  
i. Working with Curriculum on handbook changes.  
ii. Post-merger concerns – four motions in New Business.  
d. Governance  
i. Working on four motions.  
e. Resource Allocation  
i. No report.

IX. Old Business  
a. None
X. New Business
   h. 22-23.02: Motion to Revise the T&R Handbook Language to Clarify Faculty Professional Development Leave
   i. 22-23.03: Motion to Revise the T&R Handbook Language to Revise Minimum Criteria for Faculty Promotions to Senior Instructor
   j. 22-23.04: Motion to Revise the T&R Handbook Language to Revise Awarding Rank of Senior Instructor to New Faculty
   k. 22-23.05: Motion to Revise the T&R Handbook Language to Clarify Probationary Period for Tenure-Track Positions

XI. Announcements
   l. None

XII. The meeting was adjourned at 4:49pm

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October 6, 2022

MINUTES
2022-2023 Faculty Senate
October 6, 2022
Zoom

Members present:
Margaret Adams, Alyssa Archer, Maggie Bassett, David Beach, Denise Bernardini, Brad Bizzell, Jason Browning, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat, Kevin Farrell, Jake Fox, Andrew Foy, Tim Fuhrer, Roofia Galeshi, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman, Katie Hilden, Molly Hood, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Stockton Maxwell, Diane Millar, Roby Page, Geoff Pollick (Guy Axtell), Chapman Rackaway, Tammy Robinson, Christine Rogerson, Carrie Sanders, Rachael Santos, Liang Shao, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Shuhong Wang, Marjorie Young

Members absent:
Caleb Bradbury, Sandra French, I-Ping Fu

I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich

II. Approval of the Minutes of September 22, 2022

III. Report from the President – Dr. Bret Danilowicz
No report.

IV. Report from the Interim Provost: Dr. Marten denBoer
   a. Thanks to those serving on standing committees.
   b. FERP process is ongoing.
   c. Compensation study starting soon through Gallagher Benefits Services.

V. Special Report, Highlander Student Center Update – Dr. Nicole Hendrix, Assistant Provost for Undergraduate Education
   a. Week 3-4 Progress Survey
      i. 72.4% of 100- and 200-level course surveys were completed.
      ii. Possible support for adjunct faculty to support student success
      iii. Over 2,000 academic performance flags, 191 advising flags.
      iv. Over 770 referrals.
      v. Almost 5,000 kudos to students.
      vi. 50 referrals for Dean of Students/Wellness, 7 for Student Involvement.
      vii. All students with academic advising referrals were contacted.
      viii. 182 students had 3 or more flags and/or referrals – those were escalated for more intensive intervention and outreach.
   b. Midterm grade reports open on Friday and are due by 10am on 10/14.
   c. D2L Engagement Initiative
      i. Examining the effectiveness of using D2L data to help identify students in need of support.
IT has been helping by developing queries that examine how students and faculty engage with D2L.

Project continuing to evolve.

VI. Report from the Faculty Senate President: Dr. Kurt Gingrich
   a. Update on Provost Search
      i. Two forums for Faculty on Zoom: Tues Oct 11 from 9am to 10am, and Wed Oct 12 from 4pm to 5pm. If faculty cannot attend either forum, forward questions/concerns to Kurt Gingrich.
      ii. Hoping to have initial interviews in December/early January, campus visits in winter.
   b. Feedback on Labor Day as a holiday mixed.
   c. Coffee with the President recording will be uploaded for those who could not watch live.
      i. University’s General Counsel will be leaving. A search for a new General Counsel will begin.
      ii. Looking for two new associate or assistant provosts for RUC and DEI. Likely not until after the search for Provost is completed.
      iii. DEI associate/assistant provost will be part of President’s Cabinet.
      iv. President Danilowicz “looks forward to staying at Radford for 15 years.”
      v. President’s number one priority for this year is enrollment and retention.
   d. Faculty Professional Development Leave is available for next year. Deadline for applying: November 14.
   e. Call for applications for Executive Director of the Summer Governor’s School.
   f. Nominate students to be Quest assistants for next summer. Nominations due by October 10.
   g. Midterm grades are now required reporting for all students in all undergraduate courses. Due by 10am on Friday, October 14.

VIII. Committee Reports
   a. Campus Environment
      i. Meeting with SGA President next week.
   b. Curriculum
      i. Finished draft of workload motion. Awaiting more feedback.
   c. Faculty Issues
      i. Met jointly with Curriculum on workload motion.
   d. Governance
      i. Motion for personnel timeline coming soon.
      ii. Looking at Faculty Senate seat allocations.
   e. Resource Allocation
      i. Informal luncheon with Interim CFO next week to develop working relationship.

IX. Old Business
   m. 22-23.02: Motion to Revise the T&R Handbook Language to Clarify Faculty Professional Development Leave

Motion to delay this motion four weeks to clarify legality. Motion passes 40-2-2.
n. 22-23.03: Motion to Revise the T&R Handbook Language to Revise Minimum Criteria for Faculty Promotions to Senior Instructor

Motion to extend time to 5pm. Motion fails 24-18-1.

o. 22-23.04: Motion to Revise the T&R Handbook Language to Revise Awarding Rank of Senior Instructor to New Faculty
p. 22-23.05: Motion to Revise the T&R Handbook Language to Clarify Probationary Period for Tenure-Track Positions

X. New Business
f. 22-23.06: Motion to Add Temporary Membership for School of Nursing Representatives to Faculty Appeals and Faculty Grievance Committees
g. 22.23.07: Motion to Revise T&R Handbook Language to Clarify the Use of FARs and Their Inclusion in Official Personnel Records

XI. Announcements
q. None

XII. The meeting was adjourned at 4:50pm

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October 20, 2022

MINUTES
2022-2023 Faculty Senate
October 20, 2022
Zoom

Members present:

Members absent:
Margaret Adams, I-Ping Fu, Jake Fox, Tim Fuhrer, Liang Shao, Marjorie Young

I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich

II. Approval of the Minutes of October 6, 2022

III. Report from the President – Dr. Bret Danilowicz
   a. Glen Mayhew will serve as Interim Associate Provost of RUC for the next year or so until we have a search for that position. Carilion is fully supporting this position.
   b. Mike Melic will be stepping down as General Counsel. A search will begin to replace him.
   c. Enrollment: Main challenge is in-person enrollment on Main Campus. Currently, applications for 2023-24 down 30%. This is a potential indicator of enrollment, not what enrollment will be.
      i. Enrollment Strategies Forum on Friday, November 4.
      ii. If enrollment begins to slide, 70% of tuition is tied to salaries.
      iii. Need to determine strategies for enrollment.

IV. Report from the Interim Provost: Dr. Marten denBoer
   a. Faculty can participate in enrollment strategy by reaching out to existing students and to high schools.
   b. FERP: Seventeen applications so far. Deadline is Friday, October 21.
   c. In principle, the FERP positions will not be backfilled.
   d. Provost will make decisions on FERP applications on December 2. Official separation date will be August 9, 2023, and retirement date will be September 1, 2023.
   e. No new information on adjunct salaries.
   f. New search for associate dean of the Graduate School.
   g. Interim dean positions in Library and School of Nursing will probably stay through 2022-23.
   h. Discussion of shifting the academic calendar. No consensus on the Labor Day holiday, so the administration will make a decision soon. Juneteenth holiday for 2023 falls in the
gap between Summer I and Summer II, but need to decide on this as a holiday for future years.

V. Report from the Faculty Senate President: Dr. Kurt Gingrich
   a. Thanks to Interim Dean Laura Jacobsen to making space in McConnell Library (Room 579) to be a Faculty Lounge, opening on Monday, October 24. Open during the time the Library is open.
   b. Thank you to faculty for submitting midterm grades – over 95% of undergraduate grades were submitted. Only 15% of grades were Ds or Fs. This helps identify at-risk students.
      1. Foundational Writing: 21.3% grades submitted are Ds and Fs
      2. Foundational Math, MATH 100: 27.2%
      3. Foundational Math, MATH 121: 39.5%
      4. Foundational Math, MATH 125: 30.6%
      5. ART 100: 22%
      6. BIOL 310: 37%
      7. CRJU 100: 36%
      8. HIST 111: 26%
      9. PSYC 121: 32%
     10. RELN 112: 24%
     11. STAT 130: 24%
   c. Remind students they can receive help at Harvey Center, send kudos via Starfish, discuss withdrawing, or reach out to Jessie Beckett (Main Campus) or Sarah Cox (RUC).
   d. Long-term Interventions
      1. Use D2L for syllabus and gradebook
      2. Track and report attendance
      3. Look for cheaper course material (OER)
      4. Faculty development

VI. Committee Reports
   a. Campus Environment
      i. Had productive meeting with SGA president on student perspective.
   b. Curriculum
      i. Two motions in New Business.
   c. Faculty Issues
      i. No report.
   d. Governance
      i. Two motions in New Business.
      ii. Met with Interim Dean of the School of Nursing on pathways. Discussed situation of SoN having units instead of departments.
   e. Resource Allocation
      i. Will meet with Interim VP of Finance next week to discuss compensation study.
      ii. Reviewed adjunct pay report to see how administration is using data.
      iii. Reviewing OER policy to see if there are any concerns.

VII. Old Business
   a. 22-23.02: Motion to Revise the T&R Handbook Language to Clarify Faculty Professional Development Leave
Motion to delay this motion to clarify legality. Motion passes 40-2-2.

b. 22-23.03: Motion to Revise the T&R Handbook Language to Revise Minimum Criteria for Faculty Promotions to Senior Instructor
Motion passed 39-3-3.

Motion to extend time to 5pm. Seconded. Motion failed 25-20.

c. 22-23.04: Motion to Revise the T&R Handbook Language to Revise Awarding Rank of Senior Instructor to New Faculty
Tabled to Nov 3.

d. 22-23.05: Motion to Revise the T&R Handbook Language to Clarify Probationary Period for Tenure-Track Positions

e. 22-23.06: Motion to Add Temporary Membership for School of Nursing Representatives to Faculty Appeals and Faculty Grievance Committees

f. 22.23.07: Motion to Revise T&R Handbook Language to Clarify the Use of FARs and Their Inclusion in Official Personnel Records

VIII. New Business

a. 22-23.08: Motion to Revise T&R Faculty Handbook Language on Teaching Responsibilities

b. 22-23.09: Motion to Approve Recommendations for Revisions to the Academic Program Review and Enhancement Process

C. 22-23.10: Motion to Approve a One-Year Modification to the Academic Program Review and Enhancement Timeline

d. 22-23.11: Motion to Establish an \textit{ad hoc} Multi-Disciplinary Program Governance Committee

XI. Announcements
e. None

XII. The meeting was adjourned at 4:50pm

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November 3, 2022

MINUTES
2022-2023 Faculty Senate
November 3, 2022
Zoom

Members present:
Margaret Adams, Alyssa Archer (Karen McCool), Maggie Bassett, David Beach, Denise Bernardini, Brad Bizzell, Caleb Bradbury, Jason Browning, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Daniel Farhat, Kevin Farrell, Jake Fox, Andrew Foy, Sandra French, I-Ping Fu, Tim Fuhrer, Roofta Galeshi, Kurt Gingrich, Steve Glass, Dale Henderson, Rhett Herman (Shawn Huston), Katie Hilden, Molly Hood, Katie Katz, Sheila Krajnik, Ji-Eun Lee, Stockton Maxwell, Diane Millar, Roby Page, Geoff Pollick, Chapman Rackaway, Tammy Robinson, Christine Rogerson, Rachael Santos, Liang Shao, Ryan Sincavage, Judy Smith, Maneesh Thakkar, Cheri Triplett, Shuhong Wang, Marjorie Young

Members absent:
Carrie Sanders

I. Meeting was called to order at 3:30pm by Dr. Kurt Gingrich

II. Approval of the Minutes of October 20, 2022

III. Report from the President – Dr. Bret Danilowicz
No report.

IV. Report from the Interim Provost: Dr. Marten denBoer
No report.

V. Report from the Faculty Senate President: Dr. Kurt Gingrich
   a. The next meeting of the Faculty Senate, November 17, will be in person in Roanoke, RUC 617. Parking is free in the parking deck adjacent to the RUC building. Masks are required in the hallways, but not in the room where we will meet. Anyone interested in touring the RUC spaces can meet there at 3pm.
   b. The Enrollment Strategies Forum will be held tomorrow, November 4. Facilitated by the University President, the forum will begin with an overview of our current enrollment, our enrollment goals, and our current enrollment strategies. Following this overview, breakout sessions will focus on potential new initiatives. If successful, the forum will identify specific ways in which faculty effort can be used effectively to aid in student recruitment.
   c. Quest sessions this summer will be only one day. The dates are as follows:
      1. Thursday, June 8 – Transfer
      2. Saturday, June 10 – new 1st Year
      3. Monday, June 12 - new 1st Year
      4. Saturday, June 17 – new 1st Year
      5. Thursday, June 22 – Transfer
      6. Saturday, June 24 – new 1st Year
7. ***Monday, June 26 – new 1st Year
8. ***Friday, June 30 – new 1st Year
9. ***These dates will be held and not advertised unless registration for the above dates meets capacity. However, if one or both are needed, then there will be used.

d. The week prior to the beginning of the Fall 2023 semester will feature an extended orientation program. First-year residential students will move in on Tuesday, August 22 through Wednesday, August 23. Programming and engagement will begin Wednesday evening and is being planned for Thursday, August 24 through Saturday, August 26, 2023.

e. The University is undertaking a compensation study with the independent firm, Gallagher, with the goal of establishing a competitive compensation structure for current and future employees. We need 3-5 senators willing to serve on a project team for the Compensation Study. A senator from the Resource Allocation Committee has agreed to serve on the Steering Committee.

f. A University-level Student Impediment Reduction Committee has begun reviewing issues that seem to be creating needless hurdles for students. This has led to a new policy on student schedules dropped for non-payment (their schedules will not be automatically reinstated so that the registration system no longer has to be closed during a crucial three-day period just before the semester beings). The Committee asks that faculty members teach courses in off-grid times only when absolutely needed. If faculty know of any policies or practices that are needlessly slowing student progress, please let me know so that I can share with that committee.

VI. Committee Reports
   a. Campus Environment
      i. Did not meet.
   b. Curriculum
      i. No report.
   c. Faculty Issues
      i. Examining extra employment policies.
   d. Governance
      i. Examining allocation of Faculty Senate seats.
   e. Resource Allocation
      i. Met with Interim CFO to discuss Compensation Study and other related items.

VII. Old Business
   a. 22-23.02: Motion to Revise the T&R Handbook Language to Clarify Faculty Professional Development Leave
      Motion passes 48-0-1

   b. 22-23.04: Motion to Revise the T&R Handbook Language to Revise Awarding Rank of Senior Instructor to New Faculty
      Motion to amend language. Seconded. Passes 47-0-0
      Motion to amend amended language. Seconded. Passes 45-1-1
Motion passes 47-0-0

c. 22-23.05: Motion to Revise the T&R Handbook Language to Clarify Probationary Period for Tenure-Track Positions
Motion to indefinitely delay. Seconded. Passes 48-0-1

d. 22-23.06: Motion to Add Temporary Membership for School of Nursing Representatives to Faculty Appeals and Faculty Grievance Committees
Motion passes 45-0-4

e. 22.23.07: Motion to Revise T&R Handbook Language to Clarify the Use of FARs and Their Inclusion in Official Personnel Records
Motion passes 41-3-5

f. 22-23.08: Motion to Revise T&R Faculty Handbook Language on Teaching Responsibilities
Motion to amend language. Seconded. Passes 47-0-1
Motion passes 45-1-2

g. 22-23.09: Motion to Approve Recommendations for Revisions to the Academic Program Review and Enhancement Process
Motion to amend language. Seconded. Passes 25-15-3
Motion tabled to next meeting.

Motion to extend to 5:00pm. Seconded. Passes 38-7-1
Motion to extend to 5:15pm. Seconded. Passes 32-12-0
Motion to extend to 5:30pm. Seconded. Passes 27-11-2

h. 22-23.10: Motion to Approve a One-Year Modification to the Academic Program Review and Enhancement Timeline

i. 22-23.11: Motion to Establish an ad hoc Multi-Disciplinary Program Governance Committee

VIII. New Business
None

XI. Announcements
None

XII. The meeting was adjourned at 5:30pm

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