RADFORD UNIVERSITY

FACULTY SENATE MINUTES

2023-2024

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April 27, 2023

MINUTES
2023-2024 Faculty Senate Meeting
April 27, 2023
Zoom

Members present:

Members absent:
I-Ping Fu, Wayne Gallops, Roofia Galeshi, Ji-Eun Lee, Stockton Maxwell, Chapman Rackaway, Dave Salle, Liang Shao

I. Meeting was called to order at 5:30pm by Dr. Kurt Gingrich. Outgoing Vice-President, Dr. Sheila Krajnik, presided over the election of the President.

II. Elections were held for officers of the 2023-2024 Faculty Senate
   a. President
      i. Dr. Kurt Gingrich was nominated and seconded.
      ii. Dr. Gingrich was re-elected unanimously with 37 votes.
   b. Vice President
      i. Dr. Geoff Pollick was nominated and seconded.
      ii. Dr. Pollick was elected with 35 votes and 1 abstention.
   c. Secretary
      i. Dr. David Beach was nominated and seconded.
      ii. Dr. Beach was re-elected unanimously with 36 votes.
   d. At-Large
      i. Dr. Kevin Farrell was nominated and seconded.
      ii. Dr. Matthew Close was nominated and seconded.
      iii. Dr. Susan Schoppelrey was nominated and seconded.
      iv. Dr. Farrell was elected in the first round with 22 votes.
   e. At-Large
      i. Dr. Matthew Close was nominated and seconded.
      ii. Dr. Andrew Foy was nominated and seconded.
      iii. Dr. Susan Schoppelrey was nominated and seconded.
      iv. Dr. Close was elected in the second round with 13 votes.
   f. Parliamentarian
      i. Dr. Jake Fox was nominated and seconded.
      ii. Dr. Fox was re-elected with 34 votes and 2 abstentions.

III. Welcome to new senators.
IV. The meeting was adjourned at 5:42pm

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August 11, 2023

MINUTES
2023-2024 Faculty Senate Meeting
August 11, 2023
Heth 043

Members present:
Ali-Sha Alleman, Alyssa Archer, David Beach, Denise Bernardini, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Kevin Farrell, I-Ping Fu, Wayne Gallops, Kurt Gingrich, Stephen Glass, Vanessa Hedge, Dale Henderson, Rhett Herman (Sandy Liss), Katie Katz, Ji-Eun Lee, Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, David Sallee, Rachael Santos, Susan Schoppelrey, Judy Smith, Paige Tan, Eftila Tanellari, Hui Wang

Members absent:
Margaret Adams, Jason Browning, John Brummette, Brian Buccola, Jake Fox, Andrew Foy, Tim Fuhrer, Roofia Galeshi, Liang Shao, Ryan Sincavage, Maneesh Thakkar, Cheri Triplett

I. Meeting was called to order at 1:00pm by Dr. Kurt Gingrich.

II. The minutes of both April 27, 2023, meetings were approved.

III. Committee Organizational Meetings
a. Campus Environment
i. Chair, Jake Fox
ii. Secretary, Judy Smith
b. Curriculum
i. Chair, Eric Choate/Anna DeVito
ii. Secretary, Rhett Herman
c. Faculty Issues
i. Chair, Kevin Farrell
ii. Secretary, Dave Sallee
d. Governance
i. Interim Chair, Matt Close
ii. Secretary, Scott Dunn
e. Resource Allocation
i. Chair, Dale Henderson
ii. Secretary, Jay Caughron

IV. Provost’s Report: Dr. Bethany Usher
a. Provost Usher introduced herself to the Senate.
b. Academic Affairs Two-Year Strategic Goals
i. Define and capitalize on Radford’s distinctive academic programs and experiences.
ii. Stabilize enrollment through increased student matriculation and reduced attrition.
iii. Streamline Academic Affairs to increase efficiency and effectiveness.
c. No hiring of tenure-track faculty this year unless needed for accreditation.
d. Worked with Financial Aid, Athletics, HSC Advisors, and the Bursar’s Office to distribute remaining HERFF funds to 590 students to get their balances below $750 to avoid being unenrolled. Only 200 students were dropped from classes on 8/10. 20 were fixed the morning of 8/11.

e. Total enrollment down by 500 students from one year ago.

f. Retention rates up in every category.

g. Plan is not to reconstitute Provost’s portfolio as it has been.
   i. Consider hiring a budget analyst who will not have the line of Assistant provost.
   ii. Will have searches for all senior positions.
   iii. Possibility of an external search.

V. Special Report: Director of Undergraduate Curriculum: Dr. Amanda Kellogg

a. Preliminary Curriculum Institute Recommendations for REAL
   i. “L” becomes embedded into every major and no longer a separate, required category.
   ii. Eliminate or reduce 300-/400-level requirement.
   iii. Courses get more than one designation.
   iv. Shift to a menu model.
   v. Create a REAL and menu hybrid.
   vi. Require all minors to include all prerequisites in the minor description and credit hour count.
   vii. Institute a 2-year moratorium to gather more data on the current model.
   viii. Add new required area to the model (i.e., science or lab science).

b. Next steps
   i. Form a task force to review recommendations.
   ii. Provide models for updating REAL to Faculty Senate by end of Fall 2023.
   iii. Goal to adopt updated model in time for the 2024-25 catalog.

VI. Faculty Senate President’s Report: Dr. Kurt Gingrich

a. Thanks to the Faculty Senate Executive Council for their uncompensated work over the summer.

b. Governance might consider proposing a summer stipend for future Faculty Senate presidents.

c. RUC Library Open House will be held on August 28.

d. Attend the Enrollment Forums
   i. The Vision: Monday, August 14, 3:30p-4:30p, Bondurant Auditorium
   ii. The Data: Friday, August 25, 2:00p-3:00p, Bondurant Auditorium
   iii. The Strategy: Thursday, August 31, 2:00p-3:00p, Bonnie Hurlburt Student Center
   iv. Zoom options are available for all meetings.

e. Attend the Faculty Convocation on Friday, August 18 at 1:30p in Bondurant Auditorium and the New Student Convocation at 4:00p.

VII. Introduction to Senate Procedure

VIII. Academic Affairs Breakout Discussion

a. Campus Environment
   i. Six categories to address faculty morale
      I. Lack of support for faculty/students (lack of trust)
II. Workload
III. Lack of strategic direction
IV. Merger RU/RUC
V. Culture that is silo
VI. Job uncertainty
VII. Maybe need an ombudsman program

ii. Look at workload and realign, participate in workgroups like the Provost mentioned, (caveat: don’t have so many studies/work groups that we don’t know what happens), ensure there is follow up on studies/work groups

b. Curriculum
i. Distinctive programs: what is “distinctive” vs “unique”? What do we do well for location and size? Education (K-12 teacher preparation, counselor education) and Health care professions. Certificates/micro credentials in special areas. However, REAL makes us distinctively siloed.

ii. Distinctive experiences: 4 areas: Size (close faculty/student interactions in classroom learning and research), Engaged pedagogy and active learning to create a community of learning, In-context real-world learning, Highly resourced for our size (planetarium, SELU, cadaver lab)

c. Faculty Issues
i. What constitutes lack of success in the classroom? General lack of engagement, bad habits (possibly from Covid), lack of immediate award, mental health issues, students managing professional behaviors, generational challenges, cross-generational challenges.

ii. Teach students how to learn (rebranding college practices like office hours), potential in REAL to nourish intellectual/artistic/professional interest

d. Governance
i. Mission and mission statement are two different things. Things that should be included in statements: “Keep the fires of learnin’ burnin’.” Inclusive learning environment, close student/faculty relationships, stimulate growth in curriculum, distinctive experiences across academic programs.

e. Resource Allocation
i. Meet with provost and president to see their perspectives. Issues with turnover at both Main and RUC (faculty, staff). Paying large sums to search firms that could be redirected. Compare our org chart to other similar universities. Compensation study – not much movement over summer. Accredited programs that need accreditation outside SACSCOC. As positions are eliminated via FERP. Look at processes to streamline, how money is moved around.

ii. Create guidelines/documents for faculty on money stream. Digital v web signatures – above university level. Liaison between faculty and financial units (Foundation/Tom Cruise’s office). Liaison for faculty to report inefficiencies that can be acted upon.

IX. New Business
a. None.

X. Announcements
a. Attend the RU Library Welcome Back reception after this meeting. Drs. Alleman’s and Farrell’s book selections will be on display as they recently earned tenure.

XII. The meeting was adjourned at 4:32pm

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August 31, 2023

MINUTES
2023-2024 Faculty Senate Meeting
August 31, 2023
Zoom

Members present:
Ali-Sha Alleman, Alyssa Archer, David Beach, Denise Bernardini, Jason Browning, John Brummette, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Anna DeVito, Scott Dunn, Jeannine Everhart, Kevin Farrell, Jake Fox, Andrew Foy, I-Ping Fu, Tim Fuhrer, Roofia Galeshi, Kurt Gingrich, Stephen Glass, Vanessa Hedge, Dale Henderson, Rhett Herman, Katie Katz, Ji-Eun Lee, Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, David Sallee, Rachael Santos, Susan Schoppelrey (Diane Hodge), Liang Shao, Ryan Sincavage, Judy Smith, Paige Tan, Eftila Tanellari, Maneesh Thakkar, Cheri Triplett, Hui Wang

Members absent:
Margaret Adams, Wayne Gallops

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

II. The minutes of August 11, 2023, meeting was approved.

III. President’s Report: Dr. Bret Danilowicz
   a. Off to a good semester. More students involved in activities, emerging out of the Covid years. Official census will be available on Tuesday, September 5. Retention for Fall 2023 went up 4%. Thanks to staff and faculty for engaging students.
   b. All Faculty Reception on Wednesday, September 6 at 5pm in the Covington Center. Board of Visitors members will be in attendance.
   c. The President’s Cabinet is fully staffed and working together with a long-term view.
   d. Several new Board of Visitors members starting this year. Good group of people who supports and cares about higher education at Radford.
   e. Presented overall 6-year plan to SCHEV this past Tuesday. This is separate and distinct from a University’s strategic plan. Administration is working on a two-year strategic plan that will be presented to the Board in November.
   f. Budget concerns:
      i. Declining in enrollment since 2016. Student credit hours have declined 27%, staffing has decreased 7% since 2016. Misalignment creates constraints on budget. Need to proactively budget.
      ii. For every 100 students lost, approximately $1M reduction in E&G budget.
      iii. Fall 2023: roughly 300 fewer students. This was built into this year’s budget, so budget neutral this year.
      iv. We will continue to decline in enrollment through Fall 2026. Expect 939 fewer students in Fall 2026, calculated to roughly $9.4M deficit. Unlikely the Commonwealth will allow tuition increases for the next two to three years. Inflationary costs will add $1.2M deficit per year, $3.6M by Fall 2026.
      v. How do we solve this as an institution?
I. We are a close-knit community, so ultimately when we work through reductions, it will be rough to reduce the number of faculty.

II. Provost will have responsibility for changes in Academic Affairs.

III. University Planning and Advisory Committee reactivated. Met for the first time on August 18. Six faculty members on the committee: President of the Faculty Senate, the chair of the Resource Allocation Committee, and four other faculty, representing the six colleges.

IV. Stabilizing freshman and transfer enrollment is job #1.

V. Must work together to develop two-year plan to make us a more efficient university and recruit and retain students.

VI. Believe enrollment will be stabilized at 6900 students (undergraduate and graduate students) by Fall 2026.

IV. Provost’s Report: Dr. Bethany Usher

a. Clarification: From last year’s budget book: Personnel costs from total budget (E&G and Auxiliary) is at 79%.

b. Thanks to the faculty for keeping the university together through all the changes in administration over the past few years. Thanks for the quality of instruction and value brought to the institution.

c. Successful move-in, orientation, and convocations over the past few weeks.

d. It has been beneficial to attend every college meeting and tour Radford sites. Will be visiting Abingdon on Friday.

e. Cautiously optimistic about meeting enrollment and retention targets for this semester.

f. Joyous to learn about nominees and winners of Foundation Awards. Congratulations to all.

g. Budget concerns:

i. Staffing hasn’t reduced at the rate enrollment has.

ii. Fewer tenure and tenure-track faculty than in the past. Shifted some of teaching responsibilities to non-tenure track (does not include adjunct faculty).

iii. Challenge: Adapt to deliver on our academic mission with fewer students and fewer resources in the short-term AND position Radford University to thrive in the future.

iv. Academic Affairs 2023-24 Strategic Goals

I. Define and capitalize on Radford University’s distinctive academic programs and experiences.

II. Stabilize enrollment through increased student matriculation and reduced attrition.

III. Streamline Academic Affairs to increase efficiency and effectiveness.

v. Timeline for 2023-24

I. September 2023: Finalizing Academic Affairs Mission Statement

II. October 2023: Identify Distinctive Program Forums and Update the Highlander Success Center Model

III. December 2023: REAL Updates and Faculty Role Updates

IV. January to June 2024: Program and Faculty Alignment

V. Spring 2024: Academic Calendar Updates

vi. Save the date of October 6 for design workshops for how we think about distinctive programs.
V. Faculty Senate President’s Report: Dr. Kurt Gingrich
   a. Guests who are not general faculty members are asked to leave the meeting.
   b. Discussion of President’s and Provost’s reports.

VI. Committee Reports
   a. Campus Environment
      i. Reviewed draft charges and will add some charges.
      ii. Will deliver a preliminary summary of Faculty Morale Survey.
   b. Curriculum
      i. Finalized charges.
      ii. Want to get SGA input on REAL.
   c. Faculty Issues
      i. Finalized charges.
   d. Governance
      i. Finalized and prioritized charges.
      ii. Working on T&R Handbook changes and what happens when programs move or are combined with other programs.
   e. Resource Allocation
      i. Finalized and prioritized charges.

VII. Old Business
   a. None.

VIII. New Business
   a. None.

IX. Announcements
   a. Next week and the week after are both committee meetings. Next full Senate meeting will be September 21.
   b. Faculty Development Leave call will be coming soon.
   c. See everyone at the All Faculty Reception on Wednesday.

X. The meeting was adjourned at 4:59pm.

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September 21, 2023

MINUTES
2023-2024 Faculty Senate Meeting
September 21, 2023
Zoom

Members present:
Lisa Aker, Ali-Sha Alleman, Alyssa Archer, David Beach, Denise Bernardini, Jason Browning, Brian Buccola, Christi Callahan (Sharla Cooper), Jay Caughron, Eric Choate, Matt Close, John Cook, Vesna Costello, Anna DeVito, Scott Dunn, Jeannine Everhart, Kevin Farrell, Jake Fox, Andrew Foy, I-Ping Fu, Tim Fuhrer, Roofia Galeshi, Kurt Gingrich, Stephen Glass, Vanessa Hedge, Dale Henderson, Rhett Herman, Katie Katz, Ji-Eun Lee, Maria Madden, Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, David Sallee, Rachael Santos, Susan Schoppelrey, Liang Shao, Ryan Sincavage, Christine Small, Judy Smith, Paige Tan, Eftila Tanellari, Maneesh Thakkar, Cheri Triplett, Hui Wang

Members absent:
Margaret Adams, John Brummette, Wayne Gallops

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

II. The minutes of August 31, 2023, meeting was approved.

III. President’s Report: Dr. Bret Danilowicz
   a. Board of Visitors enjoyed meeting faculty at the recent reception and learning their perspectives.
   b. A reminder about self-health and care of others: unsure if sick, please wear a mask; sick, stay home.
   c. A high-impact, best practice in recruiting faculty/staff is allowing an hour off-the-record meeting to help candidates know the community. Will start experimenting in doing this with recruiting students – set aside a block of time so students can meet with opportunities to explore what they want that’s not on a scripted tour of university (e.g., faith-based or cultural organizations).
   d. Have made progress in exploring finances and logistics for an academic-year Southwest Governor’s School for the Arts and Humanities for underserved students.
   e. Close to being green-lit by FIRE (Foundation for Individual Rights and Expression), an external policy police. Only one policy needs to be modified (see https://www.thefire.org/colleges/radford-university). Once it is modified, a press release will be issued.

IV. Provost’s Report: Dr. Bethany Usher
   a. Distinction Forums will be held on October 6. This will not be “Hunger Games” but a chance to explore what makes Radford distinctive. Encourage faculty to participate in the forums.
   b. Report from Dr. Holly Cline
      i. Distinction Forums have two major goals:
         I. What makes Radford distinctive?
II. How do we look at programs and concentrations differently based on distinctions to develop synergies?

   ii. Scheduled for Fall Break since it won’t interfere with classes.
   iii. Moving location to Kyle Hall and will have overflow space.
   iv. As of today, 147 responded to RSVP survey; 120 will be attending.
   v. Roanoke and Abingdon faculty will not have to pay for parking.

V. Faculty Senate President’s Report: Dr. Kurt Gingrich

   a. Good interaction between Board and FSEC. FSEC and BoV Executive Committee will next meet in late November.
   b. REAL Task Force is reviewing general education guiding principles and feedback from the Summer Curriculum Institute. It will be tasked to make 2 or 3 suggestions to modify REAL before the end of fall. The Task Force includes: Amanda Kellogg (Director of Undergraduate Curriculum), Kurt Gingrich (Faculty Senate President), Eric Choate (Faculty Senate Curriculum Committee Co-Chair), Art Carter (Council of Chairs representative) Wendy Downey (Deans’ representative), Jessica Stowell (Director of Institutional Effectiveness and Quality Improvement), Melissa Neal (Registrar’s Office representative), Sherry Hazelwood (Senior Director of Transfer Admissions).
   c. Faculty Professional Development Leave proposal deadline extended to November 13. Application materials can be found at https://www.radford.edu/content/dam/departments/administrative/sponsored-programs/PDFs/FPDL_RF_082023.pdf.
   d. Thanks to faculty who completed three-week progress reports. The Radford Campus completion rate was 83%.
   e. Coffee with the President will be September 28 from 9am to 10am. Please send questions to Kurt Gingrich.

VI. Committee Reports

   a. Campus Environment
      i. Waldron parking issue: Waldron lot was converted into a commuter lot. Lost faculty representative on the Parking & Traffic Committee—working on putting faculty on the committee. Dean Cox is working with VP for Finance and Administration to work it out.
      ii. Finalizing questions for meeting with VP for Enrollment Management and Strategic Communications.
      iii. Liaising with SGA leadership to find partnership opportunities.
      iv. Need to discuss issue of University Club with FSEC and engage VP for Finance and Administration, maybe Provost and/or President.
      v. Working on Faculty Morale Survey results. Jake Fox will compile quantitative analysis; Jeannine Everhart will compile qualitative analysis. Report will be presented to Senate before Thanksgiving so President Gingrich can give a report to the next Board of Visitors meeting.
      vi. Steering Committee for Sustainability – Jake Fox is the only Senate member. If interested in working with Sustainability, contact Stockton Maxwell.

   b. Curriculum
      i. Working with SGA on how to talk to students about REAL.
      ii. Looking at flowcharts for how curricula are approved through university.
      iii. Discussion of whether there should be a University Curriculum Committee.
c. Faculty Issues
   i. Discussion of potential handbook revisions re Special Purpose Faculty:
      I. Developed a list of questions and concerns for Provost:
         1. Are there legal concerns re changes in contracts?
         2. What are criteria for measuring “funding, need, and performance”? Will criteria be consistent across colleges?
         3. Concerns about non-teaching/service roles. How will those be factored into renewal/non-renewal?
         4. What about roles based in retention-based initiatives?
      ii. Started discussion of adding additional faculty ranks.
      iii. Will meet with the Provost on September 28.

   ii. Started discussion of adding additional faculty ranks.

   iii. Will meet with the Provost on September 28.

   d. Governance
      i. Investigating T&R Handbook to identify places where language can be more gender-neutral and looking at outdated/inconsistent language.
         I. Identified an issue with FARs – ranking of faculty doesn’t always align with college information.
         II. 89 instances of gendered pronouns to correct.
         III. Have made preliminary changes but want to check there are no legal issues.
      ii. Researching at how other institutions deal with programs that move from one college to another, how programs merge/change, and what SCHEV requires universities to do.

   e. Resource Allocation
      i. Looking at charges and members of ad hoc University Planning and Budget Committee to make it a formal internal governance committee.
      ii. Met with VP for Finance and Administration. Plan for follow-up conversations.
      iii. Members attended Board of Visitors committee meetings.
      iv. VP for Finance and Administration forwarded proposed 2023-24 budget for review.
      v. Met with VP for Economic Development to discuss how faculty and students can be involved with The Hub.
      vi. Jay Caughron has been on Salary Benchmark Study. Plans to meet with HR.
      vii. Meeting with Provost on October 2 to help address inefficiencies/bottlenecks.

VII. Old Business
    a. None.

VIII. New Business
    a. None.

IX. Announcements
    a. None.

X. The meeting was adjourned at 4:46pm.

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October 5, 2023

MINUTES
2023-2024 Faculty Senate Meeting
October 5, 2023
Zoom

Members present:
Lisa Aker, Ali-Sha Alleman, Alyssa Archer, David Beach, Denise Bernardini (David Zuschin), John Brummette, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Vesna Costello, Scott Dunn, Jeannine Everhart, Kevin Farrell, Jake Fox, Andrew Foy, I-Ping Fu, Tim Fuhrer, Roofia Galeshi, Kurt Gingrich, Stephen Glass, Vanessa Hedge, Dale Henderson, Rhett Herman, Katie Katz, Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, David Sallee, Rachael Santos, Susan Schoppelrey, Liang Shao, Ryan Sincavage, Christine Small, Judy Smith, Paige Tan, Eftila Tanellari, Maneesh Thakkar, Hui Wang

Members absent:
Margaret Adams, Anna DeVito, Ji-Eun Lee, Maria Madden, Cheri Triplett

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

II. A moment of silence was held to remember colleagues who have recently passed: Matthew Brunner, Registrar; Dr. Robert Williams, Professor of English and Chair of English and Foreign Languages and Literatures; Dr. Kevin “West” Bowers, Associate Professor of Communication

III. The minutes of September 21, 2023, meeting was approved.

IV. President’s Report: Dr. Bret Danilowicz
   a. VP of Enrollment Management has been working with Dr. Hendrix and the Provost to develop template for Tartan Transfer. In December, Radford will be signing MOU with eight closest community colleges for students to transfer seamlessly.
   b. Thanks to Rob Warren from DCOBE who has been doing research on home schooling networks. He has provided contact info for 80 home schooling networks in Virginia.
   c. Update on RUC: Radford contracted with Brightspot Strategy last summer to understand the space needs for a future building and what programs need to be at RUC or moved to other locations. Expecting recommendations at the end of November.
   d. Will drop in on campus-wide Distinction Forums tomorrow.

V. Provost’s Report: Dr. Bethany Usher
   a. Thanks to everyone for how gracious and wonderful everyone has been during recent losses. Special thanks to Dean Matt Smith for handling and coordinating logistics.
   b. Contracted to move second two years of BSN program to RHEC in Spring 2024.
   c. Nursing passed accreditation.
   d. Shared plans for Radford to be the center of Virginia’s education pathways, collaborations with community colleges and accelerated pathways to Virginia Tech’s and other Virginia R1’s graduate programs.
   e. Shared reorganization plan for Academic Affairs.
i. Deans’ searches (DCOBE & SoN) and Asst. Provost for Student Success will be national searches.
ii. University Registrar and Budget Director will be regional/local searches.
iii. Asst. Provost for Faculty and Curriculum will be a local search.
f. Distinction Forum will be an opportunity to get a sense of who Radford is and what portfolio is distinctively Radford.

VI. Special Report from Melissa Neal: Banner and Mid-Semester Grades
a. Provided a demo for entering midterm grades in the revised Banner system.
b. Mid-term grades due by 10am on October 13.

VII. Special Report from Dr. Allison Wisecup: Data Collection for RISE
a. In Spring 2024, data will be collected from random 100- and 200-level courses to measure student success and sense of belonging.
b. Data will be assessed through Institutional Effectiveness and Quality Improvement.
c. Faculty will be alerted their classes will be surveyed.

VIII. Special Report from Dr. Jessica Stowell: NSSE and FSSE
a. Shared results from National Survey of Student Engagement & Faculty Survey of Student Engagement
   i. Highest performance factors relative to peer institutions
      I. Assigned more than 50 pages of writing
      II. Discussion with people with sexual orientations other than their own
      III. Worked with a faculty member on a research project
      IV. Quality of interaction with other administrative staff and offices
      V. Instructors provided feedback on a draft or work in progress
   ii. Lowest performance factors relative to peer institutions
      I. Institution emphasis on helping students manage non-academic responsibilities
      II. Evaluated what others have concluded from numerical information
      III. Prepared for exams by discussing or working through course material with other students.
      IV. Institution emphasis on encouraging contact among students from different backgrounds
      V. Discussions with people from countries other than own

IX. Faculty Senate President’s Report: Dr. Kurt Gingrich
a. Next Faculty Senate meeting on October 19 will be in person at RUC, Room 617.
   i. If a senator cannot make it, let President/Secretary know, and find a substitute if possible.
   ii. If senators want to carpool, let the President know.
b. October 20: President’s address on the State of the University and revealing of new brand strategy in Bondurant Auditorium. This will also be livestreamed.
c. Faculty Senate meeting on November 2 will be in person at Main Campus, Heth 043.

X. Committee Reports
a. Campus Environment
   i. Planning to meet with VP of Enrollment Management and SGA leadership.
ii. Request to Parking Services to respect RUC hangtags on Main Campus.

b. Curriculum
   i. Met with Matt Dunleavy re IMPACT no in Academic Affairs.
   ii. Discussing charge of creating a University Curriculum Committee.

c. Faculty Issues
   i. Met with Provost on proposed handbook language re Special Purpose Faculty.
   ii. Discussed other faculty ranks but decided now is not the time to complicate the handbook.

d. Governance
   i. Met with Jessica Stowell re Academic Program Review. It is on pause for this year.
   ii. APR Task Force needs to be seated to develop recommendations for Faculty Senate.
   iii. Reviewing composition of dean’s search committees since there are inconsistencies in the Handbook.
   iv. Motion in New Business on changing handbook language.

e. Resource Allocation
   i. Met with Provost to begin discussion on various items.
      I. Provost wants units to manage minors.
      II. Provost is in favor of a University Curriculum Committee.
      III. CBE for the time will continue to be continuing education credit programs. Discussion of academic credit bearing programs, but nowhere near development and must develop a financial model.
      IV. Adjunct compensation – with recent increases, adjunct compensation is close to what was proposed.

XI. Old Business
   a. None.

XII. New Business
    a. 23-24.01 – Motion to Revise T&R Faculty Handbook Language to be Gender Neutral

XIII. Announcements
   a. None.

XIV. The meeting was adjourned at 4:47pm.

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October 19, 2023

MINUTES
2023-2024 Faculty Senate Meeting
October 19, 2023
RC 617, Radford University Carilion

Members present:
Lisa Aker, Ali-Sha Alleman, Alyssa Archer, David Beach, John Brummette (Sam Jennings), Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Matt Close, John Cook, Vesna Costello (Jason Browning), Scott Dunn, Jeannine Everhart, Kevin Farrell, Jake Fox, I-Ping Fu, Tim Fuhrer, Kurt Gingrich, Stephen Glass (Shala Cunningham), Vanessa Hedge, Dale Henderson (Zach Collier), Rhett Herman, Katie Katz, Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, David Sallee (Carrie Sanders), Rachael Santos, Susan Schoppelrey, Liang Shao, Christine Small, Judy Smith, Paige Tan, Eftila Tanellari, Brent Webb

Members absent:
Ian Barland, Denise Bernardini, Holly Cline, Anna DeVito, Andrew Foy, Roofia Galeshi, Maria Madden, Ryan Sincavage, Maneesh Thakkar, Cheri Triplett, Hui Wang

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

II. The minutes of the October 5, 2023, meeting was approved.

III. President’s Report: Dr. Bret Danilowicz
   a. No report as President Danilowicz was attending the Blue Ridge Partnership Meeting then hosting the 1973 Golden Reunion Dinner. Provost Usher provided updates on his behalf.

IV. Provost’s Report: Dr. Bethany Usher
   a. Radford will guarantee admission to new students with a minimum GPA and math scores without having a committee review applications.
   b. Because the Commonwealth has given Radford several extra millions to support financial aid, we are working with the Board of Visitors to provide students who pay minimum family contributions, as determined by FAFSA, with full coverage of the remainder of tuition. For transfer students who take state support for community colleges, tuition will be fully covered. Fees will still need to be paid by the student.
   c. Nicole Hendrix is working with Tartan Transfer to develop a new policy: transfer students from eight community colleges will be guaranteed admission as long as they meet benchmarks along their academic progress. If they want to transfer within three years of when they declare intent, they can take courses under the catalog year of the year they declare.
   d. Anyone who is working on transfer pathways, the Provost’s Office now has an MOU template that can be used.
   e. The Provost’s Office wants to provide guidance on degree programs requiring over 60 credits so the programs meet accreditation requirements, ease transfer issues, and help students graduate on time.
f. AALT adopted the following Academic Affairs Mission Statement:
   Radford University’s Division of Academic Affairs cultivates an inclusive,
   experiential learning environment that ignites lifelong curiosity and empowers
   graduates to lead thriving communities through service, research, and
   innovation.

g. Thanks to everyone who participated in the Distinction Forums. The Provost’s Office is
   putting information together and will have a blog to showcase some of the data.

V. Faculty Senate President’s Report: Dr. Kurt Gingrich
   a. The REAL Task Force will provide an update at the next Faculty Senate meeting.
   b. Attend the State of the University Address on Friday at 10am in the Bondurant
      Auditorium. President Danilowicz will share the vision of the university moving forward,
      and the new branding campaign will be unveiled. The event will be livestreamed.
   c. Watch for emails next week with announcements about university financial aid.
   d. Note the recent email announcing a 2% salary increase effective December 10. The
      increase will first show in the December 29 paycheck.

VI. Committee Reports
   a. Campus Environment
      i. No report.
   b. Curriculum
      i. Reviewed policies about microcredentialing. No proposal to change at the
         moment.
      ii. Discussed the composition of the proposed University Curriculum Committee.
          No proposal yet.
   c. Faculty Issues
      i. Reviewing T&R Faculty Handbook language re employment classifications.
      ii. Two motions in New Business.
   d. Governance
      i. Motion will be forthcoming on discrepancies in the T&R Faculty Handbook.
      ii. Reviewing memberships on standing committees. Hope to include more faculty
          and RUC faculty on committees.
      iii. Reviewing T&R Faculty Handbook language on deans’ search committees.
   e. Resource Allocation
      i. Continuing to review the 16-hour rule.
      ii. Forwarding an email on Friday to the Provost to discuss inefficiencies.
      iii. External consultants’ work on the Salary Survey is winding down, and internal
           work ramping up. Should have an update around Thanksgiving.

VII. Old Business
   a. 23-24.01 – Motion to Revise T&R Faculty Handbook Language to be Gender Neutral
      i. Motion to amend. Seconded.
      ii. Motion to amend the amendment. Seconded. Passed by acclamation.
      iii. Motion to amend passed by acclamation.
      iv. Motion passed by acclamation.

VIII. New Business
a. 23-24.02 – Motion to Revise T&R Faculty Handbook Language for Teaching and Research Faculty Employment Classifications (Tenured, Tenure-Track, Adjunct)
b. 23-24.03 – Motion to Revise T&R Faculty Handbook Language for Teaching and Research Faculty Employment Classifications (Special Purpose)

IX. Announcements
   a. Upcoming faculty panel on the Israel/Palestine Conflict, Thursday, October 26, 3:30pm to 4:30pm in Hemphill 4700.
   b. Next Faculty Senate meeting will be held in person in Radford, Heth 043.

X. The meeting was adjourned at 4:36pm.

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November 2, 2023

MINUTES
2023-2024 Faculty Senate Meeting
November 2, 2023
Heth 043, Radford Campus

Members present:
Lisa Aker, Ali-Sha Alleman, Alyssa Archer, Ian Barland, David Beach, Denise Bernardini, John Brummette (Sandy French), Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Holly Cline, Matt Close, John Cook, Vesna Costello (Jason Browning), Anna DeVito, Scott Dunn, Kevin Farrell, Jake Fox, Andrew Foy, I-Ping Fu, Tim Fuhrer, Kurt Gingrich, Vanessa Hedge, Dale Henderson (Ben Biermeier-Hanson), Rhett Herman, Katie Katz, Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, David Sallee (Carrie Sanders), Rachael Santos, Susan Schoppelrey, Liang Shao, Ryan Sincavage, Christine Small, Judy Smith, Paige Tan, Eftila Tanellari, Maneesh Thakkar, Cheri Triplett, Hui Wang (Abhay Kaushik), Brent Webb

Members absent:
Jeannine Everhart, Roofia Galeshi, Stephen Glass, Maria Madden

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

II. The minutes of the October 19, 2023, meeting was approved.

III. President’s Report: Dr. Bret Danilowicz
   a. Positive news stories
      i. Aiming to change how others view Radford over the next year. To change mindset is a big lift, but we think we can do it.
      ii. Complications: Everything is changing at the same time. We won’t know what works or why, but we will see change.
      iii. Radford Tuition Promise played on almost every station in the state and reported in all the newspapers in the state. This is not new to the institution; we have been doing this for the past few years. Positive statistic: since Aug 1, we had 20-30 applications per day. The day after news of Tuition Promise, applications have been at 300 per day and has stayed that way.
   b. More big announcements coming
      i. Tartan Transfer Program will be announced in January
      ii. Honors Program Direct Admit with Virginia Southwestern Community College
   c. Aiming at one new story a month to change the perception of Radford
   d. Ask of faculty: students have pride in being here. Have pride in Radford. Vent internally, not externally (e.g., on social media)
   e. Sending out draft of Two-Year Plan today to all senators. Need feedback to FS President by November 9

IV. Provost’s Report: Dr. Bethany Usher
   a. Continuing to work with Holly Cline in analyzing data from the Distinction Forums. Have uncovered rich information on who we are. Have done a session with alumni. Changed
Another session will be held with students soon. Several have volunteered to review data next week. Will package it and give it back to faculty to determine how to align programs and concentrations.

b. Nicole Hendrix is working on making transfer as straight-forward and easy as possible. Working on MOU templates for transfers and accelerated entries to graduate programs.

c. Positions: Four leadership positions in Provost’s office will be posted soon. Three (Registrar, Budget Director, Assistant Provost for Student Success) will be advertised regionally or nationally; Assistant Provost for Faculty and Curriculum will be an internal search. Accepting internal applications for all positions. If interested in the position, feel free to apply. It’s beneficial to articulate a vision and put yourself out there in taking on leadership positions. Want to recruit great people for these positions. If you know people in your network who might be interested, please contact them.

d. Two dean positions: working with Faculty Senate to diversify search committees. Working with Buffkin Baker on the search.

V. Faculty Senate President’s Report: Dr. Kurt Gingrich

a. Senators will receive copy of condensed two-year goals for the university. Short turnaround on feedback, need by Nov 8. Send comments to Kurt, or to the Provost at provost@radford.edu

b. Coffee with President, Friday, Nov 17. Please send questions you want to ask the president to Kurt by Thursday, Nov 16

c. Seeking a new director of undergraduate curriculum. Call went out earlier this week. Submit materials by Nov 6 @ 5p. Eighteen-month appointment through SP25.

d. Update on REAL Task Force

VI. Committee Reports

a. Campus Environment
   i. Reviewing data re the 16-credit hour rule
   ii. Considering proposing an option for an A+ grade in Banner
   iii. Met with SGA re above items and starting to build a relationship

b. Curriculum
   i. One motion in New Business
   ii. Motion will be made in next meeting to support the merger of English and Foreign Languages and Literatures in a School

c. Faculty Issues
   i. One motion in New Business

d. Governance
   i. Motion in New Business
   ii. Considering whether Council of Chairs/Council of Deans should be part of the governance process
   iii. Working on the composition of deans’ search committees. Received recommendations from Provost through FSEC

e. Resource Allocation
   i. No new items

VII. Old Business

a. 23-24.02 – Motion to Revise T&R Faculty Handbook Language for Teaching and Research Faculty Employment Classifications (Tenured, Tenure-Track, Adjunct)
Passed by acclamation

b. 23-24.03 – Motion to Revise T&R Faculty Handbook Language for Teaching and Research Faculty Employment Classifications (Special Purpose)

Motion to amend to not delete the word “continuing” from the original language. Seconded.

Motion to extend 10 minutes. Passed by more than 2/3 vote.

Motion to extend 5 minutes. Passed by more than 2/3 vote.

Motion to extend 5 minutes. Passed by more than 2/3 vote.

Motion to amend fails, 17-28.

VIII. New Business
  a. 23-24.04 – Motion to Revise LEAD 110 – Emerging Leadership
  b. 23-24.05 – Motion to Revise T&R Language for Teaching and Research Faculty Employment Classifications (FTT)
  c. 23-24.06 – Motion to Revise Faculty T&R Handbook Language to be Consistent in the Use of the Ranking System in the Faculty Evaluation Procedures

IX. Announcements
  a. Wicked Festival next Thursday, November 9, in Kyle 340.

X. The meeting was adjourned at 5:11pm.

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November 16, 2023

MINUTES
2023-2024 Faculty Senate Meeting
November 16, 2023
Zoom

Members present:
Lisa Aker, Ali-Sha Alleman, Alyssa Archer, Ian Barland, David Beach, Denise Bernardini, John Brummette, Brian Buccola, Christi Callahan, Jay Caughron, Eric Choate, Holly Cline, Matt Close, John Cook, Vesna Costello, Anna DeVito, Scott Dunn, Jeannine Everhart, Kevin Farrell, Jake Fox, Andrew Foy, I-Ping Fu, Tim Fuhrer, Roofia Galeshi, Kurt Gingrich, Stephen Glass, Vanessa Hedge, Dale Henderson, Rhett Herman, Katie Katz, Maria Madden, Diane Millar, Camilla Morrison, Roby Page, Geoff Pollick, Tammy Robinson, David Sallee, Rachael Santos, Susan Schoppelrey, Liang Shao, Ryan Sincavage, Christine Small, Judy Smith, Paige Tan (Daniel Reed), Eftila Tanellari, Maneesh Thakkar, Cheri Triplett, Hui Wang, Brent Webb

Members absent:
None

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

II. The minutes of the November 2, 2023, meeting was approved.

III. President’s Report: Dr. Bret Danilowicz
    No report as President Danoliwicz is meeting Del. McNamara of 8th District

IV. Provost’s Report: Dr. Bethany Usher
    a. Update on Two-Year Plan
       i. Thanks for the feedback on the Two-Year Plan
       ii. Trying to position the University in a way that sets us apart.
       iii. Have removed SCHEV viability as a measure and now will be used as input for decisions on academic programs.
    b. Update on free speech and activism
       i. Controversial speaker on campus last night, and it was great to see people responding respectfully and thoughtfully.
       ii. Note that faculty can’t use University funds for either support or protest. Units need to be educational spaces; students should be in activist spaces. Faculty individually can be activists.
       iii. Safe Zone and CDI supported students and student groups.
       iv. Virginia state law does not allow students to mask to hide identity. Health-related reasons for masking is fine.
       v. As we’re going into a political season, we may see more of these controversial speakers on campus.
    c. Update from Dr. Dannette Beane, VP of Enrollment Management and Strategic Communication
       i. Good news: doing well with enrollment without outsourcing.
       ii. Over 4,400 completed applications, 3,589 admitted as of today.
As of 11/13, yield of 20% in-state, 6% out-of-state. In-state is about the same rate as 2022, higher than 2021. Much higher rate of international students.

d. Update on Special Purpose Faculty
   i. Listened during last meeting about Special Purpose Faculty.
   ii. Have look at the array of contracts and reappointments for Special Purpose, and they are inconsistent, so the process needs to be clear.
   iii. SPF help shore up the intellectual mission.
   iv. Do not think it’s in the University’s best interest to add more employment categories.
   v. Will ask Faculty Senate to consider that we have multi-year SPF contracts following the first year of employment. This will allow program flexibility and consistency over time.
   vi. Reappointments will be more consistent with resigned contracts with updated language.

V. Faculty Senate President’s Report: Dr. Kurt Gingrich
   a. Remind graduating students to complete First Destination Survey.
   b. REAL Task Force: Three drafts of motions will be sent to Faculty Senate. Two will include suggestions to change curriculum and will not be voted on until February. These two draft motions will be sent to senators after the meeting. Please review and send feedback to Faculty Senate Curriculum Committee. Faculty Senate will be asked to approve one or the other or neither.
   c. APRE Task Force starting work on revising process.
   d. University Planning and Budget Committee met earlier this week.
   e. Coffee with the President at 9am on 11/17.

VI. Committee Reports
   a. Campus Environment
      i. No report
   b. Curriculum
      i. Meeting with Provost to discuss formation of University Curriculum Committee, microcredentials, and the process for vetting minors.
   c. Faculty Issues
      i. No report
   d. Governance
      i. Working on the composition of deans’ search committees.
   e. Resource Allocation
      i. Discussed 529 issue. Tuition is due January 2, but 529 funds must be drawn in the year it is to be used. Not possible to draw funds in time for tuition to be on time.
      ii. Sent feedback to Provost on Two-Year Strategic Plan.
      iii. Will attend Board of Visitors committee meetings.

VII. Old Business
   a. 23-24.03 – Motion to Revise T&R Faculty Handbook Language for Teaching and Research Faculty Employment Classifications (Special Purpose)
Motion to amend to change “satisfactory performance” to “performance that meets or exceeds expectations.” Seconded. Motion to amend passes 45-1-0.

Motion passes 29-16-3.

Motion to suspend the rules to move Motion 23-24.07 from New Business into Old Business and to move ahead of other motions. Seconded. Motion passes 40-4-1.

23-24.07 – Motion to Approve the Merger of the Department of English and the Department of Foreign Languages and Literatures into the School of Writing, Language, and Literature

Motion passes 42-1-2.

b. 23-24.04 – Motion to Revise LEAD 110 – Emerging Leadership

Motion to amend to change course title to UNIV 110 – Effective Student Leadership. Seconded.

Motion to extend time to 5:00pm. Seconded. Motion fails 28-16-0.

Motion to call the question to stop debate on motion to amend. Seconded. Motion passes 40-2-3.

c. 23-24.05 – Motion to Revise T&R Language for Teaching and Research Faculty Employment Classifications (FTT)
d. 23-24.06 – Motion to Revise Faculty T&R Handbook Language to be Consistent in the Use of the Ranking System in the Faculty Evaluation Procedures

VIII. New Business
   a. 23-24.07 – Motion to Approve the Merger of the Department of English and the Department of Foreign Languages and Literatures into the School of Writing, Language, and Literature

IX. Announcements
   a. None.

X. The meeting was adjourned at 4:50pm.

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January 18, 2024

MINUTES
2023-2024 Faculty Senate Meeting
January 18, 2024
Zoom

Members present:

Members absent:
Denise Bernardini, Anna DeVito, Maria Madden, Cheri Triplett

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

II. The minutes of the November 16, 2023, meeting were approved.

III. President’s Report: Dr. Bret Danilowicz
   a. Governor’s two-year budget for higher education is relatively flat with some deferred maintenance funds added.
   b. Pre-indicators for enrollment show flat for first-year students for 24-25, and up one-third in transfer students.
      i. FAFSA process has been delayed by federal government. Radford might be able to give financial aid packages starting mid-March.
   c. Pending legislations for Radford this session:
      i. Proposal to allow out-of-state students to enroll at in-state rates. This is being written into the budget through the appropriations committee.
      ii. Applied for $50K for a permanent Governor’s School for Arts and Humanities at Radford.
      iii. Asking for $1.3M in Operations & Maintenance funds for the new Artis Building. This is a new separate request since the Governor separated new building funding from operations & maintenance funding.
      iv. Asking for design funds in 24-25 for a new building in Roanoke.
   d. Working on improving operations around summer programs. Plan to hire a point person to take care of administrative issues around these programs.
   e. Encourage faculty to attend Teaching Constructive Dialogue through CITL.

IV. Provost’s Report: Dr. Bethany Usher
   a. Thanks for all the work everyone has done to get through the first week of the semester.
b. Retention from fall to spring: ahead of where we were last year at this time. Continue to work with students to ensure they are settled in their classes.

c. Process for a new Roanoke building is starting, but the building is years away. Nursing faculty in Roanoke moved from Community Hospital to newly designed space in RHEC. Thanks to all who worked on this over the holidays.

d. David Beach will serve as director of undergraduate curriculum as the point person for updates with REAL.

e. Searches underway for Registrar, Director of Finance, Assistant Provost, and Dean positions. Candidates for Registrar and Assistant Provost for Faculty and Curriculum will be on campus over the next two weeks.

f. AALT held a retreat at Selu to start the semester:
   i. Began to develop more guidance to update curricula and use faculty more effectively.
   ii. Discussed academic calendars. Currently, the Registrar’s Office has 14 different calendars. Working to align the calendars to be more efficient.
   iii. Discussed onboarding of deans, chairs, other administrative roles.

V. Faculty Senate President’s Report: Dr. Kurt Gingrich

a. Board of Visitors meeting at the end of the fall term. Review minutes of committees and full board meeting.

b. Board of Visitors Executive Committee and Faculty Senate Executive Council met to discuss long-term planning in Roanoke and the Two-Year Strategic Plan.
   i. Productive in building trust, respect, and understanding between Board and faculty.
   ii. Roanoke plans: move nursing to RHEC, planning and constructing a new building for Roanoke programs five or six years from now, no residential presence.
   iii. Shared challenges that faculty may have with the Two-Year Strategic Plan. Concerns about security of jobs and long-term existence of programs.
   iv. Impressed with the genuineness that the BoVEC listened to faculty. Useful for Board members, as having fiduciary responsibility, to know what faculty are thinking.

c. Refer to draft letter sent today that FSEC plans to share with Faculty Senate of Virginia (FSVA). FSVA has concerns about potential politicization of appointment of board members, and asked state faculty senates to draft statements of support to be read at the Virginia Commission of Higher Education Board Appointments next Tuesday. Share any concerns about the draft with FSEC.

d. Time to start thinking about Senate leadership for 24-25. Hoping to have an advance slate of interested candidates for leadership positions before the election when the 24-25 Senate convenes in late April.

e. Important upcoming dates will be sent via email to senators.

VI. Committee Reports

a. Campus Environment
   i. Meeting with VP of Enrollment Management and Strategic Communication soon.
   ii. Will report on the 2023 Faculty Morale Survey at next meeting.
   iii. Starting to consider 2024 Faculty Morale Survey.

b. Curriculum
i. Discussing proposal to merge Geology and Geospatial Sciences.
ii. Upcoming motions for REAL Curriculum and University Curriculum Committee.

c. Faculty Issues
   i. Drafting motion for multi-year SPF contracts.

d. Governance
   i. Starting the Deans’ evaluation process
   ii. Motion at next meeting on the composition of deans’ search committees.

e. Resource Allocation
   i. No report.

VII. Old Business
   a. 23-24.04 – Motion to Revise LEAD 110 – Emerging Leadership
      Motion to amend failed 13-27.3.
      Motion fails 6-34-3.

   b. 23-24.05 – Motion to Revise T&R Language for Teaching and Research Faculty Employment Classifications (FTT)
      Motion passed 37-5-0.

   c. 23-24.06 – Motion to Revise Faculty T&R Handbook Language to be Consistent in the Use of the Ranking System in the Faculty Evaluation Procedures
      Motion passed 41-1-0.

VIII. New Business
   a. None.

IX. Announcements
   a. None.

X. The meeting was adjourned at 4:33pm.

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