
ABSENT: Marty Aylesworth (excused), Connie Henson (excused), Stevan Jackson (excused), Dagmar Jelincic (excused)

I. Call to Order: meeting called to order at 3:35pm

II. Approval of Minutes: minutes from 11/21/02 approved with correction

III. Reports

a. Senate President’s Report:
   i. Jim reviewed results of trips to General assembly; 56 bills had some impact on higher education; bill to eliminate tenure was tabled and bill to study tenure was withdrawn; BOV bills in both house and senate; will keep tracking other bills.

b. Dr. Covington’s brief remarks: postponed until 1/30/03

c. Dr. Stanton’s brief presentation:
   i. Wil completed a base budget adequacy study using the methodology from the 2001 study and finds RU is underfunded by approximately $17,000,000; faculty salaries are on average $9k below the 60%tile of peer institutions; report have been sent to the BOV; Warren will inform senate secretary when report can be posted.

IV. Standing Committee Reports

a. Campus Environment – motion being crafted

b. Curriculum – no report

c. Faculty Issues – Motion regarding distribution of merit increases – tabled until 1/30/03.

d. Governance – met with Dr. Self regarding form for evaluation of Deans; electronic version of form to be sent to faculty with forms being physically returned to allow anonymity; Motion regarding senate nominee as faculty representative to BOV – rules suspended, motion passed.
e. Resource Allocation – no report; additional charges given to committee to discuss tuition policy and number of faculty RU can justify.

V. Old Business:

a. Waldron Motion regarding faculty participation on dais at winter and spring commencement. Motion passed.

VI. New Business:

a. Stewart Motion regarding program review; tabled until 1/30/03

b. WTO leaves 13 IG committees with vacancies; FSEC recommends filling these vacancies from list of those who volunteered in the Spring 2002. Affirmed by FS.

c. Restructuring Committees- faculty nominees confirmed by FS:
   i. Academic Affairs nominee = Dr. Doug Woolley
   ii. University-wide restructuring nominees = Dr. Steve Culver, Dr. Skip Thompson

VII. Adjournment: 5:00 pm

Respectfully submitted,

Lynn Adams, Ph.D.

Secretary
ATTENDING: Lynn Adams, Mary Atwell, Marty Aylesworth, Maggie Bassett, Debora Bays, Doug Brinckman, Jack Call, Barbara Chrisley, Jennifer Clevenger, Kathy Mullet (replacing Holly Cline, Fall only), Lauris Cubbison, Betty Dore, Bob Gill, Jim Gumaer, Lance Gutierrez, Georgia Hammond, Sharon Hartline, Chuck Hayes, Gerald Gordon, Vince Hazleton, Connie Henson, Maung Htay, Grigory Ioffe, Dagmar Jelincic, Ernst Kastning, Joe King, Mary LaLone, James Lollar, Lorraine Marais, Marilyn Meador, Eloise Philpot (replacing Dorothy Mercer), Mike Montgomery, Ned Okie, Will Oliver, Al Pearson, Jon Poole, George Santopietro, Jim Sellers, Mick Stewart, Brett Taylor, Skip Thompson, Cheryl Tieman, Clay Waite, Claire Waldron, Doug Woolley

ABSENT: Kim Gainer, Stevan Jackson

I. Call to order.
   a. Called to order by Jim at 3:35 pm

II. Approval of the minutes
   a. Minutes for first meeting of the 2002-2003 Senate were not available for approval. Marty will send them to Lynn for posting.

III. Welcome and Introductions
   a. Name plates will be available at next meeting

IV. Motion to reorder the agenda passed.

V. Standing Committees
   a. See the constitution for description of committee responsibilities.
   b. Format for Senate motions distributed.
   d. Charges to committees distributed and any additional charges should be sent to the Executive Council to determine appropriate committee.

VI. Vice President for Academic Affairs (VPAA) Report
   a. Spring schedule has been made more efficient, meaning fewer classes to be offered. Deans and chairs have reduced the slots available while maintaining enough to accommodate all students.
   b. All graduating seniors will be able to register for up to 18 hours on their first pass through registration process. All others will have a phased registration process allowing for up to 14 hours on the first pass. Second pass through will allow for up to 18 hours.
c. Schedule books will not be printed. The web will provide most current information.

d. Library hours reduced as follows:

i. Friday – closing at 5:00 pm

ii. Saturday – closing at 5:00 pm

iii. Sunday – opening at 2:00 pm

VII. President’s Report

a. See attached PowerPoint presentation

VIII. Old Business

IX. New Business

X. Adjournment at 5:00 pm
Radford University Faculty Senate
Minutes for September 19, 2002

ATTENDING: Lynn Adams, Mary Atwell, Maggie Bassett, Debora Bays, Doug Brinckman, Jack Call, Barbara Chrisley, Jennifer Clevenger, Kathy Mullet (replacing Holly Cline, Fall only), Lauris Cubbison, Betty Dore, Bob Gill, Jim Gumaer, Lance Gutierrez, Georgia Hammond, Sharon Hartline, Chuck Hayes, Gerald Gordon, Vince Hazleton, Connie Henson, Maung Htay, Grigory Ioffe, Joe King, Mary LaLone, James Lollar, Lorraine Marais, Marilyn Meador, Eloise Philpot (replacing Dorothy Mercer), Mike Montgomery, Ned Okie, Will Oliver, Al Pearson, Jon Poole, George Santopietro, Jim Sellers, Mick Stewart, Brett Taylor, Skip Thompson, Cheryl Tieman, Rick Van Noy, Clay Waite, Claire Waldron, Doug Woolley

ABSENT: Stevan Jackson, Ernst Kastning (excused), Dagmar Jelincic (excused), Marty Aylesworth (excused)

I. Call to order at 3:35 pm.

II. Approval of the minutes: minutes approved for 9/5/02 meeting

III. Reports

a. Senate President's Report: Governance committee charges omitted from packet distributed; AAUP-sponsored speaker information distributed.

b. VPAA’s Report: Report available on the web; budget plans for 3 scenarios are now out to the BOV for review to be returned from the rector by 9/20/2002. No expectation of changes from the BOV. The letter from RU to the governor will be sent to faculty but no specifics with regard to cuts will be shared.

Question of retirement incentives was raised and Dr. Self will send out an example of how it might work. Senators are asked to email Jim, Warren and David Burdette with the number of interested faculty in their constituency.

Spring schedule report from Steve Lerch: all changes made and entered and in process of review. Changes posted on Highlander Portal. Students with problems should be directed to advising centers. Encourage students not to miss their registration appointment.

IV. Standing Committees

a. Campus Environment: Hammond = chair; Santopietro = recorder
   - Reviewed committee charge and discussed morale on campus

b. Curriculum: Meador = chair; Cubbison = recorder
   - Reviewed committee charge

c. Faculty Issues: Hazleton = chair; Aylesworth = recorder
   - Reviewed committee charge and added item to address presidential search

d. Governance: Brinckman = chair; Waldron = recorder
Reviewed charge and added item to explore policy for calling executive session of the full senate

e. **Resource Allocation:** Woolley = chair; Thompson = recorder

Reviewed committee charge

V. **Old Business**

a. **Revised goals for Strategic Plan:**

- question of importance given budget situation;
- long term planning must address budget realities;
- rather than develop new programs focus on shoring up existing programs;
- goal 2 shifts emphasis from faculty to students.

b. **Restructuring of Internal Governance:**

- streamline the system;
- revision of one committee impacts other; revision should be holistic;
- revise to reflect true shared governance

c. **Faculty representation on BOV:**

- not on the agenda for BOV meeting in August but is supposed to appear on November agenda;
- who will select a faculty representative if approved?

d. **Hiring of VPPR:**

- Some constituencies unanimous in concern over hiring.
- It is a done deal….move on.

VI. **New Business**

a. **Bond referendum:** need more information in order to support it.

VII. **Announcements**

VIII. **Adjournment at 5:00pm**
ATTENDING: Lynn Adams, Mary Atwell, Marty Aylesworth, Maggie Bassett, Debora Bays, Doug Brinckman, Jack Call, Barbara Chrisley, Jennifer Clevenger, Kathy Mullet (replacing Holly Cline, Fall only), Betty Dore, Bob Gill, Jim Gumaer, Lance Gutierrez, Georgia Hammond, Sharon Hartline, Chuck Hayes, Gerald Gordon, Vince Hazleton, Connie Henson, Maung Htay, Grigory Ioffe, Joe King, Dagmar Jelincic, Ernst Kastning, Mary LaLone, James Lollar, Lorraine Marais, Laurie Cubbison, Eloise Philpot, Mike Montgomery, Ned Okie, Will Oliver, Al Pearson, Jon Poole, George Santopietro, Mick Stewart, Brett Taylor, Skip Thompson, Cheryl Tieman, Clay Waite, Claire Waldron, Doug Woolley, Mark Camphouse (for Marilyn Meador)

ABSENT: Stevan Jackson, Rick Van Noy, Laurie Cubbison (excused), Marilyn Meador (excused), Jim Sellers (excused)

I. Call to order at 3:35 pm.

II. Approval of the minutes: minutes approved for 9/19/02 meeting

III. Reports

a. Senate President's Report:

1. Jim Lollar and Doug Woolley attended the Dean’s Advisory Council meeting; Dr. Self announced the he, in consultation with the Dean’s Council decided to suspend Faculty Development Leave Program; Workforce Transition Option (WTO) – approximately 50 faculty have expressed an interest and might meet the criteria; meeting criteria does not guarantee participation; do not know the budget cut to expect yet but will be announced on 10/15; BOV meets in November and may make revenue suggestions; may be some new hires depending on WTO & budget; Everyone should read all reports and stay informed.

2. Rector Poole has responded in writing to FSEC letter. He will visit on 10/23 at a special meeting of the senate.


IV. Standing Committees

a. Campus Environment:

- Discussion of impending budget cuts and impact on morale; cited need for discussions on campus about the budget cuts and morale.

b. Curriculum: none

c. Faculty Issues: none

d. Governance:

- Motion presented, suspension of rules requested, moved and approved; discussion followed; question called & passed; motion failed.
e. **Resource Allocation:**

- No business for senate; committee hopes to be included in implementation of WTO.

V. **Old Business:** none

VI. **New Business**

a. Dr. Robert O’Neil spoke on shared governance; gave the AAUP perspective that shared governance includes faculty in:

- Framing and executing long range plans
- Resource allocation
- Presidential searches
- Selection of deans & academic administrative personnel.

Furthermore, he stated that the role of the administration is to keep the faith with the faculty and that a requirement for effective shared governance is a strong and engaged Faculty Senate.

VII. **Announcements**

a. Thanks to the AAUP & SAM for sponsoring Dr. O’Neil’s visit to RU.

VIII. **Adjournment at 5:00pm**
Radford University Faculty Senate
Minutes for October 17, 2002

ATTENDING: Lynn Adams, Mary Atwell, Marty Aylesworth, Maggie Bassett, Debora Bays, Doug Brinckman, Jack Call, Barbara Chrisley, Jennifer Clevenger, Kathy Mullet (replacing Holly Cline, Fall only), Betty Dore, Bob Gill, Heather Cutler for Jim Gumaer, Lance Gutierrez, Georgia Hammond, Russell Gregory for Sharon Hartline, Chuck Hayes, Connie Henson, Maung Htay, Phillip Roth for Grigory Ioffe, Joe King, Dagmar Jelincic, Gordon Love for Ernst Kastning, Mary LaLone, James Lollar, Laurie Cubbison, Eloise Philpot, Mike Montgomery, Ned Okie, Will Oliver, Al Pearson, Jon Poole, George Santopietro, Mick Stewart, Brett Taylor, Skip Thompson, Cheryl Tieman, Clay Waite, Claire Waldron, Doug Woolley, Mark Camphouse (for Marilyn Meador)

ABSENT: Jim Gumaer (excused), Sharon Hartline (excused), Gerald Gordon (excused), Vince Hazleton (excused), Ernst Kastning (excused), Grigory Ioffe (excused), Lorraine Marais

I. Call to order at 3:35 pm.

II. Approval of the minutes: minutes approved for 10/03/02 meeting

III. Reports

a. Senate President's Report: none

b. VPAA’s Report: Report available on the web; link from senate home page.

c. VPBGR's Brief Report on Bond Issue: Encouraged faculty support of bond issue


IV. Standing Committees

a. Campus Environment: Krause & Lowe for Admissions provided information & committee offered their cooperation.

b. Curriculum: IOSL information discussed.

c. Faculty Issues: none

d. Governance: Discussed process for Presidential search and VP vacancies as stated in the Senate constitution.

e. Resource Allocation: Motion from committee moved and seconded; suspension of rules proposed; Parliamentarian noted that the Senate President acting as the Chair, must rule the motion non-substantive in order to consider suspension of rules. President Lollar ruled the motion non-substantive, motion made to challenge Chair's and seconded, oral vote cast; division of vote called, Chair's decision sustained. Motion to suspend rules made, seconded and passed. Substitute motion to divide the original motion into separate items made, seconded and passed.
Motion 1: In a spirit of collegiality and with a firm commitment in shared governance, Radford University’s Faculty Senate recommends the following to the President and his Cabinet: That a tuition increase be implemented for the Spring Semester 2003; and, that funds from the tuition increase be earmarked for instruction. Amended to include BOV; **Motion Passed.**

Motion 2: In a spirit of collegiality and with a firm commitment in shared governance, Radford University’s Faculty Senate recommends the following to the President and his Cabinet: That if fiscal demands necessitate restructuring of the university;

- a task force be established;
- it include representatives from all divisions of the university;
- it first undertake an evaluation of all programs and activities of the university on the basis of their contributions to our mission and their costs;
- Faculty, Staff, and Administration positions that become available be reallocated on the basis of mission determined criteria;
- and, insofar as restructuring results in a “reduction in force” among faculty, the policies and procedures outlined in the Radford University Teaching and Research Faculty Handbook be applied. **Motion Passed.**

Motion 3: In a spirit of collegiality and with a firm commitment in shared governance, Radford University's Faculty Senate recommends the following to the President and his Cabinet: That the university reinstate the full-year Faculty Professional Development Leave option and broaden eligibility criteria to include cost saving to the university for the 2003-2004 academic year. **Motion Passed.**

Motion 4: In a spirit of collegiality and with a firm commitment in shared governance, Radford University's Faculty Senate recommends the following to the President and his Cabinet: Given

- the Workforce Transition Option presently under consideration by the university represents a life altering decision for those who apply;
- necessitates careful planning by the academic departments affected by retiring faculty;
- and, premature use of this important option may foreclose or limit future budget cutting opportunities,

the Faculty Senate recommends that the deadline for application for the WTO be extended through the Spring Semester 2003, and that appropriate incentives be provided to encourage early retirement at the end of the Fall Semester 2002. **Motion Failed**

Motion 5: In the spirit of collegiality and with a firm commitment in shared governance, Radford University's Faculty Senate recommends the following to the President and his Cabinet: That a university-wide-furlough (including all university personnel) during the Spring Semester be considered as a last resort and only if use of furloughs as a budget cutting tool is widespread among public universities in the Commonwealth of Virginia.

**Substitute Motion offered and accepted.**
Substitute Motion 5: In the spirit of collegiality and with a firm commitment in shared governance, Radford University's Faculty Senate opposes any furlough of faculty on the campus.

**Motion Tabled.**

V. Motion to adjourn due to late hour carried.
ATTENDING: Mary Atwell, Marty Aylesworth, Maggie Bassett, Debora Bays, Doug Brinckman, Jack Call, Barbara Chrisley, Jennifer Clevenger, Kathy Mullet (replacing Holly Cline, Fall only), Laurie Cubbison, Betty Dore, Bob Gill, Gerald Gordon, Jim Gumaer, Lance Gutierrez, Georgia Hammond, Sharon Hartline, Chuck Hayes, Connie Henson, Vince Hazelton, Maung Htay, Grigory Ioffe, Joe King, Stevan Jackson, Dagmar Jelincic, Ernst Kastning, Kevin Everett for Mary LaLone, James Lollar, Lorraine Marais, Marilyn Meador, Mike Montgomery, Ned Okie, Will Oliver, Al Pearson, Jon Poole, George Santopietro, Mick Stewart, Brett Taylor, Skip Thompson, Cheryl Tieman, Clay Waite, Claire Waldron, Doug Woolley.

ABSENT: Lynn Adams (excused), Jim Sellers (excused), Rick Van Noy, Eloise Philpot,

I. Call to order at 3:35 pm.

II. Approval of the minutes:

Minutes for the 10/17/02 were not available since Secretary Lynn Adams was in the hospital. They will be distributed at the next Senate Meeting.

III. Reports

a. Senate President's Report: Jim gave no report, but distributed the changes (Section 7 - Ex Officio Members of the Board of Visitors) to the Board of Visitors (BOV) by-laws proposed by the BOV Executive Committee. They will be considered at the next Senate meeting.

b. VPAA’s Report: Report available on the web; link from senate home page.
IV. Standing Committees: No reports

V. Old Business: None

VI. New Business

a. Senate President’s presentation

Jim Lollar, President of the Faculty Senate, introduced Rector Jay Poole and thanked him for meeting with the Faculty Senate. He then showed a PowerPoint presentation that began with a summary of results of the Faculty Morale survey administered in April 2001 and first reported to the Senate, administration, and the BOV in the Fall of 2001. Faculty perspectives underlying the low morale were organized under three main topics: Resources (acquisition, allocation), Work-Reward (productivity, salary equity), and Governance (process, impact). Topics were selected based on a review of concerns expressed by faculty across campus and from Faculty Senator suggestions.

Data pertaining to each issue was then presented.

Resource Acquisition

- State budget data for the past six years indicated that higher education funding in general had kept pace with the overall growth of the state’s general fund budget.

- However, RU ranked next to last in budget growth, with the resulting consequence of more than $10 million less funding compared to the average 4 year university.

- Even with favorable budget reductions this past Spring (2002) compared to other universities, RU was still funded at about 65% of the average per in-state FTE student, with total under funding of $19 million for this budget cycle compared to the average funding per student in the state.

Resource Allocation

- Data obtained from SCHEV suggested a substantive reduction in T&R faculty positions, while growth in the number of administrative, managerial, and executive positions had grown significantly.

- Data showing the growth in administrative salary budgets versus T&R faculty, reductions in funds to academic departments, increases in part-time positions, and increases in faculty student ratios were reviewed.
Work-Reward (productivity, salary equity)

- Comparative salary data highlighted that RU faculty are compensated $3,300 less than the average salary for SCHEV’s benchmark group, and approximately $9,900 less than the average salary for all universities in the Commonwealth.

- Workload data revealed that RU faculty has the highest average FTE per faculty in the state—some 35% higher than the average.

Governance (process, impact)

- Concerns about governance were shared by reviewing decisions where faculty input was either not considered, was misrepresented, or was seemingly ignored.

- The faculty asked for the Rector’s perspective regarding the accountability for morale, funding, workload, and other issues.

Following the presentation, Mr. Poole responded to faculty concerns. He indicated that he wanted to come to the meeting to express the BOV’s sincerest appreciation for what faculty do. He expressed his frustration about the current situation, saying that he thought the university had gotten to a good place for possible funding relief, and then got hit with budget cuts. Previously, he felt that the message about RU in Richmond was not positive, but now felt that legislators had a better understanding of RU’s situation. He expressed concern about advocacy for higher education in general. He agreed with faculty positions about RU’s grossly inadequate funding and the need for salary equity with other Virginia faculty. He indicated that the BOV needed to look more closely at the issue of administrative size and salaries. He indicated that he was unaware of the situation regarding reallocation of resources from departments and faculty positions relative to administrative overhead.

Faculty asked questions and voiced concerns about the BOV’s criteria and process of evaluating the President, the development of RU’s strategic goals, internal and external acquisition of resources (state funding, tuition increases), the decline in number of T&R faculty, and the loss of RU’s ability to be student-centered. Faculty asked Rector Poole to use his influence to improve shared governance, noting that we desire a legitimately elected faculty representative to serve on the BOV rather than a representative selected by the President. Faculty expressed particular concern about the effects of the WTO on academic programs, and asked about the negative consequences on academic quality and faculty workload when senior faculty leave and are not replaced with full-time faculty. Concern was also expressed that restructuring would simply be a way to further reduce the need for full time faculty. In conclusion, faculty expressed the sentiment that (a) morale is at an all-time low, (b) we have lost our ability to be student centered, and (c) there has to be accountability and leadership by the BOV to address these and other issues relevant to the academic environment at Radford University. The Rector stated that the current budget crisis would require a different
mindset for all constituent groups to successfully manage through the situation, and a much stronger level of collaboration between faculty, administration, and the BOV.

The Rector was invited back as often as his schedule permits.

VII. The meeting adjourned at 5:27 PM.

Respectfully submitted,

Claire Waldron,

Acting Secretary
RADFORD UNIVERSITY FACULTY SENATE
Minutes of the November 7, 2002 Meeting

Lounge A, Heth Hall

ATTENDING: Lynn Adams, Mary Atwell, Marty Aylesworth, Maggie Bassett, Debora Bays, Doug Brinckman, Jack Call, Jennifer Clevenger, Kathy Mullet (replacing Holly Cline, Fall only), Lauris Cubbison, Betty Dore, Bob Gill, Jim Gumaer, Lance Gutierrez, Georgia Hammond, Sharon Hartline, Chuck Hayes, Gerald Gordon, Vince Hazleton, Connie Henson, Maung Htay, Grigory Ioffe, Dagmar Jelincic, Ernst Kastning, Joe King, Mary LaLone, James Lollar, Lorraine Marais, Marilyn Meador, Eloise Philpot, Mike Montgomery, Ned Okie, Will Oliver, Al Pearson, Jon Poole, George Santopietro, Jim Sellers, Mick Stewart, Brett Taylor, Skip Thompson, Cheryl Tieman, Clay Waite, Claire Waldron, Doug Woolley

ABSENT: Stevan Jackson (excused), Barbara Chrisley, Rick Van Noy

I. Call to Order: meeting called to order at 3:35pm

II. Approval of Minutes: minutes fro 10/17/02 and 10/24/02 meetings approved as posted.

III. Reports

a. Senate President’s Report:

   i. Senators asked about Rector Poole’s response to his meeting with the senate. To date, there has been no follow-up from the Rector. He has not asked for any additional information or a copy of the presentation.

   ii. Academic Affairs Restructuring Plans: A document outlining how Acad. Aff. would address restructuring was distributed prior to the Acad. Aff. Leadership team meeting on 11/1/02. Following brief remarks by Dr. Covington, Dr. Self announced that the restructuring team has been appointed. Dr. Self said members were selected based on recommendations from the Deans.

1. Question: Why weren’t the procedures described in the TRFH under Fiscal Exigency followed for electing members to such a committee?

2. Answer: RU has not declared fiscal exigency, nor does it plan to. This committee is a short-term ad hoc advisory committee and Dr. Self sought input from the Deans. Dr. Self stated this was “his committee,” thus not subject to the internal governance or other approved selection processes for committees.

3. Question: Is it possible that the committee might recommend program elimination? What if program elimination is recommended? Will fiscal exigency then be declared so program review can be used to remove programs? What about the impact of the WTO? Will the loss of faculty lead to a declaration of fiscal exigency? It was noted under our existing processes, only SCHEV and the Academic Program Review Committee can recommend the dissolution of programs, yet academic program reviews have been suspended for at least this year.

4. Answer: It is possible that the committee could recommend program elimination, consolidation, and
other modifications to more appropriately align existing resources with academic needs. No internal governance procedures will be breached. Mr. Burdette also stated that RU will not declare fiscal exigency over the loss of $3,000,000 out of $100,000,000.

iii. Motions passed by senate and sent to President & Cabinet:

1. Motion to reinstate Faculty Development Leave was not supported by Dr. Self. Dr. Covington agreed with Dr. Self.

2. Motion supporting tuition increase: Jim received a letter from the President stating that this issue had already been sent to the BOV; the President stated no position on the Senate’s motion.

3. Motion regarding Restructuring Task Force: After conferring with the cabinet, Dr. Covington has decided that each division should appoint its own restructuring task force, with a university-wide task force appointed from the divisional task forces.

iv. BOV meeting on 11/14/02: Jim distributed the Annual Goals for 2002-2003 set by the President. The BOV will also approve a budget reduction plan. This is not the plan sent to the governor as that plan reflected a 15% reduction. The plan before the BOV reflects a 9% reduction. This plan has not been shared with persons other than the President and his cabinet. Questions were asked regarding why the BOV was being asked to approve a plan that had not been reviewed by the campus. If the BOV approves a plan developed by the cabinet, and submitted by the President, it places restructuring committees or other constituent groups in an awkward position if different conclusions and recommendations are warranted.

b. VPAA’s Report

i. In addition to report posted on Dr. Self’s web page, the Senate was apprised of an incident on campus involving a student aiming a gun and threatening a professor. The incident was apparently a prank but the realistic appearance of the gun caused significant upset among students in the class who reported the incident. The student in question was subsequently identified, suspended and arrested. A committee is already working on safety issues and will address this type of event. Training will be available soon for faculty, staff and students.

IV. Standing Committee Reports

a. Campus Environment – no report

b. Curriculum – discussing Interdisciplinary studies

c. Faculty Issues – no report

d. Governance – met with Dr. Self regarding evaluation of Deans. Motion and resolution to be presented under New Business.

e. Resource Allocation – tabled Motion regarding furlough. Motion removed from the table. Following discussion, motion passed.

V. Old Business: none
VI. New Business

a. **Waldron Motion** regarding faculty participation on dais at winter and spring commencement. Motion tabled.

b. **Gill Motion** regarding voluntary return of one day’s salary. Revised version distributed. Motion tabled.

c. **Governance Motion** from Governance to amend the By-Laws. Motion tabled.

d. **Governance Resolution** from Governance regarding faculty representation on the BOV. Moved and seconded. Resolution passed.

e. Executive Recommendations to the BOV: appears that items 5, 6, 8 & 10 might have fiscal implications. Mr. Burdette stated that items 5 & 6 do not require E & G monies. Item 2 appears to have a typographical error (3500 juniors); also request made that when the Center for Experiential Learning (CEL) reports about number of internships on campus, it exclude those internships that are arranged by individual units without assistance from CEL. Dr. Pomerantz felt the request was reasonable.

f. Budget plan going to BOV without any faculty input was again raised as a concern.

VII. **Adjournment:** 4:50pm

Respectfully submitted,

Lynn Adams, Ph.D.

Secretary
Faculty Senate Minutes
November 21, 2002

A. Report of the Faculty Senate President

- Dr. Lollar met with Vice Presidents Self and Burdette before the BOV meeting and discussed the following:

  - Budget Reduction Plan

    a) The plan submitted to and approved by the BOV contained general strategies for budget reduction and dollar amounts only for broad categories.

    b) There are few specifics in the plan that would be alarming or objectionable to faculty.

    c) The WTO is included in the budget plan as a source of faculty “resource realignment” rather than as a plan for reducing faculty numbers.

    d) Faculty positions vacated through the WTO as well as the 28 vacant at the beginning of the academic year will be filled in over the next two years; dollars from a few positions will be used to provide a permanent budget for hiring adjunct faculty.

- BOV Meeting

  a. The BOV approved the appointment of nonvoting advisory members to the board.

  b. The BOV requested that the university develop a strategy to raise the tuition at RU to match the median tuition for the State. Mr. Burdette discussed problems in developing such strategies.

B. Committee Reports

1. Campus Environment

   a. Currently discussion restructuring and admissions standards & policies; no motions to the Senate are forthcoming.

2. Curriculum: No Report

3. Faculty Issues

   a. No recommendations to the Calendar Committee regarding vacations and breaks.

   b. Reviewed RU’s Fiscal Exigency Policy and determined that it adequately represents the interests of faculty.

4. Governance Committee: No Report
5. Resource Allocation: No Report

C. Old Business

1. Motion to revise Senate Bylaws to permit suspension of rules (See Faculty Senate Web Page) - Passed

2. Motion to provide payroll deduction or other mechanism whereby faculty can donate funds to prevent layoffs during the present budget crisis – Failed

D. New Business – NONE

E. Announcements

- Dr. Self announced that the reception for faculty who retired through the WTO will be held in December 4 in the Heth Ballroom.

Submitted by:

Joe King
Acting Secretary
RADFORD UNIVERSITY FACULTY SENATE
Minutes of the January 30, 2003 Meeting

Commonwealth, Heth Hall

ATTENDING: Lynn Adams, Mary Atwell, Maggie Bassett, Debora Bays, Doug Brinckman, Jack Call, Jennifer Clevenger, Lauris Cubbison, Betty Dore, Bob Gill, Lance Gutierrez, Georgia Hammond, Chuck Hayes, Gerald Gordon, Vince Hazleton, Maung Htay, Ernst Kastning, Joe King, Jeanne Mekolichick, James Lollar, Marilyn Meador, Richard Bay, Mike Montgomery, Ned Okie, Jon Poole, George Santopietro, Jim Sellers, Mick Stewart, Brett Taylor, Skip Thompson, Cheryl Tieman, Clay Waite

ABSENT: Holly Cline, Jim Gumaer, Grigory Ioffe, Will Oliver, Connie Henson (excused), Lorriane Marais (excused)

Call to Order: meeting called to order at 3:35pm

I. Approval of Minutes: minutes from 1/23/03

II. Reports

a. Senate President’s Report:
   i. BOV bill which came out of the house with a wide margin and goes before the full Senate today.
   ii. Workforce reduction bill tabled.
   iii. Bill to reorganize SCHEV still active
   iv. Bill to add one year to retirement for every year without a pay raise did not make it out of committee.
   v. Dr. Covington will speak at the next meeting.

b. International Education Advisory Committee asked for FS affirmation of their proposal to pair faculty with international students in times of emergency; Affirmed.

c. Dr. Self – restructuring committee meets on Friday, 1/31/03 for the first time; problems reported with student evaluation of faculty reported by several senators and Dr. Self will look into this.

III. Standing Committee Reports

a. Campus Environment – no report

b. Curriculum – Motion introduced and tabled.

c. Faculty Issues – Motion removed from the table; following discussion, motion was postponed indefinitely.
d. Governance – no report

e. Resource Allocation – no report

IV. Old Business:

a. **Motion** from Mick Stewart removed from the table; substitute **Motion** from Jack Call offered and accepted; substitute motion passed

V. New Business:

a. Motion 1 from History Dept. sent with additions to Faculty Issues

b. Motion 2 from History Dept. sent with additions to Faculty Issues

c. Special Election to replace Vice President of Faculty Senate. Cheryl Tieman nominated, seconded, and elected.

VI. **Adjournment:** 5:00 pm

Respectfully submitted,

Lynn Adams, Ph.D.

Secretary

ABSENT: Connie Henson (excused), Clay Waite (excused), Lisa Onega (excused), Jim Gumaer (excused), Will Oliver

I. **Call to Order:** meeting called to order at 3:35pm

II. **Approval of Minutes:** minutes from 01/23/03 approved

III. **Reports**

   a. **Senate President’s Report:**

      i. New senators introduced and welcomed.

      ii. Legislative Update: handout provided showing 58 pieces of legislation introduced this term and impacting higher education; Senators encouraged to be aware of what goes on in Richmond; BOV bill passed by indefinitely, will be re-introduced next year; David Burdette: both budget bills have tuition caps; Dr. Covington: please consider contacting your representatives regarding the budget bills.

      iii. FS of VA: passed series of resolutions to those writing budget amendments including letting BOVs set tuition; asked that no further cuts be made to higher ed; reviewed legislative update.

   b. **Dr. Covington:**

      i. University-wide restructuring Committee will act as steering committee to collect information for a plan with recommendations and well as a schedule for implementing the plan.

      ii. Determined to close the funding gap; must have tuition and base budget increase; the BOV has requested a 5 year plan on tuition which will address moving RU to the median in VA.

      iii. Conversations with FS President Jim Lollar since the November BOV meeting have been productive; has agreed to:

         1. include faculty as part of all commencement exercises,
2. develop process for faculty input to the evaluation of VPAA,

3. restore full-year component of FPDL,

4. work with faculty to develop search process for Librarian and VP searches that will be made part of the T&R and AP Handbook,

5. allow faculty to select at least one-third of the faculty serving as a member of VP search committees,

6. close the funding gap in the academic division at a much faster rate than other areas;

7. allocate a disproportionately higher percentage of resources made available through restructuring, tuition, and state appropriations to instruction.

iv. Dr. Covington also requested that more faculty attend and participate in Commencement and Founders Day to show support for students, parents, and alumni.

IV. Standing Committee Reports

a. Campus Environment – report on discussions regarding faculty morale; discussed appointments to university-wide committees and found procedure already exists. Some question remains as to what extent existing committees, especially ad hoc, are appointment consistent with the standards established in the approved IG document.

b. Curriculum – report on discussion of charges; remove Accelerated Degree motion from table; motion passed.

c. Faculty Issues – no report

d. Governance – forming joint committee with Faculty Issues to discuss and craft procedures for selection of President and VPAA; committee just received a response from UEC regarding motions approved and submitted by the FS last April.

e. Resource Allocation – putting together package of budget related items to bring forward.

V. Old Business: none

VI. New Business:

a. Motion regarding summer school; Senators to get input from faculty, motion tabled.

b. Motion for GECAC, Senators to review, motion tabled.

c. Motion from James Lollar regarding tuition recommendation to the BOV: rules suspended, motion passed.

VII. Announcements:

a. Steve Lerch - engagement survey; please encourage all faculty to participate; chose only 1 class; feedback available for groups not individuals.
b. E-mail from Jim regarding medical screening has been forwarded to all faculty.

VIII. Adjournment: 5:15 pm

Respectfully submitted,

Lynn Adams, Ph.D.

Secretary
I. **Call to Order:** meeting called to order at 3:35pm

II. **Approval of Minutes:** minutes from 02/27/03 approved

III. **Standing Committee Reports**

a. **Campus Environment** – looking at ITR and space utilization

b. **Curriculum** – no report

c. **Faculty Issues** – discussion of why motions from History Department were not brought out of committee to full senate;

   Motion re; teaching weights presented and tab led;

   Motion re: teaching load presented and tabled.

d. **Governance** – no report

e. **Resource Allocation** – met with Mr. Burdette and Mrs. Wilson to discuss summer school as a self supporting entity; announced Dr Self will form a study committee with the Faculty Senate to discuss summer school. Some committee members already appointed (Evelyn Wilson, Wil Stanton, Doug Woolley); others will be added, including three nominees from the Faculty Senate.

IV. **Old Business:**

   a. Motion re: General Education – removed from table, discussed and passed.

   b. Motion re: Summer school – Jim yielded to Cheryl in order to removed motion from the table. Motion discussed and passed. Cheryl yielded back to Jim.

V. **New Business:**
a. **Motion** re: student evaluation of faculty; motion tabled.

b. **Motion** re: annual evaluation of faculty; motion tabled.

c. Question posed regarding the conflicting student-faculty ratio presented in various venues; Dr. Slavings reported that the ratio is increasing and the method used by IPEDS for computing the ratio has changed, resulting in “conflicting data”; Slavings stated the current ratio (last fall) is 19.2 to 1, whereas 6 years ago it was approximately 15 to 1. Although methods influence reported ratios, the increasing trend is reflected.

d. Question about small group of administrators receiving raises; Dr. Self clarified that those receiving increases had assumed increased duties. An observation was made that many on campus, especially faculty, have assumed increased duties, with no change in compensation.

VI. **Reports:**

a. **President’s Report:** BOV meeting with FSEC; FSEC followed Dr. Stanton’s presentation to the BOV. BOV asked good questions and responded favorably to FSEC information. FSEC also gave the BOV faculty expectations regarding restructuring process. Jim will follow with a letter to the entire FS regarding what was shared with the BOV.

b. **Dr. Bill Kennan:** Chair of AA restructuring committee and university wide committee as well; university wide committee has met and will produce a document outlining the restructuring process and committee will also act as a sounding board for issues; Bill expects the document to guide restructuring at the university level but it will not attempt to tell departments what to do.

VII. **Adjournment:** 5:15 pm

Respectfully submitted,

Lynn Adams, Ph.D.

Secretary
MEMBERS PRESENT:
Mary Atwell, Maggie Bassett, Debora Bays, Doug Brinckman, Jack Call, Jennifer Clevenger, Holly Cline, Betty Dore, Bob Gill, Georgia Hammond, Chuck Hayes, Gerald Gordon, Maung Htay, Grigory Ioffe, Ernst Kastning, Joe King, James Lollar, Marilyn Meador, Richard Bay, Mike Montgomery, Ned Okie, George Santopietro, Jim Sellers, Mick Stewart, Brett Taylor, Skip Thompson, Cheryl Tieman, Doug Woolley, Doug Carothers, Nora Reilly

MEMBERS ABSENT: Lynn Adams (excused), Sharon Hartline (excused), Laurie Cubbison (excused), Vince Hazleton (excused), Jeanne Mekolichick (excused), Clay Waite, Lisa Onega, Will Oliver, Jon Poole, Lorraine Marais, Jim Gumaer, Lance Gutierrez

I. Call to order at 3:35 pm

II. Minutes of the previous meeting were approved as posted.

III. Reports - none

IV. Standing Committee Reports:

A. Campus Environment: No Report

B. Curriculum: No Report

C. Faculty Issues:
1. Motion to reduce the percentage of faculty annual evaluation dependent on Teaching from 55% to 40%. Discussed and tabled pending further discussion within Academic Departments.

2. Motion regarding teaching loads passed.

D. Governance:

1. Announcement: Hard copies of the faculty evaluation of College Deans will not be mailed this year. Copies of the form are available electronically at the VPAA web site. Print out a form and send through Campus Mail to the Chair of the Governance Committee by April 7, 2003.

2. A high response rate for Dean evaluations will have greater impact on the VPAA, all faculty are encouraged to fill out an evaluation.

E. Resource Allocation: No Report

V. Old Business

A. Motion A from the History Dept.: Removed from table, & discussed. Motion Failed.

B. Motion B from the History Dept.: Removed from table & discussed. Motion Failed.

VI. Announcements

A copy of the proposed Graduate College Probation Suspension Policy will be distributed. Please discuss with your faculty.

The meeting adjourned at 4:35 PM.

Respectfully submitted:

Joe King, Acting Secretary
UNAPPROVED

RADFORD UNIVERSITY FACULTY SENATE
Minutes of the April 3, 2003 Meeting

Commonwealth, Heth Hall


ABSENT: Holly Cline (excused), Laurie Cubbison (excused), Sharon Hartline (excused), Connie Henson (excused), Stevan Jackson (excused), Dagmar Jelincic (excused), Will Oliver, Nora Reilly, Jon Poole, Jim Gumaer, Lorraine Marais

I. Call to Order: meeting called to order at 3:35pm

II. Approval of Minutes: minutes from 3/20/03 approved

III. Reports

a. Senate President’s Report:

1. Summer School Committee: Peggy Shifflet (A&S), Kenneth Cox (WHHS), Monica Weinzapfel (VPA), Gary Ellerman (CEHS), Robert Phillips (CIST) Previous report re: Summer School tuition follow up questions and analysis revealed that of the amount labeled as tuition, $196 per student was fees. That means of the approximately $3 million in total revenue collected during last summer, about $1.1 would be fees. Also, the average cost per instructor used in the previous report (FS Meeting 3/6-03) was too high; benefits for summer stipends are only 7.25%. With those two changes, the conclusion originally demonstrated in the analysis presented to the FS remains: Summer School generates a healthy NET BENEFIT for the university. If just tuition vs. cost is considered, the net benefit to RU is over $600,000. If tuition and fees are considered, the net benefit to RU is more than $1.7 million. Finally, the BEP per class if just tuition is considered is 12 students; the BEP remains at about 8 students per class if both tuition and fees are factored in the equation.

2. APR Committee has been working to develop a streamlined APR document and process. An earlier version was distributed to you the week of Spring break, which you were subsequently informed to ignore because it was not the “final version.” The final version contains a section pertaining the implementing the QEP. At that time I received the final version, I expressed in an e-mail to Dr. Seyfrit that some faculty might question including the QEP, since the requirements for QEP might not seem to be in the spirit of the “do the minimum required by SCHEV” motion the Senate passed. I suggested the APR Committee meet again to discuss the final document, and we did. At that meeting, I again expressed the concerns and questions that have been posed to me and others on the FSEC the past several months regarding QEP. I left for another meeting before knowing the APR Committee’s response. I then received the final version from Dr. Seyfrit, asking that it be distributed to the Faculty Senate. I distributed that document to the FSEC. We reviewed and discussed the progress, and concluded that perhaps at minimum the QEP section could be streamlined more, with exemplars provided for reference. We also noted that before the motion to streamline APR was passed by the Senate, faculty had expressed questions about the administration of QEP, what it meant, etc. It was also pointed out that at a February Senate meeting last year, Dr. Ken Lott and Dr. Clay Waite
presented a report on the QEP, where several questions and concerns were raised by Senators. However, it was stated that the Senate had not endorsed or made a recommendation regarding the QEP. I agreed to search our archive files to confirm that statement. I could find no record that the Faculty Senate had ever endorsed the QEP. That seemed to leave us in somewhat of a dilemma. From a procedure standpoint, the FSEC questioned how we could forward or support a document requiring adherence to a process that the Senate had not endorsed since it is directly related to the quality of curriculum, which has historically been the responsibility of faculty. In light of that information, the FSEC concluded at that point that the revised document should be further discussed before being reviewed by the Faculty Senate to address these issues. I then e-mailed Dr. Seyfrit, and informed her of where we were in the process, and reminded her we have another Senate meeting in two weeks. I have received no further comment from Dr. Seyfrit regarding the concerns we expressed. That is where we stand at the moment, and we obviously need to identify a solution to the dilemma.

b. **Report from URAC from Skip Thompson:**

Skip shared letter from Jim Lollar to Bill Kennan; committee’s response was characterized as negative to faculty’s view of goals for restructuring. URAC has not discussed any specifics regarding Dr. Covington’s charge to the committee.

### IV. Standing Committee Reports

a. **Campus Environment** – report on discussions on academic computer use.

b. **Curriculum** – no report.

c. **Faculty Issues** –

- **motion** removed from table and passed.

d. **Governance** –

- **motion** re; scholarly lecture committee, tabled.

- **motion** re; Presidential Search, tabled.

e. **Resource Allocation** –

- **motion** re; summer school committee, tabled.

### V. Old Business:

a. Revised APR document to be available for review.

### VI. New Business:

a. **Graduate Affairs recommendations:** catalog changes proposed; rules suspended, changes discussed, FS commented.

b. **Academic Policies and Procedures Committee:** discussed and commented.

c. **GECAC motion:** tabled until committees can meet and discuss.
d. **Unever motion:** tabled.

VII. **Announcements:**

a. Dean’s evaluations are ongoing

b. Senate elections are to be completed prior to 4/17/03 meeting.

VIII. **Adjournment:** 5:15 pm

Respectfully submitted,

Lynn Adams, Ph.D.

Secretary
ATTENDING: Lynn Adams, Mary Atwell, Marty Aylesworth, Maggie Bassett, Debora Bays, Doug Brinckman, Jack Call, Jennifer Clevenger, Betty Dore, Don Samson for Kim Gainer, Bob Gill, Georgia Hammond, Chuck Hayes, Gerald Gordon, Vince Hazleton, Maung Htay, Grigory Ioffe, Joe King, Peggy Schifflett for Jeanne Mekolichick, James Lollar, Marilyn Meador, Richard Bay, Mike Montgomery, Ned Okie, George Santopietro, Doug Carothers, Mick Stewart, Brett Taylor, Skip Thompson, Cheryl Tieman, Clay Waite, Lisa Onega, Laurie Cubbison, Sharon Hartline, Connie Henson, Dagmar Jelincic, Jon Poole

ABSENT: Stevan Jackson (excused), Will Oliver, Nora Reilly, Jim Gumaer, Lorraine Marais, Lance Gutierrez (excused), Doug Woolley (excused), Ernst Kastning

I. Call to Order: meeting called to order at 3:35pm

II. Approval of Minutes: minutes from 4/3/03 approved

III. Reports

a. Senate President’s Report:

1. FS of VA meeting reviewed with changes to SCHEV highlighted; Higher Ed. Summit in Newport News on 5/1/03.

2. Letters received from Dr. Covington and Dr. Self regarding the approval of FS motions regarding teaching loads and teaching weights; FS accepts proposed change as friendly amendment.

3. Contingent from RU met with SCHEV and others in Richmond to discuss the state of RU re: base budget inadequacy, enrollment management; little sympathy from SCHEV for the situation.

4. URAC meeting: Jim concurred with Skip’s assessment (last FS meeting) of that committee’s current situation.

b. Report from URAC from Skip Thompson:

Committee invited Dough Woolley for input; still discussing what they are to do in the end.

IV. Standing Committee Reports

a. Campus Environment – no report
b. **Curriculum** – no report.

c. **Faculty Issues** – created list of possible charges for next year’s committee.

d. **Governance** – received very poor return on Dean’s evaluations; response to UEC is forthcoming regarding review of Internal Governance memo. Position of the Governance Committee has not changed since last Spring; it sees no reason to revisit IG apart from the recommendations approved by the Senate in April 2002.

- **Motion** re: Scholarly Lecture Committee; removed from table, passed unanimously.
- **Resolution** re: Presidential Search; removed from table, passed unanimously.
- **Motion** re: Presidential Search; removed form table, passed unanimously.

e. **Resource Allocation** – no report

V. **Old Business:**

a. **GECAC motion** – withdrawn after concerned parties met.

b. **Unnever motion** – removed form table, discussed; tabled.

VI. **New Business:**

a. **Revised APR process**: much improved relative to previous document; QEP portion is still of concern to many faculty as no baseline data is available for measuring required increase in student engagement; questions from faculty included:

- Where does the data come from?
- Can APR be done without including QEP?
- How does the QEP fit into the Faculty Evaluation model?
- How can the FS approve the APR when it involves QEP, which the FS has not endorsed?

Since no motion was forwarded regarding the revised APR process, no formal position was taken by the FS; faculty comments and questions were noted by the Chair of the APR committee.

b. **University Librarian Search** – handbook changes for Administrative handbook. Concerns from library faculty and staff include:
Is a special representative needed for Harvey Center?

Who is the member from the Information Technology Dept?

Consider collapsing the last 4 bullets for the administrative representative.

Need a procedure for the library faculty and staff to elect its representatives for the search committee.

VII. Announcements:

a. Joe King is the new head of the Honors Academy.

b. Thanks to the departing members of the FS and FSEC.

VIII. Adjournment: 4:30 pm

Respectfully submitted,

Lynn Adams, Ph.D.

Secretary