

Administrative and Professional Faculty Senate Business Meeting Minutes

November 8, 2023 at 3:00 p.m.

McConnell Library 170/ RUC 3rd Floor Board Room

Present: Staci Allen, Tom Bennett, Ashlee Claud, Emily Fitzgerald, David Halpin, Matt Harman, Debra Johnson, Kay Johnson, Mark Lambert, Eric Lovik, Jess Rothe, Deana Sentman, Malinda Tasler, Susan Trageser (Cabinet Liaison), Juan Urista, Meghan Viet

Not Present: Sandra Bond, Vanessa Conner, Charley Cosmato, Mary Francis, Heather Hollandsworth, Sephanie Hovsepian, Chad Hyatt, Scott Shull

Guest: Dawn Taylor

1. **Call to Order:** The meeting was called to order at 3:02 pm by President Ashlee Claud.
2. **Approval of Minutes:** The minutes from October 11, 2023 were approved.
3. **Morale Survey Update:** Ashlee Claud read through the survey results. Continuing trends include concerns about salaries, resources, and career advancement. On a positive trend, respondents continue to like their supervisors.

The data showed positive trends, but comments were not in line with the data. The Senate discussed communication and the Calendar of Events. Mark Lambert can send your information to RU Connected. He will send out reminders to send him events.

A trend of AP Faculty not feeling valued raised the question: What kinds of recognition do people value? Next year's survey may be edited to answer this question. On a related note, it was reported that Stephanie Hovsepian is waiting to hear back from the Provost and Foundation on the proposed AP Faculty recognition awards.

4. **Radford University's Two-Year Strategic Plan:** Susan Trageser asked that we disseminate the plan and make AP Faculty aware of the four goals. The plan was shared with each Senate. Send feedback to Ashlee Claud by noon tomorrow, and she will summarize for Susan.

It was noted that the AP Faculty Morale Survey aligns well with the Strategic Plan. Our feedback next year could show change that is a metric tied to the Strategic Plan.

Relating to the survey, Tom Bennett announced budget calls went out and are due back on January 24. We do not know if there will be budget cuts, but there is a request to save 3%. Susan said budget cuts may depend on enrollment. "We are stabilizing, which is an amazing first step." Funding will be aligned with priorities. It was noted the tuition promise is helping enrollment; students on free tuition will continue to pay student fees.

5. **Coffee With the President:** Send your questions to Ashlee Claud by Friday.

6. **Upcoming Events:**

- Wicked Festival: Thursday, November 9 at 5pm; Kyle 340

- Campus Community Flag Display: Veterans Day Observance, November 9 at 4pm; Moffett Lawn
- Veterans Day Celebration: Friday, November 10 at 11am; Bonnie Auditorium
- Admissions Open House: Saturday, November 11, 10am – 3:30pm
- Behavioral Ninjas: Making the World a Better Place one Behavior at a Time; In Person, Tuesday, November 14 at 2pm; HR Training Room and Zoom Option, Thursday, November 16 at noon.
- Giving Tuesday - Highland 10 Challenge: Tuesday, November 28. – Jess – limited time to donate to certain causes. We have it for e-sports and student health and wellness.
- Winter Commencement: Saturday, December 9
- Women's Soccer won the Big South Championship! Playing Clemson Friday, 7:00 pm. On ESPN+
- Spirit Walk & Tailgate prior to back-to-back games on Sunday. Meet in Lot A.
- First Gen Week – Reception at Highlander tomorrow (Thursday), 4:30.
- All Day 9:00-2:00 tomorrow 112 K-12 students participating at Abingdon, Cybersecurity Summit. Eventually would like them to get a degree here. Covered with grant money.

7. Adjournment: The meeting adjourned at 4:00 pm.

Future Meeting Dates:

- December 13; Guest Speaker, Provost Usher (Will reserve a larger room)
- January 10
- February 14