

2011-2012 Faculty Senate Meeting  
March 22, 2012  
Heth Hall, Room 014

**Members Present:** Suzanne E. Ament, E. Kevin Ayers, Roann Barris, Maggie Bassett, Steven Beach, Candice Benjes-Small, Robert Boross, Joseph Chase, James E. Collier, Farrell Doss, Lori Elis, Mary Ferrari, Jake Fox, Craig Waggaman (sub for Kim Gainer), Vince Hazleton, Rhett B. Herman, Blas Hernandez, Katherine R. Hilden, Margaret Hrezo, Cathy Hudgins, Pamela A. Jackson, Laura E. Jacobsen, Abhay Kaushik, Mary LaLone, Laura E. LaRue, Kevin LoPresto, Michael B. Moore, Teresa O'Bannon, Richard A. Roth, Alex Orlov, Susan L. Schoppelrey, Bob Sheehy, Steve Corwin (sub for Neil Sigmon), Kenneth Smith, Lauren Smith, Andrea J. Stanaland, Lynne Taylor, Jonathan L. Tso, Edward Carter Turner, Joseph I. Wirgau

**Members Absent:** Julia Castleberry, Timothy L. Channell, Lucy Hochstein, Douglas Mitchell, Alex Orlov, Helen Roybark, Erin L. Webster Garrett

**Guests:** Dr. Sam Minner

I. Call to Order: 3:32pm

II. The minutes from the March 01, 2012 Senate meeting were approved.

III. Reports

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

- i. The FSEC met with Mr. Steve Musselwhite, Rector of the Board of Visitors. A number of issues were discussed, but ways to move RU forward on the budgetary side was foremost among these. The BOV is working on a new contract for the RU President but nothing has been fully developed yet. President Kyle's contract runs through June 2013.
- ii. The remaining Faculty Senate meetings are April 5, April 19 and April 26. Dr. Roth has invited President Kyle to attend one of these three meetings.
- iii. Departments and Schools should plan their elections for the 2012-2013 Faculty Senate so that the new senators are in place and can attend their first meeting on April 26, right after the current (2011-2012) Senate finishes its final meeting.
- iv. Dr. Moore asked about the status of the adjunct salary motion. Dr. Roth said that it is at the Provost's office as of now.

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

- i. Candidates for the Vice President for Enrollment Management will be coming to campus soon for their interviews.
- ii. The College of Health and Human Services Dean search has a good pool of applicants.
- iii. Dr. Minner and the Provost's office will be taking over the oversight of the Roanoke and Abingdon extended campus sites. This position had been performed by Charlie Cosmato.
- iv. Paid deposits by accepted RU students are up 28% over the previous year, among other good enrollment signs.

- v. RU's budget isn't set since the Virginia state legislature has not completed their budget yet.
  - vi. SACS will be on campus next week.
  - vii. A new "First Amendment" class will be coming soon. The Provost's office is also reviewing free speech zones on campus. He is hoping the new policies will be more liberal than the current one. The policy at William and Mary is being looked at now for some ideas.
  - viii. International Studies and the Honors task forces are nearly complete and are doing their exit interviews with their consultants.
  - ix. The e-book initiative is going well.
  - x. Dr. Minner is still looking to bring someone to campus in the fall to talk about college costs. Possibilities are Richard Vedder and Andy Knoll.
  - xi. Dr. Webster Garrett is working on Internal Governance reform.
  - xii. The Academic Affairs Leadership Team (AALT) met yesterday and the minutes from that meeting are online (Secretary's note: <http://www.radford.edu/content/provost/home/governance/academic-leadership-team-meeting-minutes.html>)
  - xiii. Dr. Minner will hold an open forum on Monday March 26 at 1:00.
  - xiv. Dr. Minner is looking at adjunct pay, which at RU is in the ballpark of the CUPA data.
  - xv. Dr. Minner is working on a study that will shed light on pay differential at RU.
  - xvi. Dr. Wirgau asked about adjunct pay. He described the current situation of an adjunct in chemistry being paid \$4,400 for a single section of 24 people. However if this adjunct were to teach a double lab section in the same lecture—with the extra work required of teaching/grading that second lab section—then that adjunct would receive only \$5,500. Dr. Wirgau observed that this situation "didn't seem right." Dr. Minner said that he would look into this. Dr. Minner also mentioned that as of now, a majority of American undergraduates are taught by adjuncts and other contingent faculty.
  - xvii. Dr. Ament asked which faculty members were being asked to talk with SACS on their campus visit. Dr. Minner replied that SACS actually chooses the faculty members.
  - xviii. Dr. Ament asked about the possible use of RU Foundation funds for raises. Dr. Minner said that there is not much money from that source for any raises, but he's not sure of the exact total.
- c. Committee Reports:
- i. Campus Environment—Dr. Jacobsen said that the Faculty Morale Survey is ready to go, and that it would be up for 8 working days.
  - ii. Curriculum—This committee has 2 motions today and is spending the rest of this year on online classes and assessment issues.
  - iii. Faculty Issues—This committee is considering a new category of special purpose faculty. Dr. Hazleton remarked that all faculty with terminal degrees are eligible for faculty promotions.
  - iv. Governance—This committee is pilot testing the faculty evaluations of the Deans
  - v. Resource Allocation—No report

#### IV. Old Business

- a. The motion regarding the piloting of the COACHE Faculty Job Satisfaction Survey in the Fall of 2012 was removed from the table. Comments included:
  - i. Dr. Wirgau asked about the cost of this survey. Dr. Jacobsen replied that the first time for this survey would cost \$35,000, but then there is a 20% discount due to SCHEV, putting the cost down to \$28,000. The extra cost for including instructors is \$15 per instructor (RU had 79 last year), which now puts the cost at \$29,000. Then extra cost for including our own questions is \$500 per 5 questions, up to 15 total questions added. Thus the cost would be \$30,685 for a survey with 15 extra questions.
  - ii. Dr. Jacobsen spoke in favor of this motion. The RU faculty, BOV and Provost's office don't know what to do with our own morale survey. But this would give comparative data. We can choose up to 5 peers with which to compare our data. For the first 2 years of the survey, the COACHE people will meet with us to interpret the data. The time to take the survey averages around 20 minutes.
  - iii. Dr. Bassett asked about the source of the survey's cost? Dr. Jacobsen said that the Provost's office would fund this for the Senate.
  - iv. Dr. Turner spoke in favor of this due to the comparison of our data with others.
  - v. Dr. Jacobsen said that the estimated cost of a faculty member who leaves RU is about \$96,000. She said the survey would be worth the investment if it kept just one faculty member from leaving RU due to its results.
  - vi. Dr. Moore asked about the response rate for the current morale survey. Dr. Jacobsen said it was around 50%.
  - vii. Dr. Doss said his constituents had a strong negative reaction to the COACHE idea.
  - viii. Dr. Turner asked if the BOV and RU administration is ignoring our current survey results because of low participation.
  - ix. Dr. Chase said that he has heard administrators say that they do not know what to do with the current survey data. He was concerned about the cost to only get the added value of comparison data.
  - x. Dr. Stanaland said she thought it was unfortunate that we have to spend \$30,000 just to be heard. She asked about privacy issues with the data. Dr. Jacobsen said that most schools only get summary data and even then the results are run by the schools' IRBs.
  - xi. Dr. Corwin asked if the fields that could identify people are required.
  - xii. Dr. Elis said that she thought the COACHE survey was much broader than our current survey.
  - xiii. Dr. Chase asked about who gets the raw data. Dr. Jacobsen said that the Faculty Senate got that data.
  - xiv. Dr. Jackson asked about how much time and effort the Senate put in now on our own survey.
  - xv. Dr. Herman spoke in favor of the motion. He said that it didn't make sense to keep doing the same thing over and over but expect different results.
  - xvi. Dr. Chase proposed a friendly amendment to not let the raw data on our campus. Dr. Moore asked about ensuring the raw data did not go to the RU administration. Dr. Herman asked if this was a Senate survey and thus the Senate got the data, not the administration. Dr. Jacobsen pointed out that it was actually the Campus Environment Committee's survey and they would be in charge of the data. Dr. K. Smith said the COACHE results would be far beyond what we have with our current survey.

1. The friendly amendment was accepted by the CEC and was passed by the Senate.
- xvii. Dr. Hazleton asked if there were examples of schools making changes. Dr. K. Smith replied that he didn't know of any specifics.
- xviii. Dr. Hilden said that the demographic data would be useful for groups that are more or less satisfied on our campus.
- xix. Dr. Sheehy said that 70% of the Virginia Tech faculty were either "satisfied" or "very satisfied" according to his immediate Google search.
- xx. Dr. Doss said that he did not like the racial demographic questions.
- xxi. Dr. Turner was online and read that the COACHE organizers would not report data from any group with less than 5 responses.
- xxii. Dr. Ayers said that he was sure the RU administration knew that a lot of the problem was with our pay.
- xxiii. Dr. Jacobsen said that she thought we might be becoming too cynical.
- xxiv. Dr. Jackson called the question. The vote to call the question passed.
- xxv. The motion passed as amended.
- b. The Motion regarding the re-establishment of the Childcare Task Force (CCTF) was removed from the table. Comments included:
  - i. Dr. Wirgau asked if the 2-year appointments would be staggered. Dr. Jacobsen replied that they would be.
  - ii. Dr. Ament asked if this would be another IG committee. Dr. Jacobsen said it would not since this is a temporary committee, not a standing IG committee.
  - iii. The motion passed.
- c. Dr. Roth asked if the agenda could be amended to get the New Business introduced and automatically tabled. The motion was made from the floor and passed.
- d. The Motion to amend the Teaching and Research Faculty Handbook section regarding the faculty annual evaluation process was removed from the table. Comments included:
  - i. Dr. Barris introduced the motion in its amended form.
  - ii. Dr. Schoppelrey said that the School of Social Work has this type of mechanism already, but that it does not help the chair to assign a number to the faculty being evaluated.
  - iii. Dr. Hrezo gave the example of her department saying, "...after tenure an Associate Professor was still evaluated as [blank] and a Full Professor was evaluated as [blank]." Is this OK
  - iv. Dr. Corwin said that the Math Department uses a similar document to that referred to in this proposal to let faculty know what's going on.
  - v. Dr. Barris said this proposal allows departments to determine their policies with their own personnel committees.
  - vi. Dr. Doss said this proposal will make department chairs and personnel committees be consistent.
  - vii. A motion was made to extend the Senate meeting past the mandatory adjournment time. This motion to extend the meeting passed.
  - viii. Dr. Hazleton called the question. The vote to call the question passed.
  - ix. The motion being debated passes.

## V. New Business

- a. The Motion to approve the new FORL courses in Arabic, brought by Curriculum Committee, was introduced and automatically tabled.
- b. The Motion to approve changes in the catalog description and course syllabus for CLSS 110, brought by Curriculum Committee, was introduced and automatically tabled.

VI. Announcements

- a. None.

VII. Adjournment: 4:57pm