

**RADFORD UNIVERSITY FACULTY SENATE**  
**Minutes of the September 8, 2005 Meeting**

**Present:** Eric Ackerman, Mary Atwell, Debbie Bays, Jim Knipe (for Richard Bay), Ginger Burggraf, Jack Call, Dennis Cogswell, Laurie Cubbison, Danielle Currier, Betty Dore, Bill Flora, Alan Forrest, Russell Gregory, Lance Gutierrez, Vernard Harrington, Sharon Hartline, Vince Hazleton, Dale Henderson, Maung Htay, Peggy Hunt, Don Langrehr, Ernst Kastning, Charles Manyara, Marilyn Meador, Angela Mickle, Mike Montgomery, Tom Mullis, Jim Newman, Ned Okie, Steve Owen, Sean Robson, Richard Roth, Lynn Saubert, Bob Sheehy, Julie Temple, Skip Thompson, Ed Udd, Craig Waggaman, Claire Waldron, Joseph Wirgau, Wesley Young

**Excused:** Jennifer Clevenger, Melinda Rose, Alex Orlov, Courtney Bosworth

**I. Call to Order**

The second meeting of the Radford University Faculty Senate (FS) for the 2005-2006 academic year was held on September 8, 2005 in the Commonwealth Room of Heth Hall. The meeting was called to order by Dr. Waldron at 3:30 p.m.

**II. Introductions**

Dr. Waldron asked Senators to introduce themselves and briefly discuss what led them to become involved in governance. Issues and interests mentioned included

- Creating a new relationship with new president
- Belief in the importance of senate and a sense of optimism about the direction the university is taking
- Participating is a way to be informed about the “pulse of RU”
- Interest in seeing more research money available
- Interest in the budget and faculty salaries
- Belief that the FS has been extremely productive
- Interest in General Education and Evaluation of faculty
- Belief that the Senate does things that make a difference, particularly establishing criteria for faculty evaluations and shaping General Education
- Getting off to good start with new administration
- Belief in the growing importance of a faculty voice
- Opportunity to learn the workings of the university
- Active involvement, particularly with General Education
- Interest in what happens with the West Campus
- Excitement in how the university will evolve under new leadership
- Interest in seeing the disparity in per student funding corrected
- Chance to meet colleagues across campus

**III. Approval of Minutes**

Minutes of the FS meeting for April 4-21-05 were approved as distributed.

#### **IV. Reports**

##### **a. FS President**

Dr. Waldron expressed optimism about the new academic year and discussed the opportunities afforded by the appointment of a new President, including opportunities to develop new patterns of communication, new relationships, new directions, new ventures, and a new mindset. She mentioned several events as evidence of these opportunities:

- The first group with whom President Kyle met was faculty. The meeting was not only important symbolically, but the conversation was substantive, sincere, thorough and candid.
- The President emphasized academic quality in each Quest speech welcoming new students and parents
- President Kyle charged faculty with appointing a task force to improve the university's image
- The President convinced the Board of Visitors (BOV) to approve a provost, to elevate academics to its central place in this community.
- The President doubled faculty participation on the Transition Advisory Committee (TAC).

Dr. Waldron reported that the TAC has had two meetings since President Kyle was appointed. This past week, President Kyle and Dr. John Moore, the consultant who is leading the TAC, met with a group of Faculty Senate leaders, including members of the Executive Council (Call, Clevenger, Okie, Udd, Waldron), Senators Atwell, Bays, Meador, Hazleton, and Thompson; and Vice President for Academic Affairs Dr. Wil Stanton. The meeting focused on relationship building and Shared Governance. Dr. Moore has offered advice and counsel that is timely and on-target. For example, he has stressed to the TAC that a university President can survive with the support of the BOV but will not thrive without faculty, since faculty are the only ones who deliver the mission of a university.

Dr. Waldron said that this transition is a learning process for all of us and developing trust will be a continuing focus of communication.

Dr. Waldron reported that Dr. Stanton shared the latest version of the university's 6 year plan with her yesterday. She distributed a copy of the plan to each senator, noting that President Kyle has emphasized that the plan should be considered a working document. Senators were asked to distribute the plan to their faculty and ask for faculty to send feedback to Dr. Stanton.

##### **b. VPAA**

Mr. Burdette and Dr. Stanton spoke briefly about the 6 year plan and the biennium budget request.

**V. IV. Committee Information and Assignments**

FS committee assignments were distributed. The senator designated as convener was asked to convene each group, and elect a chair and recorded before the next FS meeting on September 22, 2005.

**VI. Old Business**

**None.**

**VII. New Business**

**None.**

**VIII. Adjournment**

**The meeting adjourned at 5:00 pm.**

**Respectfully submitted,**

**Claire Waldron**

Faculty Senate Meeting  
Approved Minutes  
October 13, 2005

**I. Call to Order**

- a) Meeting was called to order at 3:30pm by Dr. Claire Waldron.
- b) Members present: Eric Ackerman, Mary Atwell, Debbie Bays, Richard Bay, Courtney Bosworth, Jack Call, Jennifer Clevenger, Dennis Cogswell, Laurie Cubbison, Danielle Currier, Betty Dore, Bill Flora, Alan Forrest, Russell Gregory, Sharon Hartline, Vernard Harrington, Vince Hazleton, Maung Htay, Dale Henderson, Ernst Kasting, Charles Manyara, Marilyn Meador, Angela Mickle, Mike Montgomery, Tom Mullis, Jim Newman, Ned Okie, Alexai Orlov, Sean Robson, Melinda Rose, Richard Roth, Stephen Owen, Bob Sheehy, Dan Davidson for Lynn Saubert, Skip Thomson, Ed Udd, Criag Waggaman, Claire Waldron, Joseph Wirgau, and Wesley Young.
- c) Members absent: Ginger Burggraf, Lance Gutierrez, Peggy Hunt, Don Langrehr, and Lisa Tucker.

**II. Approval of Minutes 9-22-05**

- a) Unanimously approved without changes.

**III. Reports**

- a) President
  - i) Six year plan: Plan was distributed to senate previously. Keep in mind that the goals were imposed by the state. Senators need to share this plan with their constituents. Dale Henderson, a FS member on the Planning and Budget committee spoke about the plan in relation to the P&B committee. Base budget adequacy – asked for a higher amount than usual and was the highest priority. The 6-year plan has 14 spending initiatives, which P&B will be looking at during Spring 2006, so that they can improve and prioritize the list of initiatives. President Kyle has charged that committee with reviewing the plan. Dr. Waldron strongly recommended that senators read the plan and come back with questions. Pass along any questions or suggestions for P&B to Dale Henderson.
  - ii) IMAGE Taskforce-FSEC identified people to serve on this taskforce. President Kyle will be meeting with the taskforce in November. Members: Angela Adema, Shelley Blumenthall, Raymond Linville, Michael Mardis, Angela Stanton, Mark Camphouse, and 2 Students. Image taskforce will also be working with FS campus environment committee.
  - iii) Dr. Waldron met with President Kyle on Wednesday October 12. They discussed a time for informal meetings with faculty. President Kyle would like to get to each department for a visit. Dr. Waldron invited the president to attend a FS meeting on Nov. 10.
  - iv) Danielle Currier asked that we share information from the transition team. One item: A document on guidelines for establishing a relationship was handed out to the senators. These guidelines were discussed and agreed to by the transition team and will help change the culture at RU.

- b) VPAA - Dr. Wil Stanton
  - i) Governor's Budget initiative
  - ii) Merit increases: State allocated 4% to have increase in pay. How the pool of money will be distributed should be in place tomorrow with David Burdett.
  - iii) Salary Study –will get information back soon.
  - iv) Increments for promotion – increasing amount will be in place if approved for those going up for tenure and promotion this year and given next year.
  - v) Dr. Stanton will be meeting with Dr. Lerch about increasing pay for summer school.
  - vi) Human patient simulator was approved by SCHEV but now they want to re-visit the issue. Going back Oct. 25 to explain further.

#### **IV. Reports**

- a) Governance
  - i) Governance met September 29<sup>th</sup>. They are charged with revising overall Internal Governance to eliminate overlap.
- b) Faculty Issues
  - i) Discussed objectives in faculty evaluations administration, timing, analysis. Also looking at new faculty mentoring and how we can implement other means of mentoring.
- c) Curriculum
  - i) Initiated a study on general education by soliciting information from faculty on how they feel about general education. The committee hopes to have many people reply to survey so they will know where faculty stand on the issue. They encourage all of FS to reply to survey and to encourage your colleagues to respond as well.
- d) Resource Allocation
  - i) Collection and dissemination phase. Dr. Wil Stanton noted that there are 14 initiatives in budget but it is likely not all will be funded. Only those that go into governor's budget will be funded. The rest will have to be negotiated. Dr. Stanton will likely be asked what we would most like to have funded.

#### **V. No old business.**

#### **VI. No new business.**

#### **VII. Announcement**

- a) Richard Bay announced that the Mexican Mask exhibit was opening in Powell.

#### **VIII. Adjournment**

- a) FS adjourned at 4:09 pm.

**Faculty Senate Meeting Minutes**  
**October 27, 2005**  
**3:30 PM**  
**Heth Commonwealth Room**

- I. **Call to Order**
  - a. Meeting was called to order at 3:30pm by Dr. Claire Waldron.
  - b. Members present: Eric Ackerman, Debbie Bays, Richard Bay, Courtney Bosworth, Ginger Burggraf, Jack Call, Jennifer Clevenger, Dennis Cogswell, Laurie Cubbison, Danielle Currier, Betty Dore, Bill Flora, Alan Forrest, Russell Gregory, Lance Gutierrez, Vince Hazleton, Dale Henderson, Peggy Hunt, Ernst Kasting, Don Langrehr, Charles Manyara, Marilyn Meador, Angela Mickle, Tom Mullis, Jim Newman, Ned Okie, Alexai Orlov, Sean Robson, Melinda Rose, Richard Roth, Stephen Owen, Bob Sheehy, Dan Davidson for Lynn Saubert, Julie Temple, Skip Thomson, Ed Udd, Craig Waggaman, Claire Waldron, Joseph Wirgau
  - c. Members absent: Vernard Harrington
  - d. Members excused: Mary Atwell, Sharon Hartline, Maung Htay, Mike Montgomery, Wesley Young
  
- II. **Approval of Minutes 10-13-05**
  - a. Approved.
  
- III. **Reports**
  - a. **Dr. Dan Davidson, CVC**

Dr. Davidson discussed the Commonwealth of Virginia Campaign. He noted that several colleges still had not name their representative. Materials would be distributed by college rep on November 1. There will be a competition between colleges to get the most contributions. Some type of trophy or prize will be awarded.
  - b. **President**

Discussed salary study and methodology. Faculty have not seen the final salary study results.
  - c. **Acting Vice President for Academic Affairs**

Dr. Stanton discussed combining tenure and promotion documents. He asked that a motion be made for this purpose. Dr. Stanton is recommending to President Kyle that the new increments for promotion be: a) Instructor to Assistant Professor \$2,500; b) Assistant Professor to Associate Professor \$3,500; and c) Associate Professor to Full Professor \$5,000. Dr. Scartelli spoke

at this time about the Dean's Council looking into raising the stipend for chairs.

**IV. Committee Reports**

- a. **Resource Allocations – Dale Henderson:** RAC received the E&G breakdown by dept and are conducting an analysis on it. RAC is drafting a proposal for Distinguished Fellows (two per college). RAC is examining the use of current endowment and eminent scholar monies. RAC is comparing number of sabbaticals at RU to that of several other institutions. RAC has been charged with and is seeking five year E&G receipts and disbursements to and from University Advancement. RAC is developing a report for the Senate on current E&G distributions.
- b. **Governance – William Flora:** No report.
- c. **Campus Environment - Debbie Bays:** Courtney Bosworth was selected to represent Campus Environment on the President's Image Taskforce. He is going to attend the first meeting on Nov. 1. The committee also has reviewed the Admitted Student Questionnaire (2004) as one possible source of information pertinent to the task force. They have also discussed plans for the additional committee objectives.
- d. **Faculty Issues -Danielle Currier:** No report.
- e. **Curriculum Committee – Marilyn Meador:** Replies to the General Education questions have been arriving. The committee will be working on a report for the next Senate meeting. We have a motion for New Business: proposal for a PsyD program.

**V. New Business**

- a. **Motion:** Proposal for Doctor of Psychology Degree  
Tom Mullis spoke briefly about the motion on behalf of the Psych department.
- b. **Motion:** Proposal to Combine Tenure and Promotion Documents.  
Jack Call put forth this motion. The rules were suspended and a vote was taken immediately. The motion passed.

**VI. Announcements**

None

**VII. Adjournment**

Adjourned at 4:30.

Faculty Senate  
Approved Minutes  
11-10-05

- I. Call to Order
- II. Approval of Minutes from 10-27-05
- III. Reports
  - a. Claire Waldron introduced President Kyle and spoke about open communication.
  - b. President Kyle spoke to the Faculty Senate. She thanked faculty for invitation and noted that she has had a whirlwind time during last 6 months. She feels like she doesn't have enough time and must rush through meetings but hopes next year she can get to know faculty better. She spoke about the alcohol policy changes-has not actually changed policy just enforced it. Some decisions were made before her arrival by Dr. Pomerantz and Dr. Mardis during late Spring based on actions in April and May. She has not had time to address any policies yet. President Kyle spoke about Stephanie Harmon (SGA) who was upset about "bad actions" by Radford police. Stephanie told President Kyle about students and her own roommate's problems with the police. Wanted help from President Kyle. Relayed conversation with David Burdett to work out problems. SGA feels she is not doing anything to help the student with this problem. President Kyle held a Meet and Greet for questions. Students were only interested in talking about harassment by Radford Police. President Kyle wants to work to have a better relationship with the Radford Police. President Kyle, David Burdett, Norleen Pomerantz, (head of RU police) , Radford Mayor, Radford Police chief, and Dr. Mardis met about problems. Ideas discussed included RU police and Radford police bike ride together and rides in police cars. Both have been implemented on weekends. Event for 400 major donors held in the Library (closed to students) served alcohol. Students became upset. Kyle wanted to cancel reception but Charlie Wood said couldn't be done. Reception was held anyway because it was done in the past but she wished she hadn't allowed the reception to be held. President Kyle did not go to reception but went to dinner where no alcohol was served. Students picketed so Dr. Mardis and Stephanie Harmon guided students to free speech area. The students were not upset about closed library but alcohol being served. Students are now realizing that all they need to do is ask President Kyle to communicate. She has had 2 Meet and Greet sessions and went to Intrafraternity Council.  
**Travel Policy** - 1994: George Allen Executive Order-governor's office must be notified if State employee travels out of state. College president delegates information on travel policy:
    - 1. President expected to know about out of state travel (can ask those in the know)

2. Four or more people cannot go to same meeting without special dispensation

Travel requests are being reviewed personally by President Kyle but has not denied anyone yet. Looking at requests helps her to learn about faculty and what we do and learn at conferences.

Dale Henderson (RAC) asked President Kyle about salaries and the 6 year plan.

1. SCHEV: 72% on salary –how fix? Can't be fixed-spoke to head of SCHEV-we are below 60%-SCHEV analyst says we are with peer group at 72th percentile. Dan Hicks says only recourse is to get in new peer group. President needs to get us into another peer group. One way to move is through terminal degree programs-looking at 2 doctoral programs and professional degree programs. Another way is by having higher SATs and student profile.
2. 6 yr plan/Strategic plan: 70% of funds from E&G for academic affairs. Last year was only 63%~why? Working toward 70% each of the next 6 years.

### **University Advancement**

Undue influence of Foundation on academics-President Kyle sees the least of the Foundation/Development people, so cannot have influence. Feelings come from before she took office. University Advancement has many parts- unsure what we are referring to. Charlie Wood retiring June 30-staying this year to help with private fund raising to help President. Will be launching search for chief development officers who can take over fundraising part of job.

**RU West: Dale Henderson wanted to know** assured would be self-sufficient, etc. Spending lots of \$. Want to bring businesses to say rent but have no businesses. Wondered if approached a telephone operators (Capital One) but told only want top white collar jobs. Not going to wait any longer for these executives, moving forward with Pharmacy School, grad school, and governor school. Academics first and see what follows.

### **Provost Search:**

We have issued the RFP for search firms to help with international search. Jack Call, Skip, Tiffany (student), Staff, President

Proposals-Nov. 29 due

Evaluation: Dec.-Contract decision

Want 5-8 companies in running

Once have company we need to agree on job description. We will have a search committee once firm chosen-at large election per college to elect someone for search committee, FS president, SGA president, AP senate, and graduate student and RU president. Faculty are majority of search committee. Provost must be on board by July 1~would like to begin in June.

### **FS President Report: BOV Meeting in Arlington**

#### IV. Committee Reports

RAC: none-new professor orientation~set up a monthly program and orientation

FAC Issues:

1. reimbursement for travel-well below IRS levels
2. why classroom assignments got messed up?

3. process of student evaluation and instructor need

CC: Marilyn-PsyD proposal, report on survey gen ed and voted to move proposal for graduation to come back on agenda

GOV: Bill-looking at goals and looking at election criteria for temp faculty

C E: Debbie -Comm. Council (Courtney Boswell)

V. Old Business

Motion-PsyD

For Tom Mullis spoke for the motion and passed around some supporting papers. Dean Liss discussed budgetary needs. Carry over funds from masters program that will be discontinued.

For Dale-RAC- no new monies from State how will we fund this project.

For Wil-WTO \$790, 000 for positions and other areas needed-increasing credentials of college, expecting \$580,000 additional for graduate fellowships.

Alan Forrest-against-course load of faculty-didn't speak formally to other have oral science people, among other concerns, budgetary concerns, will council psych continue if not approved.(emphasis on rural mental health, only 2 classes, Tom says 8 courses)

For Ed Udd-means justified, low impact to university.

Alan-# of students

-Support in principle but want concerns addressed in document for SCHEV

Hilary-began with 5 students, then 9 on campus 3 years and then 1 year internship

Motion Passed

Alan (Abstention)

VI. New Business

Motion: grad policy change, will consider next time

VII. VPAA Report

Dr.Stanton

-Proposal for increments-accepted by President but must be approved by BOV in Feb. 2006

-Working on Summer School

3.5% per credit hour-VT

Can't make more than \$54,000

Want to go up to 3.25%?

What would happen if remove cap?

VIII.

Announcement:

-Adjustments will be made to those who are egregiously compressed

-continue discussions for compression to be addressed

IX. Adjourned

Meeting Adjourned 5:15pm

Faculty Senate  
Approved Minutes  
12-08-2005

**Present:** Eric Ackerman, Mary Atwell, Courtney Bosworth, Richard Bay, Ginger Burggraf, Jack Call, Jennifer Clevenger, Dennis Cogswell, Laurie Cubbison, Danielle Currier, Betty Dore, Bill Flora, Alan Forrest, Russell Gregory, Lance Gutierrez, Sharon Hartline, Dale Henderson, Maung Htay, Charles Manyara, Marilyn Meador, Angela Mickle, Mike Montgomery, Jim Newman, Ned Okie, Alex Orlov, Steve Owen, Sean Robson, Melinda Rose, Richard Roth, Lynn Saubert, Skip Thompson, Ed Udd, Craig Waggaman, Claire Waldron, Joseph Wirgau, Wesley Young

**Absent:** Vernard Harrington, Vince Hazelton, Peggy Hunt, Don Langrehr, Ernst Kastning, Tom Mullis, Bob Sheehy, Julie Temple

**Excused:** Debbie Bays, Vince Hazleton

**I. Call to Order**

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

**II. Approval of Minutes**

- a. Because of impending inclement weather, approval of the minutes was dispensed with, and will be addressed at the next meeting.

**III. Reports**

**a. President**

- i. President Waldron Discussed the BOV meeting in Abingdon. The first day was a retreat entitled "Assessing and Enhancing the President/BOV Relationships." They had a list of best practices. There was a lengthy discussion on the evaluation of the President. There was a commitment by the BOV to be engaged in strategic planning and approving the budget process. Many of the BOV noted that it was a very productive meeting. The second day was a regular BOV meeting. Dr. Waldron asked the BOV about money being spent on the West Campus. She also discussed the salary study in relation to other colleges and asked that the strategic plan address salary issues.

## **ii. Election of Faculty Senator to Provost Search Committee**

Because Dr. Waldron asked President Kyle that a faculty member other than herself to participate on the Provost Search Committee, the Faculty Senate was asked to elect a senator to serve.

Danielle Currier and Angela Mickle were nominated. Angela Mickle was elected to serve on the committee.

Dr. Waldron reminded faculty that January 12, 2006 is Higher Education Advocacy Day in the General Assembly. This effort is co-sponsored by the Faculty Senate of Virginia and the Virginia AAUP.

### **b. VPAA Report**

- iii. Dr. Stanton noted that the BOV requested a report for the February meeting about salaries. He is also going to clarify this information for the state.
- iv. The proposal for the PysD. is at the state level for approval.
- v. Summer school money will be moved into regular budget. There will be a raise from 2.5% to 3% of salary per credit hour for faculty teaching summer school. Extended campus teaching funds will be moved back into academic affairs budget as of January.
- vi. The cabinet is working to clarify the discrepancy between SCHEV's understanding of RU faculty salaries and RU's understanding of faculty salaries.
- vii. DR. Stanton is looking into a policy for final exams contingent upon inclement weather problems.

## **IV. Committee Reports**

- a. Governance – Bill Flora reported that the committee is discussing elections of temporary faculty.
- b. Faculty Issues – Wesley Young reported that the committee is addressing new faculty orientation, including possibly having a semester long orientation. There could be session open to all faculty to help keep them abreast of changes. There is also a possibility for a mentoring system. The committee is also looking into travel reimbursement.
- c. Campus Environment – Courtney Bosworth reported that the committee was asked to consider conducting a parking survey and is working with communication council.
- d. Curriculum – Marilyn Meador reported that the committee will have a report on General Education at the next meeting.
- e. Resource Allocation. Dale Henderson reported that the committee is looking into salary calculations. They are at the clarification and

interpretation stage. They hope to have a plan laid out for next semester.

f.

**V. Old Business**

a. Motion – Graduation Policy Change – Because Senator Hazleton was not present, no motion was made to bring this item off the table.

b. Motion – Graduate Policy Change: Transfer Credit

After a brief discussion, the motion passed.

**VI. New Business**

No new business was introduced.

**VII. Announcements**

No announcements were made.

**VIII. Adjournment**

The meeting adjourned at 4:00 pm.

Respectfully submitted,

Jennifer Clevenger, Ph.D.  
Secretary

Faculty Senate  
Approved Minutes  
2/2/06

Present: Eric Ackerman, Richard Bay, Courtney Bosworth, Ginger Burggraf, Jack Call, Roann Barris, Laurie Cubbison, Betty Dore, Alan Forrest, Russell Gregory, Lance Gutierrez, , Bill Kennan (for Vince Hazleton), Maung Htay, Dale Henderson, Marilyn Meador, Angela Mickle, Mike Montgomery, Tom Mullis, Jim Newman, Ned Okie, John Roufagalas, Sean Robson, Melinda Rose, Richard Roth, Stephen Owen, Bob Sheehy, Lynn Saubert, Skip Thompson, Lisa Tucker, Ed Udd, Bob Gill (for Craig Waggaman), Claire Waldron, Joseph Wirgau, Wesley Young

Excused: Bill Flora, Don Langehr, Sharon Hartline

Not Present: Mary Atwell, Dennis Cogswell, Danielle Currier, Peggy Hunt, Ernst Kastning, Charles Manyara,

- I. Call to Order
- II. Approval of minutes 11/10/05 with no changes and 12/8/05 as amended
- III. Election of Faculty Senate Secretary
  - a. Richard Roth nominated Lisa Tucker; Ed Udd seconded
  - b. Wesley Young nominated Danielle Currier; Lance Gutierrez seconded
  - c. Ballots were collected and Lisa Tucker is the new Secretary
- IV. Reports
  - Claire Waldron reported on the Faculty Senate of Virginia (FSVA)-AAUP Higher Ed Advocacy Day at the Virginia General Assembly on January 12, 2006. There were 67 faculty member and 17 students representing 23 institutions across Virginia (all except the University of Virginia). The issues discussed were base budget adequacy, adequate retirement, accessibility and affordability of higher education and the competitiveness of faculty and faculty retention issues. FSVA has proposed specific legislation: ***Joint House Resolution 161: Higher educational institutions; SCHEV to study competitiveness in attracting & retaining faculty.*** The full text of the resolution is available at

<http://leg1.state.va.us/cgi-bin/legp504.exe?061+sum+HJ161>

The legislation grew out of the FSVA meeting in November, where faculty expressed a widespread concern re: competitiveness and felt that specific legislation to address problem areas such as benchmarking was needed. However, it was apparent that data to inform this discussion was needed, so this bill is the first step. Jim Lollar met with Dan LaVista and Dan Hicks and others at SCHEV to discuss study needs and processes, as FSVA is not content to accept the status quo as the model for shaping higher education in Virginia.

a.

Jack Call reported on the Commission on the Future of the University. The commission was formulated following President Kyle's address last year and is charged with visioning a future for RU. Dr. Kyle chairs the commission with Jack Call and Chuck Hayes as co-chairs. The commission has divided into seven task forces: Governing Ideas (chair Joe Scartelli), Driving Forces (chair Wil Staunton), Undergraduate Education (chair Ivan Liss), Graduate Education (chair Alice Anderson), Faculty Engagement (chair Claire Waldron), and Public Engagement and Service (chair Bill Dempsey), and Academic Centers of Distinctiveness (chair Karma Castleberry). Included on the commission are several people outside the university including the mayor of Roanoke, the City Manager of Radford, members from the Board of Visitors and Bittle Porterfield, former Rector of the RU Board of Visitors and Vice Chair of the SCHEV Board. **The commission hopes to add 3-4 faculty members and a couple of students to each task force.** Senators were asked to notify their constituents about the call for volunteers and to make recommendations for junior faculty and students who will participate to either Claire Waldron or Jack Call.

Claire Waldron reported that the ongoing Salary study committee has been meeting regularly in preparation for the Board of Visitor's meeting on February 17. At the November BOV meeting, she reported that questions were raised about

- The discrepancy between SCHEV's understanding of where faculty salaries are (72nd percentile relative to our peer group) and the reality of where our salaries are.
- The internal allocation of E & G funds, particularly funds allocated to Academic Affairs
- Salary compression

The Board asked for a report addressing these issues, as terms such as Appropriated salary and Actual Salary are confusing to everyone. Dr. Stanton and Mr. Burdette will be addressing these issues. Claire indicated that it's important for the Board to understand the reality of how the benchmarking process has disadvantaged RU, how Appropriated and Actual salaries are determined and how they have actually compared over the last 10 years, and how resources directed to faculty affect our academic reputation and national rankings.

- b. Acting Vice president for Academic Affairs Wil Staunton  
Wil Staunton reported on three proposals already approved by President Kyle but awaits BOV approval
  - i. Faculty Promotion increments increase
    - 1. Instructor promoted to Assistant Professor \$2500

2. Assistant Professor to Associate \$3500
3. Associate to Full Professor \$5000
- ii. Compensation for Department Chairs and School Directors stipend increases
  1. New range \$6000-\$12000
- iii. Summer compensation increases
  1. increase from 2.25% to 3% (\$1200 min-\$2700 max.)
- iv. In addition, Dr. Staunton reported on an upcoming SCHEV site visit and the PsyD proposal. Carole Seyfrit reported the dates for the visit (February 14-15) and helped to explain the proposed decision timetable wherein the SCHEV staff reports to the Governor in June 2006 with a recommendation.

- c. Vice president for Business Affairs David Burdette  
Mr. Burdette reported on the current budget requests and status with the General Assembly. The strategy is to hold onto the money that has already been funded and to request additional funds for base budget adequacy, a Center for Graduate and Professional Studies and an increase to the current proposed faculty raise of 2% and staff raise of 3%. Mr. Burdette briefly discussed SCHEV's process for setting salaries, noting the differences between Appropriated and Actual salaries.

V. Committee Reports—there were no committee reports

VI. Old Business

**a. Hazleton Motion: Changes in Policy Concerning Evaluations of Student Progress Toward Graduation**

The motion was removed from the table. Bill Kennan presented the motion on behalf of Dr. Hazleton. After discussion opposing the motion by Steve Lerch, Heidi Terry and Senators Call, Harrington, Wirgau and others, the motion was put to vote. The motion was defeated.

VII. New Business

**VIII.**

**a. Motion: General Education Recommendations**

The general education motion was presented by Marilyn Meader and seconded by Russell Gregory. The motion will be discussed at the next meeting.

IX. Announcement: none

X. Adjournment: the meeting was adjourned at 5:10

Respectfully submitted,

Lisa Tucker,  
Secretary

**Radford University Faculty Senate**  
**Approved Minutes of the February 16, 2006 Meeting**  
**Heth Commonwealth Room**

Present: Eric Ackerman, Mary Atwell, Roann Barris, Richard Bay, Debbie Bays, Courtney Bosworth, Ginger Burggraf, Laurie Cubbison, Danielle Currier, Betty Dore, Bill Flora, Alan Forrest, Russell Gregory, Lance Gutierrez , Sharon Hartline, Ernst Kastning, Bill Kennan (for Vince Hazleton), Maung Htay, Dale Henderson, Marilyn Meador, Angela Mickle, Mike Montgomery, Tom Mullis, Charles Munyara, Jim Newman, Ned Okie, Sean Robson  
John Roufagalas, Melinda Rose, Richard Roth, Stephen Owen, Bob Sheehy, Lynn Saubert, Skip Thompson, Lisa Tucker, Ed Udd, Bob Gill (for Craig Waggaman), Claire Waldron, Joseph Wirgau, Wesley Young

Excused: Jack Call, Don Langrehr

Not Present: Dennis Cogswell, Vernard Harrington, Peggy Hunt

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

**II. Approval of minutes**

Minutes of February 2, 2006 meeting were approved with no changes.

**III. Reports**

a. Meeting with President Kyle: Claire Waldron and Jack Call met with President Kyle to express faculty concern about travel policies. They also invited President Kyle to attend two faculty forums for the new task force and she agreed to attend.

RU Advocacy Day: Claire reported that she was the only faculty member on the trip. In addition, several deans, board members, students and alumni attended the day on RU's behalf.

Commission for the Future on the University: Claire announced that there is now an 8<sup>th</sup> task force focused on student interaction. Faculty sessions will be held after Spring Break with a major meeting on March 22.

Board of Visitors Meeting: No surprises are expected. Mr. Burdette will report on internal money allocations and Dr. Stanton will report on SCHEV benchmarking issues.

On-going Salary study committee report: Claire indicated that they will continue to look at this.

- b. Acting Vice President for Academic Affairs Wil Stanton: Wil Stanton is at the BOV meeting

Carol Seyfrit gave a report on the site visit for the Psy D. The visit went well and while they have 7 pages of notes of things to look at, there were no major concerns. Both Carol and Tom Mullins felt very encouraged.

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

- a. Governance: Bill Flora reported that they are looking at the internal communications structure with the Dean's Council. They are also on a fact-finding mission about student evaluations and whether outside faculty should be brought in to review P&T where the departments are small. They are considering term limits for chairs and evaluating the term "merit" pay. Recommendations will be forth-coming.

Danielle Currier reported on the new faculty training class which has come from "the top down" –she and Krista Terry, Paula Stanley and Bethany Bodo are working on an assessment device to gather data on what should be covered in this orientation. They are also considering questions such as does everyone have to attend?

- b. Curriculum: Marilyn Meador reported on the proposal to eliminate the BGS degree and the Pharm D Proposal.
- c. Environmental: Debbie Bays reported that a subgroup is looking at the faculty surveys and will report a summary this year.
- d. Resources: Dale Henderson reported that they are looking at the Pharm D numbers in terms of resources and allocations.

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

##### a. **Motion: General Education Recommendations**

A friendly amendment was made by Marilyn Meador:

The faculty senate recommends

- a.) that no further discussion of substantive changes to the General Education Program be undertaken at this time; and
- b.) that the General Education Curricular Advisory Committee should be directed toward moving ahead with an assessment plan

The motion carried.

**VI. New Business**

- a. **Motion: Proposal to eliminate the Bachelor of General Studies (BGS)**
- b. **Motion: Proposal for Doctor of Pharmacy Degree**
- c. **Motion: Faculty Participation in RU Advocacy Day**

Skip Thompson made the following motion: The Faculty Senate recommends that at least six faculty members participate in all future RU Advocacy Days at the General Assembly. The motion was seconded and will be considered at the next senate meeting.

These motions will be on the agenda next week; please take to your faculty.

**VII. Announcements:** none

**VIII. Adjournment:** the meeting was adjourned at 4:11 p.m.

Respectfully submitted,

Lisa Tucker,  
Secretary

**Radford University Faculty Senate**  
**Minutes of the March 2, 2006 Meeting**  
**Heth Commonwealth Room**

Present: Eric Ackerman, Roann Barris, Richard Bay, Debbie Bays, Courtney Bosworth, Ginger Burggraf, Dennis Cogswell, Danielle Currier, Betty Dore, Bill Flora, Alan Forrest, Russell Gregory, Lance Gutierrez, Sharon Hartline, Vince Hazleton, Ernst Kastning, Maung Htay, Jim Lollar (for Vernard Harrington), Dale Henderson, Don Langrehr, Marilyn Meador, Deborah McLaughlin, Angela Mickle, Mike Montgomery, Tom Mullis, Charles Munyara, Jim Newman, Ned Okie, Stephen Owen, Sean Robson, John Roufagalas, Melinda Rose, Richard Roth, Lynn Saubert, Skip Thompson, Lisa Tucker, Ed Udd, for Craig Waggaman, Claire Waldron, Joseph Wirgau, Wesley Young

Excused: Mary Atwell, Jack Call

Not Present: Laurie Cubbison, Bob Sheehy, Peggy Hunt

**I. Call to Order:** The meeting was called to order by Dr. Waldron at 3:30 p.m. She welcomed Deborah McLaughlin, the new Senator from the Dance Department.

**II. Approval of minutes**

Minutes of February 16, 2006 meeting were approved with no changes.

**III. Reports**

**a. President's Report**

**i. Commission of the Future of the University**

Steering committee is meeting on a regular basis planning for the March 22 meeting of the whole commission. The steering committee is meeting on a regular basis. On behalf of the Governing Ideas Task Force, Dean Scartelli has sent out a survey to 30,000 people addressing core values of Radford University.

**ii. Board of Visitors meeting**

Claire shared a summary of her comments to the Board of Visitors (BOV) meeting in February. She thanked the BOV for their participation in RU Advocacy Day and noted that the Senate had recommended that more faculty participate in future advocacy days. She reported that she asked that the BOV minutes be amended to include the four questions that had been raised in the November BOV meeting regarding a) the discrepancy between SCHEV's understanding of RU faculty salaries relative to RU benchmark peers (72nd percentile) and contrasting perceptions that RU salaries are far below that percentile, b) allocations of funds to Academic Affairs, c) allocations of \$400,000 of E & G funds for rent on West Campus, and d) allocation of only \$70,000 to address longstanding egregious salary compression for 130 professors in a budget that included over \$6 million new dollars. She also asked that strategic planning explicitly target these salary issues for faculty.

Claire distributed the report presented by Mr. Burdette at the February BOV meeting; the report described distribution of E & G funds at RU and schools with similar missions. She pointed out that some of the statements on the last page that suggested “a lack of a strategic plan, or a process,” or references that suggest that there was no agreement to 70% allocation objective ” were not accurate and do not capture the extensive planning that was done on this campus by hard working committee members, nor the agreement by the who agreed that more resources needed to be allocated to Academic affairs; nor do those statements explain how the decision was made to allocate resources to the Business Technology Park instead of faculty salaries.

**b. Report from Acting Vice President of Academic Affairs**

Dr. Stanton reported on legislation submitted to the General Assembly requiring that SCHEV review all peer institutions for all schools in Virginia by 11/2006. He thanked Mr. Burdette and Claire and James Lollar for visiting SCHEV and working to explain inconsistencies in the benchmarking methodologies. The university will begin studying new benchmark institutions, taking into consideration the PsyD and PharmD programs.

The Board of Visitors did approve all three salary adjustments (summer pay, chair stipend and promotion increments)

Dr. Stanton reported that with Mr. Burdette leaving, the following new administrative appointments were made by the President:

1. Ed Scarborough who is serving as a public relations consultant to the President will take on the additional responsibilities for the RU Police Department and ITR.
2. Roy Saville will report directly to the President and will assist her in developing the University’s facilities master plan.
3. Norleen Pomerantz will add to her current duties RU's presence in community events and boards.
4. Evelyn Wilson will report directly to the President regarding the budget.
5. Karen Castele will move temporarily to David’s office and be responsible for the units headed by Tommy Manning (facilities, housekeeping, and grounds), Bill Shorter (HR) and Bill Dalton who manages much of the campus services.

It is anticipated that a CFO will be recruited and hired sometime in the next few months.

Faculty raised many questions about how these decisions were made.

**IV. Committee Reports:**

**Governance:** Bill Flora reported that they had a productive meeting.

**Faculty Issues:** Danielle Currier reported that she continues to work on the new faculty training class with Krista Terry, Paula Stanley and Bethany Bodo.

**Curriculum:** Marilyn Meador reported on the proposal to eliminate the BGS degree and on the Pharm D Proposal.

**Campus Environment:** Debbie Bays reported that the committee continues to work on summarizing faculty survey results.

**Resource Allocation:** Dale Henderson reported that they gave Dean Liss some questions to answer concerning resource allocations.

## V. Old Business

### a. **Motion: Proposal to eliminate the Bachelor of General Studies (BGS) program**

The motion was brought of the table and a vote was taken. The motion carried.

### b. **Motion: Proposal for Doctor of Pharmacy Degree**

The motion was brought of the table. Dean Liss answered a series of questions about the resources involved in the Pharm D proposal and how they would be obtained. The motion carried.

### c. **Motion: Faculty Participation in RU Advocacy Day**

The motion was brought of the table and a vote was taken. The motion carried.

## VI. New Business

### a. **Motion: Psychology 230**

Sean Robson moved that the Faculty Senate approve **Psychology 230** as a General Education course in Area 8 (Social and Behavioral Sciences). The motion was seconded. The justification for the motion will be provided next meeting.

### b. **Motion: ESHE 262**

Angela Mickle moved that the Faculty Senate approve **ESHE 262** as a General Education course in Area 5 (International and Intercultural Studies). The motion was seconded. The justification for the motion will be provided next meeting.

### c. **Motion: MATH 132**

Skip Thompson moved that the Faculty Senate approve **MATH 132** as a General Education course in Area 6 (Mathematical Sciences). The motion was seconded. The justification for the motion will be provided next meeting.

- d. **Motion: Change Constitution Wording to Reflect Gender Neutral Construct**

On behalf of the Governance Committee, Bill Flora moved that the Faculty Senate recommend change in wording of the Senate Constitution to reflect a gender neutral construct. The motion was seconded. The justification for the motion will be provided next meeting.

- e. **Motion: Change in Election Process for Adjunct and Full-Time Temporary Faculty Senators**

On behalf of the Governance Committee, Bill Flora moved that the Faculty Senate support changes to the constitution and By-laws which describe the election process for Adjunct and Full Time Temporary Faculty to the Faculty Senate. The motion was seconded. The justification for the motion will be provided next meeting.

**VII. Announcements:** none

**VIII. Adjournment:** the meeting was adjourned at 4:30 p.m.

Respectfully submitted,

Lisa Tucker,  
Secretary

**Radford University Faculty Senate  
Unapproved Minutes of the April 6, 2006  
Heth Commonwealth Room**

Present: Mary Atwell, Roann Barris, Richard Bay, Debbie Bays, Courtney Bosworth, Ginger Burggraf, Jack Call, Dennis Cogswell, Laurie Cubbison, Danielle Currier, Bill Flora, Alan Forrest, Russell Gregory, Vernard Harrington, Vince Hazleton, Dale Henderson, Don Langrehr, Deborah McLaughlin, Charles Manyara, Marilyn Meador, Angela Mickle, Mike Montgomery, Ned Okie, Stephen Owen, Richard Roth, John Roufagalas, Lynn Saubert, Bob Sheehy, Lisa Tucker, Craig Waggaman, Claire Waldron,

Excused: Betty Dore, Lance Gutierrez, Sharon Hartline, Maung Htay, Skip Thompson, Ed Udd, Joseph Wirgau

Not Present: Eric Ackerman, Ernst Kastning, Tom Mullis, Jim Newman, Sean Robson, Melinda Rose, Wesley Young

- I. **Call to Order:** The meeting was called to order at 3:35
- II. **Approval of Minutes:**  
The minutes from the 3-23-06 meeting were approved as submitted
- III. **Reports**
  - a. **President**
    - **President Inauguration Committee**  
The committee consists of 2 BOV members and Clay White and Preston Thayer. The event is scheduled for October 6, 2006. The Executive Council will get back to you on this.
  - b. **Registrar, Heidi Terry**  
Heidi Terry reported on the efforts to replace the campus-wide administrative system. Heidi chaired the committee that looked at this with Bob Sheehy as the faculty representative. "Decision Director" was identified as the system most compatible with Radford University's needs. The plan is to release an RFP in October and to make a decision by December. This is a long-term project (3-4 years). Heidi requests that you send her names of anyone you think needs to be a part of the stakeholders group. Anyone who uses the current system everyday should be included in this group. Ed Scarborough added that RU will get the basic system and compatible add-ons to avoid having to customize a system.
  - c. **Provost Search**

Angela Mickle reported that the search committee interviewed 10 candidates in Charlotte. They are in the process of checking references and plan to schedule on-campus interviews early next week.

**d. Commission on the Future of the University**

This is moving forward. No classes will be cancelled for the meetings that will take place. Each task force will schedule 2-3 meetings. These times will be posted in a week or ten days. The Faculty Enhancement group will meet with President Kyle on Thursday from 3:30-4:30. Young faculty members are strongly encouraged to attend.

**e. Acting Vice President for Academic Affairs Wil Stanton**

The Psy D is in process. Parts have been given back to SCHEV with questions answered.

There is a meeting tomorrow to discuss the PharmD proposal.

The budgets are being closed out. A substantial amount of money has been given to the deans to award for “Summer Scholarship Grants”

Wil Stanton and Debbie Templeton are both working on the new peer group modeling and are looking at “aspirational” groups for comparison.

**IV. Committee Reports**

**Curriculum:** no report.

**Governance:** The committee met and will distribute the deans’ evaluation forms. These will be sent to all senators to distribute to the faculty. They will need to be returned by next Friday—please encourage all faculty members to fill them out.

**Resource Allocation:** The group is working on a presentation to the Senate for the April 20 meeting. In addition, they will present a resolution under “new business.”

**Faculty Issues:** no report.

**Campus Environment:** Debbie Bays presented a report on QEP. She discussed the report that each program was to turn in based on the results of the last NSSE survey.

Roanne Barris presented a powerpoint on the HERI survey. Details can be found on the website.

**V. New Business**

**a. Hazelton Resolution: Changes in Policy Concerning Evaluations of Student Progress Towards Graduation**

Vince Hazelton asked that the rules be waived and a vote be taken today. This motion was seconded and a vote was taken. The motion was defeated.

**b. Motion: Laptop Requirement**

Claire directed senators to present this to their department faculty. A vote will be taken on the 20<sup>th</sup>.

**c. Meader Motion: General Education Assessment Plan**

The motion was presented and a vote will be taken at the next meeting.

**d. Forrest Motion: Equity Resolution**

The motion was presented and a vote will be taken at the next meeting.

**e. Resource Allocation Motion:**

Dale Henderson asked that the rules be waived and a vote be taken today. This motion was seconded and a vote was taken. The motion carried.

**VI. Announcements:** Dale Henderson asked that senators tell their faculty members about the money spent each year for free lunches for the Administration. Please send comments to Dale.

An announcement was made about the undergraduate/graduate forum.

**VII. Adjournment:** The meeting was adjourned at 4:55 p.m.

Respectfully submitted,  
Lisa Tucker