

2011-2012 Faculty Senate Meeting  
February 16, 2012  
Heth Hall, Room 014

**Members Present:** Suzanne E. Ament, E. Kevin Ayers, Roann Barris, Maggie Bassett, Steven Beach, Candice Benjes-Small, Robert Boross, Julia Castleberry, Joseph Chase, Farrell Doss, Lori Elis, Mary Ferrari, Jake Fox, Kim Gainer, Matt Turner (substitute for Vince Hazleton), Rhett B. Herman, Katherine R. Hilden, Lucy Hochstein, Cathy Hudgins, Pamela A. Jackson, Laura E. Jacobsen, Abhay Kaushik, Jerry Kopf, Laura E. LaRue, Kevin LoPresto, Douglas Mitchell, Michael B. Moore, Teresa O'Bannon, Alex Orlov, Richard A. Roth, Alex Orlov, Bob Sheehy, Neil Sigmon, Kenneth Smith, Lauren Smith, Andrea J. Stanaland, Lynne Taylor, Jonathan L. Tso, Edward Carter Turner, Erin L. Webster Garrett, Joseph I. Wirgau

**Members Absent:** Timothy L. Channell, James E. Collier, Blas Hernandez, Mary LaLone, Helen Roybark, Susan L. Schoppelrey

**Guests:** Dr. Sam Minner

I. Call to Order: 3:34pm

II. The minutes from the February 2, 2012 Senate meeting were approved as amended.

III. Reports

a. Senate President's Report: Dr. Roth's comments included:

- i. He went to Richmond for the RU Board of Visitors meeting. He spoke to remind the BOV of the continuing issue of the inadequacy of faculty salaries. He asked them to make the evaluation of the Radford University President more rigorous. President Kyle said at that same meeting that she was committed to transparency.
- ii. He talked about some issues that the Faculty Senate of Virginia worked on in Richmond. One of those was a 50% tuition waiver for college/university faculty. This bill passes the Virginia Senate and is now in the Virginia House. The bill to allow faculty to carry weapons on campus was defeated.

b. Provost's Report: Dr. Minner's comments included:

- i. He checked and it appears the new student health and wellness center may have its groundbreaking this summer. All of this is paid for by student fees.
- ii. Dr. Deborah Robinson is the new Vice President for Advancement. She is working with Deans to set goals for fundraising, starting for now with goals for number of external contacts to be established.
- iii. Wintermester is "going great" and the "RU Reads" program is going well.
- iv. His office is still looking at free speech zones on campus.
- v. Steve Helm of the Library is looking at textbooks, possibly electronic, for some Core Curriculum classes at reduced or even zero cost.
- vi. Richard Vedder, who he would like to invite to campus to speak on the issue of college affordability, will hopefully come in the fall.

- vii. The BOV adopted a new SWAM (Small, Women And Minority business) policy with raised target numbers and he was glad to see that.
- viii. Dr. Hochstein asked why it seems that TIAA-CREF representatives are on campus at both just a few and at inconvenient times. Dr. Minner said that TIAA-CREF said that RU's HR office gave them those times, but he said that RU's HR office said that TIAA-CREF were the ones to give those possible times. He will look into the matter.
- ix. Dr. Ament asked if the one-time VRS-ORP (Virginia Retirement System/Optional Retirement Plan) switch was still going to happen. Dr. Roth answered that this was being moved to next year.
- x. Dr. Moore asked about the classes that were selected for Wintermester. Dr. Minner said that two deans spearheaded the selection process.
- c. Committee Reports:
  - i. Campus Environment—Dr. Jacobsen said that this committee's report on accessibility is on the Senate site, and that there would be a motion today.
  - ii. Curriculum—Dr. Taylor said that the Wintermester has their committee looking at online courses and whether there should be a process of approval for those.
  - iii. Faculty Issues—Dr. Gainer said that her committee supports today's RAC motion unanimously.
  - iv. Governance—No report
  - v. Resource Allocation—Dr. Beach said they were discussing overload compensation in addition to the motion today.

#### IV. Old Business

- a. The motion regarding involvement of the Faculty Senate in the Continued Evolution of the QEP document was removed from the table. Comments included:
  - i. Dr. Webster Garrett said that she was in favor of the motion.
  - ii. Dr. Jacobsen was also in favor and asked a clarifying question about the wording.
  - iii. Dr. Ayers asked who would appoint the liaison to the QEP team. Dr. Roth said that the FSEC usually does this.
  - iv. Dr. Wirgau expressed some concern that the wording was too passive; however he was in favor of the motion.
  - v. The motion passed.
- b. The Motion concerning growth in faculty salaries relative to other Virginia colleges and universities was removed from the table. Comments included:
  - i. Dr. Beach introduced the motion. He said that this is all about a contract between Radford University and the faculty. Some of the data they have originated from a SCHEV report from October of 2011, and he discussed that chart. One comment noted that RU is the highest in the state in the ratio of FTE teaching to expenditures.
  - ii. Dr. Wirgau asked about what happens in 2018 if we do or do not make the benchmark proposed by SCHEV in the table? Dr. Beach said that he did not know.
  - iii. Dr. Chase said that it is up to our administration to educate Richmond about the consequences of their actions and statements. He said that we (RU) must have above-average raises in order to simply hit the 2018 benchmarks set out by SCHEV.

- iv. Dr. Ferrari asked about what happened with George Mason [and their extremely low salary percentile]. Dr. Beach responded that this resulted from their recent switch into a new peer group along with their urban campus setting.
- v. Dr. Hochstein asked if there was a possibility for raising faculty salaries now. Dr. Minner said that inversion, compression and inequity has been studied on this campus and he knows what he would do if he had the funds for it. These types of corrections are sometimes done by individual schools.
- vi. The motion passed.

#### V. New Business

- a. The Motion recommending revisions to the Faculty Morale Survey, brought by Campus Environment Committee, was introduced and automatically tabled.
- b. The Motion regarding funding related to accommodations for faculty, staff, and students with disabilities, brought by Campus Environment Committee, was introduced and automatically tabled.

#### VI. Announcements

- a. None.

#### VII. Adjournment: 4:23pm