

# Academic Excellence and Student Success Committee

September 2024



Radford  
UNIVERSITY



Academic Excellence and Student Success Committee  
8:15 a.m. \*\*  
Sept. 5, 2024  
Mary Ann Jennings Hovis Memorial Board Room  
Martin Hall, Radford, VA

**DRAFT**  
**AGENDA**

- **Call to Order** Ms. Jeanne Armentrout, *Chair*
- **Approval of Agenda** Ms. Jeanne Armentrout, *Chair*
- **Approval of Minutes** Ms. Jeanne Armentrout, *Chair*
  - June 6, 2024
- **Presentation** Madelina Yates, *Student Speaker*  
Dr. Donna Boyd, *Eminent Professor of Anthropological Sciences*
- **Academic Affairs Update** Dr. Bethany M. Usher, *Provost and Senior Vice President for Academic Affairs*
  - Academic Affairs Overview for 2024
  - Points of Pride
  - Two-Year Plan Updates
- **Information Item**
  - Emeriti Faculty (Attachment A)
- **Recommendations and Action Item**
  - Recommendation to Approve Revision of Structure in College of Nursing (Attachment B)
- **Faculty Senate Update** Dr. Matthew Close, *Faculty Representative to the Board of Visitors*
- **Other Business** Ms. Jeanne Armentrout, *Chair*
- **Adjournment** Ms. Jeanne Armentrout, *Chair*

**\*\* All start times for committee meetings are approximate. Meetings may begin either before or after the listed approximate start time as committee members are ready to proceed.**

**COMMITTEE MEMBERS**

Ms. Jeanne Armentrout, Chair

Ms. Betsy D. Beamer, Vice Chair

Mr. Dale S. Ardizzone

Mr. William C. Davis

Ms. Lisa W. Pompa

Dr. Matthew Close, (Non-Voting Faculty Advisory Representative)

# Meeting Materials



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# Academic Affairs Report



# Academic Affairs Update Agenda

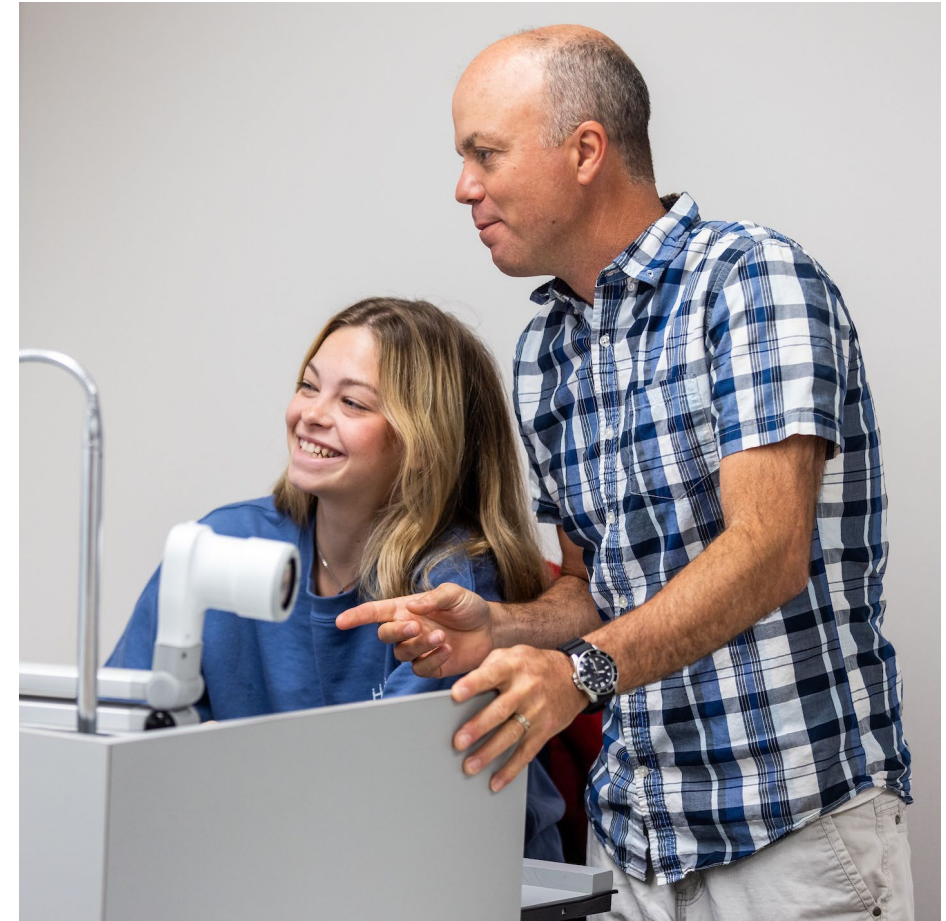
- Academic Affairs Overview for 2024
- Points of Pride
- Two-Year Plan Updates
- Announcement: Emeritus Faculty
- Action Item: College of Nursing Organization
- Questions and Conversation



# Academic Affairs Overview

# Division of Academic Affairs Mission

Radford University cultivates an inclusive, experiential learning environment that ignites lifelong curiosity, and empowers graduates to lead thriving communities through service, research, and innovation.





# Division of Academic Affairs Organization

Artis College of Science and Technology  
*Dean Steven Bachrach*

College of Visual and Performing Arts  
*Interim Dean Tim Channell*



Provost and Senior Vice President  
**Bethany M. Usher**

Academic Affairs  
*Associate Provost Jeanne Mekolichick*

University Registrar  
*Katie Piper*

College of Education and Human Development  
*Dean Tamara Wallace*

Davis College of Business and Economics  
*Dean Donna McCloskey*

Student Success  
*Assistant Provost Jerel Benton*

Finance and Administration  
*Director Adam Neal*

College of Humanities and Behavioral Science  
*Interim Dean Jeff Asplenmeier*

Waldron College of Health and Human Services  
*Dean Kenneth Cox*

Faculty and Curriculum  
*Assistant Provost Jessica Stowell*

Radford University @ Roanoke  
*Assistant Provost Glen Mayhew*

College of Nursing  
*Dean Wendy Downey*

Graduate Affairs  
*Interim Assistant Provost Agida Manizade*



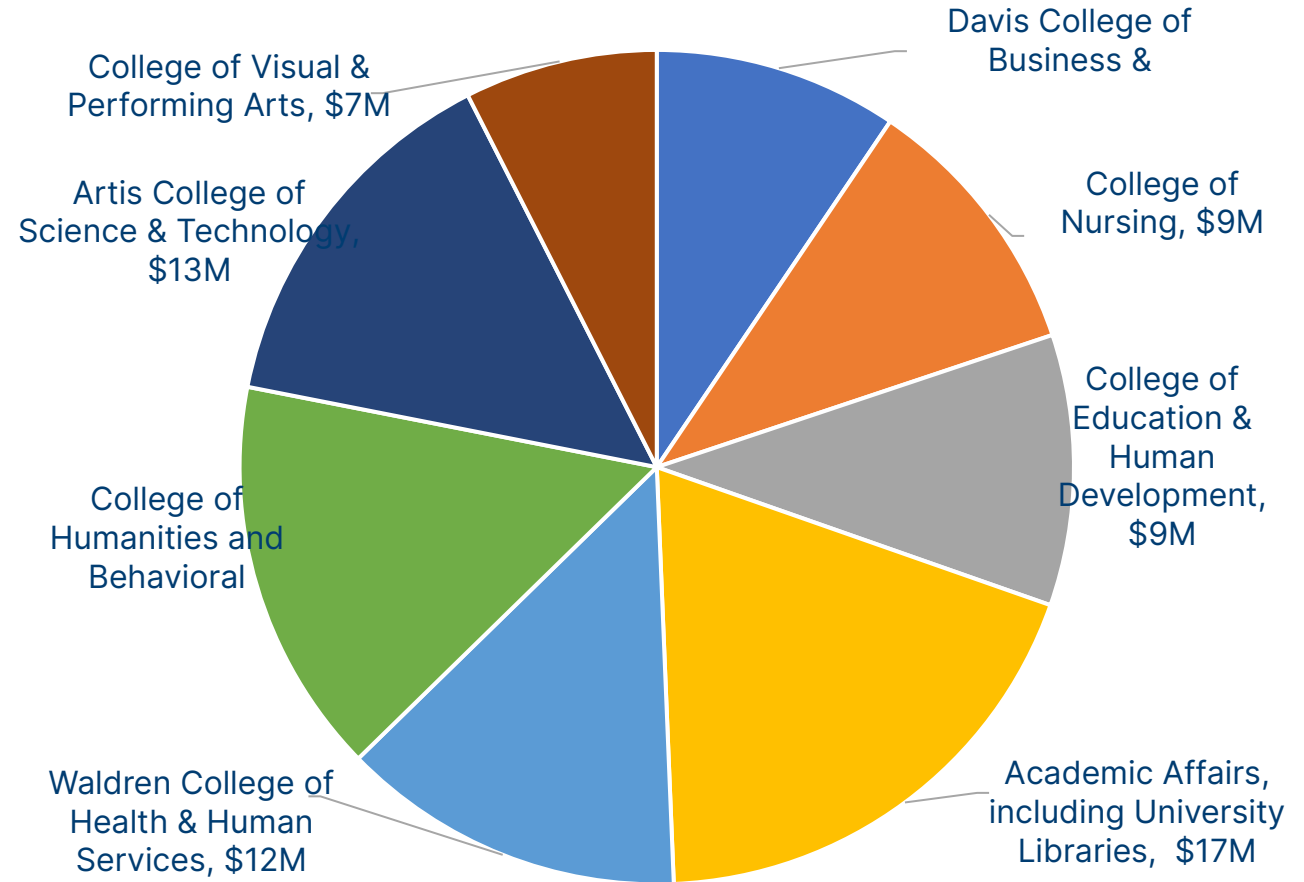
# Division of Academic Affairs Units



# Academic Affairs Budget and Personnel

<b>Total Budget: \$90M</b>
E&G Personnel: \$81M (90%)
E&G Non-personnel: \$9M (9%)
Auxiliary: \$680K (1%)

<b>Full-time Employees: 624</b>
Teaching and Research Faculty: 414 (66%)
Administrative Professional Faculty: 108 (17%)
Classified Staff: 102 (16%)



# External Grant Activities By Fiscal Year

Year	Submitted	Funded	Success Rate	\$\$ Awarded
2022	57	45	78.9%	\$7,978,985
2023	68	52	76.5%	\$5,050,273
2024	78	54	69.2%	7,222,005

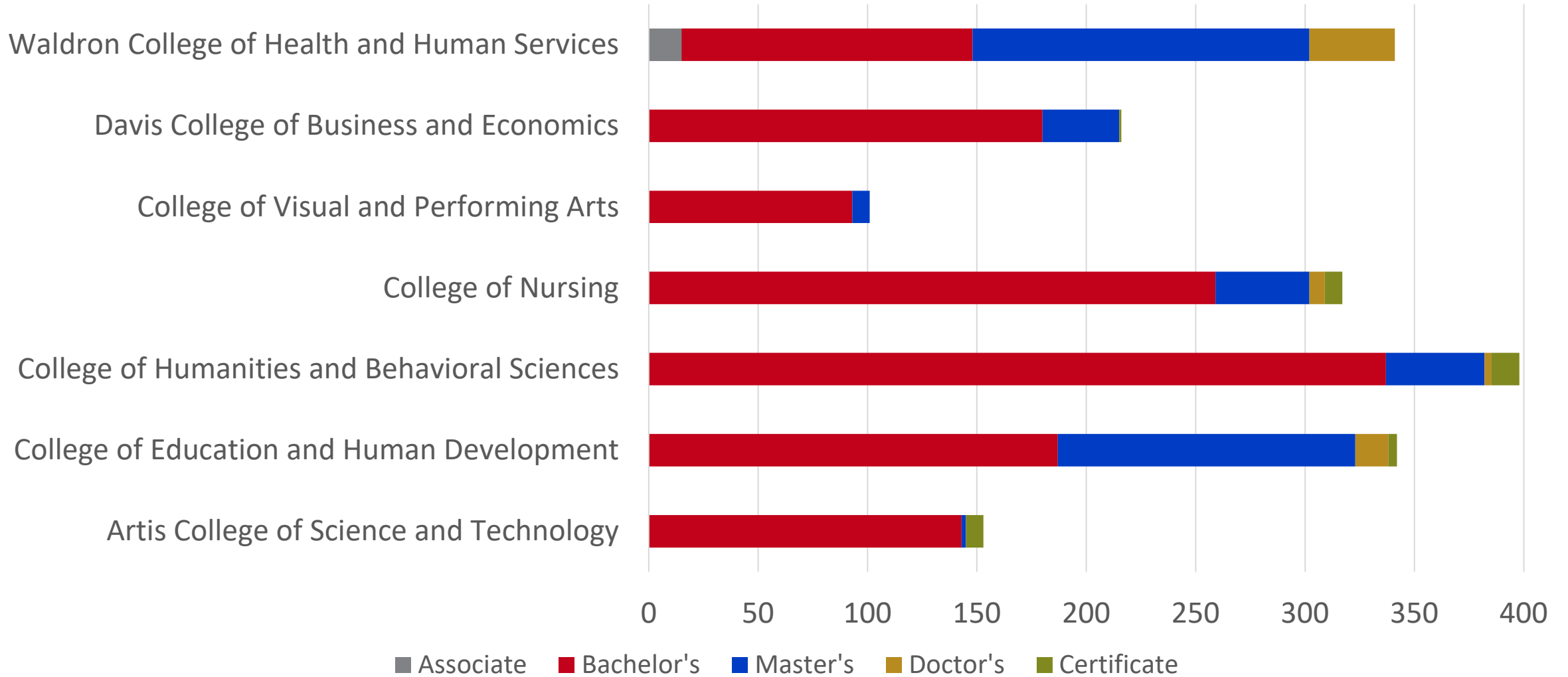
Highlights/Points of Pride:

Total number of proposal submitted for FY24 increased by 14.7% over the previous year (FY23)

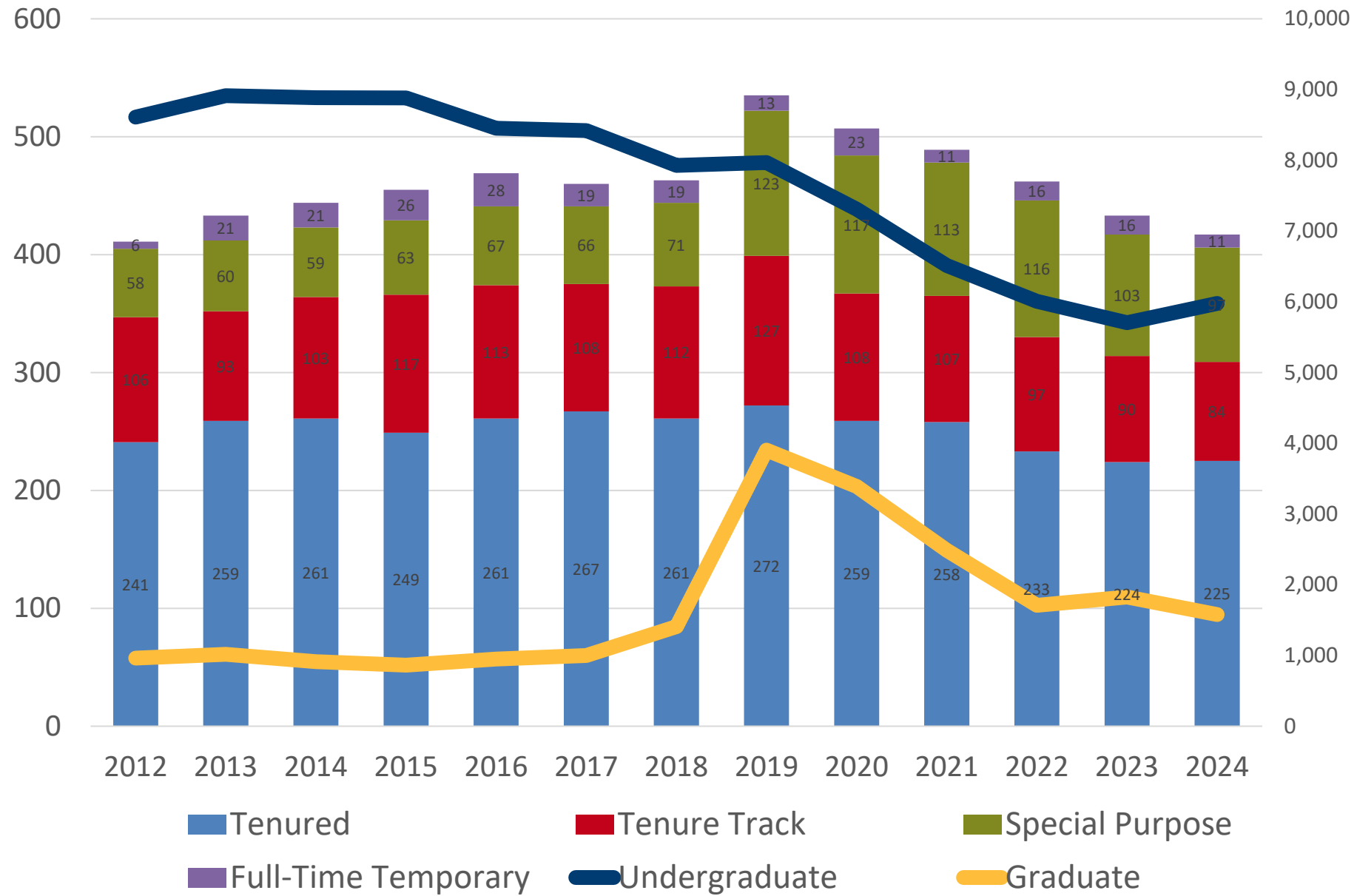
Total new grant dollars received for FY24 increased by 43% over the previous year (FY23)

# 1868 Degrees conferred in 2023-2024 Academic Year

*preliminary*



# Faculty and Student Headcount 2012-2024 preliminary



# Division of Academic Affairs Priorities

Contribute to the economic and cultural well-being of the region and the Commonwealth

Support undergraduate and graduate students across their educational journeys so that they meet their goals and contribute to being leaders of thriving communities

Offer a portfolio of high-quality academic programs in multiple modalities aligned with our mission and that are regularly updated through a Curriculum Lifecycle process

Engage all students in experiential education that prepares them to be successful in their first jobs and throughout their careers

Offer undergraduate degree pathways from high school and community college to Radford University, including the Tartan Transfer with VCCS partners

Offer accelerated and guaranteed admission graduate advanced degree pathways for Radford students and alumni

Support the development of Radford University in Roanoke as the premier destination for health education in Virginia.

Create an engaged, inclusive, and supportive community for faculty as teacher-scholars



# Board Responsibilities for Academic Excellence And Student Success Committee

Approve Teaching and  
Research Faculty  
Handbook updates

Approve establishing or  
closing academic  
degree programs

Approve establishing,  
merging, and closing  
schools and colleges

Approve Faculty Tenure



Advocacy, Support, and  
Consultation

Notification of  
Academic program  
name changes

Notification of  
Academic Affairs  
updates and major  
activities





# Summer 2024 Points of Pride

## Application of Forensic Nursing to Mitigation of Suicide Risk After Sexual Assault by Madelina Yates mentored by Dr. Donna Boyd

Yates conducted research this summer with the help of Radford's Summer Undergraduate Research Fellowships (SURF) program.

Yates, an Honors College student, said she plans to create and print "readily available informational pamphlets on risk factors, what to expect from a sexual assault examination, facts about the known psychological effects of sexual assault, and resources survivors may find useful. Ideally, the pamphlets would reside on campus, clinics, hospitals, and counseling centers."

"Dr. Boyd inspired my research topic to begin with, and I felt very passionate about it and agreed it would be very beneficial for the community and myself in the future in the forensic nursing field," Yates said. "She's gone out of her way at conferences to put my name out there and talk with forensic nurses to learn more about it and how we can all collaborate. She challenges me in a way that is respectful, but not lenient. She expects only the best from me and other students because she knows the potential."



# Summer Points of Pride

- Quest - 13 sessions, 1547 freshmen, 624 transfers
- RARE: 16 Students in Appalachia and Peru
- Honors College junior and Geology major Jennah DiMaggio participated in Partners in the Parks
- College of Visual and Performing Arts students - Theatre West Virginia, American Dance Festival, Craigarden, and Ernst & Young
- Virginia Governor's Schools
  - School for the Humanities in Radford: 110 participants
  - School for Visual and Performing Arts in Radford: 223 participants
  - School for Medicine and Health Sciences in Radford: 19 participants
- Physician Assistant clinical rotations in Tanzania and Peru



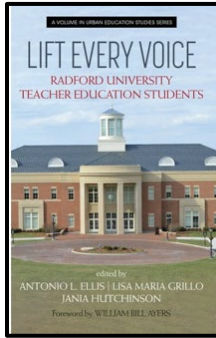
# Points of Pride

## Recent Publications



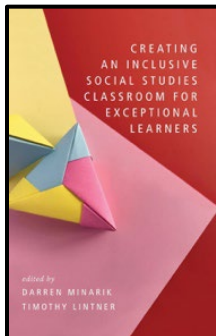
Journal of Library Administration

ISSN: (Print) (Online) Journal homepage: [www.tandfonline.com/journals/wjla20](http://www.tandfonline.com/journals/wjla20)



*Lift Every Voice: Radford University Teacher Education Students* was published on July 10, 2024.

All contributors of this text are undergraduate students in Radford University teacher education program and in each chapter they share their experiences as students and offer recommendations to in-service and pre-service teachers.



Associate Professor, Darren Minarik, in the School of Teacher Education and Leadership was the co-editor of the text, and co-authored 3 chapters. Drs. Melissa Lisanti, Liz Altieri, and Karen Douglas were also co-authors on a chapter in the text

### **“It’s Not Ok. It’s Not Normal”: Public Librarians’ Experiences of Sexual Harassment and Their Impact on Psychological Safety**

Candice Benjes-Small, Jennifer Knievel, Jennifer Resor-Whicker, Joanna Hunter & Allison Wisecup

To cite this article: Candice Benjes-Small, Jennifer Knievel, Jennifer Resor-Whicker, Joanna Hunter & Allison Wisecup (2024) “It’s Not Ok. It’s Not Normal”: Public Librarians’ Experiences of Sexual Harassment and Their Impact on Psychological Safety, *Journal of Library Administration*, 64:4, 406-425, DOI: [10.1080/01930826.2024.2330860](https://doi.org/10.1080/01930826.2024.2330860)

To link to this article: <https://doi.org/10.1080/01930826.2024.2330860>



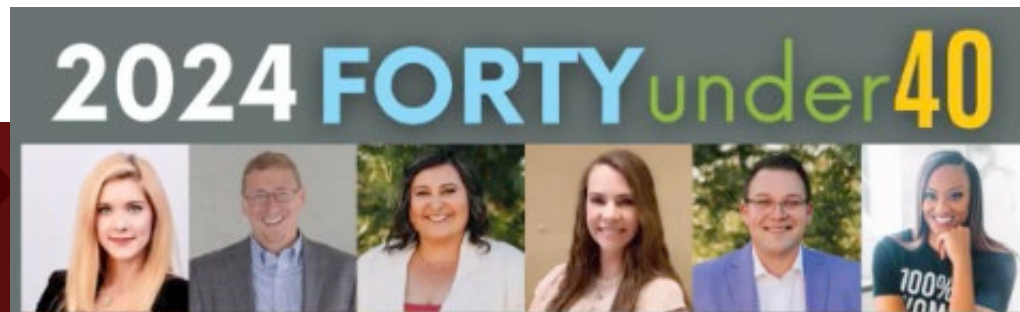
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Published online: 29 Mar 2024.

# Points of pride

- Davis College's made Princeton Review's 2024 Best Business School and Best Online MBA
- Forbes placed the Radford University No. 3 on its list of Best GIS Certificates Online of 2024.
- School of Communication Re-accreditation by Certification for Education in Public Relations
- Dr. Anita Zatori, Associate Professor in the Department of Recreation, Parks and Tourism was named one of Forty under 40 Leaders by Montgomery County VA Chamber of Commerce.
- Dr. Josh Carroll, Professor in the Department of Recreation, Parks and Tourism, received his U.S. Coast Guard Master Captain's License (25 ton) with international credentials.



# Points of pride

- Nursing NCLEX pass rates 95% (229 students)
- Emergency Services and Respiratory Therapy - 100% pass rate, placement and post-graduation graduate and employer satisfaction
- Occupational Therapy - 100% pass rate, 100% placement rate for OT grads (Dec 23).
- Speech-Language Pathology Master's students had 100% board pass rate, 100% completion rate, 100% employment rate for SLP graduate students.
- Physician Assistant - 100% pass rate and 100% employment rate (Dec 23 grads).
- Physical Therapy - 100% completion rate, 100% employment rate.



# Two-Year Strategic Plan

- Improve academic programming
- Increase student retention and progression rates
- Reposition academic programs and administration to increase efficiency and effectiveness

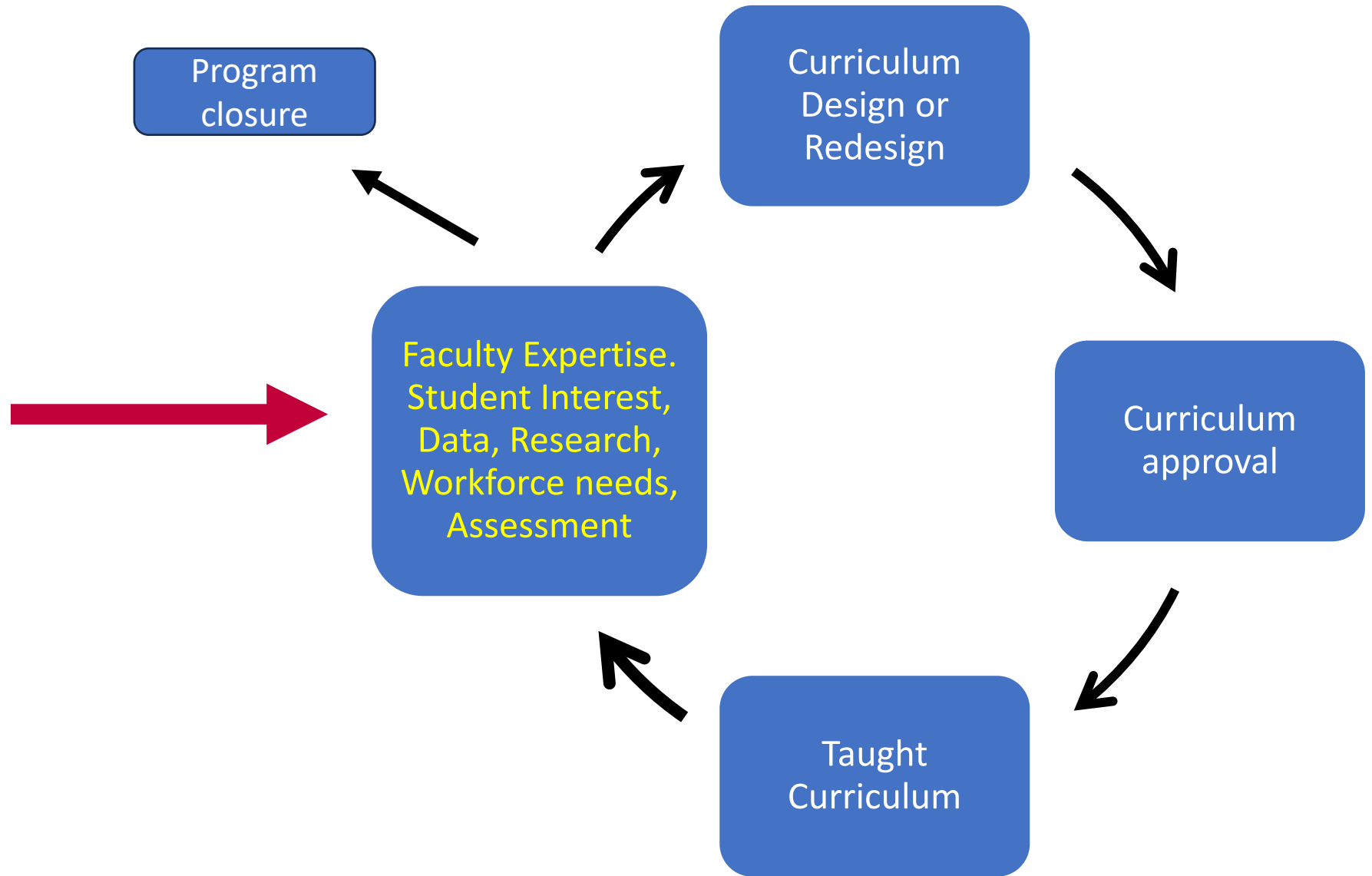
# Define an intentional catalog of programs that are distinctive to Radford

- Objectives
  - Grow and develop programs that meet student demand and regional needs
  - Remove unused courses and programs from catalog
  - Reduce underenrolled courses, minors, and concentration/degree options
- Strategies
  - Workshops held by Assistant Provost for Faculty and Curriculum and the Center for Innovative Teaching and Learning
  - Coordination between Curriculum Committees, Faculty Senate, and Graduate Affairs Committee to clarify and streamline curriculum change process
  - Initiation of new annual Curriculum Lifecycle process





# Curriculum Lifecycle



# Increase number of graduating undergraduate students that have completed at least one high-impact experiential learning activity

## Credit-bearing

- Internships
- Co-ops
- **Clinicals**
- **Fieldwork**
- Apprenticeships
- **Student Teaching**
- Practicums
- Mentored Research
- Honors Capstone
- **Study-abroad/ study-away**

## Non-credit bearing

- Internships
- Mentored Research
- Selected student employment
- Community-based work

## Self-report data

- Faculty Annual Reports – Course-based research
- Career –Junior & Senior Summer Survey
- First Destination Survey



# Students who participate in high-impact experiential learning activities will demonstrate top career readiness competencies



## CAREER READINESS

### Competencies for a Career-Ready Workforce



#### Career & Self Development

Proactively develop oneself and one's career through continual personal and professional learning, awareness of one's strengths and weaknesses, navigation of career opportunities, and networking to build relationships within and without one's organization.



#### Communication

Clearly and effectively exchange information, ideas, facts, and perspectives with persons inside and outside of an organization.



#### Critical Thinking

Identify and respond to needs based upon an understanding of situational context and logical analysis of relevant information.



#### Equity & Inclusion

Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different local and global cultures. Engage in anti-racist practices that actively challenge the systems, structures, and policies of racism.



#### Leadership

Recognize and capitalize on personal and team strengths to achieve organizational goals.



#### Professionalism

Knowing work environments differ greatly, understand and demonstrate effective work habits, and act in the interest of the larger community and workplace.



#### Teamwork

Build and maintain collaborative relationships to work effectively toward common goals, while appreciating diverse viewpoints and shared responsibilities.



#### Technology

Understand and leverage technologies ethically to enhance efficiencies, complete tasks, and accomplish goals.



#### What Is Career Readiness?

Career readiness is a foundation from which to demonstrate requisite core competencies that broadly prepare the college educated for success in the workplace and lifelong career management.

[naceweb.org/career-readiness-competencies](https://naceweb.org/career-readiness-competencies)

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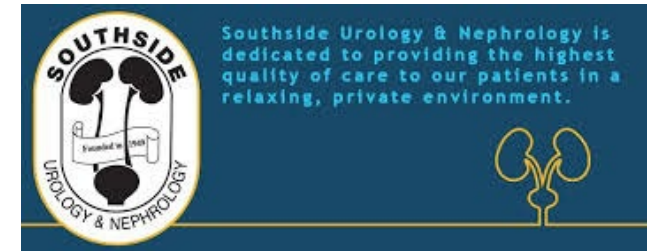
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# Sample List - Internships 2024

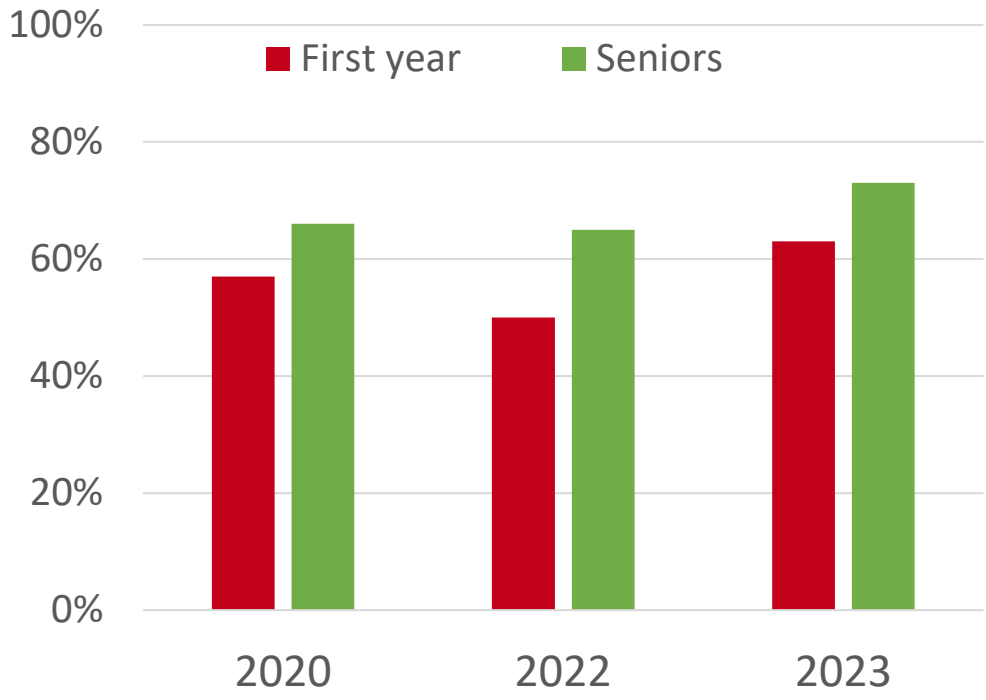


# Highlander Works Internship Program

## \$100k Grant from SCHEV V-TOP



# Implement Civil Discourse and Freedom of Expression Task Force recommendations to enhance constructive dialogue



Percent of students who felt comfortable to "participate in a constructive dialogue with someone who disagrees with you."

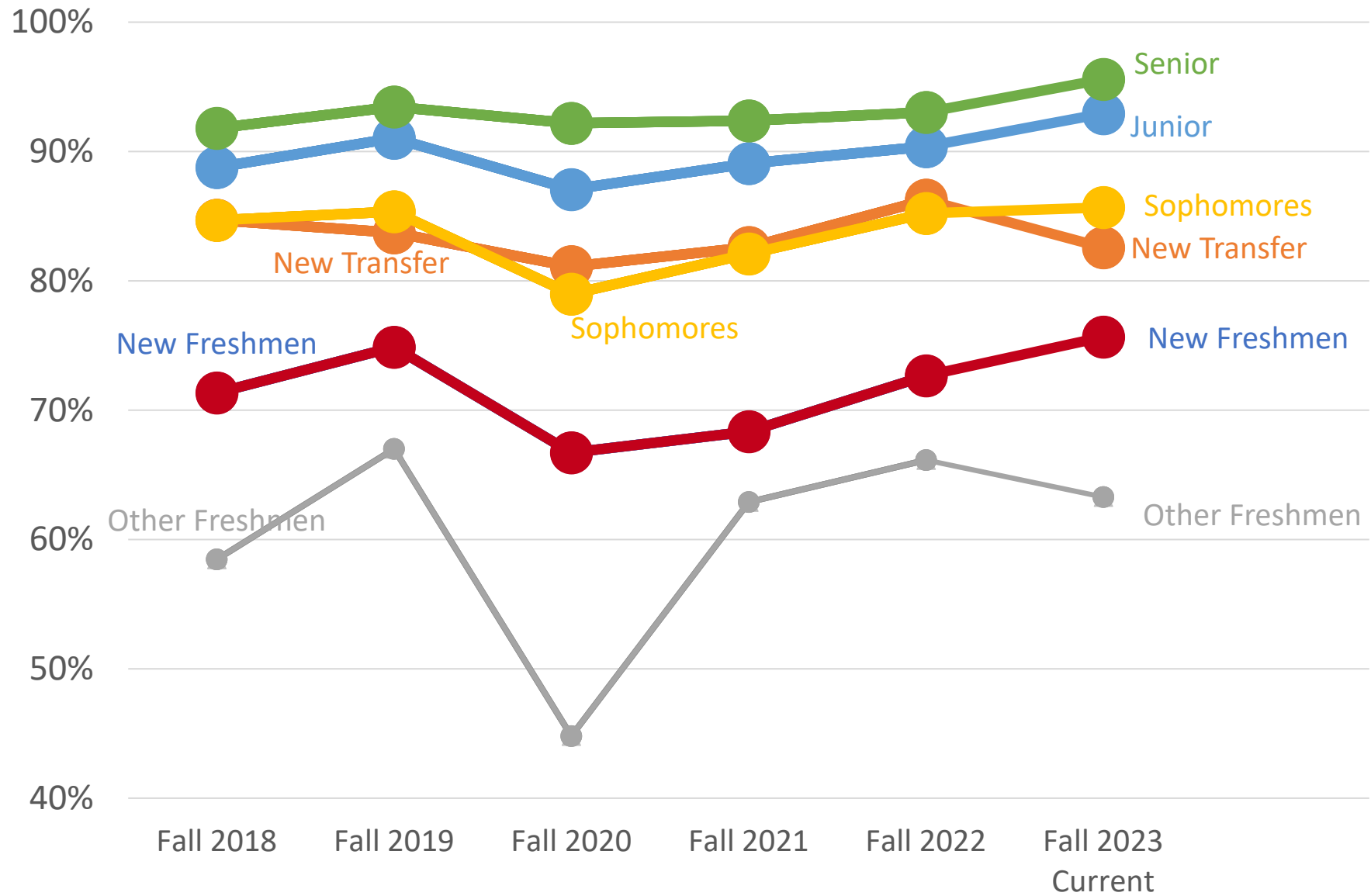


# Two-Year Strategic Plan

Increase student retention and progression rates

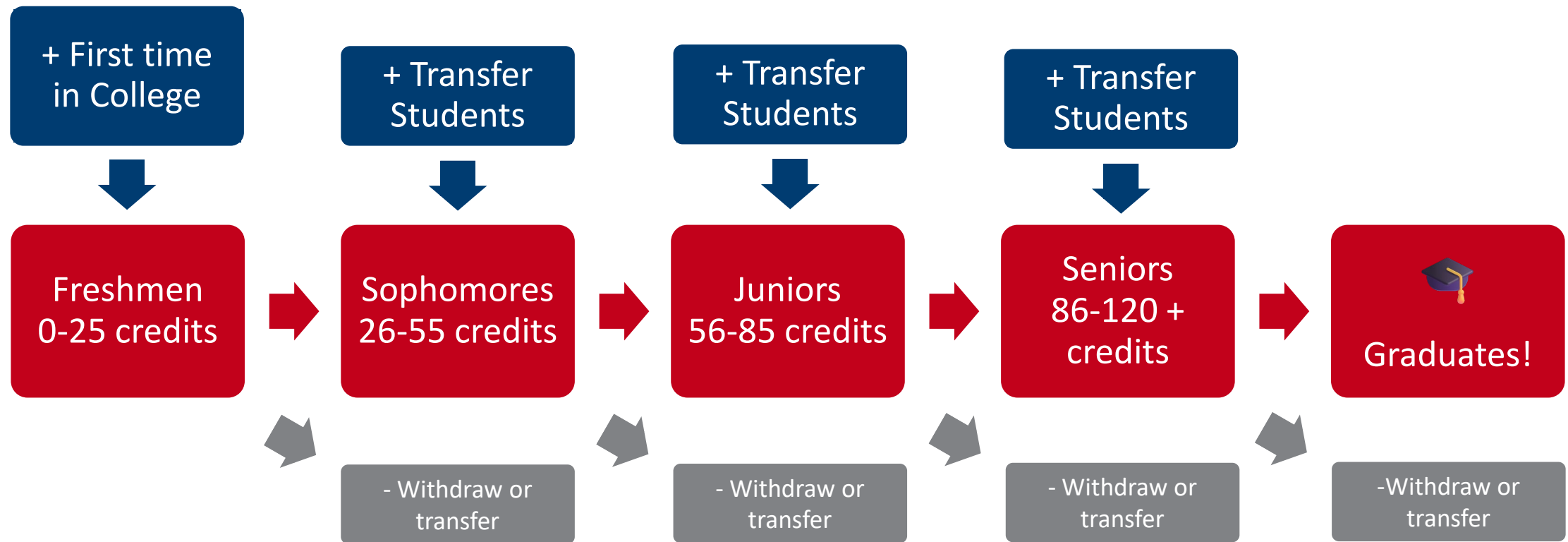
# Undergraduate Retention

*preliminary*





# Undergraduate enrollment calculation



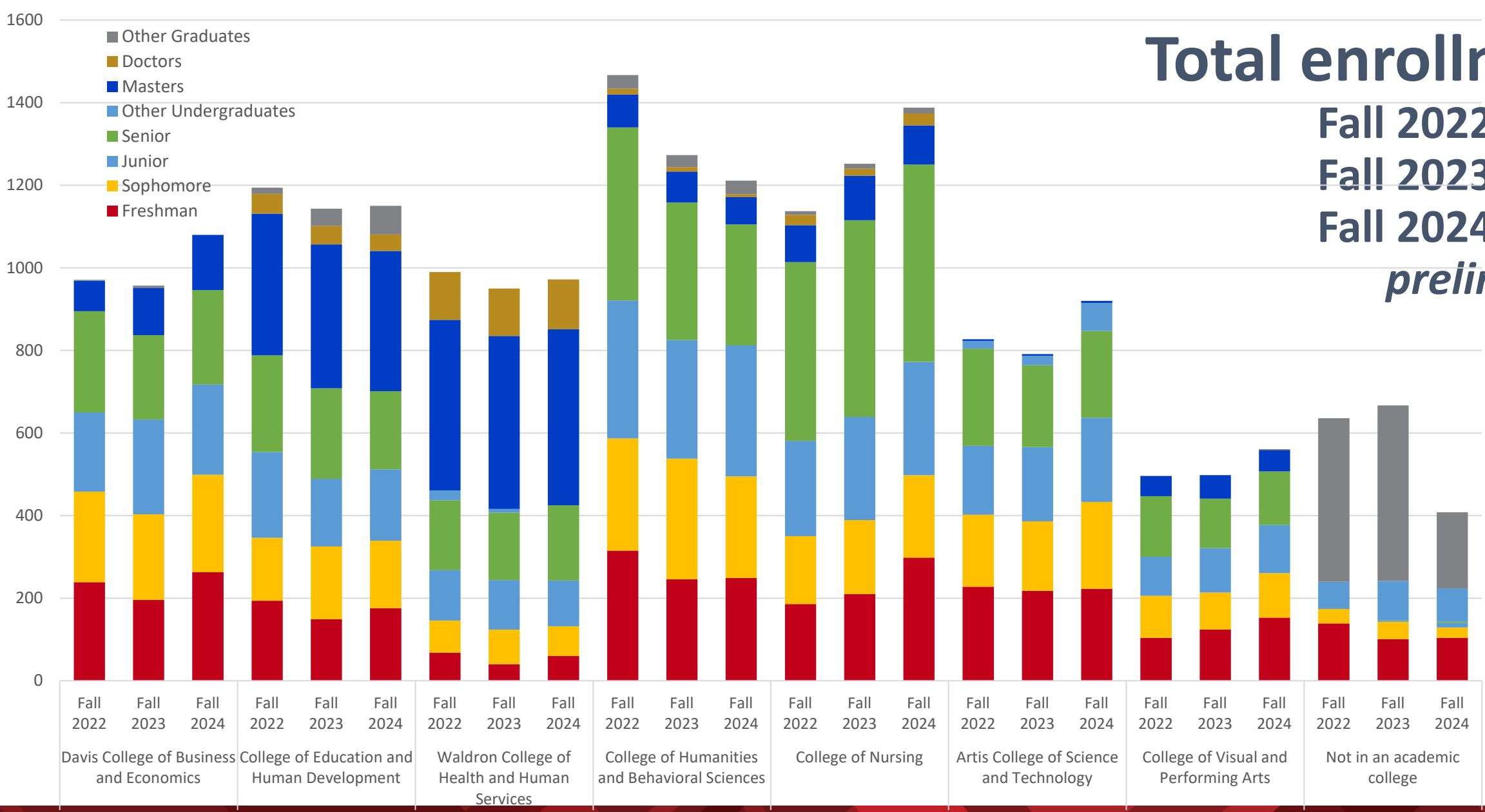
# Total enrollment

Fall 2022: 7718

Fall 2023: 7531

Fall 2024: 7690

*preliminary*



# Two-Year Strategic Plan

Reposition academic programs and administration to increase efficiency and effectiveness

# Division of Academic Affairs Organization

Artis College of Science and Technology  
*Dean Steven Bachrach*

College of Visual and Performing Arts  
*Interim Dean Tim Channell*



Provost and Senior Vice President  
**Bethany M. Usher**

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University Registrar  
*Katie Piper*

College of Education and Human Development  
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*Dean Donna McCloskey*

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*Director Adam Neal*

College of Humanities and Behavioral Science  
*Interim Dean Jeff Asplenmeier*

Waldron College of Health and Human Services  
*Dean Kenneth Cox*

Faculty and Curriculum  
*Assistant Provost Jessica Stowell*

Radford University @ Roanoke  
*Assistant Provost Glen Mayhew*

College of Nursing  
*Dean Wendy Downey*

Graduate Affairs  
*Interim Assistant Provost Agida Manizade*

# Board Items

# Notification: Faculty Emeriti



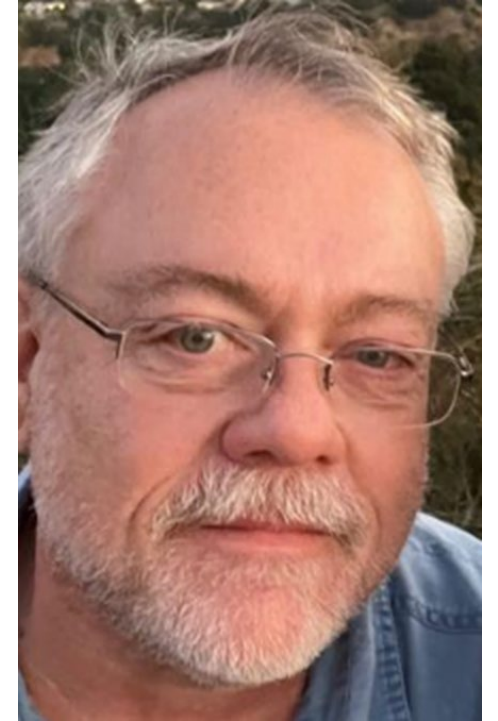
Dr. Eric Du Plessis  
Professor of English



Dr. Louis Gallo  
Professor of English

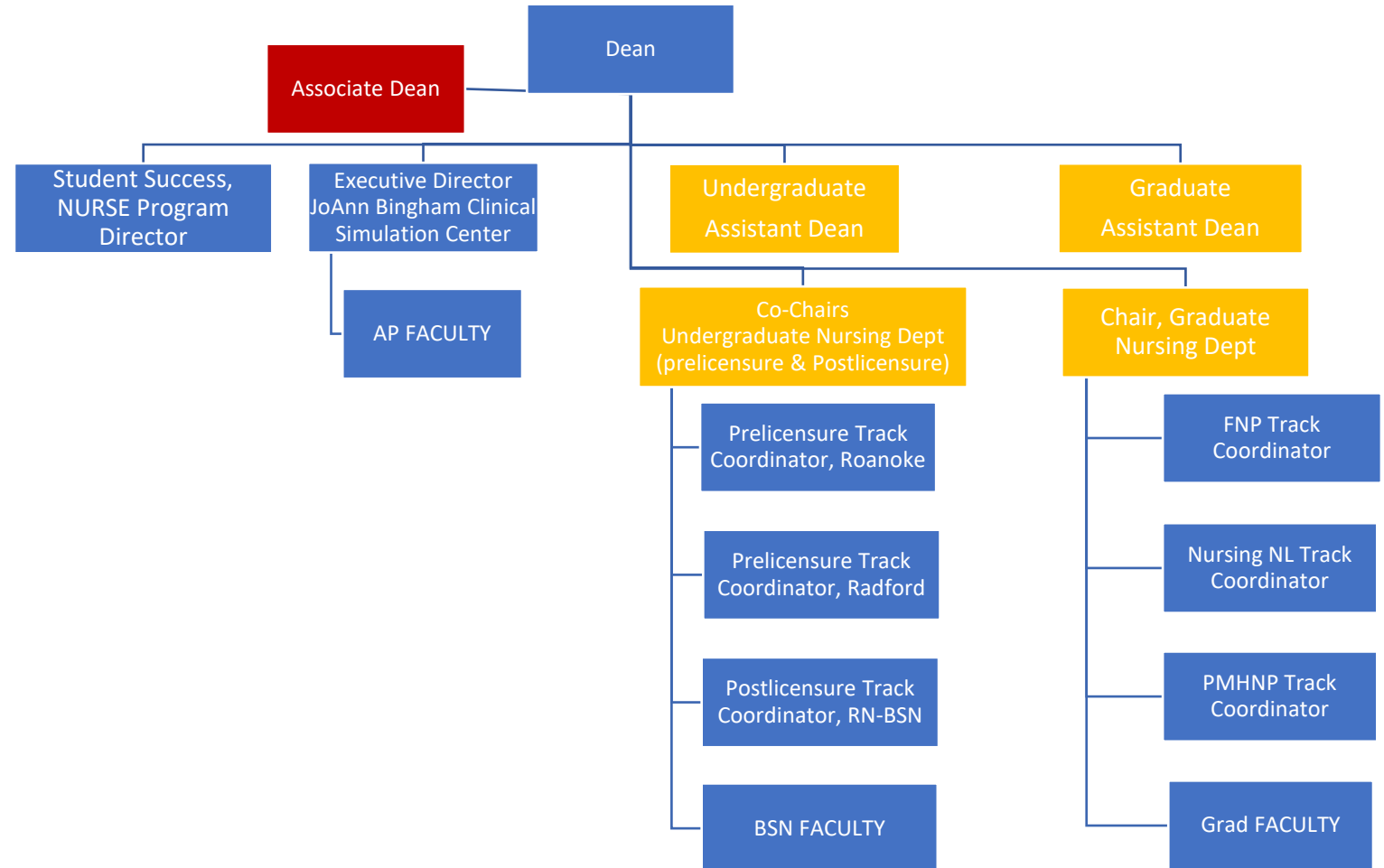


Dr. Jonathan Tso  
Professor of Geology



Dr. Robert Williams  
Professor of English  
posthumous

# Voting Item: Resolution to revise the department structure of the College of Nursing



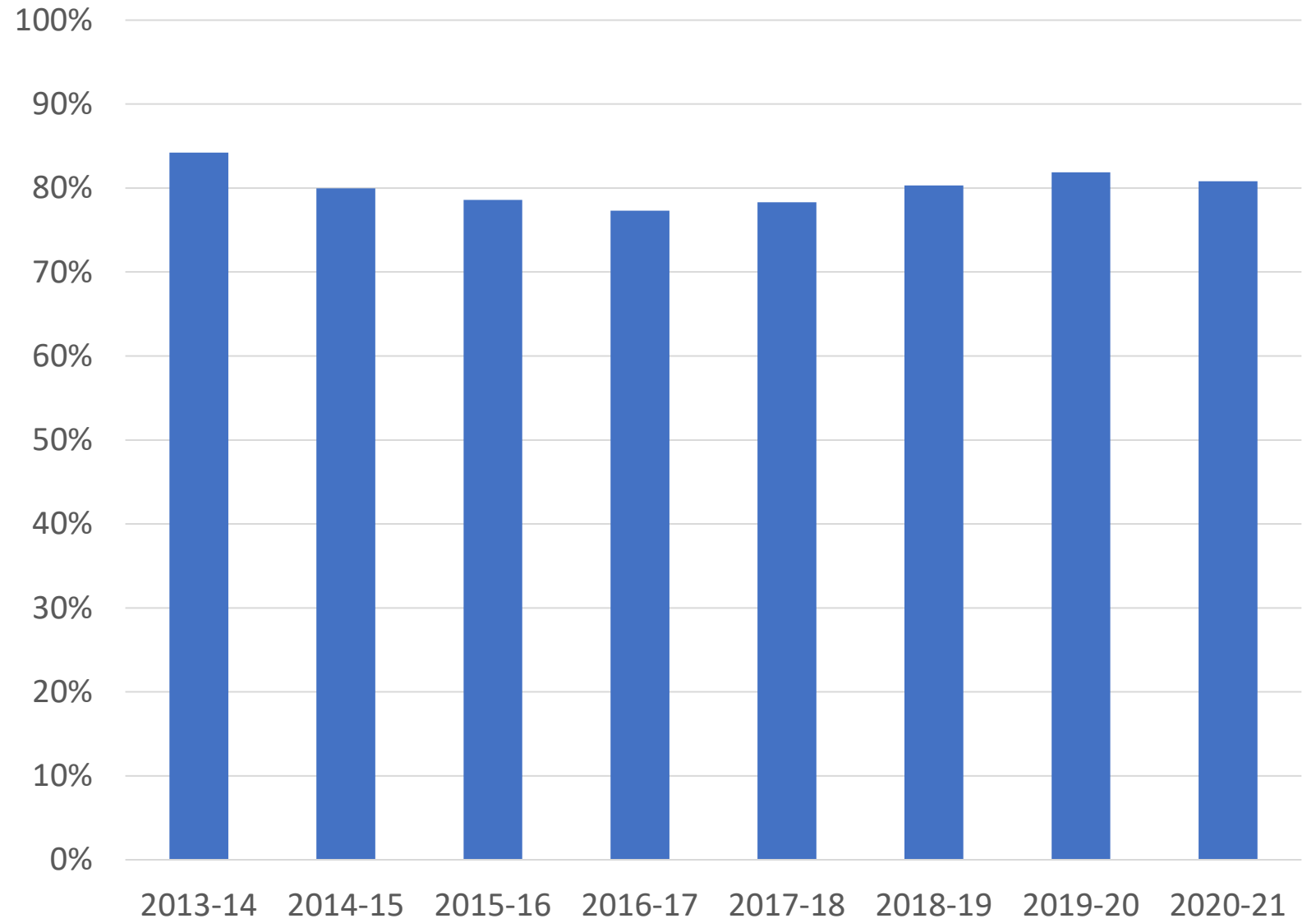
- Department of Undergraduate Nursing
- Department of Graduate Nursing

# Discussion

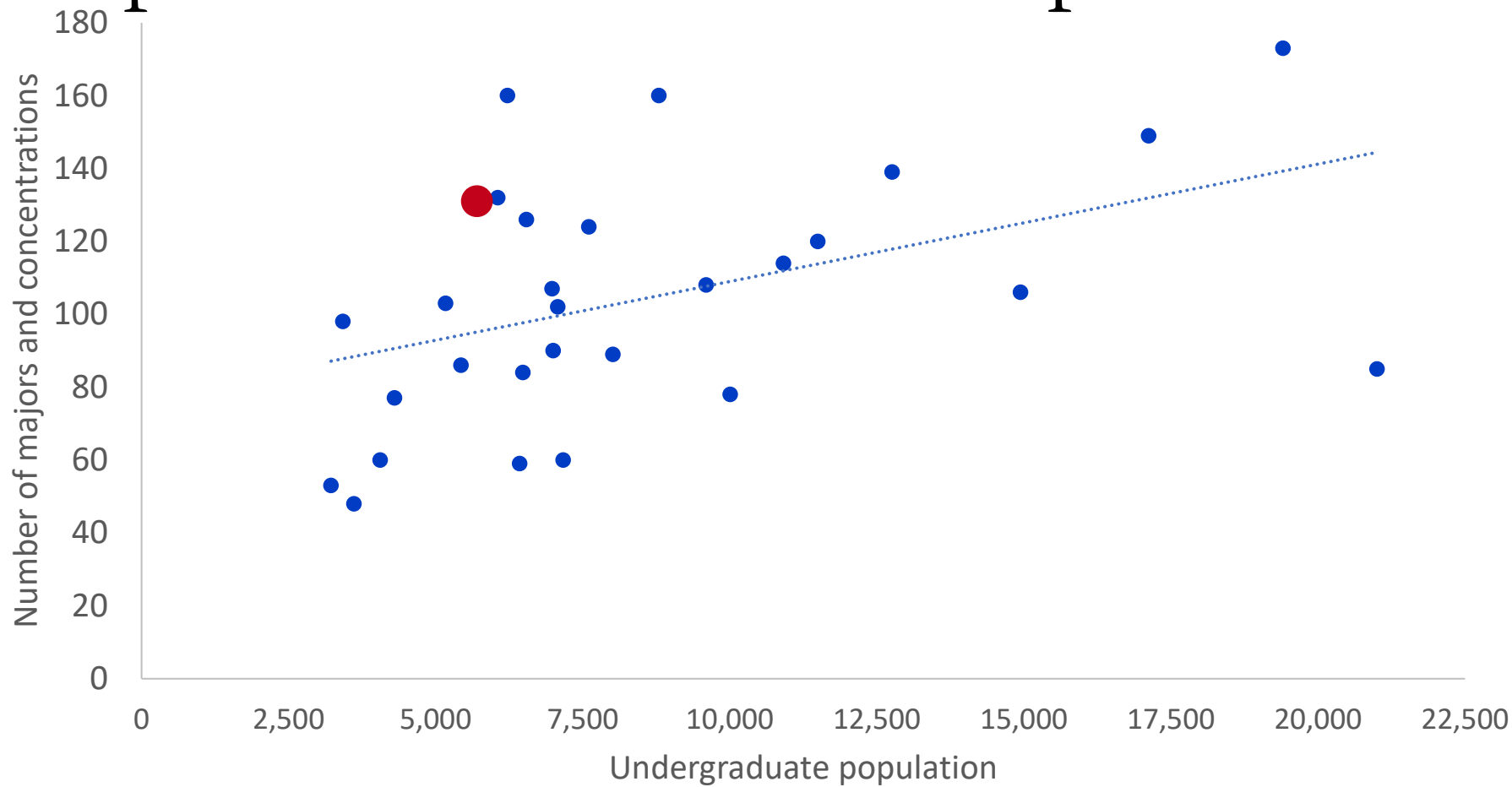


# Appendix

# Master's degree completion in 3 years *preliminary*



# Radford has more unique major/concentration options than would be expected.



Comparing the number of unique majors+minors to total undergraduate population for our 29 SCHEV Peer and Virginia Peer universities.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**September 5, 2024**

**EMERITUS FACULTY**

Based on recommendations from the Department Personnel Committee, the Department Chair, the College Dean, and the Provost, the President has awarded emeritus status to the following retired faculty members:

Professor Eric Du Plessis	Department of Foreign Language and Literatures
Professor Louis Gallo	Department of English
Associate Professor Jonathan Tso	Department of Geology
Professor Robert Williams (Posthumous)	Department of English

- Criteria for the awarding of emeritus faculty status are:
  - A minimum of ten years of service to Radford University;
  - Evidence of effective teaching; and
  - Significant professional contributions.
- The privileges and responsibilities attached to emeritus status include:
  - Use of the library;
  - Use of those athletic facilities available to regular faculty;
  - Use of a university computer account;
  - A Radford University identification card and special event discounts available with it; and
  - Attendance at University functions that are open to all regular faculty.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**SEPTEMBER 5, 2024**

**RESOLUTION TO REVISE THE DEPARTMENT STRUCTURE  
OF THE COLLEGE OF NURSING**

**WHEREAS**, in 2023, the Board of Visitors approved to change the name of the School of Nursing to the College of Nursing; and

**WHEREAS**, the proposed revised department structure for the College of Nursing more appropriately aligns with the administrative structure of that academic unit and will align with the Teaching and Research Faculty Handbook; and

**WHEREAS**, the proposed department structure was approved by a vote of the faculty of the College of Nursing and was subsequently recommended by a vote of the Teaching and Research Faculty Senate; and

**WHEREAS**, the proposed departmental structure has a net-neutral effect on the budget;

**NOW, THEREFORE, BE IT RESOLVED**, that the Academic Excellence and Research Committee recommends that the Board of Visitors approves to revise the department structure of the College of Nursing as proposed;

**BE IT FURTHER RESOLVED**, that the President and/or designee(s) are hereby authorized to submit any and all documentation that may be required to receive approval of the revised department structure to the State Council of Higher Education for Virginia (SCHEV) and the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

## **Motion to Revise the Department Structure of the College of Nursing**

Referred by: Governance Committee

### **MOTION:**

The Faculty Senate supports the College of Nursing's proposed revision of its organizational structure to two departments

1. Department of Undergraduate Nursing
2. Department of Graduate Nursing

### **RATIONALE:**

This proposal was approved by a vote of the College of Nursing faculty on August 12, 2024. Although the College of Nursing was formed in January 2024, the college does not align with the structure of other colleges and departments at Radford University. Functionally, the college has three units with "chairs," known as academic unit heads. Thus, the creation of departments within the college more appropriately aligns with the administrative structure of a college and with the *Radford University Teaching & Research Faculty Handbook*.

In order to accommodate the very large number of students and faculty in the BSN degree program (CIP 51.3801), the Undergraduate Nursing department will have two co-chairs – one for pre-licensure BSN and one for post-licensure RN to BSN. The Graduate Nursing department would only have one chair to house the graduate nursing CIP codes (51.3802, 51.3805, 51.3818).

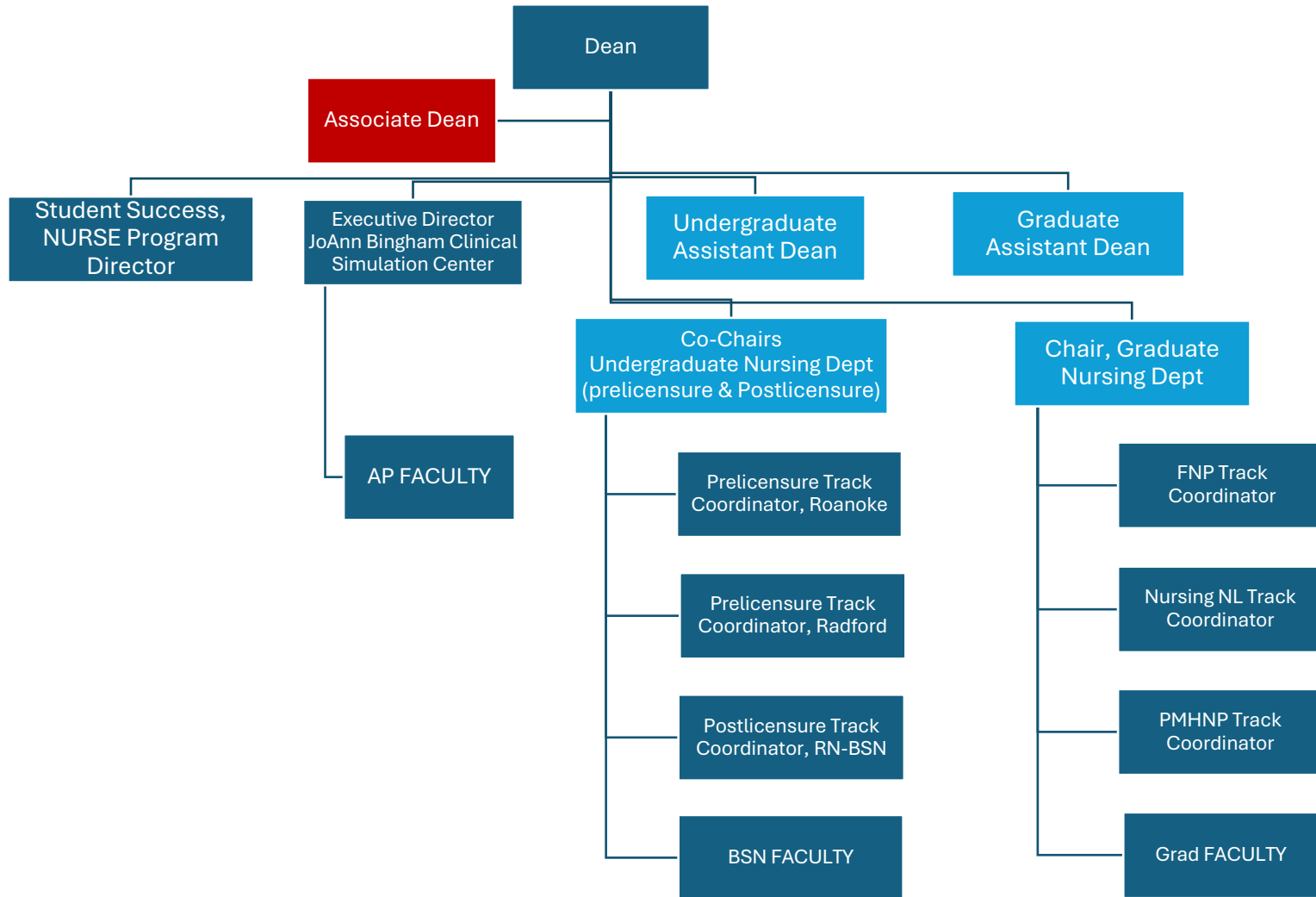
The change to the proposed departmental structure has a net-neutral effect on the budget. Associate Dean, Assistant Dean, and Chair stipends will come from funds already provided to the university for nursing education by the Commonwealth but not yet allocated.

The number of faculty and students in each department will be as follows:

- Department of Undergraduate Nursing
  - o Faculty: 40
  - o Students: 1,242
- Department of Graduate Nursing
  - o Faculty: 13
  - o Students: 130

The college also has a significant number of adjuncts throughout all programs, primarily for the clinical components of courses and online post licensure and graduate courses.

# Proposed College of Nursing Organizational Structure





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# Faculty Senate Report

Matthew Close, Ph.D.

President of the Radford University T&R Faculty Senate



# Faculty Senate 2024-2025



- Reviewed 2023-2024 Continuity Reports & Drafted Charges for Committees for 2024-2025
- Student Success Focus: What three things can your committee do to promote student success?
- Motion 24-25.01: Motion to Revise the Department Structure of the College of Nursing (passed, voting item for business at present meeting)
- T&R Faculty Recommendations for Strategic Planning Committee

# Faculty Senate 2024-2025



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- General Education Refinement and/or Reform
- Curriculum Flow & Curriculum Life Cycle
- Academic Affairs Governance Document
- Faculty Morale Survey (23-24 Report in December, 24-25 COACHE Survey)
- T&R Faculty Handbook

# Minutes



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**Academic Excellence and Student Success Committee**  
**1:00 p.m.**  
**June 6, 2024**  
**Kyle Hall, Room 340, Radford, VA**

**DRAFT**  
**MINUTES**

**Committee Members Present**

Ms. Jeanne Armentrout, Chair  
Dr. Betty Jo Foster, Vice Chair  
Mr. Robert A. Archer  
Mr. George Mendiola, Jr.  
Dr. Kurt Gingrich, (Non-Voting Faculty Advisory Representative)

**Committee Member Absent**

Ms. Georgia Anne Snyder-Falkinham

**Board Members Present**

Dr. Debra K. McMahon, Rector  
Mr. Marquett Smith, Vice Rector  
Dr. Jay Brown  
Ms. Joann Craig  
Mrs. Jennifer Wishon Gilbert  
Mr. Tyler Lester  
Ms. Lisa Pompa  
Mr. David A. Smith  
Mr. James Turk

**Others Present**

Dr. Bret Danilowicz, President  
Dr. Bethany Usher, Provost and Senior Vice President for Academic Affairs  
Dr. Dannette Beane, Vice President for Enrollment Management and Strategic Communications  
Dr. Rob Hoover, Vice President for Finance and Administration  
Dr. Angela Joyner, Vice President for Economic Development and Corporate Education  
Dr. Susan Trageser, Vice President for Student Affairs  
Ms. Penny Helms White, Vice President for University Advancement  
Ms. Karen Casteel, Secretary to the Board of Visitors and Special Assistant to the President  
Ms. Susan Richardson, University Counsel

### **Call to Order**

Ms. Jeanne Armentrout, Chair, formally called the meeting to order at 1:00 p.m. in Kyle Hall Room 340 on the campus of Radford University.

### **Approval of Agenda**

Ms. Armentrout asked for a motion to approve the June 6, 2024 agenda. Dr. Betty Jo Foster so moved, Mr. Robert Archer seconded, and the motion was carried unanimously.

### **Approval of Minutes**

Ms. Armentrout asked for a motion to approve the March 21, 2024 minutes of the Academic Excellence and Student Success Committee. Mr. George Mendiola so moved, Dr. Betty Jo Foster seconded, and the motion was carried unanimously.

### **Academic Affairs Update**

Provost and Senior Vice President for Academic Affairs Bethany M. Usher delivered her fourth update to the Board of Visitors. She began with “Points of Pride,” including end of year celebrations of students and faculty, programs that continue to receive praise and earn accreditation, a strong transfer enrollment and an increase in retention rates. Provost Usher is filling out her team with new members, including Dr. Donna McCloskey, Dean of the Davis College of Business and Economics, and Dr. Jerel Benton, Assistant Provost for Student Success, and a new Dean for the College of Nursing will be named soon.

Provost Usher then updated the Committee on the Two-Year Strategic Plan for Academic Affairs. One of the items discussed was the Curriculum Lifecycle.

### **Recommendations and Action Items**

Provost Usher discussed the Tenure Recommendation for 2024-25. Ms. Jeanne Armentrout asked for a motion to recommend to the full Board for approval. Dr. Betty Jo Foster so moved, Mr. George Mendiola seconded, and the motion passed unanimously. A copy of the resolution is hereto attached as ***Attachment A*** and is made a part hereof.

Provost Usher discussed the recommendation to Establish an Office of Graduate Affairs and the Dissolution of the College of Graduate Studies. Ms. Jeanne Armentrout asked for a motion to recommend to the full Board for approval. Mr. George Mendiola so moved, Mr. Robert Archer seconded, and the motion passed unanimously. A copy of the resolution is hereto attached as ***Attachment B*** and is made a part hereof.

Provost Usher discussed the Discontinuance of the M.A. Degree Designation in Criminal Justice. Ms. Jeanne Armentrout asked for a motion to recommend to the full Board for approval. Dr. Betty Jo Foster so moved, Mr. Robert Archer seconded, and the motion passed unanimously. A copy of the resolution is hereto attached as ***Attachment C*** and is made a part hereof.

Provost Usher discussed the Discontinuance of the B.A. in Recreation, Parks and Tourism. Ms. Jeanne Armentrout asked for a motion to recommend to the full Board for approval. Dr. Betty Jo Foster so moved, Mr. Robert Archer seconded, and the motion passed unanimously. A copy of the resolution is hereto attached as ***Attachment D*** and is made a part hereof.

Provost Usher discussed the Revisions to the Teaching and Research Faculty Handbook for Faculty Evaluation Policies in Section 1.4.1.1. Ms. Jeanne Armentrout asked for a motion to recommend to the full Board for approval. Mr. Robert Archer so moved, Mr. George Mendiola seconded, and the motion passed unanimously. A copy of the resolution is hereto attached as *Attachment E* and is made a part hereof.

Provost Usher discussed the Revisions to the Teaching and Research Faculty Handbook for Faculty Evaluation Procedures for Special Purpose, Temporary and Part-time Faculty. Ms. Jeanne Armentrout asked for a motion to recommend to the full Board for approval. Mr. Robert Archer, so moved, Mr. George Mendiola seconded, and the motion passed unanimously. A copy of the resolution is hereto attached as *Attachment F* and is made a part hereof.

Lastly, Provost Usher discussed Revisions to the Teaching and Research Faculty Handbook for T & R Language for Tenure. Ms. Jeanne Armentrout asked for a motion to recommend to the full Board for approval. Mr. Robert Archer so moved, Mr. George Mendiola seconded, and the motion passed unanimously. A copy of the resolution is hereto attached as *Attachment G* and is made a part hereof.

#### **Information Items**

As an informational item, Provost Usher announced the faculty members who were awarded emeritus status.

#### **Faculty Senate Report**

The Faculty Senate update was provided by Faculty Representative to the Board and Faculty Senate Immediate Past President, Dr. Kurt Gingrich. He began with a moment of silence and reflection on the anniversary of D-Day. Dr. Gingrich thanked the Board members with terms ending for their service. Dr. Gingrich reported on the items and changes that Faculty Senate made in the past year, including changes to the T&R Handbook and changes to the faculty morale survey.

#### **Adjournment**

With no further business to come before the Committee, Ms. Armentrout, adjourned the meeting at 1:57 p.m.

Respectfully submitted,

Karen Montgomery  
Executive Assistant to the Provost and Senior Vice President of Academic Affairs

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**JUNE 6, 2024**

**RESOLUTION OF TENURE RECOMMENDATIONS**

**WHEREAS**, the tenure-track faculty are appointed initially on one-year contracts and throughout the probationary period, which is normally six years, they are subject to reappointment annually upon recommendation by the Department Personnel Committee, the Department Chair, the College Dean, the Provost, and the President; and

**WHEREAS**, no later than the beginning of the fall semester of the sixth year of full-time appointment, tenure-track faculty are notified by their Department Chairs of their eligibility for consideration for award of tenure and candidates for tenure must submit to their Department Personnel Committees pertinent information regarding their qualification for tenure, including a statement justifying the granting of tenure, all past performance evaluations, including a summary of student evaluations and any peer evaluations, a current curriculum vita, and any other relevant documentation; and

**WHEREAS**, criteria for the award of tenure include: the continuing need for the individual's expertise; the individual's teaching effectiveness; effectiveness as an advisor; professional development; participation in University co-curricular activities; committee work; cooperation with colleagues; and contributions towards the objectives of the department, college, and University; and

**WHEREAS**, upon consideration of the candidate's achievement of the above criteria, the Department Personnel Committee submits its recommendation to the Department Chair, who in turn submits his or her recommendation to the College Dean. The Dean submits his or her recommendation to the Provost, and the Provost submits their recommendation in each case to the President. At each stage, the recommendation is added to the previous recommendations, and all are transmitted to the next level. Copies of each recommendation, together with justification, are sent to the faculty member, who has the right to appeal negative recommendations to the Faculty Grievance Committee; and

**WHEREAS**, the final authority for awarding or denying tenure lies with the Board of Visitors and all of the faculty members listed below have met the criteria for award of tenure;

**DAVIS COLLEGE OF BUSINESS AND ECONOMICS**

<u>Name</u>	<u>Department</u>
Donna McCloskey	Department of Management

**THEREFORE, BE IT RESOLVED**, it is recommended that the Academic Excellence and Student Success Committee recommend that the Board of Visitors approves the faculty Tenure recommendations listed above to become effective the beginning of the 2024-2025 academic year.



**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**JUNE 6, 2024**

**RESOLUTION TO ESTABLISH AN OFFICE OF GRADUATE AFFAIRS AND THE  
DISSOLUTION OF THE COLLEGE OF GRADUATE STUDIES**

**WHEREAS**, Radford University reaffirms its commitment to supporting and growing graduate academic programs in alignment with our mission in Radford, in Roanoke, across Southwest Virginia, and online; and

**WHEREAS**, Radford University supports and plans to expand a wide range of highly ranked research-based profession and executive graduate programs; and

**WHEREAS**, several of the functions currently in the College of Graduate Studies can more efficiently and effectively be administered by leveraging strengths in other units, reducing redundancy in operations; and

**WHEREAS**, Academic Affairs defines Colleges as Academic Units that manage academic programs and have Teaching and Research Faculty assigned; and

**WHEREAS**, the Division of Academic Affairs proposes to discontinue the College of Graduate Studies and distribute the current responsibilities between Enrollment Management, University Registrar, and a newly formed Office of Graduate Affairs; and

**WHEREAS**, an Office of Graduate Affairs will be able to leverage internal and external partnerships to support graduate academic affairs, curriculum, development, and policy; and support graduate student success;

**NOW, THEREFORE, BE IT RESOLVED**, a decision has been made to dissolve the College of Graduate Studies and re-organize its various responsibilities across a newly formed Office of Graduate Studies, Academic Affairs, and Enrollment Management; and it is further **RESOLVED**, that the President and/or his designee(s) are hereby authorized to submit any and all documentation that may be required to receive approval of the discontinuance of the College to the State Council of Higher Education of Virginia (SCHEV).

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Faculty Senate passed a motion in support of this action on April 18, 2024

Graduated Affairs Committee passed a motion in support of this action on April 19, 2024

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**JUNE 6, 2024**

**RESOLUTION FOR DISCONTINUANCE OF THE MASTER OF ARTS (MA) DEGREE  
DESIGNATION IN CRIMINAL JUSTICE**

**WHEREAS**, the Department of Criminal Justice in the College of Humanities and Behavioral Sciences at Radford University proposes to discontinue the Master of Arts (MA) degree designation in Criminal Justice; and

**WHEREAS**, the purpose of the Master of Arts (MA) Degree Designation in Criminal Justice was to prepare students for careers in criminal justice and related fields. The program is designed both to enhance students' existing capabilities and to develop unique competencies and skills for future academic and career goals;

**HOWEVER**, the program only had between 0 and 4 enrolled students annually; and

**WHEREAS**, the current MA degree designation has limited use among the criminal justice degree programs at public institutions in Virginia. In August 2023, faculty reviewed the degree programs offered by Virginia's 15 public four-year institutions. Of the 5 other Virginia public institutions that offer a masters level criminal justice degree program, only one (1) has a MA degree designation.; and

**WHEREAS**, the Criminal Justice Department intends to continue the existing Master of Science (MS) degree designation in Criminal Justice to serve the same purpose;

**NOW, THEREFORE, BE IT RESOLVED**, a decision has been made to discontinue the Master of Arts (MA) Degree Designation in Criminal Justice and remove it from the Radford University degree inventory; and it is further **RESOLVED**, that the President and/or his designee(s) are hereby authorized to submit any and all documentation that may be required to receive approval of the discontinuance of the program to the State Council of Higher Education of Virginia.

### **Proposed Intent to Discontinue**

Radford University (Radford) requests to discontinue the Master of Art (MA) degree designation from the Master of Arts/Master of Science (MA/MS) degree program in Criminal Justice (CIP code: 43.0104). The degree program would be a Master of Science (MS) in Criminal Justice (CIP code: 43.0104). The degree program is located in the College of Humanities and Behavioral Sciences, Department of Criminal Justice.

### **Background**

Radford University first offered the Master of Art/Master of Science (MA/MS) degree in Criminal Justice in fall 1987. The purpose of the degree program was and remains to prepare students for careers in criminal justice and related fields. The program is designed both to enhance students' existing capabilities and to develop unique competencies and skills for future academic and career goals.

On August 17th, 2023, the faculty of the Criminal Justice department discussed the future of the Criminal Justice Master's Degree program during a faculty retreat. This retreat is an annual meeting where enrollment data, student learning data and other matters related to curriculum are discussed. At this meeting, faculty discussed the presented enrollment data, in particular enrollment differences between the MA and MS degree designations. The department faculty for the graduate program determined there was a need to discontinue the MA degree designation. The graduate program coordinator presented a proposal to discontinue the MA degree designation on September 4, 2023, and it was approved by the department faculty on that date.

On January 2024 the proposal to discontinue the MA degree designation was approved by the Dean of the College of Humanities and Behavioral Sciences. On April 4, 2024, Faculty Senate approved the closure of the MA degree designation. On April 15, 2024, the Provost approved the closure.

### **Rationale for Intent to Discontinue**

The proposed intent to discontinue the MA degree designation is needed for two reasons: 1) lack of student enrollment; and 2) common degree designation.

#### Enrollment

Enrollment in the MA degree designation in Criminal Justice has steadily decreased. Institutional records show enrollment has declined since 2014. Students have not consistently enrolled in the program and since fall 2022 no students have enrolled in the degree designation.

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Enrollments	3	0	1	1	1	0	4	0	1	0
New Enrollments	0	0	0	0	0	0	0	0	0	0

It is apparent that the degree designation is no longer desirable for students at Radford University. The lack of enrollment supports the need to discontinue the degree designation at this time.

#### Common Degree Designation

The current MA degree designation has limited use among the criminal justice degree programs at public institutions in Virginia. In August 2023, faculty reviewed the degree programs offered by Virginia's 15 public four-year institutions. Of the 5 other Virginia public institutions that offer a

masters level criminal justice degree program, only one (1) has a MA degree designation. Faculty determined that not offering the MA degree designation would be beneficial in that Radford's degree program's designation would align with the other public institutions in Virginia. Thus, the discontinuance of the degree designation is needed to help the University maintain appropriate similarity and competitiveness with public four-year institutions in Virginia.

### **Critical Shortage Area**

The MA degree designation in Criminal Justice is not in a critical shortage area. The curriculum will continue to be offered in the MS degree designation in Criminal Justice.

### **Teach-out Plan**

No students are enrolled in the MA degree designation of the program MA/MS in criminal Justice degree program. A teach-out plan is not needed.

All faculty have been made aware of the impending degree designation closure. No faculty positions will be lost as result of the discontinuance of the degree designation. All faculty will continue to teach core and required courses in the MS in Criminal Justice degree program.

### **“Stopped-Out” Students**

Institution records show that no students are “stopped out” of the MA degree designation of the degree program. No plan is needed to notify students.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**JUNE 6, 2024**

**RESOLUTION FOR DISCONTINUANCE OF THE BACHELOR OF ARTS (BA) IN  
RECREATION, PARKS AND TOURISM**

**WHEREAS**, the Department of Recreation, Parks, and Tourism in the College of Education and Human Development at Radford University proposes to discontinue the Bachelor of Arts (BA) Degree Designation in Recreation, Parks and Tourism; and

**WHEREAS**, the purpose of the Bachelor of Arts (BA) Degree Designation in Recreation, Parks and Tourism to enrich lives and make a positive impact on individuals, communities, and the environment, through empowering students with knowledge, skills, and experiences to create meaningful and sustainable recreational opportunities for people of all ages, backgrounds, and abilities.

**HOWEVER**, the degree designation only had 0-2 students enrolled annually, graduating only 7 students in 23 years; and

**WHEREAS**, the Recreation, Parks and Tourism Department intends to continue the existing Bachelor of Science (BS) degree designation in Recreation, Parks and Tourism to meet the purpose described above.

**NOW, THEREFORE, BE IT RESOLVED**, a decision has been made to discontinue the Bachelor of Arts (BA) Degree Designation in Recreation, Parks and Tourism and remove it from the Radford University degree inventory; and it is further **RESOLVED**, that the President and/or his designee(s) are hereby authorized to submit any and all documentation that may be required to receive approval of the discontinuance of the program to the State Council of Higher Education of Virginia.

## **Proposed Intent to Discontinue**

Radford University requests to discontinue the Bachelor of Art (BA) degree designation from the Bachelor of Arts/Bachelor of Science (BA/BS) degree program in Recreation, Parks and Tourism (CIP code: 31.0101). The degree program would be a Bachelor of Science (BS) in Recreation, Parks, and Tourism (CIP code: 31.0101). The degree program is located in the College of Education and Human Development, Department of Recreation, Parks and Tourism.

## **Background**

Radford University first offered the Bachelor of Art/Bachelor of Science (BA/BS) degree in Recreation Administration in 1969. Since that time the major has undergone a number of name changes and currently holds the name Recreation, Parks and Tourism. A separate, independent, self-governing Department of Recreation was established in 1974 and was renamed the Department of Recreation and Leisure Services in 1975. Subsequently, the name changed to the Department of Leisure Services in 1995 and in Spring 2000 became the Department of Recreation, Parks and Tourism. The program was first accredited by the Council on Accreditation for Parks, Recreation Tourism and Related Professions (COAPRT) in 1979.

The purpose of the degree program was and remains to prepare students for careers that enrich lives and make a positive impact on individuals, communities, and the environment. The program is designed to empower students with knowledge, skills, and experiences to create meaningful and sustainable recreational opportunities for people of all ages, backgrounds, and abilities.

At the Council of Chairs meeting on February 14, 2024, Provost Usher outlined a Curriculum Lifecycle and expressed her desire to streamline majors and reduce complexity. One element of this process was to look for uneven distribution of B.A. and B.S. degrees within a major. The Interim Department Chair, Dr. Susan Van Patten, contacted the Office of Institutional Research who provided degrees conferred since 2000-2001. It was determined that removing the Bachelor of Arts degree options would simplify the curriculum and reduce confusion for students with very minimal impact. This decision was supported by the Department and College Curriculum Committees, Dean, and Faculty Senate.

## **Rationale for Intent to Discontinue**

The proposed intent to discontinue the BA degree designation is needed for two reasons: 1) lack of student enrollment; and 2) common degree designation.

### Enrollment

Enrollment in the BA degree designation in Recreation, Parks and Tourism has been low for 23 years. Most years there have been no students in this designation and only in 4 of the past 23 years have there been any enrollment in the degree designation. Further, only 7 students have graduated with this degree designation in the past 23 years.

### Common Degree Designation

The current BA degree designation has little or no recognition in the field. Currently, degree programs that are preparing students for professional positions or graduate programs use the BS degree designation. The Bachelor of Science designation typically indicates the curriculum included “science” coursework. The rigor of the coursework prepares students for leadership roles that can include complete management and oversight of an organization. The BA degree designation does not include this science coursework. Thus, the discontinuance of the degree designation is needed.

**Critical Shortage Area**

The BA degree designation in Recreation, Parks, and Tourism is not in a critical shortage area. The curriculum will continue to be offered in the BS degree designation in Recreation, Parks and Tourism.

**Teach-out Plan**

No students are enrolled in the BA degree designation of the program BA/BS in Recreation, Parks, and Tourism degree program. A teach-out plan is not needed.

All faculty have been made aware of the impending degree designation closure. No faculty positions will be lost as result of the discontinuance of the degree designation. All faculty will continue to teach core and required courses in the BS in Recreation, Parks and Tourism degree program.

**“Stopped-Out” Students**

Institution records show that no students are “stopped out” of the MA degree designation of the degree program. No plan is needed to notify students.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**JUNE 6, 2024**

**RESOLUTION TO AMEND THE  
TEACHING AND RESEARCH FACULTY HANDBOOK**

**WHEREAS**, all proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook; and

**WHEREAS**, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University; and

**WHEREAS**, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it; and

**WHEREAS**, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language; and

**WHEREAS**, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

**WHEREAS**, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Radford University hereby approves in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.4.1.1: Evaluation** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

---

[Motion to Revise T&R Language for Faculty Evaluation Policies](#)

**Referred by:** Faculty Issues



## **MOTION:**

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (stricken through) in Section 1.4.1.1 of the T & R Faculty Handbook.

**All full-time and part-time faculty are subject to annual evaluation.** Responsibility and authority for evaluation of faculty of all classifications whose appointments are more than 50% teaching and research rests with the Department Chair and is subject to review by the Dean. Each faculty evaluation shall be made by the Department Chair consistent with the criteria that follow, in accordance with a given faculty classification and any published Department-specific evaluation criteria, and in accordance with College evaluation procedures.

The Department Personnel Committee also makes recommendations regarding reappointment of faculty as described in section 1.5 of this Handbook.

All evaluated activities shall be in the context of the faculty member's role as professor-scholar rather than in personal roles such as citizen or parent.

## **RATIONALE:**

This motion clarifies that all faculty, including adjunct faculty, are to be evaluated on an annual basis. At present, adjunct faculty are evaluated at the end of each semester, which places a considerable administrative burden on both adjuncts and department chairs. This change, therefore, should make the evaluation process more efficient, while still adhering to SACS requirements.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**JUNE 6, 2024**

**RESOLUTION TO AMEND THE  
TEACHING AND RESEARCH FACULTY HANDBOOK**

**WHEREAS**, all proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook; and

**WHEREAS**, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University; and

**WHEREAS**, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it; and

**WHEREAS**, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language; and

**WHEREAS**, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

**WHEREAS**, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Radford University hereby approves in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.4.1.4.2: Evaluation** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

---

Motion to Revise T&R Language for Faculty Evaluation Procedures for Special Purpose, Temporary, and Part-time Faculty

**Referred by:** Faculty Issues

**MOTION:**

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (stricken through) in Section 1.4.1.4.2 of the T & R Faculty Handbook.

The evaluation of special purpose and full-time temporary faculty shall adhere to the same procedures as those for tenure-track faculty except that the range of weights for each category of evaluation shall be:

Teaching: 75% - 100%

Professional ~~Service~~ **Contributions**: 0% - 20%

University Service: 0% - 15%

~~The Personnel Committee shall administer student evaluations of special purpose, full-time temporary, and part-time faculty between the thirteenth and the fourteenth weeks of the semester for all courses, every semester.~~ The appeals procedures shall also be the same as for tenure-track faculty.

The evaluation of part-time faculty shall **occur at least once per academic year, the end of the semester**; based on assigned responsibilities outlined in their letter of appointment. The Department Chair shall prepare a written evaluation of the part-time faculty member's performance and send a copy to the faculty member. If the faculty member disagrees with the evaluation from the Department Chair, he or she may send a written statement of disagreement to the College Dean.

**The Personnel Committee shall administer student evaluations of special purpose, full-time temporary, and part-time faculty for all courses, every semester.**

**RATIONALE:**

This motion makes a number of changes for clarity and consistency. Changing "Professional Service" to "Professional Contributions" makes the language in this section consistent with language elsewhere in the Handbook. Moving the language about student evaluations to the end of the section, rather than the middle, makes the section's arrangement more coherent. The current language about when student evaluations are administered is unnecessary and overly specific and thus has been deleted. Finally, changing evaluation of adjuncts from every semester to once annually will decrease the administrative burden on department chairs.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**JUNE 6, 2024**

**RESOLUTION TO AMEND THE  
TEACHING AND RESEARCH FACULTY HANDBOOK**

**WHEREAS**, all proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook; and

**WHEREAS**, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University; and

**WHEREAS**, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it; and

**WHEREAS**, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language; and

**WHEREAS**, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

**WHEREAS**, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Radford University hereby approves in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.7: Tenure** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

---

[Motion to Revise T&R Language for Tenure](#)

**Referred by:** Faculty Issues

## **MOTION:**

The Faculty Senate approves the addition of language (red type) and the deletion of language (stricken through) in Section 1.7 of the T & R Faculty Handbook.

A decision to grant tenure is an affirmative decision and is available only to tenure-track faculty, College Deans, the Provost, and the President of the University.

Faculty members are only eligible for tenure at the conclusion of a probationary period. That probationary period, for all instructor and professorial ranks at Radford University, shall be six years. Should a tenure-track faculty member be approved for an Externally Funded Professional Leave, the time period of the leave shall be included in the probationary period for tenure.

Should a tenure-track faculty member take a Professional Leave Without Pay, the time period of the leave shall be included in the probationary period only with the recommendation of the Department Personnel Committee, the Department Chair, and the College Dean, and approval by the Provost. Should a faculty member take Personal Leave, the time period of the leave shall not be counted in the probationary period for tenure.

~~Faculty hired on a full-time temporary basis are not eligible for tenure.~~ Should a full-time temporary faculty member **in a position ineligible for tenure** later be hired to a tenure-track position, the faculty member will be offered the opportunity to count **up to five years of his or her their** continuous and uninterrupted prior service ~~as a full-time temporary faculty member~~ at Radford University as part of the probationary period. **The faculty member's decision to count or to waive credit for prior service will be made at the time of initial hiring to the tenure-track position.** Faculty hired on a part-time basis shall not be eligible for tenure. Should a part-time faculty member later be hired to a tenure-track position, previous part-time service shall not be counted as part of the probationary period.

## **RATIONALE:**

This motion allows any non-tenure track faculty member who has served in a full-time role the option to count their continuous and uninterrupted service at Radford as part of the probationary period if later hired to a tenure-track position. Current handbook language specifies that FTT 32 faculty already have this option, but no mention is made of other non-tenure track positions (SPF, Visiting Faculty, In-Residence Faculty). These edits also eliminate a redundancy, as Section 1.1 already defines which roles are ineligible for tenure.

# End of Board of Visitors Materials

