



**Academic Excellence and Student Success Committee**

**1:45 p.m.**

**November 30, 2023**

**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.

Ms. Georgia Anne Snyder-Falkinham

Dr. Kurt Gingrich, (Non-Voting Faculty Advisory Representative)

**Board Members Present**

Dr. Debra McMahon, Rector

Mr. Marquett Smith, Vice Rector

Ms. Joann Craig

Mrs. Jennifer Wishon Gilbert

Mr. Tyler Lester

Mr. David A. Smith

Mr. James Turk

**Others Present**

Dr. Bret Danilowicz, President

Dr. Bethany Usher, Provost

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

Dr. Dannette Gomez Beane, Vice President for Enrollment Management and Strategic Communications

Ms. Karen Castele, Secretary to the Board of Visitors and Special Assistant to the President

Ms. Susan Richardson, General Counsel, Radford University

**Call to Order**

Ms. Jeanne Armentrout, Chair, formally called the meeting to order at 1:37 p.m. in Room 340 of Kyle Hall.

### **Approval of Agenda**

Ms. Armentrout asked for a motion to approve the November 30, 2023, agenda. Mr. George Mendiola so moved, Mr. Robert Archer seconded, and the motion was carried unanimously.

### **Approval of Minutes**

Ms. Armentrout asked for a motion to approve the September 7, 2023 minutes of the Academic Excellence and Student Success Committee, as published. Mr. Robert Archer so moved, Dr. Betty Jo Foster seconded, and the motion was carried unanimously.

### **Presentation**

Provost and Senior Vice President for Academic Affairs Bethany Usher led with a greeting to the Board of Vistors and with the introduction of Dr. Heather Keith and Dr. Paige Tan.

Dr. Paige Tan, Professor of Political Science, Dr. Heather Keith, Professor of Philosophy and Executive Director of Faculty Development, Caroline Sapp and Becca Holcombe, Students, presented on Wicked Problems. Faculty create signature assignments using active learning. The Wicked Problems Festival has grown from 100 students in 2021 to 472 students in 2023. Some of the Wicked Problems covered have been reducing food waste, homelessness, poverty and the Fentanyl Crisis.

Provost Usher then introduced Dr. Jeanne Mekolichick, Associate Provost for Research, Faculty Success and Strategic Initiatives. Dr. Mekolichick started by recognizing the grants team and presented an overview of grants from 2010 to 2023.

### **Academic Affairs Update**

Provost Usher delivered a mid-semester update, beginning with sharing the new Academic Affairs Mission Statement: Radford University cultivates an inclusive, experiential learning environment that ignites lifelong curiosity, and empowers graduates to lead thriving communities through service, research and innovation.

Provost Usher discussed the updates that will coming soon within the REAL curriculum program, as well as the Tartan Transfer and how these updates will help students achieve so much more in their academic objectives. Having select people in place within her division will help Academic Affairs succeed with this goal. Dr. Jeanne Mekolichick will have the new title of Associate Provost for Research and Experiential Learning. Bufkin Baker will lead the searches for the Dean positions for the Davis College of Business and Economics and the College of Nursing. We will also hire an Assistant Provost for Faculty and Curriculum and Assistant Provost for Student Success. Searches are also ongoing for the position of Registrar and Director of Finance and Administration.

Provost Usher also discussed the Two-Year Strategic Plan for Academic Affairs.

### **Recommendations and Action Items**

Provost Usher discussed the recommendation to approve revisions to the Teaching and Research Faculty Handbook Language to be Gender Neutral. A copy of the proposed resolution is attached hereto as *Attachment A* and is made a part hereof.

Provost Usher discussed the recommendation to approve revisions to the Teaching and Research Faculty Handbook Language for Employment Classifications (Tenured, Tenure-Track, Adjunct). A copy of the proposed resolution is attached hereto as *Attachment B* and is made a part hereof.

Provost Usher discussed the recommendation to approve revision to the Teaching and Research Faculty Handbook Language for Employment Classifications (Special Purpose). A copy of the proposed resolution is attached hereto as *Attachment C* and is made a part hereof.

Provost Usher discussed the recommendation to approve Merger of the Department of English and the Department of Foreign Languages and Literatures into the School of Writing, Languages and Literature. A copy of the proposed resolution is attached hereto as *Attachment D* and is made a part hereof.

Lastly, Provost Usher discussed the recommendation to approve the Discontinuation of the Doctor of Psychology in Counseling Psychology Program. A copy of the proposed resolution is attached hereto as *Attachment E* and is made a part hereof.

Ms. Armentrout asked if there were no objections that the motions would be voted on in a block vote. With no objections, Dr. Betty Jo Foster so moved, Mr. Robert Archer seconded, and the motion carried unanimously.

#### **Information Items**

Ms. Armentrout announced as an informational item the faculty member who was awarded emeritus status, Professor Walter Jaronski, in the Department of Physics. President Danilowicz noted the significance of this achievement and that it is recommended by faculty colleagues and approved by their chair, dean, the provost and the president.

#### **Adjournment**

With no further business to come before the Committee, Ms. Armentrout adjourned the meeting at 3:14 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**

**November 30, 2023**

**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; and

**NOW, THEREFORE, BE IT RESOLVED**, that the Academic Excellence and Research Committee recommends that the Board of Visitors approves, in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **a universal update** of the *Teaching and Research Faculty Handbook* to change all instances of *gendered pronouns* to use gender-neutral language. Said motion reads as follows:

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[Motion to Revise the Teaching Responsibilities Language in the Teaching and Research Handbook](#)

**Referred by:** Governance

**MOTION:**

This motion revises the language of the T&R Faculty Handbook to change gendered pronouns such as *he or she*, *she/he*, *his or hers*, and *himself/herself* to use gender neutral language such as *they*, *them*, *their*, and *themselves*. A fully annotated version of the proposed updates (in red) are available in Appendix A on the Faculty Senate Motions web site.

**RATIONALE:**

This simple revision makes the handbook gender neutral, inclusive, and consistent in its language.

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ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**November 30, 2023**

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**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; and

**NOW, THEREFORE, BE IT RESOLVED**, that the Academic Excellence and Research Committee recommends that the Board of Visitors approves, in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.1.1, 1.1.2 and 1.1.5** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows:

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[Motion to Revise the Teaching Responsibilities Language in the Teaching and Research Handbook](#)

**Referred by:** Faculty Issues

**MOTION:**

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (~~stricken through~~) in Section 1.1.1, Section 1.1.2, and Section 1.1.5 of the T & R Faculty Handbook.

**1.1.1 Tenured Faculty**

Tenured faculty hold continuing full-time appointments following recommendation to and approval by the President as described in section 1.6 of this Handbook. Such appointments include rank with opportunity for promotion and carry full benefits, ~~as outlined in the Personnel Information Manual~~, except in cases of certain leaves. With rare exceptions, a terminal degree consistent with accreditation criteria of the discipline and the Southern Association of Colleges and Schools **Commission on Colleges** is required for a tenured appointment.

**1.1.2 Tenure-Track Faculty**

Tenure-track faculty positions provide probationary appointments. Tenure-track faculty hold renewable, full-time appointments for one-year terms, subject to annual reappointment as described in section 1.5 of this Handbook. Such appointments carry rank with opportunity for promotion and carry full benefits, ~~as outlined in the Personnel Information Manual~~, except in cases of certain leaves. A terminal degree consistent with accreditation criteria of the discipline and the Southern Association of Colleges and Schools **Commission on Colleges** is generally required for a tenure-track appointment.

**1.1.5 Adjunct Faculty**

Adjunct faculty positions supplement the faculty of a department wherever additional faculty are needed. Adjunct faculty include those employed for part-time teaching and those who serve a department or college in a significant capacity without compensation. Adjunct faculty hold appointments for three years, during which they are eligible for but not guaranteed teaching assignments, as defined by their letter of appointment, without eligibility for tenure; where authorized by the Dean and approved by the Provost and Vice President for Academic Affairs, adjunct appointments may be renewed. Such reappointments should be made anytime during the last semester of the previous appointment period. Appointments carry rank without the opportunity for promotion during the appointment period; however, promotion may be recommended at subsequent appointments subject to the Criteria for Awarding Rank at Appointment. Adjunct faculty members receiving compensation also receive limited benefits, ~~as described in Personnel Information Manual~~. A terminal degree in the discipline is not required for appointment, but adjunct faculty must hold an advanced degree or equivalent credentials based on experience consistent with accreditation criteria of the discipline and the Southern Association of Colleges and Schools **Commission on Colleges**. Specific responsibilities of adjunct faculty are given in their letter of appointment.

In the event that an adjunct faculty member is subsequently hired in a tenure-track position, the time employed as an adjunct faculty member cannot count toward the probationary period.

**RATIONALE:**

This motion removes outdated information, as the Personnel Information Manual no longer exists.



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

**November 30, 2023**

**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; and

**NOW, THEREFORE, BE IT RESOLVED**, that the Academic Excellence and Research Committee recommends that the Board of Visitors approves, in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.1.3** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows:

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[Motion to Revise the Teaching Responsibilities Language in the Teaching and Research Handbook](#)

**Referred by:** Faculty Issues

**MOTION:**

The Faculty Senate approves the addition of language (red type) and the deletion of language (stricken through) in Section 1.1.3 of the T & R Faculty Handbook.

**1.1.3 Special Purpose Faculty**

~~Special purpose faculty positions provide special faculty functions such as clinical supervision, writing instruction, or internship supervision.~~ Special purpose faculty hold ~~continuing,~~ full-time or part-time appointments, subject to annual reappointment, without eligibility for tenure, and are subject to annual reappointment as described in section 1.5 of this Handbook. **Continuation of employment is contingent upon the need of the service, the availability of funds, and performance that meets or exceeds expectations.** Such appointments carry rank with opportunity for promotion and carry full or part-time benefits, ~~as outlined in the Personnel Information Manual,~~ except in cases of certain leaves. A terminal degree in the discipline is not required for appointment; however, special purpose faculty must hold an advanced degree consistent with the accreditation criteria of the discipline and the Southern Association of Colleges and Schools **Commission on Colleges.**

**RATIONALE:**

This motion aims to define faculty roles more clearly, aligning the description of SPF positions with how these positions function in practice. The inserted language is consistent with SPF contracts and the existing procedures for reappointment. The motion also removes outdated information, as the Personnel Information Manual no longer exists.

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

**November 30, 2023**

**RESOLUTION TO MERGE THE DEPARTMENT OF ENGLISH AND THE  
DEPARTMENT OF FOREIGN LANGUAGES AND LITERATURES INTO THE SCHOOL  
OF WRITING, LANGUAGE, AND LITERATURE**

**WHEREAS**, Faculty Senate approves the merger of the Department of English and the Department of Foreign Languages and Literatures into the School of Writing, Language and Literature; and

**WHEREAS**, Faculty in the Department of English and in the Department of Foreign Languages and Literatures have approved a proposal to merge the departments to form the School of Writing, Language, and Literature;

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

**NOW, THEREFORE, BE IT RESOLVED**, that the Academic Excellence and Student Success Committee recommends that the Board of Visitors approves merger of the Department of English and the Department of Foreign Languages and Literatures; and furthermore approve naming the merged unit as the School of Writing, Language and Literature;

**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 name change to the State Council of Higher Education for Virginia (SCHEV) and the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

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

**November 30, 2023**

**RESOLUTION FOR DISCONTINUANCE OF THE DOCTOR OF PSYCHOLOGY  
(PSY.D.) IN COUNSELING PSYCHOLOGY**

**WHEREAS**, the Department of Psychology in the College of Humanities and Behavioral Sciences at Radford University proposes to discontinue the Doctor of Psychology (Psy.D.) in Counseling Psychology; and

**WHEREAS**, the purpose of the Doctor of Psychology (Psy.D.) in Counseling Psychology was to prepare persons interested in careers as psychologists in mental health settings and institutions where clinical supervision and the direct application of counseling, therapy, and psychological assessment are required, with a focus on rural mental health;

**HOWEVER**, the program only graduated between 3 and 5 students annually; and

**WHEREAS**, the Psy.D. program was resource intensive. A minimum of 5 graduate faculty were required to offer the program. To compete with other psychology doctoral training programs in the Commonwealth, Psy.D. students received full financial support across their first three years in the Program; and

**WHEREAS**, the loss of all but one Program faculty member occurred within a period of 12 months and Radford was not able to hire sufficient numbers of core Program faculty members to support the program long-term; and

**WHEREAS**, the Psychology Department intends to develop the existing Clinical-Counseling Specialization of the Psychology, M.S. to meet the critical shortage of rural mental health care professionals;

**NOW, THEREFORE, BE IT RESOLVED**, a decision has been made to discontinue the Doctor of Psychology (Psy.D.) in Counseling Psychology 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 is proposing to discontinue the Graduate Program in Counseling Psychology (Psy.D.; CIP code: 42.2803). The doctoral Program is located in the College of Humanities and Behavioral Sciences.

### **Background**

The Psy.D. Program in Counseling Psychology was initially offered at Radford University in Fall 2008. The purpose of the Program was to train doctoral level Counseling Psychologists and prepare them for licensure as Licensed Clinical Psychologists.

Between August of 2021 and August of 2022, 5 of 6 Program faculty either retired or resigned their positions, leaving one remaining faculty member to run the program. The Department of Psychology evaluated the long-term viability of the Program and determined that the Program should not continue. This decision was shared with College of Humanities and Behavioral Sciences leadership, the Office of the Provost, and the Office of the President, and the Department's decision was supported.

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

Two primary factors were considered in the decision to discontinue the Program. First, the Psy.D. program is resource intensive. To compete with other psychology doctoral training programs in the Commonwealth, Psy.D. students receive full financial support across their first three years in the Program (year four is a paid internship at an American Psychological Association accredited internship site). Second, the loss of all but one Program faculty member occurred within a period of 12 months. This loss of faculty, coupled with an unsuccessful attempt to recruit new Program faculty in the past year and the reality of existing budget constraints at the University, made it unlikely that the program would be able to successfully recruit a new Training Director and sufficient numbers of core Program faculty members to support the program long-term.

### **Critical Shortage Area**

Doctoral-level Psychologists represent a critical shortage area in rural areas.

### **Teach-out Plan**

The program currently has four cohorts of students enrolled. To support the teach out over the next four years, we hired a part-time faculty member to serve as the Program Training Director; reassigned a special-purpose, full-time faculty member to serve as core Program faculty; and hired a part-time faculty member to serve as core faculty. We anticipate having sufficient faculty resources in place to cover all course work, practicum supervision, and dissertation project supervision for the next four years. We do not anticipate any student will be delayed in graduation or incur additional costs as a result of the program closure.

### **“Stopped Out” Students**

There are currently no stopped out students within the program.

End of Board of Visitors Materials

