

# Administrative and Professional Faculty Senate Business Meeting Minutes

October 11, 2023 at 3:00 p.m.

McConnell Library 170/ RUC 3<sup>rd</sup> Floor Board Room

**Present:** Staci Allen, Sandra Bond, Ashlee Claud, Emily Fitzgerald, Mary Francis, Stephanie Hovsepian, Kay Johnson, Mark Lambert, Eric Lovik, Jessica Rothe, Deana Sentman, Scott Shull, Malinda Tasler, Juanita Williams

Meeting was called to order at 3:00 pm by President Ashlee Claud.

**Approval of Minutes:** The minutes from September 13, 2023 were approved.

**Guest Speaker:** Rob Hoover, Vice President for Finance and Administration.

Rob Hoover stated on March 14, 2023, because we do not know the road for the University. He said, "We are wrapping up the 5-year strategic plan that ends this December and thinking of the next step.

Because of the transitions in leadership, especially of the President, we need to figure out how to wrap up the 5-year plan that ends this December and thinking of the next step. The 5-year plan that ends this December and thinking of the next step. The 5-year plan that ends this December and thinking of the next step.

Instead of a 30-page brochure, it is a framework giving a reference point on what we are doing and why.

Waldorf University's themes (priorities) in the 6-year plan:

Defining our distinctive nature – Angela Joyner's branding is part of this.

Stabilizing Enrollment – We've seen a decline over 10 years, but hit a plateau of sorts this year. We are working with Dannette Gomez Beane to stabilize undergraduate enrollment and grow graduate enrollment.

Maintaining affordability – Includes tuition, but also right-sizing areas where we have redundancies and finding efficiencies. We are looking at faculty and staff and vacancies. Not all areas can be cut back, but we may need different positions in some areas. A lot of planning steps still need to happen, which you may have seen more of on the academic side.

Enhancing economic development and outreach – Local, regional, and state. We are a connection to the community and a driver of the economic engine of the area; all are tied together with other.

All of the Vice Presidents have been asked to bring divisional goals. The Finance Division fits under the "Maintaining Affordability" theme, but impacts every theme.

Budget Process – A new level of transparency and planning. Data is out there for everything. We are looking for people to bring new ideas. The best decisions come from the most local level.

Comprehensive plan for physical space – We have a beautiful campus, and some state-of-the-art buildings. Some areas are dated, like Muse Hall, which we are planning to take offline. The Roanoke planning process has begun. We took a step back and are doing visioning of Roanoke, and what it will look like in 5 years, 10 years, etc. This will give us a better road map on where we are headed, and what types of spaces are needed.

Integrative workforce development – What will these programs look like? How do we improve hiring and keep the best employees. What unique programs are at Radford? We are looking and training, and have a new training and development staffer. We want staff to grow in positions, offer opportunities to people, and make them more mobile, including in leadership and management positions. We are building career ladders and succession planning. A lot of positions in smaller units do not have next positions until someone leaves. We can build in incremental steps. What drives people to feel empowered? Dr. Hoover loves that people want to contribute more. Ashlee Claud added the need for professional development was indicated on the recent AP Faculty Morale Survey.

#### Q&A and Further Discussion

Q. What is happening with raises? A. In December, we will get a 2% raise, that was passed by the legislature in the current Virginia budget. The increase is based on performance.

Claud raised that communication is of concern on the AP Faculty Morale Survey, and it would be great to communicate the raise better, such as through Radford University Connected. Hoover said the budget with raise is fairly recent, and we will try to be better with communication.

Q. What is the Budget Steering Committee? A. Membership is 25 people intended to be a representative advisory body on budgeting and planning. Facilities planning is taken to this group, and the President leans on them holistically at a voice for priorities. The group meets monthly. Ashlee is a member of the Budget Steering Committee and will be consulting with the Senate. Half to 75% of the group are AP Faculty.

Q. What's going on with the salary survey? A. This was a compensation evaluation looking at the market instead of individual positions. We wanted to compare us to our peers. We are close to getting recommendations; early November is the target. It's unknown



Admissions Open House: Saturday, November 11, 10am – 3:30pm