

# Radford University Faculty Senate

## Motions

### 2023-2024

#### Table of Contents

Click on a motion below to be redirected to the motion page.

Faculty Senate Membership by College .....	1
Governance Structure of the 2023-2024 Faculty Senate .....	3
Status of Motions of the 2023-2024 Faculty Senate.....	6
23-24.01: Motion to Revise T&R Faculty Handbook Language to be Gender Neutral.....	7
23-24.02: Motion to Revise T&R Faculty Handbook Language for Teaching and Research Faculty Employment Classifications (Tenured, Tenure-Track, Adjunct) .....	8
23-24.03: Motion to Revise T&R Faculty Handbook Language for Teaching and Research Faculty Employment Classifications (Special Purpose).....	10
23-24.04: Motion to Revise LEAD 110 – Emerging Leadership.....	11
23-24.05: Motion to Revise T&R Faculty Handbook Language for Teaching and Research Faculty Employment Classifications (Full-Time Temporary) .....	12
23-24.06: Motion to Revise T&R Faculty Handbook Language to be Consistent in the Use of the Ranking System in the Faculty Evaluation Procedures .....	13
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.....	16

**Faculty Senate Membership by College** (<http://www.radford.edu/content/faculty-senate/home/contacts.html>)

### Artis College of Science and Technology

at-large	Christine Small	<a href="mailto:cjsmall@radford.edu">cjsmall@radford.edu</a>	2022-2024
Anthropological Sciences	Jake Fox	<a href="mailto:jfox32@radford.edu">jfox32@radford.edu</a>	2023-2025
Biology	Matt Close	<a href="mailto:mclose2@radford.edu">mclose2@radford.edu</a>	2023-2025
Chemistry	Tim Fuhrer	<a href="mailto:tfuhrer@radford.edu">tfuhrer@radford.edu</a>	2022-2024
Computing & Information Sciences	Ian Barland	<a href="mailto:ibarland@radford.edu">ibarland@radford.edu</a>	2022-2024
Geology	Ryan Sincavage	<a href="mailto:rsincavage@radford.edu">rsincavage@radford.edu</a>	2022-2024
Geospatial Science	Andrew Foy	<a href="mailto:afoy@radford.edu">afoy@radford.edu</a>	2022-2024
Mathematics/Statistics	Eric Choate	<a href="mailto:echoate2@radford.edu">echoate2@radford.edu</a>	2023-2025
Physics	Rhett Herman	<a href="mailto:rherman@radford.edu">rherman@radford.edu</a>	2022-2024

### Davis College of Business and Economics

at-large	Hui Wang	<a href="mailto:hwang26@radford.edu">hwang26@radford.edu</a>	2022-2024
Accntg, Finance, & Business Law	Liang Shao	<a href="mailto:lshao@radford.edu">lshao@radford.edu</a>	2022-2024
Economics	Eftila Tanelari	<a href="mailto:etanelari@radford.edu">etanelari@radford.edu</a>	2023-2025
Management	Dale Henderson	<a href="mailto:dahender@radford.edu">dahender@radford.edu</a>	2022-2024
Marketing	Maneesh Thakkar	<a href="mailto:mthakkar@radford.edu">mthakkar@radford.edu</a>	2022-2024

### College of Education and Human Development

at-large	David Sallee	<a href="mailto:dsallee@radford.edu">dsallee@radford.edu</a>	2023-2025
at-large	Cheri Triplett	<a href="mailto:cftriplet@radford.edu">cftriplet@radford.edu</a>	2023-2025
Counselor Education			2023-2025
Health and Human Performance	Anna DeVito	<a href="mailto:adevito@radford.edu">adevito@radford.edu</a>	2022-2024
Recreation, Parks & Tourism			
School of Teacher Education	Roofia Galeshi	<a href="mailto:rgaleshi@radford.edu">rgaleshi@radford.edu</a>	2022-2024

### College of Humanities and Behavioral Sciences

at-large	Kevin Farrell	<a href="mailto:kfarrell2@radford.edu">kfarrell2@radford.edu</a>	2022-2024
at-large	John Brummette	<a href="mailto:jbrummett@radford.edu">jbrummett@radford.edu</a>	2023-2025
Communication	Scott Dunn	<a href="mailto:swdunn@radford.edu">swdunn@radford.edu</a>	2022-2024
Criminal Justice	Rachel Santos	<a href="mailto:rsantos5@radford.edu">rsantos5@radford.edu</a>	2022-2024
English	David Beach	<a href="mailto:dbeach6@radford.edu">dbeach6@radford.edu</a>	2023-2025
Foreign Language & Literature	I-Ping Fu	<a href="mailto:ifu@radford.edu">ifu@radford.edu</a>	2022-2024
History	Kurt Gingrich	<a href="mailto:kgingric@radford.edu">kgingric@radford.edu</a>	2023-2025

Philosophy & Religion	Geoff Pollick	<a href="mailto:gpollick@radford.edu">gpollick@radford.edu</a>	2022-2024
Political Science	Paige Tan	<a href="mailto:etan3@radford.edu">etan3@radford.edu</a>	2022-2024
Psychology	Jay Caughron	<a href="mailto:jcaughron@radford.edu">jcaughron@radford.edu</a>	2022-2024
Sociology	Roby Page	<a href="mailto:erpage@radford.edu">erpage@radford.edu</a>	2023-2025

## College of Visual and Performing Arts

at-large	Holly Cline	<a href="mailto:hcline@radford.edu">hcline@radford.edu</a>	2022-2024
Art	Brent Webb	<a href="mailto:bwebb18@radford.edu">bwebb18@radford.edu</a>	2022-2024
Dance	Ji-Eun Lee	<a href="mailto:jlee211@radford.edu">jlee211@radford.edu</a>	2022-2024
Interior Design & Fashion	Tammy Robinson	<a href="mailto:trrobinso@radford.edu">trrobinso@radford.edu</a>	2023-2025
Music	Denise Bernardini	<a href="mailto:dbernardini1@radford.edu">dbernardini1@radford.edu</a>	2022-2024
Theater/Cinema	Camilla Morrison	<a href="mailto:cmorrison1@radford.edu">cmorrison1@radford.edu</a>	2023-2025

## RU Libraries

at-large	Alyssa Archer	<a href="mailto:aarcher2@radford.edu">aarcher2@radford.edu</a>	2023-2025
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## School of Nursing

at-large	Christi Callahan	<a href="mailto:ccallahan7@radford.edu">ccallahan7@radford.edu</a>	2022-2024
at-large	Vanessa Hedge	<a href="mailto:vhedge@radford.edu">vhedge@radford.edu</a>	2023-2025
Nursing	Katie Katz	<a href="mailto:krkatz@radford.edu">krkatz@radford.edu</a>	2022-2024

## Waldron College of Health and Human Services

at-large	Susan Schoppelrey	<a href="mailto:sschoppel@radford.edu">sschoppel@radford.edu</a>	2022-2024
at-large	Brian Buccola	<a href="mailto:bbuccola@radford.edu">bbuccola@radford.edu</a>	2023-2025
Clinical Health Professions	John Cook	<a href="mailto:jcook85@radford.edu">jcook85@radford.edu</a>	2023-2025
Communication Science & Disorders	Diane Millar	<a href="mailto:dcmillar@radford.edu">dcmillar@radford.edu</a>	2022-2024
Occupational Therapy	Vesna Costello	<a href="mailto:vcoticcostel@radford.edu">vcoticcostel@radford.edu</a>	2023-2025
Physical Therapy	Stephen Glass	<a href="mailto:smglass1@radford.edu">smglass1@radford.edu</a>	2022-2024
Physician Assistant Studies	Judy Smith	<a href="mailto:jsmith182@radford.edu">jsmith182@radford.edu</a>	2023-2025
Public Health & Healthcare Leadership	Jeannine Everhart	<a href="mailto:jeverhart1@radford.edu">jeverhart1@radford.edu</a>	2023-2025
Social Work	Ali-Sha Alleman	<a href="mailto:aalleman@radford.edu">aalleman@radford.edu</a>	2022-2024

## Representative Senators

Adjunct/FT Temp At-Large-CEDH	Lisa Aker	<a href="mailto:laker1@radford.edu">laker1@radford.edu</a>	2023-2024
Adjunct/FT Temp At-Large-WCHHS	Maria Madden	<a href="mailto:msalpeasmadden@radford.edu">msalpeasmadden@radford.edu</a>	2023-2024

## Governance Structure of the 2023-2024 Faculty Senate

### Faculty Senate Executive Council

President—Kurt Gingrich  
Vice-President—Geoff Pollick  
Secretary—David Beach  
At-Large—Kevin Farrell  
At-Large—Matthew Close

### Campus Environment

Lisa Aker	CEHD
Ian Barland	ACST
Denise Bernardini	CVPA
Christie Callahan	SoN
John Cook	WCHHS (RUC)
Jeannine Everhart	WCHHS (RUC)
Jake Fox, Chair	ACST
I-Ping Fu	CHBS
Judy Smith	WCHHS (RUC)
Maneesh Thakkar	DCOBE
Brent Webb	CVPA

### Curriculum

Alyssa Archer	RU Libraries
Eric Choate, Co-Chair	ACST
Vesna Costello	WCHHS
Anna DeVito, Co-Chair	CEHD
Tim Fuhrer	ACST

Vanessa Hedge	SoN
Rhett Herman	ACST
Geoff Pollick	CHBS
Roby Page	CHBS
Susan Schoppelrey	WCHHS
Eftila Tanellari	DCOBE

**Faculty Issues**

John Brummette	CHBS
Holly Cline	CVPA
Kevin Farrell, Chair	CHBS (RUC)
Katie Katz	SoN
Ji-Eun Lee	CVPA
Maria Madden	WCHHS
Diane Millar	WCHHS
David Sallee	CEHD
Rachel Santos	CHBS
Christine Small	ACST
Cheri Triplett	CEHD

**Governance**

Brian Buccola	WCHHS (RUC)
Matt Close	ACST
Scott Dunn	CHBS
Andrew Foy, Chair	ACST
Tammy Robinson	CVPA
Liang Shao	DCOBE
Paige Tan	CHBS

## Resource Allocation

Ali-Sha Alleman	WCHHS
David Beach	CHBS
Jay Caughron	CHBS
Roofia Galeshi	CEHD
Stephen Glass	WCHHS (RUC)
Dale Henderson, Chair	DCOBE
Camilla Morrison	CVPA
Ryan Sincavage	ACST
Hui Wang	DCOBE

## Status of Motions of the 2023-2024 Faculty Senate

<b>Date</b>	<b>Title</b>	<b>Sponsor</b>	<b>Outcome</b>
2023-2024			
23-24.01	Motion to Revise Faculty T&R Handbook Language to be Gender Neutral	Governance	Passed 10/19/2023
23-24.02	Motion to Revise Faculty T&R Handbook Language for Teaching and Research Faculty Employment Classifications (Tenured, Tenure-Track, Adjunct)	Faculty Issues	Passed 11/2/2023
23-24.03	Motion to Revise Faculty T&R Handbook Language for Teaching and Research Faculty Employment Classifications (Special Purpose)	Faculty Issues	Passed 11/16/2023
23-24.04	Motion to Revise LEAD 110 – Emerging Leadership	Curriculum	
23-24.05	Motion to Revise T&R Language for Teaching and Research Faculty Employment Classifications (FTT)	Faculty Issues	
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	Governance	
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	Curriculum	Passed 11/16/2023

## 23-24.01: Motion to Revise T&R Faculty Handbook Language to be Gender Neutral

Referred by: Governance

### MOTION:

This motion revises the language of the T&R Faculty Handbook to change *he or she*, *he/she*, *his or hers*, and *himself/herself* to use gender neutral language such as *they*, *them*, *their*, and *themselves*. See **red type** in Appendix A on the Faculty Senate Motions web site.

### RATIONALE:

This simple revision makes the handbook gender neutral, inclusive, and consistent in its language.

[RETURN TO THE TABLE OF CONTENTS](#)



## 23-24.02: Motion to Revise T&R Faculty Handbook Language for Teaching and Research Faculty Employment Classifications (Tenured, Tenure-Track, Adjunct)

Referred by: Faculty Issues

### MOTION:

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (~~stricken through~~) in Section 1.1.1, Section 1.1.2, and Section 1.1.5 of the T & R Faculty Handbook.

#### 1.1.1 Tenured Faculty

Tenured faculty hold continuing full-time appointments following recommendation to and approval by the President as described in section 1.6 of this Handbook. Such appointments include rank with opportunity for promotion and carry full benefits, ~~as outlined in the Personnel Information Manual,~~ except in cases of certain leaves. With rare exceptions, a terminal degree consistent with accreditation criteria of the discipline and the Southern Association of Colleges and Schools **Commission on Colleges** is required for a tenured appointment.

#### 1.1.2 Tenure-Track Faculty

Tenure-track faculty positions provide probationary appointments. Tenure-track faculty hold renewable, full-time appointments for one-year terms, subject to annual reappointment as described in section 1.5 of this Handbook. Such appointments carry rank with opportunity for promotion and carry full benefits, ~~as outlined in the Personnel Information Manual,~~ except in cases of certain leaves. A terminal degree consistent with accreditation criteria of the discipline and the Southern Association of Colleges and Schools **Commission on Colleges** is generally required for a tenure-track appointment.

#### 1.1.5 Adjunct Faculty

Adjunct faculty positions supplement the faculty of a department wherever additional faculty are needed. Adjunct faculty include those employed for part-time teaching and those who serve a department or college in a significant capacity without compensation. Adjunct faculty hold appointments for three years, during which they are eligible for but not guaranteed teaching assignments, as defined by their letter of appointment, without eligibility for tenure; where authorized by the Dean and approved by the Provost and Vice President for Academic Affairs, adjunct appointments may be renewed. Such reappointments should be made anytime during the last semester of the previous appointment period. Appointments carry rank without the opportunity for promotion

during the appointment period; however, promotion may be recommended at subsequent appointments subject to the Criteria for Awarding Rank at Appointment. Adjunct faculty members receiving compensation also receive limited benefits, ~~as described in Personnel Information Manual~~. A terminal degree in the discipline is not required for appointment, but adjunct faculty must hold an advanced degree or equivalent credentials based on experience consistent with accreditation criteria of the discipline and the Southern Association of Colleges and Schools **Commission on Colleges**. Specific responsibilities of adjunct faculty are given in their letter of appointment.

In the event that an adjunct faculty member is subsequently hired in a tenure-track position, the time employed as an adjunct faculty member cannot count toward the probationary period.

**RATIONALE:**

This motion removes outdated information, as the Personnel Information Manual no longer exists.

[RETURN TO THE TABLE OF CONTENTS](#)

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

Referred by: Faculty Issues

### MOTION:

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (~~stricken through~~) in Section 1.1.3 of the T & R Faculty Handbook.

#### 1.1.3 Special Purpose Faculty

~~Special purpose faculty positions provide special faculty functions such as clinical supervision, writing instruction, or internship supervision. Special purpose faculty hold continuing, full-time or part-time appointments, subject to annual reappointment, without eligibility for tenure, and are subject to annual reappointment as described in section 1.5 of this Handbook. Continuation of employment is contingent upon the need of the service, the availability of funds, and performance that meets or exceeds expectations. Such appointments carry rank with opportunity for promotion and carry full or part-time benefits, as outlined in the Personnel Information Manual, except in cases of certain leaves. A terminal degree in the discipline is not required for appointment; however, special purpose faculty must hold an advanced degree consistent with the accreditation criteria of the discipline and the Southern Association of Colleges and Schools Commission on Colleges.~~

### RATIONALE:

This motion aims to define faculty roles more clearly, aligning the description of SPF positions with how these positions function in practice. The inserted language is consistent with SPF contracts and the existing procedures for reappointment. The motion also removes outdated information, as the Personnel Information Manual no longer exists.

[RETURN TO THE TABLE OF CONTENTS](#)

## 23-24.04: Motion to Revise LEAD 110 – Emerging Leadership

Referred by: Curriculum

NOTE: Motion to amend language in red still under debate when 11/16 meeting was adjourned.

MOTION:

Faculty Senate recommends approval of changes to **UNIV LEAD 110 Effective Student Emerging Leadership** in the Curriculog proposal  
<https://radford.curriculog.com/proposal:1872/form>

RATIONALE:

LEAD 110 has not been taught for at least five years, and it was previously overseen by Student Affairs. This proposal moves its oversight to the UNIV 100 Faculty Oversight Committee. The course is designed to help prepare students to serve as student leaders, such as Peer Instructors in UNIV 100 or as Quest Assistants. Currently the course is defined as three credits, but this proposal reduces it to a variable credit course of 1 or 0 credits to allow more students to fit it into their curricula.

[RETURN TO THE TABLE OF CONTENTS](#)

## 23-24.05: Motion to Revise T&R Faculty Handbook Language for Teaching and Research Faculty Employment Classifications (Full-Time Temporary)

Referred by: Faculty Issues

### MOTION:

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (stricken through) in Section 1.1.4 of the T&R Faculty Handbook.

Full-time temporary faculty positions are authorized to supplement the faculty of a department whenever full-time teaching faculty are needed but a tenure-track position is not available. Full-time temporary faculty hold appointments ~~for one year terms~~ without eligibility for tenure; where authorized by the Provost, appointments ~~may be renewed~~ **are customarily renewed** for up to a maximum of three years as described in section 1.5 of this Handbook. Such appointments carry rank without the opportunity for promotions and carry full benefits. A terminal degree consistent with accreditation criteria of the discipline and the Southern Association of Colleges and Schools is generally required for a full-time temporary appointment. Specific duties and assignments of full-time temporary faculty are given in their letter of appointment.

In the event that a full-time temporary faculty member is subsequently hired in a tenure-track position, his or her probationary period is subject to the policies described in section 1.6 of this Handbook.

### RATIONALE:

This motion provides more flexibility for departments reliant on FTT faculty to fill immediate, short-term needs. Eliminating the requirement of “one year terms” allows for FTT to be hired for a single semester, as well as for an entire academic year.

[RETURN TO THE TABLE OF CONTENTS](#)

## 23-24.06: Motion to Revise T&R Faculty Handbook Language to be Consistent in the Use of the Ranking System in the Faculty Evaluation Procedures

Referred by: Governance

### MOTION:

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (~~stricken through~~) in Section 1.4.1.4.1 of the T&R Faculty Handbook.

#### 1.4.1.4.1 Evaluation Procedures for Tenured and Tenure-track Faculty

1. By August 15, each returning faculty member shall submit to the Department Chair a Faculty Annual Report, which includes specific information concerning the faculty member's significant activities for the past academic year in the areas of teaching, professional contributions, and university service, and a brief statement of what the faculty member hopes to accomplish in each area for the upcoming academic year. A brief description of the workload of the faculty member, including factors which might influence faculty performance, such as overloads, number of class preparations, graduate hours taught, independent studies, supervision of interns, off-campus assignments, etc. should be included.

If an individual faculty member chooses to include intra-departmental, extra-departmental, or extra-university colleague evaluations as part of his or her evaluation, the department as a whole must develop and approve, by majority vote, a procedure for obtaining such colleague evaluations, and determining the weight that shall be given to them. Evaluators (i.e. Department Chair, Dean, or Provost) shall not request or initiate such internal or external colleague evaluations.

2. Annually, the Department Chair shall prepare evaluations of all faculty based on the activities of the previous academic year for teaching and university service and the past three years for scholarly and professional activities. The Department Chair shall use the three previous years' student evaluations in the annual teaching evaluation of each tenured faculty member. For example, the 2001-02 annual evaluation shall include student evaluations of teaching from 1999-2000, 2000-01, and 2001-02. Numerical data from student ratings should be evaluated in context. Chairs should consider a variety of factors that influence student ratings; these may include the number and level of students in the course being evaluated, whether the course is required, the difficulty of the subject matter, the rigor of course requirements, and written student comments. Chairs (and personnel committees) will specify the criteria used in addition to student evaluations and indicate their weighting in the evaluation.

For the evaluation of tenure-track faculty members, it is also important that the Department Chair consider the previous year's recommendations and supporting justifications for reappointment or non-reappointment provided by the Personnel Committee.

The evaluation shall include:

- a. strengths and/or weaknesses within the categories of teaching, professional contributions, and university service, citing examples;
- b. a description of performance for each category of evaluation, using the terms outstanding, above expectations, meets expectations, ~~meets expectations minimally~~, below expectations, or ~~poor~~-unacceptable;
- c. an overall evaluation and written justification for the ratings assigned in each evaluation category
- d. an assessment of the faculty member's progress towards the minimum criteria for eligibility for tenure and/or promotion, where appropriate.

If weaknesses are cited or if ratings below 3.5 appear in any of the three evaluation categories, the Department Chair shall include recommendations to the faculty member for improving performance.

- 3. A weighted average of the three categories (teaching, professional contributions, and university service) shall be used to determine the overall evaluation of each faculty member. The range of acceptable weights for each category is as follows, with the stipulation that the sum of the weights must equal 100%:

Teaching	40% - 75%
Professional Contributions	15% - 40%
University Service	5% - 30%

For faculty and Department Chairs who have reassigned time for university service, the minimal weights allowable for teaching and university service shall be commensurate with their reassigned time. Faculty who receive reassigned time for research or grant work shall have at least 30% of their evaluation in the category of Professional Contributions. Faculty who have externally funded reassigned time shall be entitled to an exception to these lower limits, to be determined in consultation with the Department Chair. Faculty who have reassigned time for administrative work shall have at least 25% of their evaluations in the category of University Service. Faculty with other special circumstances shall determine an appropriate range of weights to be assigned to each category of evaluation in consultation with their department chair.

Annually, each faculty member, in consultation with the Department Chair, determines the percentage value (within the prescribed range) for each evaluation category that will be used in her or his evaluation after the Chair's final rating in each category is submitted to the individual faculty member.

Colleges and departments may make decisions regarding more specific expectations for faculty effort within these ranges and shall clearly communicate these expectations in writing to faculty at the beginning of the academic year.

The Department Chair shall assign a numerical value to the descriptive term that represents her or his assessment of a faculty member in each of the three evaluation categories, as follows:

Outstanding	4.5 - 5.0
Above Expectations	3.5 - 4.49
Meets Expectations	3.0 - 3.49
Below Expectations	2.0 - 2.99
Unacceptable	Below 2.0

A tenured faculty member whose overall evaluation rating falls below 3.0 or whose teaching rating falls below 3.0 is subject to post-tenure review which, after due process, may result in sanctions up to and including dismissal.

A faculty member's overall evaluation will be determined as follows:

- a. The numerical value assigned to each of the three evaluation categories will be multiplied by the weight previously determined for the category, e.g., a weighted percentage value of 40% - 75% will be used in the evaluation category "teaching."
- b. The numerical values thus obtained for the three evaluation categories will be added together to determine the faculty member's overall evaluation.

For example: Assume that faculty member "X" elects to count "teaching" as 60% of her or his evaluation, "professional contributions" as 30%, and "University service" as 10%. If the Department Chair assigns this faculty member numerical ratings of 3.6 (above expectations) in teaching, 4.5 (outstanding) in professional contributions, and 2.7 (~~meets expectations~~ **minimally below expectations**) in University service, the faculty member's overall evaluation would be determined as follows:

Teaching	$3.6 \times .60 = 2.16$
Professional contributions	$4.5 \times .30 = 1.35$
University service	$2.7 \times .10 = .27$
OVERALL RATING	3.78 (above expectations)

#### RATIONALE:

The current handbook references two different ranking systems in the faculty evaluation procedures. They should align.

[RETURN TO THE TABLE OF CONTENTS](#)



## **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**

Referred by: Curriculum

### **MOTION:**

Faculty Senate approves the merger of the Department of English and the Department of Foreign Languages and Literatures into the School of Writing, Language, and Literature. See the merger proposal document in the Appendix.

### **RATIONALE:**

The faculty in the Department of English and in the Department of Foreign Languages and Literatures have approved a proposal to merge their departments and form the School of Writing, Language, and Literature. This merger has also been approved by a vote of the College of Humanities and Behavioral Sciences faculty and approved by the Dean of the College of Humanities and Behavioral Sciences.

For the last two years, the two departments have shared resources, including having the same chairperson, and so this merger formalizes a relationship that already exists in practice.

[RETURN TO THE TABLE OF CONTENTS](#)