

**RADFORD UNIVERSITY FACULTY SENATE**  
**Minutes of the September 11, 2003 Meeting**  
Lounge A, Heth Hall

**ATTENDING:** Mary Atwell, Martin Aylesworth, Margaret Bassett, Richard Bay, Debora Bays, Doug Brinckman, Jack Call, Jennifer Clevenger, Dennis Cogswell, Laurie Cubbison, Dan Davidson, Betty Dore, Bill Flora, Bob Gill, Russell Gregory, Jim Gumaer, Lance Gutierrez, Don Hall, Georgia Hammond, Sharon Hartline, Chuck Hayes, Vince Hazleton, Maung Htay, Grigory Ioffe, Dagmar Jelincic, Kay Jordan, Ernst Kastning, Bill Kovarik, James Lollar, Marilyn Meador, Jeanne Mekolichick, Mike Montgomery, Ned Okie, Lisa Onega, Stephen Owen, Jon Poole, George Santopietro (Doug Woolley), Cathy Stieg, Brett Taylor, Skip Thompson, Cheryl Tieman, Rick Van Noy, Lisa Vassady, Mark Wagstaff (Gary Nussbaum), Claire Waldron

**ABSENT:** None

**I. Call to Order:**

a) The meeting was called to order at 3:30 pm. by Dr. James Lollar made several welcoming remarks to returning and newly elected representatives. All members introduced themselves and indicated the units they represented and how long they had been a faculty member at Radford University.

**II. Approval of Minutes:**

a) It was not necessary to approve old minutes since this was the first meeting of this academic year.

**III. Election of Secretary:**

a) Dr. Skip Thompson was elected secretary to replace Dr. Laurie Cubbison who had to resign due to health reasons.

**IV. Reports:**

a) Dr. James Lollar gave a summary of the BOV meetings in May and August and a summary of the FSEC summer meetings. Letters of communication from July between the BOV and the Faculty Senate regarding the selection of the faculty representative to the BOV were distributed and discussed.

b) Dr. James Lollar made several general remarks regarding the role of the Faculty Senate.

c) Dr. Skip Thompson notified the Faculty Senate he had resigned as representative to the URAC committee and explained briefly his reasons. He indicated he would provide all members with a summary of his reasons. This information was provided subsequently. Further discussion was postponed to a future meeting.

#### **V. Committee Information:**

a) Committee assignments were announced and discussed; and the responsibilities and communication needs of the committees were discussed. Individuals were designated to convene the first meetings of each committee.

#### **VI. Old Business:**

a) There was no old business to discuss.

#### **VII. New Business:**

a) The Early Tenure Proposal proposal submitted by Dr. Todd Burke and brought by Dr. Mary Atwell was referred to the Faculty Issues Committee for further discussion.

b) The Salary Equity Study will be discussed at the next meeting.

c) The Executive Summary of the Strategic Plan distributed by President Covington to the BOV was distributed and discussed briefly.

d) The plan currently being developed for a one-time Allocation of Surplus funds was mentioned and discussed briefly.

#### **VIII. Announcements:**

a) The Faculty Senate letter regarding the request to the BOV regarding the upcoming Presidential Search was discussed.

#### **IX. Adjournment**

a) The meeting was adjourned at 4:30 pm.

Respectfully submitted,  
Skip Thompson  
Secretary

**RADFORD UNIVERSITY FACULTY SENATE**  
**Minutes of the September 25, 2003 Meeting**  
Lounge A, Heth Hall

**ATTENDING:** Martin Aylesworth, Margaret Bassett, Richard Bay, Debora Bays, Doug Brinckman, Jack Call, Jennifer Clevenger, Dennis Cogswell, Laurie Cubbison, Dan Davidson, Betty Dore, Bill Flora, Bob Gill, Russell Gregory, Jim Gumaer, Lance Gutierrez, Don Hall, Georgia Hammond, Sharon Hartline, Chuck Hayes, Vince Hazleton, Maung Htay, Grigory Ioffe, Dagmar Jelincic, Kay Jordan, Ernst Kastning, Bill Kovarik, James Lollar, Jeanne Mekolichick, Mike Montgomery, Ned Okie, Lisa Onega, Stephen Owen, Jon Poole, George Santopietro (Doug Woolley), Cathy Stieg, Brett Taylor, Skip Thompson, Cheryl Tieman, Rick Van Noy, Lisa Vassady, Gary Nussbaum, Claire Waldron

**ABSENT:** Mary Atwell, Marilyn Meador

**I. Call to Order**

- A. The meeting was called to order by Dr. James Lollar at 3:30 pm.

**II. Approval of Minutes**

- A. Minutes of the September 11, 2003 Faculty Senate meeting were approved.

**III. Reports**

- A. President's Report: Dr. Lollar requested that Senators remind departmental faculty about the FPDL deadline (10/1-03 for Spring 2004 proposals; 10/15-03 for AY2004-05).

- B. Mr. David Burdette (VPBGR) gave an overview of the budget process that is under way to determine next year's request for Radford University. He stated that the UPBAC had a retreat/meeting during the Summer to begin reviewing RU budget data, and had met twice in September to review, discuss, and provide input to shape the budget request. Several questions were raised by the Senate's rep to UPBAC, including:

1. why are there no minutes regarding a summer UPBAC retreat/meeting?
2. why do the minutes of the two September meetings not mention a distribution and review of RU's budget?
3. how can faculty, including UPBAC provide well-reasoned input if they are not given a complete RU budget with enough time for sufficient review and analysis?
4. how can faculty be expected to participate fully in the early formation of budget plans in the summer, when many are not available for such assignments?

Mr. Burdette didn't know why there were no UPBAC minutes for the summer, stated he believes a budget was distributed (projected resources and actual expenditures), and that his 35 years experience has taught him that the current approach works best.

Faculty also inquired about the SCHEV recommendation regarding faculty salaries. Mr. Burdette and Dr. Self stated that the problem was with RU's benchmark group, and that they had been in conversations with SCHEV and others to address the issue. No specific actions were identified, however, Mr. Burdette stated that his office, working with Dr. Self and the President, would continue to address the problem by:

1. forming a coalition with other universities in similar positions (e.g., Mary Washington, Longwood, etc.) would as a group ask SCHEV to reconsider the situation. No timetable or other specifics were available regarding the plan.
2. seeking legislative solutions provided SCHEV does not resolve the problem,
3. submitting a specific budget amendment for the upcoming budget biennium requesting an increase in base budget to increase faculty salaries,
4. continuing to lobby and pursue strategies to achieve base budget funding adequacy.

#### **IV. Committee Reports**

- A. Campus Environment: The committee had an organizational meeting and chose a Chair, Dr. Russell Gregory, and a Recorder, Dr. Bill Kovarik.
- B. Curriculum: The committee has yet to meet.
- C. Faculty Issues: The committee met and elected Dr. Vince Hazelton as Chair; will consider the Early Tenure Proposal at its next meeting.
- D. Governance: The committee elected Dr. Doug Brinkman as its Chair, and discussed objectives for the year.
- E. Resource Allocation: The committee elected Dr. Claire Waldron as Chair, and Dr. Dan Davidson as Recorder. The committee discussed SCHEV's salary recommendation for the upcoming biennium, and asked that it be distributed to all faculty across campus. The FS President has complied with the request. The committee also reviewed the proposed methodology distributed by the committee appointed by Dr. Warren Self, and will make motion under New Business.

#### **V. Old Business**

- A. Committee Objectives: Objectives for each committee will be distributed by e-mail next week and posted to the Faculty Senate web page.

#### **VI. New Business**

- A. Early Tenure Proposal: The Faculty Issues Committee will discuss the proposal at its next meeting.
- B. Salary Equity: Dr. Wil Stanton gave an overview of the process and answered questions regarding the methodology proposed for the study.

C. A motion from the Resource Allocation Committee was made and seconded: <http://www.radford.edu/~senate/03-04/Motions/salary-equity-study.htm> After a friendly amendment to delete the second paragraph, a motion to suspend the rules to allow for immediate action was made, seconded, and approved. The motion as amended was then approved and will be referred to the Salary Equity Committee.

D. A resolution regarding shared governance was introduced by Dr. Claire Waldron:

<http://www.radford.edu/~senate/03-04/Motions/shared-governance-resolution.htm>

The content of the resolution is that the Faculty Senate, acting on behalf of the faculty, believes *that the administration does not practice decision-making in a manner consonant with its own Internal Governance system and well-established practices of shared governance*. The resolution was tabled and will be discussed at the next October 9 Faculty Senate meeting.

## **VII. Adjournment**

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

Respectfully submitted,  
Skip Thompson  
Secretary

Radford University Faculty Senate  
October 9, 2003

**ATTENDING:** Mary Atwell, Martin Aylesworth, Margaret Bassett, Richard Bay, Doug Brinckman, Jack Call, Jennifer Clevenger, Dennis Cogswell, Dan Davidson, Betty Dore, Jennifer Kovach (Bill Flora), Bob Gill, Russell Gregory, Jim Gumaer, SalleAnn Schlueter-Gill (Lance Gutierrez), Don Hall, Georgia Hammond, Sharon Hartline, Chuck Hayes, Vince Hazleton, Maung Htay, Grigory Ioffe, Dagmar Jelincic, Kay Jordan, Ernst Kastning, Bill Kovarik, James Lollar, Marilyn Meador, Jeanne Mekolichick, Mike Montgomery, Ned Okie, Lisa Onega, Stephen Owen, Jerry Beaseley (Jon Poole), Doug Woolley, Cathy Stieg, Brett Taylor, Jill Stewart (Skip Thompson), Cheryl Tieman, Rick Van Noy, Lisa Vassady, Gary Nussbaum, Claire Waldron

**EXCUSED:** Debora Bays

- I. The meeting was called to order by President James Lollar at 3:35 P.M.
- II. Because of problems with the new Faculty Senate web page, the minutes were not widely available to Senators; approval of the minutes for the September 25, 2003 meeting was deferred until the next meeting.
- III. No reports were presented.

**IV. Committee Reports**

**a. Campus Environment**

Chair Russell Gregory reported that the committee was working on parking issues and classroom utilization, and was considering conducting an on-line faculty morale survey. He reported that an on-line discussion forum was now available on the Faculty Senate webpage.

**b. Curriculum**

Chair Stephen Owen reported that the committee held its first meeting and is currently working on addressing the objectives delegated by the Executive Council.

**c. Faculty Issues**

Chair Vince Hazleton reported that the committee had considered the proposal for early tenure that was submitted by the Criminal Justice Department and

that the proposal failed in committee for 3 reasons: 1) the committee felt that early promotion is just as effective as early tenure as a retention tool for faculty, since early promotion carries a raise, 2) the committee was concerned about the effect of an early tenure policy on faculty who brought experience; i.e., they were concerned that faculty with years of experience might be eligible for early tenure after two years, and 3) because faculty only have input to tenure decisions at the department level, an early tenure policy might work to the disadvantage of faculty if Deans or the Vice President for Academic Affairs were not disposed to approve of the policy.

#### **d. Governance**

Chair Doug Brinckman reported that the committee spent most of the meeting addressing how to correct the problem of low faculty responses to the Dean's evaluation process.

#### **e. Resource Allocation**

Chair Claire Waldron reported that the committee had reviewed concerns raised by chairs regarding their role in notifying faculty about being flagged for salary equity raises. The committee felt that the issue should just be handled in the manner that merit raises are currently handled. The committee also began discussing the draft of the Strategic Plan put forth by the University Planning and Budget Advisory Committee. The committee reviewed the plan to identify whether objectives were measurable, attainable, specific, and felt that there were many positive aspects of the plan. Some problems with terminology; i.e., objectives that seem to be strategies, and vice versa, were noted. The committee will continue to focus on feedback re: the plan. They also recommended distributing the plan to the Senate for their review.

### **V. Old Business**

Senator Aylesworth noted that the Resolution Concerning Shared Governance was actually Old, not New Business. The Chair agreed, and the Resolution Concerning Shared Governance was considered as Old Business. It was moved and seconded to bring the motion off the table; the motion passed. Senator Waldron spoke in support of the motion noting that 1) this was a focused resolution dealing simply with principles of shared governance that are articulated in our own internal governance document and the 1966 AAUP Statement on Governance of Colleges and Universities; 2) the resolution addresses faculty participation in governance; and 3) the resolution was not an indictment of a person or a criticism of Dr. Covington's performance as President.

Debate ensued, with senators speaking both for and against the resolution. Senator Hazelton offered a friendly amendment changing

*Therefore, be it resolved* that the Faculty Senate, acting on behalf of the faculty, believes that the administration does not practice decision-making in a manner consonant with its own Internal Governance system and well-established practices of shared governance.

To

*Therefore, be it resolved* that the Faculty Senate, acting on behalf of the faculty, believes that the administration **should** practice decision-making in a manner consonant with its own Internal Governance system and well-established practices of shared governance.

The amendment was not accepted by Senator Waldron

Senator Brinckman....asked that the term administration be clarified; he offered a friendly amendment to change “adminstration” to “President and Vice-Presidents.” The amendment was accepted.

Senator Brinckman offered an amendment to the resolution to submit the resolution to the general faculty. The motion was seconded. Discussion ensued. It was moved and seconded that the vote on the amendment be by ballot. The movement carried. Division was called. The motion to vote by ballot carried.

The amendment was defeated (21 ayes, 22 nays)

It was moved and seconded to vote by ballot on the original resolution (with the friendly amendments that “administration” be changed to “President and Vice-President” and that “its” be changed to Radford University’s). The motion to vote by ballot carried. The resolution was approved (28 ayes, 15 nays)

## **VI. New Business**

No new business was introduced.

## **VII. Announcements**

President Lollar introduced Vice Rector of the Board of Visitors (BOV) Steve Cassaday. Vice Rector Cassaday indicated that he was speaking as an individual member of the BOV, and as a Business & Industry Council Member, not on behalf of the BOV as a whole. He indicated that the profile of the BOV is changing given the

appointment of new members. He considered the issues raised in today's meeting an indication that administration-faculty communication is not what it needs to be. He thought that mistakes had been made on both sides and stated that improved communication between administration and faculty would be his personal charge to the BOV. He stated that he heard that faculty feel ignored and indicated that the BOV will hear faculty. He indicated that he and Dr. Lollar had spoken to Dr. Covington, who have agreed to meet again to resolve communication issues. Mr. Cassaday indicated that the BOV is totally open-minded and open to faculty concerns.

He also indicated that money is a main issue. He reported that the Business-Industry Council has worked on behalf of the university and will advocate for RU in Richmond in January and by meeting with legislator in the interim.

In closing, Vice Rector Cassaday reiterated that the BOV heard the faculty, and indicated that the faculty will always have respect and a voice with him. His remarks were applauded by the audience.

#### **VIII. Adjournment**

The meeting adjourned at 5:25 p.m.

Respectfully submitted,

Claire Waldron  
Vice-President

Jack Call  
At-large member of Faculty Senate  
Executive Council

**RADFORD UNIVERSITY FACULTY SENATE**  
**Minutes of the October 23, 2003 Meeting**  
Lounge A, Heth Hall

**ATTENDING:** Mary Atwell, Martin Aylesworth, Margaret Bassett, Richard Bay, Debora Bays, Doug Brinckman, Jack Call, Jennifer Clevenger, Dennis Cogswell, Dan Davidson, Betty Dore, Bob Gill, Russell Gregory, Jim Gumaer, Lance Gutierrez, Don Hall, Georgia Hammond, Chuck Hayes, Vince Hazleton, Maung Htay, Grigory Ioffe, Dagmar Jelincic, Kay Jordan, Ernst Kastning, Bill Kovarik, James Lollar, Marilyn Meador, Angela Mickle, Mike Montgomery, Ned Okie, Lisa Onega, Stephen Owen, George Santopietro, Cathy Stieg, Brett Taylor, Skip Thompson, Cheryl Tieman, Rick Van Noy, Lisa Vassady, Claire Waldron

**ABSENT:** Bill Flora, Sharon Hartline, Jeanne Mekolichick, Gary Nussbaum, Lisa Onega

**I. Call to Order:**

*The meeting was called to order by President James Lollar at 3:30 p.m. Dr. Lollar introduced Dr. Angela Mickle who replaced Dr. Jon Poole on the Faculty Senate.*

**II. Approval of Minutes:**

*Minutes of the September 25 and October 9 meetings were approved.*

**III. Reports:**

- A. *Dr. Lollar summarized the remarks of the Vice Rector from the October 9 Faculty Senate meeting. He reported that he had received many positive comments and emails regarding the Vice Rector's remarks, and observed that faculty had expressed his comments were helpful.*
- B. *In response to the Faculty Senate request for an update regarding the presidential search, the Vice Rector indicated to Dr. Lollar there have not yet been any formal discussions but that there will be a discussion at the next BOV meeting.*
- C. *Dr. Lollar and Dr. Claire Waldron met with Dr. Covington, Dr. Warren Self, and Mr. David Burdette to discuss what is needed next regarding the shared governance resolution passed at the October 9 Faculty Senate meeting. Dr. Lollar stressed that the performance of Dr. Covington was not the focus of the resolution; it deals exclusively with the issues of shared governance that were identified in the resolution.*

**IV. Committee Reports**

**A. Campus Environment:**

None

**B. Curriculum:**

Chair Dr. Stephen Owen reported that two motions will be introduced under new business.

**C. Faculty Issues:**

Chair Dr. Vince Hazleton brought to the senate's attention the report of the SACS on-site visit team regarding the RU Program Review and Quality Enhancement Program, and the response by RU to the report. Dr. Hazleton stressed the importance of reading the document, particularly with regard to any departments and programs undergoing review this year. Dr. Steve Lerch indicated the documents will be made available to members of the Faculty Senate.

**D. Governance:**

Chair Dr. Doug Brinckman reported that the committee had reached consensus on four of its eight 2003-3004 committee objectives and provided a report of its conclusions [Governance Report](#)

**E. Resource Allocation:**

Chair Dr. Claire Waldron reported that the committee recommends that the Faculty Senate endorse the UPBAC working draft of the Strategic Plan subject to further action on items noted by the committee; and she reported that a motion will be introduced under new business.

**V. Old Business:**

A. None

**VI. New Business:**

A. Dr. Claire Waldron introduced a motion by the Resource Allocation Committee to endorse the working draft of the UPBAC Strategic Plan subject to recommendations to UPBAC regarding the draft. The motion was tabled and will be discussed at the next Faculty Senate meeting.

B. *Dr. Stephen Owen introduced a motion ([Program Closure Motion](#)) by the Curriculum Committee to concur with the recommendation to end suspended graduate programs. Rules of the Senate were suspended in order to take action on the motion. The motion passed. It has been forwarded to Dr. Warren Self who indicated he would pass it on to the BOV.*

C. *Dr. Stephen Owen introduced a motion ([GEAC Motion](#)) by the Curriculum Committee to eliminate the GEAC committee and to have its duties performed by a GECAC subcommittee. The motion was tabled and will be discussed at the next Faculty Senate meeting.*

**VII. Adjournment:**

The meeting was adjourned at 4:15 pm.

Respectfully submitted,  
Skip Thompson  
Secretary

**RADFORD UNIVERSITY FACULTY SENATE**  
**Minutes of the November 6, 2003 Meeting**  
Lounge A, Heth Hall

**ATTENDING:** Mary Atwell, Martin Aylesworth, Margaret Bassett, Richard Bay, Debora Bays, Doug Brinckman, Jack Call, Dan Davidson, Bill Flora, Bob Gill, Russell Gregory, Jim Gumaer, Lance Gutierrez, Don Hall, Georgia Hammond, Sharon Hartline, Chuck Hayes, Vince Hazleton, Maung Htay, Grigory Ioffe, Dagmar Jelincic, Kay Jordan, Ernst Kastning, Bill Kovarik, James Lollar, Marilyn Meador, Angela Mickle, Mike Montgomery, Gary Nussbaum, Ned Okie, Lisa Onega, Stephen Owen, George Santopietro (Doug Woolley), Cathy Stieg, Brett Taylor, Skip Thompson, Cheryl Tieman, Lisa Vassady, Claire Waldron

**ABSENT:** Jennifer Clevenger (excused) , Dennis Cogswell , Betty Dore (excused), Jeanne Mekolichick, Rick Van Noy

**I. Call to Order:**

The meeting was called to order by President James Lollar at 3:30 p.m.

**II. Approval of Minutes:**

Minutes of the October 23 meeting were approved.

**III. Reports:**

- A. Dr. Lollar summarized the discussion of the meeting between himself, Dr. Waldron, Dr. Self and Mr. Burdette. Discussion topics for future meetings were clarified. It was agreed to focus on things that can be done immediately. Dr. Lollar was satisfied that the meeting was productive. At the next meeting the group will start work on developing a process that will result in a new IG structure and process. It was agreed also that we should participate immediately in the visioning process and work collaboratively on the Vision Statement development.
- B. Mr. Burdette gave a synopsis of the budget request status. The State did not agree with the submitted Decision Package. As a result the budget has not been submitted.
- C. Dr. Lollar reported that Dr. Covington sent a letter to SCHEV that built a very strong case for Radford's position with respect to its inadequate budget resources. The letter stressed that base budget inadequacies must be resolved and that faculty salary increases are necessary. He will discuss his letter at the November 11 meeting with the BOV at Radford University.

**IV. Committee Reports**

**A. Campus Environment:**

Chair Dr. Russell Gregory reported that two motions will be introduced under New

Business.

**B. Curriculum:**

None

**C. Faculty Issues:**

None

**D. Governance:**

Chair Dr. Doug Brinckman reported that the committee discussed Dean Evaluation recommendations, elections of at-large Faculty Senate representatives, and work of the Radford University Grievance Committee.

**E. Resource Allocation:**

Chair Dr. Claire Waldron reported that the committee recommends that the Faculty Senate not go forward with the committee's recommendation to endorse the UPBAC working draft of the Strategic Plan at this time since work on the plan is on hold until the Vision Statement is developed. Dr. Waldron reported that a motion regarding the Vision Statement will be introduced under New Business.

**V. Old Business:**

- A. The motion ([GEAC Motion](#)) regarding the elimination of the General Education Advisory Committee as a separate IG committee was removed from the table. The motion passed.

**VI. New Business:**

- A. Workplace Survey Motion

A motion ([Faculty Survey Motion](#)) was introduced by the Campus Environment Committee to construct and administer an online Workplace Survey that will be available for completion for adjunct and full-time T&R faculty no later than April 1 of each academic year, with summary results distributed to faculty, the administration, and the Board of Visitors no later than August 1.

- B. Parking Motion

A motion ([Parking Motion](#)) was introduced by the Campus Environment Committee that all parking lots designated as Faculty Lots prohibit student parking until after 7:00 p.m., and that these lots be paved with spaces marked.

- C. Reshaping RU Vision Statement Motion

A motion ([Vision Motion](#)) was introduced by the Resource Allocation Committee regarding establishing the need and format for faculty participation in reshaping the RU Vision Statement. A motion made to suspend the rules to allow immediate discussion was made and approved. The motion was discussed, and then passed.

D. Summer School Motion

A motion ([Summer School Motion](#)) was introduced by Dr. James Lollar that minimum enrollments required to cancel traditional courses (15 for undergraduate and 12 for graduate courses) be changed to: "All departments average 15 students (undergraduate) and 12 (graduate) for traditional summer school courses." The motion was tabled.

**VII. Adjournment:**

The meeting was adjourned at 4:15 p.m.

Respectfully submitted,

Skip Thompson  
Secretary

**RADFORD UNIVERSITY FACULTY SENATE**  
**Minutes of the November 20, 2003 Meeting**

Lounge A, Heth Hall

**ATTENDING:** Mary Atwell, Richard Bay, Debora Bays, Doug Brinckman, Jack Call, Jennifer Clevenger, Dennis Cogswell, Dan Davidson, Betty Dore, Bill Flora, Margaret Hrezo (Bob Gill), Russell Gregory, Lance Gutierrez, Georgia Hammond, Sharon Hartline, Chuck Hayes, Vince Hazleton, Maung Htay, Grigory Ioffe, Dagmar Jelincic, Kay Jordan, Ernst Kastning, James Lollar, Angela Mickle, Mike Montgomery, Gary Nussbaum, Ned Okie, Lisa Onega, Stephen Owen, George Santopietro (Doug Woolley), Cathy Stieg, Brett Taylor, Skip Thompson, Cheryl Tieman, Lisa Vassady, Claire Waldron

**ABSENT:** Martin Aylesworth, Margaret Bassett, Jim Gumaer, Don Hall (excused), Bill Kovarik, Marilyn Meador (excused), Jeanne Mekolichick, Rick Van Noy

**I. Call to Order:**

The meeting was called to order by President James Lollar at 3:30 p.m.

**II. Approval of Minutes:**

Minutes of the November 6 meeting were approved.

**III. Reports:**

A. President's Report

(1) Dr. Lollar summarized the discussion of the vision statement at the Selu retreat at the recent BOV meeting; and he referred senators to Dr. Warren Self's posted summary.

(2) Dr. Lollar discussed Dr. Covington's letter to SCHEV regarding Radford University's lack of adequate funding. He indicated that Dr. Covington had delivered the message personally at the BOV meeting at which the acting SCHEV director was in attendance. He emphasized that the letter clearly built a compelling and strong case for the need for adequate funding for Radford University.

(3) Dr. Lollar indicated that no announcements have been made regarding the presidential search. The BOV has met to discuss the issue and an announcement will be made in the future.

(4) Dr. Lollar summarized the discussions at the two forums for faculty participation in the visioning process. Several themes emerged from the forums including: (a) the need to raise standards of excellence in order to change the public's perception regarding the university, (b) the need to continue our commitment to teaching excellence and personalized instruction, (c) the need for Radford University to remain a residential campus, (d) the need to use technology to enhance what we are doing rather than to become an end in itself, and (e) many

faculty are uncomfortable with the southwest Virginia geographical label with which Radford University is sometimes characterized..

- B. Mr. Burdette gave a summary of activities related to the November 19 flooding which significantly damaged approximately 70 cars in the Dedmon parking lot. He described events that led to the flooding and described meetings with students and the public today.
- C. Dr. Waldron emphasized the need to get the message out that it is Radford University faculty who are responsible for bringing in the research funds recently received by the university. She reported that several faculty had described their research efforts at the recent BOV meeting.

#### **IV. Committee Reports**

A. **Campus Environment:**

None

B. **Curriculum:**

None

C. **Faculty Issues:**

None

D. **Governance:**

None

E. **Resource Allocation:**

None

#### **V. Old Business:**

A. Workplace Survey Motion

The Workplace Survey motion ([Faculty Survey Motion](#)) introduced by the Campus Environment Committee at the November 6 senate meeting was discussed. The motion recommends that the Faculty Senate should construct and administer an online Workplace Survey that will be available for completion for adjunct and full-time T&R faculty no later than April 1 of each academic year, with summary results distributed to faculty, the administration, and the Board of Visitors no later than August 1. The motion passed.

B. Parking Motion

The parking motion ([Parking Motion](#)) introduced by the Campus Environment Committee at the November 6 senate meeting was discussed. The motion

recommends that all parking lots designated as Faculty Lots prohibit student parking until after 7:00 p.m., and that these lots be paved with spaces marked. The motion passed.

C. Summer School Motion

The summer school motion ([Summer School Motion](#)) introduced by Dr. James Lollar at the November 6 senate meeting was discussed. The motion recommends that minimum enrollments required to cancel traditional courses (15 for undergraduate and 12 for graduate courses) be changed to: "All departments average 15 students (undergraduate) and 12 (graduate) for traditional summer school courses." Dr. Lollar provided additional summer school revenue data supporting the need for this motion. The motion passed.

**VI. New Business:**

A. QEP Motion

Dr. Vince Hazleton introduced two motions regarding Radford University's QEP plan. After a brief discussion the motions were tabled until the December 4 senate meeting.

**VII. Adjournment:**

The meeting was adjourned at 5:10 p.m.

Respectfully submitted,  
Skip Thompson  
Secretary

**RADFORD UNIVERSITY FACULTY SENATE**  
**Minutes of the December 11, 2003 Meeting**

Lounge A, Heth Hall

**Present:** Mary Atwell, Margaret Bassett, Debora Bays, Doug Brinckman, Jack Call, Dennis Cogswell, Bob Gill, Russell Gregory, Jim Gumaer, Lance Gutierrez, Don Hall, Georgia Hammond, Sharon Hartline, Chuck Hayes, Vince Hazleton, Maung Htay, Grigory Ioffe, Kay Jordan, Ernst Kastning, Bill Kovarik, James Lollar, Mike Montgomery, Gary Nussbaum, Ned Okie, Stephen Owen, Jon Poole, George Santopietro (Doug Woolley), Skip Thompson, Cheryl Tieman, Lisa Vassady, Claire Waldron

**Absent:** Martin Aylesworth, Richard Bay, Jennifer Clevenger, Laurie Cubbison, Dan Davidson (excused) Betty Dore, Bill Flora, Dagmar Jelincic, Marilyn Meador (excused), Angela Mickle, Cathy Stieg, Brett Taylor (excused), Rick Van Noy

**I. Call to Order:**

- A. The meeting was called to order by President James Lollar at 3:30 p.m.

**II. Approval of Minutes:**

- A. Minutes of the November 20 meeting were approved.

**III. Reports:**

- A. President's Report

(1) Dr. Lollar discussed the legislative bills that Representative Nutter has agreed to bring before the Virginia legislature. He distributed the language for a study of the SCHEV benchmark system that will be transmitted to Mr. Nutter by Dr. Self.

(2) Dr. Lollar summarized the recent IG meeting with Dr. Self, Mr. Burdette, and the UEC. A new IG system will be developed over the next eighteen months and a report will go to the next University President. The IG group will facilitate the process of developing the new IG structure and process.

(3) Dr. Lollar discussed the meeting regarding the summer school policy. The final document will be completed when the Summer School Committee meets in January.

**IV. Committee Reports**

- A. **Campus Environment:**

None

- B. **Curriculum:**

Four items will be introduced under New Business.

C. **Faculty Issues:**

None

D. **Governance:**

None

E. **Resource Allocation:**

None

V. **Old Business:**

A. None

VI. **New Business:**

Four new proposals were introduced and tabled until the next meeting.

A. Motion: [General Education Change in Biology Requirement](#)

B. Motion: [General Education Change in Foreign Language](#)

C. Motion: [Summer Graduation Date](#)

D. Motion: [Undergraduate Student Suspension Policy](#)

VII. **Announcements:**

A. This meeting was Dr. Lollar's last as President of the Faculty Senate. Dr. Claire Waldron will be the President beginning in January 2004. The Faculty Senate will elect a new Vice President at the first January 2004 meeting.

VIII. **Adjournment:**

The meeting was adjourned at 4:45 p.m.

Respectfully submitted,  
Skip Thompson  
Secretary

**RADFORD UNIVERSITY FACULTY SENATE**  
**Minutes of the January 15, 2004 Meeting**

Lounge A, Heth Hall

**Present:** Mary Atwell, Martin Aylesworth, Margaret Bassett, Richard Bay, Debora Bays, Doug Brinckman, Jack Call, Jennifer Clevenger, Dan Davidson, Betty Dore, Bill Flora, Bob Gill, Russell Gregory, Jim Gumaer, Lance Gutierrez, Don Hall, Georgia Hammond, Sharon Hartline, Chuck Hayes, Peggy Hunt, Maung Htay, Ernst Kastning, Bill Kovarik, Steve Lenhart (Ernst Kastning), James Lollar, Marilyn Meador, Angela Mickle, Mike Montgomery, Gary Nussbaum, Ned Okie, Stephen Owen, Jon Poole, Cathy Stieg, Brett Taylor, Skip Thompson, Cheryl Tieman, Lisa Vassady, Claire Waldron, Doug Woolley

**Absent:** Dennis Cogswell, Vince Hazleton, Grigory Ioffe, Kay Jordan (excused), Rick Van Noy

**I. Call to Order:**

The meeting was called to order by President Claire Waldron at 3:30 p.m.

**II. Approval of Minutes ([12/11/03 Minutes](#))**

The minutes of the December 11, 2003 meeting were approved.

**III. Reports**

A. President

Dr. Waldron, Dr. Call, Dr. Thompson, and Dr. Ed Sewell of Virginia Tech met with Senator Brandon Bell on January 6. They discussed base budget adequacy, Mr. Bell's committee assignments, pending legislative bills, faculty elected representation on the BOV, various curriculum issues, and the need for equitable funding for Radford University.

B. Internal Governance

Dr. Warren Self summarized his meetings with the Staff and Administrative Senates. He indicated that we have an opportunity to do a study of the IG process that will not come again any time soon. He will meet with the senate presidents and with the university vice-presidents to get the study going.

C. Budget

Mr. David Burdette reported on Governor Warner's televised address regarding the budget. He provided a handout that summarized the Governor's operating budget recommendations that affect Radford University.

D. RU Advocacy Day

Dr. Lollar, Dr. Waldron, and Dr. Whisonant will represent the faculty at the RU Advocacy Meeting in Richmond next week.

E. Salary Equity Study

Dr. Self gave a report regarding the salary equity study. He discussed the process followed in the study, plans to release the results of the study, and the need to revisit the process in an ongoing study.

F. Faculty Senate of Virginia Meetings

Dr. Waldron announced two upcoming FSV meetings and requested volunteers to attend the meetings as substitutes for two Executive Council at-large representatives who will not be able to attend the meetings. A point of order was raised by Dr. Brinckman whose interpretation was that the Faculty Senate constitution specifically states that these two representatives shall attend the meetings and that sending proxy representatives to the meetings violates this provision.

**IV. Committee Reports:**

A. Campus Environment

None

B. Curriculum

None

C. Faculty Issues

None

D. Governance

None

E. Resource Allocation

None

**V. Old Business**

A. Motion: [General Education Change in Biology Requirement](#)

The motion was taken off the table, discussed, and passed.

B. Motion: [General Education Change in Foreign Language](#)

The motion was taken off the table, discussed, and passed.

C. Motion: [Summer Graduation Date](#)

The motion was not taken off the table.

D. Motion: [Undergraduate Student Suspension Policy](#)

The motion was taken off the table, discussed, and passed.

**VI. New Business**

A. Request for Volunteers for IG Committee

Dr. Waldron spoke regarding the importance of selecting faculty representatives for the IG Committee. The selection process was referred to the Governance Committee. Dr. Self discussed the broad framework for the work of the IG Committee.

B. Special Election of Vice-President

Dr. Russell Gregory was nominated and elected as Vice-President of the Faculty Senate to replace Dr. Waldron who assumed her role as President of the Faculty Senate.

**VII. Announcements**

**None**

**VIII. Adjournment**

**The meeting was adjourned at 4:40 p.m.**

**RADFORD UNIVERSITY FACULTY SENATE**  
**Minutes of the January 29, 2004 Meeting**  
**Approved Minutes**

**Heth Commonwealth Room**

**Present:** Mary Atwell, Martin Aylesworth, Margaret Bassett, Richard Bay, Doug Brinckman, Jack Call, Jennifer Clevenger, Dennis Cogswell, Dan Davidson, Betty Dore, Bill Flora, Bob Gill, Russell Gregory, Lance Gutierrez, Don Hall, Georgia Hammond, Sharon Hartline, Chuck Hayes, Vince Hazleton, Peggy Hunt, Maung Htay, Grigory Ioffe, Kay Jordan, Bill Kovarik, Ernst Kastning, James Lollar, Marilyn Meador, Angela Mickle, Mike Montgomery, Ned Okie, Stephen Owen, Skip Thompson, Brett Taylor, Cheryl Tieman, Rick Van Noy, Susan Van Patton, Lisa Vassady, Claire Waldron, Doug Woolley

**Absent:** Debora Bays, Ernst Kastning (excused), Cathy Stieg (excused)

**I. Call to Order:**

The meeting was called to order by President Claire Waldron at 3:30 p.m.

**II. Approval of Minutes ([01/15/04 Minutes](#))**

The minutes of the December 11, 2003 meeting were approved. Dr. Richard Bay had raised an objection that the minutes inadequately reflected his understanding of Dr. Self's summary at the January 15 meeting regarding the status of the faculty salary equity study. In order to clear up the confusion, the parliamentarian, Dr. Brinckman, explained that the primary function of the minutes is to record decisions made by the Faculty Senate.

**III. Reports**

A. President

Dr. Waldron introduced Dr. Peggy Hunt who is the newest member of the Faculty Senate.

B. RU Advocacy Day

Dr. Waldron, Dr. Lollar, and Dr. Whisonant represented Radford University faculty at the RU Advocacy Day meeting in Richmond. Mr. Matt Crisp represented SGA. Dr. Waldron distributed flyers at the Faculty Senate meeting that described the message that went out at the advocacy meeting including the needs of higher education in general and specific Radford University needs. RU's inequitable funding was not presented as strongly to the General Assembly as the issue had been presented at the November 2003 BOV meeting. Faculty representatives and other BOV members reported being impressed with Mr. Steve Cassady's leadership of BIC and its support of RU to the General Assembly.

C. Legislative Update

Dr. Lollar reported that a bill on the docket calls for SCHEV to review its benchmarking funding methodology and to provide funds for RU faculty salaries. He emphasized that the SCHEV funding process is flawed and that it will remain important to continue to address this issue in years to come. He reported that faculty representation on Boards of Visitors is on the state committee docket for today and that it made it out of the House of Representatives by a vote of 84-16.

#### D. Other

##### 1. Faculty Senate Executive Council Meeting with Senate Committee Chairs

Dr. Waldron reported that Faculty Senate committee chairs attended the January 20 meeting of the Executive Council and summarized the progress of work on committee goals. Committee chairs will report further at this meeting under Committee Reports.

##### 2. Student Government Association (SGA) President Matt Crisp regarding SGA Legislative Action Council

SGA President, Mr. Matt Crisp, summarized the SGA efforts on the legislative front and the efforts of the SGA Legislative Action Council to contact and interact with similar organizations at other state colleges and universities. He made an appeal for further discussion in RU classrooms. Mr. Crisp introduced Ms. Ashley Mezyk who is the SGA Faculty Senate Liaison.

##### 3. Budget

Mr. Burdette emphasized that several critical decisions will be made during the next few weeks regarding three plans being considered by the General Assembly. He stressed the importance of Senators and all RU faculty contacting their Virginia senators by email to provide input on behalf of higher education.

#### **IV. Committee Reports:**

##### A. Campus Environment

Dr. Gregory reported that the committee is working with the Faculty Issues committee on the process for the faculty survey and indicated that the work is nearing completion.

##### B. Curriculum

Dr. Owen reported that the committee is exploring the objective regarding the impact of NSSE and the QEP and is working collaboratively with the General Education Assessment Committee to develop and test assessment processes that can be administered systematically to meet the planning needs of academic units, accreditation agencies, and SCHEV. Dr. Owen indicated the committee is looking also at the process that resulted in the closing of the RU Day Care Center.

##### C. Faculty Issues

Dr. Hazleton reported concerning the objectives (1-2) considered by the committee in the fall. He summarized the present efforts of the committee to develop the web based faculty survey, to email faculty regarding it, and to use the web to complete the survey. He stressed the importance of the confidentiality of the data and that it not reside on campus. The results of the survey will be presented to the Faculty Senate in March.

#### D. Governance

Dr. Brinckman reported that objectives 1, 2, 3, 7 of the committee were completed and presented at the October 13, 2003 Faculty Senate meeting. He reported that the committee is currently looking at the other four committee objectives. Further, the committee is working on three other tasks: (1) the selection of at-large members of the Grievance and Appeals Committee, (2) the annual evaluation of deans, and (3) the selection of faculty representatives for the Internal Governance Committee. Dr. Brinckman indicated a report would be forthcoming at the next Faculty Senate meeting.

#### E. Resource Allocation

Dr. Waldron reported the work of the committee in the fall semester to address issues regarding the salary equity study and the RU Vision Statement. She indicated that some of the other committee objectives are deferred presently while work on the RU Strategic Plan is on hold.

### V. **Old Business**

1. Mr. Burdette discussed base budget adequacy and efforts to bring RU salaries up to the average in Virginia.
2. Dr. Self summarized the results of the faculty equity salary study and indicated that details of the adjustments will be made public following action on the recommendations at the February BOV meeting. He reported concerning the letters that will be sent to faculty affected by the study and the actual adjustments to be made to individual faculty salaries if the recommendations are approved. . Dr. Stanton stressed that the study is now complete and that further information will be provided at the coming meetings with the University Leadership Teams.

### VI. **New Business**

None

### VII. **Announcements**

None

### VIII. **Adjournment**

The meeting was adjourned at 4:55 p.m.

**RADFORD UNIVERSITY FACULTY SENATE**  
**Minutes of the February 19, 2004 Meeting**  
**Approved Minutes**

**Heth Commonwealth Room**

**Present:** Mary Atwell, Martin Aylesworth, Margaret Bassett, Richard Bay, Doug Brinckman, Jack Call, Jennifer Clevenger, Dennis Cogswell, Dan Davidson, Bob Gill, Russell Gregory, Lance Gutierrez, Don Hall, Georgia Hammond, Sharon Hartline, Chuck Hayes, Vince Hazleton, Peggy Hunt, Maung Htay, Grigory Ioffe, Kay Jordan, Ernst Kastning, Bill Kovarik, Ernst Kastning, James Lollar, Marilyn Meador, Angela Mickle, Mike Montgomery, Ned Okie, Stephen Owen, Skip Thompson, Brett Taylor, Cheryl Tieman, Rick Van Noy, Susan Van Patton, Lisa Vassady, Claire Waldron, Doug Woolley

**Absent:** Debora Bays (excused), Betty Dore (excused), Bill Flora (excused)

**I. Call to Order:**

The meeting was called to order by President Claire Waldron at 3:30 p.m.

**II. Approval of Minutes ([01/29/04 Minutes](#))**

The minutes of the January 29 meeting were amended and approved.

**III. Reports**

A. President

Dr. Waldron reported that changes in the Fall schedule for the academic years 2008-09 and 2009-10 are under consideration, and asked representatives to discuss with their constituents whether they prefer a fall break and a short Thanksgiving break, or prefer a full week for Thanksgiving without a fall break.

**IV. Committee Reports**

a) Campus Environment

Dr. Gregory reported that the committee is nearing completion of the Faculty Satisfaction Survey and that the committee will be considering computer use policies.

b) Curriculum

Dr. Owen reported that four new motions will be brought by the committee under New Business.

c) Faculty Issues

Dr. Hazleton reported regarding the Faculty Satisfaction Survey.

d) Governance

Dr. Brinckman reported that the committee will introduce a motion at the February 26 meeting regarding the selection of at-large members for the Grievance Committee.

e) Resource Allocation

Dr. Waldron reported that the Resource Allocation Committee has not met recently.

**V. Old Business**

a. Faculty Salary Equity Study Q & A: Dr. Wil Stanton

Dr. Kovarik raised a question about the sizes of raises for senior faculty relative to less senior faculty and questioned whether the study helped young faculty enough. Dr. Stanton summarized the steps that were followed in conducting the survey and emphasized that the methodology used was approved by the Faculty Salary Equity Study Committee and the BOV. Dr. Waldron reported faculty concerns with the remaining salary compression and inversion. Dr. Van Noy raised a question about an apparent mismatch between amounts reported in the salary letters. Dr. Lollar explained that the apparent mismatch was due to the costs of benefits. Dr. Self discussed the effect of average performance appraisals across departments. Dr. Waldron commented on Dr. Stanton's lucid explanation of the study to the BOV, which subsequently approved the recommendations of the study. Dr. Stanton indicated several issues that will be reconsidered when the study is performed next year.

**VI. New Business**

- a. Motion: [Enhancing Student Engagement through Restructuring the Athletic Program](#)
- b. Motion: [Revising General Education Requirements](#)
- c. Motion: [Selection of Faculty Members for Presidential Search Committee](#)
- d. Motion: [Summer Graduation Dates](#)
- e. Motion: [Discontinue Undergraduate Degree in Human Development](#)
- f. Motion: [Schedule Adjustment Dates](#)
- g. Motion: [Path of Curriculum Proposals](#)

1) Dr. Waldron introduced a motion from the Executive Council to hold elections to select three RU faculty members as representatives to the Presidential Search Committee. Rules were suspended to allow consideration of the motion. Several

questions and objections were raised regarding the motion. Dr. Brinckman questioned the time frame, the number of representatives, and whether this was a request by the full BOV or by the rector, Mr. Poole. Dr. Gill questioned whether the proposed process had been negotiated and by whom, and whether this was an official request by the BOV. Dr. Aylesworth emphasized that the number of faculty representatives on the committee is up to the BOV, that the Faculty Senate should not send names forth with no BOV process, and that the Faculty Senate has the right to select names to send forth. Dr. Jordan suggested that Mr. Poole talk with the Faculty Senate about these issues. Dr. Lollar moved to table the motion to the February 26 meeting. Motion passed.

**VII. Announcements**

None

**VIII. Adjournment**

The meeting was adjourned at 4:50 p.m.

Respectfully submitted,

Skip Thompson, Secretary

**RADFORD UNIVERSITY FACULTY SENATE**  
**Minutes of the February 26, 2004 Meeting**  
**Approved Minutes**

**Heth Commonwealth Room**

**Present:** Mary Atwell, Martin Aylesworth, Margaret Bassett, Richard Bay, Debora Bays, Doug Brinckman, Jack Call, Jennifer Clevenger, Dan Davidson, Betty Dore, Bill Flora, Bob Gill, Russell Gregory, Lance Gutierrez, Joe King (Don Hall), Georgia Hammond, Chuck Hayes, Vince Hazleton, Peggy Hunt, Maung Htay, Kay Jordan, Ernst Kastning, Bill Kovarik, Angela Mickle, Mike Montgomery, Ned Okie, Stephen Owen, Skip Thompson, Brett Taylor, Cheryl Tieman, Rick Van Noy, Susan Van Patton, Claire Waldron, Doug Woolley

**Absent:** Dennis Cogswell (excused), Jim Gumaer, Sharon Hartline (excused), Grigory Ioffe, Jim Lollar (excused), Marilyn Meador, Cathy Stieg (excused), Lisa Vassady

**I. Call to Order**

The meeting was called to order by Dr. Waldron at 3:30 p.m.

**II. Approval of Minutes ([02/19/04 Minutes](#))**

The minutes of the February 19 meeting were approved.

**III. Reports**

**IV. Committee Reports**

a) Campus Environment

None

b) Curriculum

None

c) Faculty Issues

Dr. Hazleton reported that the committee will submit a motion regarding SCHEV and the research mission of RU in addition to two other motions at the next Faculty Senate meeting. Dr. Hazleton indicated that the Faculty Issues Committee will request the formation of a committee to identify the research mission of Radford University and to recommend changes to increase research and recruitment of research faculty.

d) Governance

None

e) Resource Allocation

None

**V. Old Business**

- a. Motion: [Enhancing Student Engagement through Restructuring the Athletic Program](#)

Dr. Call moved that this motion be sent to the Campus Environment Committee. Motion passed.

- b. Motion: [Revising General Education Requirements](#)

Dr. Hazleton asked that the motion be taken off the table and spoke in favor of the motion. Dr. Call and Dr. Lerch raised the issue of implications for resources by this motion. Dr. Self raised the issue of accreditation reports and assessment requirements. Dr. Hrezo summarized relevant statistics related to the portion of the curriculum devoted to General Education and indicated the GECAC Committee would welcome the opportunity to consider the motion. Dr. Owen and Dr. Brinckman made a motion to refer this motion to GECAC with a deadline the end of the Fall 2004 semester for a report. Motion passed.

- c. Motion: [Selection of Faculty Members for Presidential Search Committee](#)

Motion not taken off table.

- d. Motion: [Summer Graduation Dates](#)

Motion passed.

- e. Motion: [Discontinue Undergraduate Degree in Human Development](#)

The motion was clarified to indicate that the Faculty Senate concurs with the recommendation to discontinue the undergraduate major, and not with the closure of the Early Learning Center. Motion passed.

- f. Motion: [Schedule Adjustment Dates](#)

Motion passed.

- g. Motion: [Path of Curriculum Proposals](#)

Dr. Self pointed out that things that will affect this motion might change because of the work of the IG Task Force. Dr. Call made a substitute motion that the Faculty Senate support a curriculum path like that in the motion and recommend that one like it be incorporated in any revision by the IG Task Force. The motion passed. Dr. Brinckman made a supplementary motion motion that "The Faculty Senate recommends the UEC approve the Path for Curriculum Proposals for inclusion in the existing IG document," with the rationale that it may be a long time before any new Internal Governance system is adopted; and in the interim the proposed Path of

Curriculum Proposals would be a valuable clarification of how proposed curriculum changes should be handled. The motion was tabled until the March 11 meeting.

## **VI. New Business**

### **a. Feedback on Thanksgiving/Fall Break Changes**

Faculty feedback from the different departments was mixed. Dr. Brinckman made a motion that the Faculty Senate recommend to the UEC that the fall break be eliminated and that there be a full week for Thanksgiving break ending on Sunday following Thanksgiving. A motion was made to suspend the rules and vote immediately. The latter motion failed. Dr. Brinckman's motion was tabled until the next Faculty Senate meeting.

### **b. Summer School Policy: 2003-2004 Summer Policies and Procedures**

Dr. Lerch discussed the revised Summer School Policy document and stressed that action needs to be taken soon in order that the policy be implemented for Summer 2004. A motion will be made at the next Faculty Senate meeting to agree or disagree with the document. Dr. Hayes made a motion that the Faculty Senate approve the summer school policy and procedures in the document. The motion was tabled until the next Faculty Senate meeting.

### **c. Motion: Continue the Early Childhood Development Program**

Dr. Van Noy introduced the motion to continue the Early Childhood Development Program. The motion was tabled until the next Faculty Senate meeting.

### **d. Motion: GPA Motion**

Dr. Owen introduced the motion, which was tabled until the next Faculty Senate meeting.

### **e. Motion: Readmission Motion**

Dr. Owen introduced the motion, which was tabled until the next Faculty Senate meeting.

## **VII. Announcements**

None

## **VIII. Adjournment**

The meeting was adjourned at 5:00.

Respectfully submitted,

Skip Thompson, Secretary

**RADFORD UNIVERSITY FACULTY SENATE**  
**Minutes of the March 4, 2004 Meeting**  
**Approved Minutes**

**Heth Commonwealth Room**

**Present:** Mary Atwell, Margaret Bassett, Richard Bay, Debora Bays, Doug Brinckman, Jack Call, Jennifer Clevenger, Dan Davidson, Bob Gill, Russell Gregory, Lance Gutierrez, Don Hall, Georgia Hammond, Chuck Hayes, Vince Hazleton, Peggy Hunt, Maung Htay, Grigory Ioffe, Kay Jordan, Ernst Kastning, Bill Kovarik, Ernst Kastning, Marilyn Meador, Mike Dumin (for Angela Mickle), Mike Montgomery, Ned Okie, Stephen Owen, Cathy Stieg, Skip Thompson, Brett Taylor, Cheryl Tieman, Rick Van Noy, Susan Van Patton, Lisa Vassady, Claire Waldron, Doug Woolley

**Absent:** Martin Aylesworth, Dennis Cogswell (excused), Betty Dore, Bill Flora (excused), Sharon Hartline, Jim Lollar (excused)

**I. Call to Order:**

A special meeting to consider a motion regarding the faculty membership on the presidential search committee was called to order by President Claire Waldron at 3:30 p.m.

**II. New Business**

- a. Motion: [Selection of Faculty Members of Presidential Search Committee](#)

A motion referred by the Executive Council was introduced by Dr. Cheryl Tieman. Dr. Hazleton and Dr. Vassady proposed friendly amendments to the motion, which were accepted. Dr. Hayes offered a substitute motion, which failed. Dr. Davidson offered a substitute motion that was withdrawn later. Dr. Waldron gave a summary of the discussions with Rector Poole that led to the motion. Several senators raised objections regarding the motion. The motion failed. It was agreed that Dr. Waldron will contact the members of the Board of Visitors and request a meeting between the BOV and faculty senators to obtain a formal description of the presidential search committee composition.

**III. Adjournment**

The meeting was adjourned at 4:15 p.m.

Respectfully submitted,

Skip Thompson, Secretary

**RADFORD UNIVERSITY FACULTY SENATE**  
**Minutes of the March 11, 2004 Meeting**  
**Approved Minutes**

**Heth Commonwealth Room**

**Present:** Mary Atwell, Martin Aylesworth, Margaret Bassett, Richard Bay, Debora Bays, Doug Brinckman, Jack Call, Dennis Cogswell, Dan Davidson, Bob Gill, Russell Gregory, Lance Gutierrez, Don Hall, Georgia Hammond, Chuck Hayes, Maung Htay, Grigory Ioffe, Kay Jordan, Ernst Kastning, Bill Kovarik, Marilyn Meador, Angela Mickle, Mike Montgomery, Ned Okie, Skip Thompson, Brett Taylor, Cheryl Tieman, Rick Van Noy, Susan Van Patton, Claire Waldron, Doug Woolley

**Absent:** Jennifer Clevenger (excused), Betty Dore (excused), Bill Flora (excused), Jim Gumaer, Sharon Hartline, Vince Hazleton (excused), Peggy Hunt, Jim Lollar (excused), Stephen Owen (excused), Lisa Vassady (excused)

**I. Call to Order**

The meeting was called to order at 3:30 p.m.

**II. Approval of Minutes [02-26-04](#) and [03-04-04](#)**

Minutes of the February 26, 2004 and March 4, 2004 meetings were corrected and approved.

**III. Reports**

**a. Human Resources report from Linda Reed about changes in benefits**

Linda Reed spoke about changes in the Optional Retirement Programs. During the week of March 22, faculty affected by the changes will receive detailed information about the changes.

**b. President's report**

**i. Presidential search**

Dr. Waldron indicated a motion would be brought under new business. Dr. Atwell, Dr. Jordan, and Dr. Waldron stressed the importance of faculty representation on the search committee. Dr. Green summarized the AAUP presidential search guidelines with regard to the latest communication from Rector Poole.

**ii. St. Albans proposal**

Dr. Waldron brought to senators' attention Dr. Covington's letter to faculty on March 11 and indicated that immediate problems have been resolved.

**IV. Committee Reports**

**a. Campus Environment**

None

**b. Curriculum**

Two new motions will be introduced under new business.

**c. Faculty Issues**

None

**d. Governance**

The committee has met with Dr. Self to review and discuss his use of evaluations of deans and the librarian.

The committee recommends Dr. Lynn Adams, Dr. Mary Atwell, Dr. Steve Corwin, and Dr. Claire Waldron as representatives to the IG Task Force. A motion will be brought at the March 25, 2004 to accept other nominations, provided the nominee has indicated he or she is willing to serve on the committee, and to select the representatives.

**e. Resource Allocation**

Dr. Davidson reported that the committee has discussed the Summer School policy.

**V. Old Business**

**a. Motion: Change in Fall Break**

The motion passed and the Senate recommendation will be referred to the UEC.

**b. Motion: Summer School Policy**

Dr. Lerch summarized changes to the Summer School Policy at the request of Dr. Kovarik. The motion passed.

**c. Motion: Continue the Early Childhood Development Program**

Several senators raised objections to various aspects of the motion. The motion failed.

**d. Motion: GPA Motion**

The motion passed.

**e. Motion: Readmission**

The motion passed.

**f. Motion: Curriculum Path Motion**

Dr. Brinckman's supplementary motion from the March 11, 2004 meeting was taken off the table. The motion is "The Faculty Senate recommends the UEC approve the Path for Curriculum Proposals for inclusion in the existing IG document," with the rationale that it may be a long time before any new Internal Governance system is adopted; and in the interim the proposed Path for Curriculum Proposals would be a valuable clarification of how

proposed curriculum changes should be handled. The motion passed.

**g. Motion: Selection of Presidential Search Committee Members**

Dr. Waldron introduced a motion regarding the selection of presidential search committee faculty members. Dr. Waldron accepted friendly amendments and editorial changes by Dr. Davidson, Dr. Brinckman, and Dr. Hammond. Dr. Gregory made a motion to include adjunct faculty; the motion failed. The amended motion passed unanimously.

**VI. New Business**

**a. Motion: Closure of MS in Environmental and Engineering Geosciences**

The motion was tabled until the March 25, 2004 meeting.

**b. Motion: Closure of MS in Art Education**

The motion was tabled until the March 25, 2004 meeting.

**VII. Announcements**

None

**VIII. Adjournment**

The meeting was adjourned at 4:40 p.m.

**RADFORD UNIVERSITY FACULTY SENATE**  
**Minutes of the March 25, 2004 Meeting**  
**Approved Minutes**

**Heth Commonwealth Room**

**Present:** Mary Atwell, Martin Aylesworth, Richard Bay, Debora Bays, Doug Brinckman, Jack Call, Jennifer Clevenger, Dan Davidson, Betty Dore, Bill Flora, Bob Gill, Fess Green (Jim Lollar), Russell Gregory, Lance Gutierrez, Don Hall, Georgia Hammond, Sharon Hartline, Chuck Hayes, Vince Hazleton, Rhett Herman (Brett Taylor), Maung Htay, Grigory Ioffe, Kay Jordan, Ernst Kastning, Marilyn Meador, Angela Mickle, Mike Montgomery, Ned Okie, Stephen Owen, Skip Thompson, Cheryl Tieman, Rick Van Noy, Susan Van Patton, Lisa Vassady, Claire Waldron, Doug Woolley

**Absent:** Margaret Bassett (excused), Dennis Cogswell, Jim Gumaer, Peggy Hunt, Bill Kovarik

**I. Call to Order**

Dr. Waldron called the meeting to order at 3:30 p.m.

**II. Approval of Minutes [03-11-04](#)**

Minutes of the March 13, 2004 meetings were approved.

**III. Reports**

a. President

(1) Dr. Hazleton and Dr. Waldron discussed the faculty workplace survey and stressed the importance of encouraging faculty to respond to the survey.

(2) Dr. Waldron reported that the Salary Equity Committee is starting up again and that it will be tweaking the methodology used in the next study.

b. [UPBAC Chair Doug Woolley's report regarding St. Albans property](#)

Dr. Woolley reported about the recent St Albans controversy. His report gave a temporal summary of the events that took place, gave a summary of the facts he had ascertained about the plan, and indicated that UPBAC is interested in performing an analysis of potential use for the St Albans property. He stressed the need for a careful analysis of alternate proposals and the importance of faculty input for the vision and usage of the property. He stressed the need for an open and transparent process, determining the cost and benefits of all proposed alternatives, and a determination of the affects on the academic community.

c. SGA report regarding Honor System Promotion

Ms. Meredith Henderson and Mr. Matt Crisp spoke regarding the background and upcoming activities of the SGA to promote the Radford University Honor System. They will give a presentation to the Faculty Senate at the April 8, 2004 Faculty Senate meeting to provide further information. Ms. Henderson indicated that any input regarding what faculty can do to promote the honor system be emailed to her at [mhenderson@radford.edu](mailto:mhenderson@radford.edu).

## **IV. Old Business**

### **a. Selection of Presidential Search Committee Members**

Dr. Brinckman made a motion that candidates must get five or more votes on the first ballot and ten or more votes on the second ballot to remain in the election. The motion passed. The following faculty were nominated for the Presidential Search Committee.

1. Dr. Nozar Hasemzadeh
2. Dr. Jack Call
3. Dr. Steve Arbury
4. Dr. Matt Franck
5. Dr. Kim Kipling
6. Dr. Sam Zeakes
7. Dr. Ned Okie
8. Dr. Marcella Griggs
9. Dr. Bill Kennan
10. Dr. Robert Trent
11. Dr. Bill Zuti
12. Dr. Betty Dore
13. Dr. Brett Taylor
14. Dr. Eric Ackerman
15. Dr. Claire Waldron
16. Dr. Tom Mullis
17. Dr. Bill Hrezo
18. Dr. Nora Reilly
19. Dr. Chris Herman

A second ballot was conducted for the following faculty.

1. Dr. Jack Call
2. Dr. Matt Franck
3. Dr. Kim Kipling
4. Dr. Ned Okie
5. Dr. Claire Waldron
6. Dr. Bill Hrezo
7. Dr. Nora Reilly

A third ballot was conducted for the following faculty.

1. Dr. Jack Call
2. Dr. Matt Franck
3. Dr. Kim Kipling
4. Dr. Claire Waldron

A fourth ballot was conducted for the following faculty.

1. Dr. Jack Call
2. Dr. Matt Franck
3. Dr. Claire Waldron

Dr. Call and Dr. Waldron were elected as the nominees for the committee.

### **b. IG Task Force Representatives**

The following faculty were elected by acclamation for the IG Task Force.

1. Dr. Lynn Adams
2. Dr. Mary Atwell
3. Dr. Steve Corwin
4. Dr. Claire Waldron

**c. Selection of Slate Nominees of Faculty Member of Board of Visitors**

The following faculty were nominated for the faculty *liaison* to the Board of Visitors.

1. Dr. Doug Woolley
2. Dr. Bill Kennan
3. Dr. Eric Ackerman
4. Dr. Russell Gregory

Dr. Woolley, Dr. Kennan, and Dr. Gregory were elected as the nominees whose names will be sent to President Covington.

**d. Motion: Closure of MS in Environmental and Engineering Geosciences**

Dr. Ernst Kastning clarified the circumstances that led to the motion and emphasized that, while the faculty had voted unanimously to terminate the program, the decision to do so was an economic one resulting from lack of support by the University and that it did not reflect any problem with the quality of the program. The motion passed.

**e. Motion: Closure of MS in Art Education**

Dr. Richard Bay clarified the circumstances that led to the motion and indicated that a similar program will be developed within the Education Department. The motion passed.

**V. New Business**

**a. Motion: Research Enhancement Committee**

Dr. Hazleton discussed the importance of forming this committee in order to be in line with the state's priorities. He emphasized that Radford University's research mission should come from faculty, that it should be unique, and that it should reflect the mission of the University. Dr. Brinckman noted that the wording of the motion should read Faculty Senate rather than Academic Senate. The motion passed.

**b. Motion: Revised Year-in-Service Criteria for Tenure**

Dr. Owen explained that the thrust of the motion is to encourage a dialog on the issue of attracting and retaining excellent faculty. The motion was tabled until the April 1, 2004 meeting.

**VI. QEP Update**

- (1) Dr. Davidson made a motion to amend the agenda so that the QEP update will be the first item on the agenda at a Faculty Senate meeting on April 1, 2004. The motion passed
- (2) Dr. Steve Lerch will give a 20-minute presentation at that meeting.

### **VIII. Announcements**

(1) Dr. Waldron distributed [Dr. Self's recent memo and request](#) regarding the process for distinguished Professor positions and announced that the matter will be discussed at the April 8, 2004 Faculty Senate meeting.

### **VIII. Adjournment**

The meeting was adjourned at 5:15 p.m.

Respectfully submitted,

Skip Thompson, Secretary

**RADFORD UNIVERSITY FACULTY SENATE**  
**Minutes of the April 8, 2004 Meeting**  
**Approved Minutes**

**Heth Commonwealth Room**

**Present:** Mary Atwell, Martin Aylesworth, Margaret Bassett, Richard Bay, Debora Bays, Doug Brinckman, Jack Call, Dennis Cogswell, Dan Davidson, Betty Dore, Bill Flora, Bob Gill, Fess Green (Jim Lollar), Russell Gregory, Jim Gumaer, Don Hall, Sharon Hartline, Chuck Hayes, Vince Hazleton, Maung Htay, Peggy Hunt, Grigory Ioffe, Kay Jordan, Ernst Kastning, Marilyn Meador, Angela Mickle (Mike Dumin), Mike Montgomery, Ned Okie, Stephen Owen, Brett Taylor, Skip Thompson, Cheryl Tieman, Susan Van Patton, Lisa Vassady, Claire Waldron, Doug Woolley

**Absent:** Jennifer Clevenger (excused), Lance Gutierrez (excused), Georgia Hammond (excused), Bill Kovarik, Rick Van Noy

**I. Call to Order**

Dr. Waldron called the meeting to order at 3:30 p.m.

**II. Approval of Minutes [03-25-04](#)**

Minutes of the March 25, 2004 meetings were approved.

**III. Reports**

a. President

(1) Dr. Waldron introduced the new University Librarian David Hayes.

(2) Dr. Waldron reported that the Faculty Senate will hold two forums on April 12-13 from 3:30-5:00 pm each day to solicit faculty input regarding the presidential search. Dr. Call, Dr. Waldron, and Dr. Woolley will attend the first meeting of the Presidential Search Committee in Richmond shortly.

(3) Dr. Waldron announced that Dr. Maggie Basset and Dr. Fess Green will accompany the Kirk Scholars.

(4) Dr. Waldron announced the names of the 2003-2004 Faculty Awards winners.

(5) Dr. Waldron and Dr. Woolley gave an update regarding the Vision Statement narrative that President Covington will present to the Board of Visitors at its May 2004 meeting.

(6) President Covington will recommend a tuition increase for the 2004-2005 academic year at the May BOV meeting and recommend that salary inequities identified in this year's study and class size be addressed. Dr. Woolley reported that an UPBAC subcommittee is presently considering various scenarios if extra revenue from tuition increases is forthcoming, that the subcommittee has identified instruction as the immediate priority, and that more feedback will be given at the next Faculty Senate meeting.

(7) Dr. Waldron reminded senators of the importance of having their constituents contact state legislators with their feedback. Dr. Waldron reported that the BOV has recommended salary increases to get Radford up to the median in the state and that the Salary Equity Committee

will meet next week to begin tweaking the methodology used in the Salary Equity Study.

b. [UPBAC Chair Doug Woolley's report regarding St. Albans property](#)

Dr. Woolley reported that he will amend his report about the recent St Albans controversy.

c. SGA report regarding Honor System Promotion

Ms. Meredith Henderson accompanied by Mr. Matt Crisp gave a follow-up presentation regarding the background and SGA activities to promote the Radford University Honor System. Ms. Henderson stressed that support from faculty, students, and administration is the key to change. She outlined the fundamentals of academic integrity, summarized what the SGA is doing in this regard, and discussed how faculty can help. She asked that the Faculty take a stance for renewed support, embrace the fundamental values of academic integrity, promote the development of a classroom climate consistent with an effective honor system, and follow through when violations occur. Ms. Henderson indicated that any input may be sent to her at [mhenderson@radford.edu](mailto:mhenderson@radford.edu). Ms. Henderson will send her presentation materials to Dr. Waldron for distribution to faculty.

#### IV. Committee Reports

a. Campus Environment

Dr. Gregory reported the committee has discussed Dr. Hazleton's motion regarding RU Athletics and that there will be more discussion at the next meeting.

b. Curriculum

None.

c. Faculty Issues

Dr. Hazleton reported the committee is discussing Dr. Self's request to consider the process for the selection of Distinguished Professors. The committee will consider the results of the faculty satisfaction survey and give a report at the April 22, 2004 Faculty Senate meeting.

d. Governance

Dr. Brinckman reported the percentage of responses by college in the Deans Evaluations and asked that senators remind their constituents to complete the evaluations by the April 9 deadline.

e. Resource Allocation

Dr. Waldron reported the committee is discussing possible allocations of potential new revenue resulting from proposed tuition increases.

#### V. Old Business

a. Motion: [Revised Year-in-Service Criteria for Tenure](#)

Dr. Owen explained that in light of the Deans Council feedback forwarded by Dr. Self, the

original motion be withdrawn. Dr. Owen made a motion to refer the matter to the Faculty Issues Committee for further discussion with the Deans Council. The motion passed.

**b.** The Research Enhancement Committee motion was removed from the agenda since it was passed at the March 25, 2004 Faculty Senate meeting.

## **VI. New Business**

### **a. Motion: Administrative Teaching**

Dr. Brett Taylor explained that the motion recommends that people in Administrative positions teach at least one course in their field of expertise. The motion was tabled until the April 22, 2004 Faculty Senate meeting.

### **b. Motion: Parking Growth and Enforcement**

Dr. Brett Taylor explained that the motion recommends that better parking policy enforcement and changes in the way permits are granted be considered. The motion was tabled until the April 22, 2004 Faculty Senate meeting.

### **c. Change in FSVA Constitution**

Dr. Waldron made a motion to amend the agenda and add a motion to ratify recent amendments to the constitution of the Faculty Senate of Virginia. The motion passed. The ratification motion was tabled until the April 22, 2004 Faculty Senate meeting.

### **d. Motion: Faculty Appeals and Grievance Committee At-Large Vacancies**

Dr. Brinckman made a motion to amend the agenda to add a motion to hold an election to fill at-large vacancies on the Faculty Appeals and Grievance Committees. Rules were suspended to vote on the motion. The motion passed. The election to fill the vacancies will be held at the April 22, 2004 Faculty Senate meeting.

### **e. Motion: Support for Honor Code Initiative**

Dr. Waldron made a motion to amend the agenda to add a motion that the Faculty Senate endorse the SGA Honor Code Initiative. The motion will be considered at the April 22, 2004 Faculty Senate meeting.

## **VIII. Announcements**

None.

## **VIII. Adjournment**

The meeting was adjourned at 4:45 p.m.

Respectfully submitted,

SkipThompson, Secretary



**RADFORD UNIVERSITY FACULTY SENATE**  
**Minutes of the April 22, 2004 Meeting**

**Heth Commonwealth Room**

**Present:** Mary Atwell, Margaret Bassett, Doug Brinckman (Clarence Rose), Jack Call, Jennifer Clevenger, Dennis Cogswell, Dan Davidson, Lance Gutierrez, Don Hall, Georgia Hammond, Sharon Hartline, Vince Hazleton, Maung Htay, Peggy Hunt, Kay Jordan, Ernst Kastning, Marilyn Meador, Angela Mickle, Mike Montgomery, Tom Mullis, Ned Okie, Stephen Owen, Skip Thompson, Cheryl Tieman, Craig Waggeman, Clay Waite, Claire Waldron, Joseph Wirgau, Doug Woolley

**I. Call to Order**

The first meeting of the Radford University Faculty Senate for the 2004-2005 academic year was held on April 22, 2004 in the Commonwealth Room of Heth Hall. The meeting was called to order by Dr. Waldron at 5:00 p.m.

**II. Introductions**

Senators introduced themselves and indicated the departments and colleges they represented.

**III. Descriptions of FSEC duties**

Dr. Waldron gave a description of the duties of Faculty Senate Executive Council officers.

**IV. Nominations and Elections of FSEC**

**a. President:**

Dr. Claire Waldron nominated and was elected as President for the 2004-2005 academic year.

**b. Vice President:**

Dr. Jack Call was nominated and elected as Vice President for the 2004-2005 academic year.

**c. Secretary:**

Dr. Skip Thompson was nominated and elected as Secretary for the 2004-2005 academic year.

**d. At-large:**

Dr. Jennifer Clevenger, Dr. Vince Hazleton, and Dr. Ned Okie were nominated for the at-large senator positions. Dr. Clevenger and Dr. Okie were elected as the at-large senators for the 2004-2005 academic year.

**V. Nomination and Election of Parliamentarian**

Dr. Doug Brinckman was nominated and elected as Parliamentarian for the 2004-2005 academic year.

VI. **Adjournment**

The meeting was adjourned at 5:45 p.m.

Respectfully submitted  
Skip Thompson  
Secretary