

**RADFORD UNIVERSITY**  
**BOARD OF VISITORS**  
**ACADEMIC AFFAIRS COMMITTEE MEETING**  
**NOVEMBER 9, 2011**

**APPROVED**

**MINUTES**

**COMMITTEE MEMBERS PRESENT:**

Mr. Milton Johns, Chair  
Mr. Thomas E. Fraim, Jr., Vice Chair  
Mr. Anthony Bedell  
Mr. Stephen A. Musselwhite, Rector  
Mr. Mark Pace, Vice Rector  
Dr. Richard Roth, (Faculty Representative; non-voting, advisory member)

**OTHERS PRESENT:**

President Penelope W. Kyle	Mr. Danny Kemp
Provost Sam Minner	Mr. Robert Lineberg
Ms. Nancy Artis	Mr. James Pennix
Mr. Stephan Cassaday	Dr. Bill Kennan
Mr. Matthew Crisp	Ms. Christy Jackson
Ms. Sandra C. Davis	Ms. Deanna Estrada
Mr. Richard Alvarez	Deans, Faculty, Staff and
Dr. Mark Shanley	Students

**CALL TO ORDER**

Mr. Milton Johns, Chair, called the meeting to order at 1:30 pm, Wednesday, November 9, 2011 in the 3<sup>rd</sup> Floor Board Room in Carilion Roanoke Community Hospital, Jefferson College of Health Sciences, 101 Elm Avenue, SE, Roanoke Virginia.

**APPROVAL OF AGENDA**

Mr. Milton Johns, Chair called for a motion to approve the agenda. Mr. Thomas Fraim made the motion and Mr. Mark Pace seconded. The motion carried unanimously.

**APPROVAL OF MINUTES** – September 15, 2011

Mr. Milton Johns, Chair called for a motion to approve the minutes of the September 15, 2011 meeting. Mr. Thomas Fraim made the motion and Ms. Mark Pace seconded. The motion carried unanimously.

**Report from the Faculty Representative to the BOV**

Dr. Richard Roth

- Dr. Roth thanked the Board for the opportunity to report on what is happening on campus from the faculty perspective. He reported that our excellent faculty continues to do the very important and socially useful work of giving a solid

education to students who are sometimes not as well prepared as those who go to the more prestigious schools and who have potential but haven't yet developed it. Many faculty take pride in the rigor of courses and the high expectations we have of students. There is concern that the constant pressure, mostly coming from Richmond, to do more with less will incentivize a lowering of academic standards.

One of the factors in "doing more with less" at Radford University is one that we can do something about. The system of Internal Governance, like an old house that has been added onto by a succession of owners, is cumbersome, complex, and not well understood. President Kyle recently related that a longtime Radford faculty member who had never even heard of the University Executive Council, yet this body has approval authority over almost any changes to internal governance. There are historical reasons for the current configuration, but it needs to be fixed. It consumes far too much faculty and administrative time. It needs to be simplified and made more transparent. We are in a position to reform Internal Governance. Dr. Roth reported that he hasn't heard of anyone, from the President, to the Provost, to teaching and research faculty members, who doesn't agree that this needs to be done. Dr. Minner has pledged his support for a thorough going examination and reform of IG, and the Faculty Senate will work with him on developing a strategy and process for this task.

Speaking of faculty feeling hard pressed to find time to do what they're supposed to be doing such as teaching and research, Dr. Roth mention another: the proliferation of externally imposed requirements, particularly those involving assessments of various kinds. This amounts to unfunded mandates for faculty and for the institution as a whole. Our policy is to seek accreditation for programs for which there is a national accrediting body. Dr. Roth is not arguing that we shouldn't seek accreditation, but this inevitably leads to collection and reporting of assessment data. Our university accrediting body, SACS, demands another set of assessments and has its own externally imposed requirements. The Quality Enhancement Plan (QEP) is a good example. Dr. Roth is not criticizing at all those faculty and administrators who have put in many hours to develop and choose a QEP theme (Scholar-Citizens) – he is one of them. Besides, who could argue with enhancing quality, or with the notion that it would be good for students to be both good scholars and good citizens, and to use their knowledge in civic engagement? But, the effort involves a lot of time. The decision has been made to hire a "permanent" QEP Director; Dr. Roth is concerned that this will take resources away from something else on campus. To do his or her job, the QEP director will have to do yet more assessment. Dr. Roth use to work in the information management industry, and he reported that gathering, analyzing, and reporting information (assessment) is NOT cost-free. Yet these requirements are usually added on to faculty workloads. Who is ultimately hurt? Students.... who have less of faculty's time and attention. Dr. Roth stated that he thinks we need to ask what is gained by all this assessment, besides justifying the job of whoever gathers, analyzes, and reports it.

Much of the assessment load is externally imposed. We do have a Faculty Senate committee looking at the possibility of reducing the load by consolidating and coordinating assessment efforts. At a minimum, faculty morale would be improved by at least having a better understanding of why the various types of assessment are necessary, and this is another aspect the committee is looking at.

Dr. Roth stated that Dr. Erin Webster-Garrett reports that the QEP team is making good progress. They have drafted a budget for the program, have adopted a set of learning objectives and programmatic outcomes, and are working to develop an implementation plan in light of ongoing feedback from faculty and finance officers. Mindful of faculty concerns, the QEP plan being proposed at this point is an “opt in” program for interested faculty, not a requirement for all faculty.

Dr. Roth stated that the other ongoing academic program that is outside of traditional departments, the University Core, there is not much to report at this time. The Core Curriculum Advisory Committee has been meeting and among other things is considering the (relatively few) responses received from a general call for suggestions that took place last summer. The ongoing assessment of the Core as he understands it will take several years. In the meantime he foresees several serious problems either developing or continuing. First, there is insufficient full-time T&R faculty participation in offering Core classes, with the result that most Core classes are taught by either adjuncts or staff members. They may be fine teachers, but that is not how the Core was designed to work. Second, in a resource-scarce environment, he believes that faculty will increasingly see Core classes (in particular, CORE 201 and 202) as an expensive luxury, with their relatively low enrollments (capped at 25, I believe) necessitating many sections and consuming resources that might have been better used in discipline-based courses. Dr. Roth is optimistic that with the able leadership of Dr. Stephen Owen and the continuing good work of CCAC, these issues can be resolved in a way that gains the support of most faculty and students.

### Action Items

Dr. Sam Minner

Resolution to approve the Proposed Changes to the Teaching and Research Faculty Handbook for submission to the Board of Visitors as identified. Information shall be attached hereto as ***Attachment A and Attachment B*** and made part of these minutes.

President Kyle clarified the role of the handbooks at Radford University explaining that these handbooks, Teaching and Research, Administration Professional and Classified handbooks are another layer to policy and procedures guidelines that exist on the state level. President Kyle emphasized the importance of the handbooks and what the process and approvals are for making changes. Provost Minner explained that a lot of these changes are routine “housekeeping” and other changes are to clarify procedures and make them easier to understand. Questions and discussion followed.

Recommendation from the Academic Affairs Committee to the full Board to discuss and approve the nine motions as written, the Proposed Changes of the Teaching and

Research Faculty Handbook as listed above and in accordance to §5.0 of the Teaching and Research Faculty Handbook. Motion made by Mr. Tommy Fraim and seconded by Mr. Steve Musselwhite to recommend taking the motion to the full Board for further discussion and approval. Motion passed.

### ACADEMIC AFFAIRS REPORT

Dr. Sam Minner

- Dr. Steve Nape, Vice Provost for Enrollment, Planning and Management has resigned. Mr. James Pennix, Dean of Admissions will serve in the Interim. Mr. Pennix reported the following: Update on recruitment is looking good with over 55,000 prospects, 13,059 applications which is a 12% increase over last year, and 1,300 students scheduled for Open House this weekend. He stated that they have a very impressive recruitment plan in place and a very aggressive marketing blitz scheduled for Spring.
- Academic Affairs has launched the search for a new Dean in the Waldron College of Health and Human Services. Dr. Raymond Linville has stepped down effective next year to go back into the teaching arena.
- SACS and QEP are on track and Dr. Minner anticipates no problems.
- Partnerships
  - New College Institute (NCI) proposal to assist them in delivery of several programs such as Early Education, Math Education and professional development.
  - Museum of the Earth Science at RU and VA Museum of Natural History in Martinsville is now complete.
- New program in Design Thinking (MFA) is underway and there is currently a search for a new faculty member who could work remotely and not have to relocate.
- The Department of Sociology is seeking national accreditation based on faculty input.
- College Updates - Overview of College Updates (a copy of the AAC *College Updates* shall be attached hereto as **Attachment C** and made a part of these minutes.)

### ADJOURNMENT

The meeting adjourned at 2:35 pm

Respectfully Submitted,  
Vickie S. Taylor, Executive Assistant to the Provost