

# RADFORD UNIVERSITY

Staff Senate

## MINUTES

February 24, 2021

Recording of Meeting can be found in D2L Staff Senate shell.

1. **Determination of Quorum and Call to Order** – Quorum established and meeting was called to order The Feb 18 meeting was rescheduled to Feb 24, due to college closing for inclement weather.
2. **Approved Minutes:** January 2021
3. **Approved Agenda:** February 2021
4. **Executive officer report**
  - Welcome
  - Thank you to President Hemphill for all support and concerns shown for staff during his leadership here at Radford University. In the past, a staff member has been on the search committee and we are hoping this will continue for the new search. Kristina has also reached out to our Provost, Dr. Lyn Lepre who will be serving as Interim President after President Hemphill leaves, and until a new president is hired.
  - Deborah Lowe has stepped down as senator for Finance and Administration. We are looking for someone to take this position in the Senate. We need to hold elections for a new Senator.
  - On-campus Food Pantry 2<sup>nd</sup> floor Heth. for Students, Staff, and Faculty. Partnered with Feeding Southwest Virginia. Dean of Students office with ID. Names will only be used in case of a recall on a food item, required by Feeding Southwest VA.
  - Please fill out the survey that was distributed by Center for Social & Cultural Research
  - Continue to use symptom tracker. Testing for Faculty and Staff will be available on both campuses, RHEC welcome to come to RUC.  
**Main Campus, Buchanan House:**  
Monday from 9 – 10 a.m.  
Tuesday from 4 – 5 p.m.  
Wednesday from 4 – 5 p.m.  
Thursday from 9 – 10 a.m.  
**RUC, 3<sup>rd</sup> floor board room**, every Friday from 11 a.m. to 1 p.m. Questions, email [covid19@radford.edu](mailto:covid19@radford.edu)
5. **Presentations**
  - Merrie Winfrey and Darryl Corey, presented the Diversity Equity Action Committee Action Plan Once this plan is endorsed by Faculty, AP, Staff and Student senates, it will move forward for the president's review. This plan follows the new mandate by the state that we have an Action

Plan in place. It doesn't have everything that will need to be addressed by the state plan, but it is a very good start.

Once this plan is accepted and made public, it should help with the recruitment of staff, students, and faculty. It also is a public statement as to what we believe and who we are as a campus community.

- Senate voted to endorse DEAC Action Plan
- Josh Nease presented on the Radford University Carbon Commitment plan, and shared the overview of the Task Force goals, and Climate Action Plan to reduce the Carbon footprint of Radford University as part of our Sustainability efforts. This commitment is to meet the needs of the current population, without causing harm to the future population.

**6. Reports from Standing Committees**

- **No reports**

**7. Reports from University-Wide Committees/Internal Governance**

- **No reports**

**8. Guest Speaker- Mayor David Horton, DEI Opportunities, Challenges, and Resources in Radford City**

- Radford City covers 9.5 square miles. The population is made of over 90% white, with blacks being the non-white minority with Hispanic population growing
- Over 90% white - blacks being non-white minority. Hispanic growing; statewide the statistics are 68% white/18% black. Unfortunately, most communities don't address diversity until there is a major event.

Radford City has not diversity dedicated office, but it does have a working group for discussion in the community. Jesse Foster, councilperson is leading the Diverse-Our City initiative. Radford is trying to encourage diversity of applicant pools for city jobs.

Minorities feel invisible in the community and are wanting more representation. Initiative to establish historic markers and recording of history for the city. The key to a diverse population is to be intentional to create a culture to encourage more diversity.

**9. Comments, Announcements, Questions for Special Guests – open floor**

**10. Adjourned –Staff Senate Meeting**

**Next Staff Senate Meeting: Thursday,  
March 18, 2021  
9: 00 am via Zoom  
Guest Speakers/Presentation will be  
Gender Identity in Women's Rights, Dr.  
Sarah Hastings  
[https://www.radford.edu/content/staff  
-senate/home.html](https://www.radford.edu/content/staff-senate/home.html)**