



2020-2021  
*Annual Report*

RADFORD UNIVERSITY

#HighlanderPride



**RADFORD UNIVERSITY**

Center for Highlander Engagement



“I am confident that we will continue to positively impact, lead and serve our communities with distinction in the years to come.”

CAROLYN R. LEPRE, PH.D.



### *My Fellow Highlanders,*

I am thrilled to share the 2020-21 Annual Report for Radford University and celebrate who we are as a mission-driven community. Radford University is truly a special place and what we have achieved together this past year shows our true Highlander spirit. Our dedication to academic excellence, student success and innovation was evident in every accomplishment.

We continued to navigate a dynamic environment during the pandemic and yet our focus on the well-being of our community and the success of our students did not waver. I have been incredibly proud to see the many ways our students, faculty, staff and alumni have demonstrated resilience and dedication to support our Highlander community throughout the past 12 months.

Fulfilling our mission and delivering world-class academic experiences would not have been possible without the dedication of our talented faculty and staff. Their commitment provides opportunities for students to pursue their dreams and achieve their potential. They continue to build on the rich legacy that many others have left before them. The achievements of our alumni community this past year also contributed to our collective success as a community.

This annual report reflects on the profound impact last year has had on our community as well as the significant progress we have made during these unprecedented times in our lives. The inspiring stories of our Highlander community feature students, faculty, staff, alumni and friends. Our strategic initiatives, new partnerships and programs show how we continue to make a positive impact at Radford University, the communities we serve and the Commonwealth of Virginia.

We also marked a significant milestone in our strategic plan journey. Last year, we surpassed the mid-way point of the 2018-2023 Strategic Plan: Embracing the Tradition and Envisioning the Future. This annual report highlights our recent progress in the key focal areas including:

- Student Success;
- Academic Excellence and Research;
- Strategic Enrollment Growth;
- Brand Identity;
- Philanthropic Giving and Alumni Engagement; and
- Economic Development and Community Partnerships.

Throughout a year of extraordinary tragedy and hardship, I have never been more grateful for a team of dedicated staff and faculty who continued to pour themselves into their work on behalf of our students and this university. I am deeply appreciative of all who have helped launch new initiatives and to advance Radford University forward and I am confident that we will continue to positively impact, lead and serve our communities with distinction in the years to come.

With Highlander Pride,

A handwritten signature in black ink that reads "Carolyn R. Lepre".

Carolyn R. Lepre, Ph.D.  
Interim President



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*Student  
Success*

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“It is obvious that you are a Highlander, and you must always be responsive and resilient.”

NANCY ARTIS '73

## Academic Success Center

Radford University is committed to helping its students thrive on campus. Launched in 2020, the Academic Success Center (ASC) is an innovative approach to providing students with a welcoming environment and ensuring they have the tools they need to succeed.

Through the ASC, students work with academic advisors and faculty mentors while also engaging and connecting with their peers. In addition to academic advising, the center includes the Offices of Student Success and New Student and Family Programs, thereby offering a multifaceted strategy for encouraging student engagement from the first visit to campus to graduation day.

“The Academic Success Center has been the biggest factor in helping me stay a successful student,” said freshman Jamal Hill, who appreciated ASC’s help and guidance as he changed his major from biology to psychology. “It is hard to put in words how amazing everyone is at the center.”

## Khiana Johnson '20 Goes Pro

In September, former Radford women’s basketball player Khiana Johnson '20 signed a professional contract with Phoenix Constanta in Romania, continuing her stellar career in Europe. Johnson recently wrapped up an impressive four-year career as a Highlander. She ranked in the Top 10 in program history for games played (128), three-pointers attempted (383), three-pointers made (111), assists (358), field goals made (459) and points (1,256). Johnson was also a part of the 2019 Big South tournament championship team as well as the 2016-17 and 2018-19 Big South regular season champion teams.

“Khiana has waited patiently for an opportunity to play overseas,” said Mike McGuire, women’s basketball head coach. “I know the pandemic had an impact on her having an opportunity before this, but Khiana is ready. Khiana loves basketball and loves to compete. She will be ready for this opportunity in Romania.”

## Sydney Fisher '21 Named 2020-21 Big South Co-Woman of the Year

In July, Radford softball player Sydney Fisher '21 was voted the 2020-21 Big South Co-Woman of the Year. She becomes the third Highlander in history to garner the award, joining Hope Creasy (softball, 2009-10) and Jessica Wollmann (women’s soccer, 2018-19).

The Big South’s Woman of the Year Selection Committee voted Fisher and High Point University Volleyball’s Abby Bottomley the co-honorees among the 10 candidates nominated for the award. The committee used criteria of service and leadership (including community services, campus activities and leadership positions), academic achievement, athletic excellence and a personal statement from each candidate. As the Big South’s Woman of the Year, Fisher and Bottomley were automatically nominated as the conference’s candidates for the national NCAA Woman of the Year Award, which will be awarded this fall.

While at Radford University, Fisher carried a 4.0 GPA as a double major in biology and chemistry with an emphasis on biochemistry and animal studies. She earned Dean’s List honors every semester. She is now a student at the University of Georgia College of Veterinary Medicine.

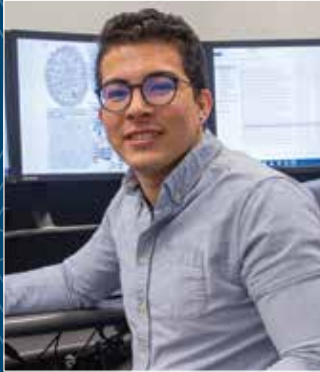


Khiana Johnson '20



Sydney Fisher '21

## HIGHLANDER HIGHLIGHT



### *Vinicius Rios '21*

There are only 10 students in the country who are named Diverse Rising Graduate Scholars —Vinicius Rios was one of them.

For 25 years, the magazine *Diverse: Issues in Higher Education* has been a national source of critical news, information and commentary on a range of issues concerning diversity in American higher education. Last year, the magazine highlighted some of the nation's best students and their academic accomplishments across all disciplines for its inaugural class of Diverse Rising Graduate Scholars.

Rios was nominated for the honor by his professors during the completion of his Master of Science in Strategic Communication, where he worked on one of his most notable projects: developing and running the SMART Lab that serves as a hub for social media analytics and technology research on campus.

Rios believes his childhood experiences made him a perfect fit to become an international student and thrive at Radford University. Growing up in São José dos Campos, Brazil, in a Japanese-Brazilian house, he always strived to see and learn new things. The study of strategic communication opened an outlet of self-expression that will serve him in his future endeavors.

Think of the embodiment of multicultural excellence, and you'll find Vinicius Rios.

## Highlander Food Pantry

In an ideal world, there would be no need for food pantries, but Radford University recognizes that a need does exist and has developed the Highlander Pantry in response.

Located in Heth Hall, the pantry is one example of the Division of Student Affairs' commitment to supporting the overall well-being of our community. The Highlander Pantry is available to all students, faculty and staff and offers discreet access to free food items.

The Highlander Pantry is part of Radford University's HEHROS (Helping to Eradicate Homelessness through Resources, Opportunities and Supplies) program, focused on supporting students who have food insecurities, are homeless, at risk for becoming homeless or in transition while on campus. HEHROS aims to mitigate the challenges students face, enhance quality of life by connecting them with available resources and empower them to succeed.

## Celebrating the Classes of 2020 and 2021 with a Combined Commencement

Multiple ceremonies to honor graduates from the many different colleges and schools at Radford University are not an uncommon occurrence during commencement season. However, honoring multiple years of graduates during one set of ceremonies is definitely not routine.

Due to the COVID-19 global pandemic, Radford University postponed the 2020 commencement ceremonies.

To ensure all graduates received their well-deserved recognition, the Radford University and Radford University Carilion (RUC) classes of 2020 and 2021 shared a monumental weekend. Eighteen separate commencement ceremonies were held in April and May 2021, on the main campus in Radford and at the Berglund Center in Roanoke to celebrate the achievements of over 4,000 undergraduate and graduate students.

Alumna Nancy Artis '73 served as the keynote speaker for both the Class of 2020 and Class of 2021 undergraduate ceremonies. Speaking at the Artis College of Science and Technology and Waldron College of Health and Human Services ceremonies held on McConnell Lawn, and at two RUC ceremonies, she offered graduates encouraging thoughts "on how to maintain your integrity as you travel beyond your horizon into the unknown."

Among those thoughts were "to expect the unexpected."

"I think we can all agree that the last 14 months have proven that statement to be true," Artis said. "Yes, COVID-19 has caused you to adjust your reaction to the changing social interaction in a way you could have never expected. The impact on all the social interaction you had planned for the fall and spring just went poof ... disappeared! And yet, you continued all the way to the end. Who knew Generation Z stood for Zoom? It is obvious that you are a Highlander, and you must always be responsive and resilient."





RADFORD  
UNIVERSITY

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# COVID RESPONSE

In response to the COVID-19 global pandemic, Radford University put measures in place to protect and promote the health, safety, and well-being of the campus community. As such, campus looked and operated differently but continued to provide transformative educational experiences. Through careful consideration by the COVID-19 Working Group and the hard work and dedication by other faculty and staff, the university welcomed students back in the classrooms in August 2020. Unconventional spaces like theatres on campus became classrooms. Course schedules were adjusted and hybrid learning environments were offered to allow students space to physically distance but still remain socially connected. Spaces on campus converted to testing sites and vaccination centers to provide easy access for students, faculty and staff. Printed and digital signage was placed throughout buildings with updated information about the university's latest guidelines. The Highlander family excelled in the face of adversity. After more than a year, campus proves every day that Highlanders rise.



*Academic  
Excellence  
and Research*

“We all care a lot about our students and the education we provide them.”

NICOLE HENDRIX, PH.D.



## REAL

Radford University began developing its new general education curriculum, REAL, during 2020 and 2021 with the guiding principle of helping students explore their purpose and find their passions. The new curriculum launched in the Fall 2021 semester.

REAL is based on a traditional 120-credit-hour bachelor's program, but it strays from the menu of disconnected courses often found in general education. Instead, students fulfill the REAL requirements to complete courses in the curriculum's four knowledge areas: scientific and quantitative Reasoning, humanistic or artistic Expression, cultural and behavioral Analysis, and applied Learning.

The REAL Curriculum requires students to select majors or minors that have documented development of competencies in all four REAL areas. Through study and credentialing in these four areas, students are armed with skills and depth of knowledge to ensure their success far beyond our campus.

“REAL is student-centered, and it puts students in an active position in terms of controlling their education and the decisions they make,” said Nicole Hendrix, Ph.D., the university's executive director of general education and one of the many faculty members who developed and made the new curriculum a reality.

The curriculum places emphasis on the skills and learning embedded within Radford University's majors, minors and certificate programs. “It's a more innovative way to think about undergraduate education,” Hendrix said.

## McGlothlin Center for Global Education and Engagement

Radford University unveiled a new name for its international education center in the spring of 2021: the McGlothlin Center for Global Education and Engagement.

The name acknowledges the dedication and leadership of Thomas D. McGlothlin, president of The McGlothlin Foundation in Bristol, Virginia, who for years has been a champion of international education and engagement.

The McGlothlin Center for Global Education and Engagement supports students, faculty and staff who are interested in pursuing international initiatives that result in a positive impact for the individual and the Radford University community.

The McGlothlin Center manages international admissions and recruitment, international student and scholar services and the intensive English program, which provides English language education for individuals who need assistance.

The center also manages an education abroad unit that provides support to students, faculty and staff who are interested in pursuing study, research and teaching opportunities outside the United States. Interested individuals may apply for McGlothlin International Education Funds that are available through the center.

The McGlothlin Center for Global Education and Engagement is located inside Cook Hall, which opened in 1998 and is named for McGlothlin's mother, Sally Cook McGlothlin '36.



The McGlothlin Center for Global Education and Engagement dedication ceremony. From left, former Radford University President Brian O. Hemphill, Ph.D., Thomas D. McGlothlin and his wife, Sandy McGlothlin.

## HIGHLANDER HIGHLIGHT



### *Nicole Hendrix, Ph.D.*

When Radford University faculty began reimagining general education in 2017, their focus was to construct a curriculum to help students realize their passions and better navigate their academics and engage with university faculty.

The three-year process led to REAL, a general education curriculum that launched with the 2021 fall semester.

"It's one of its kind in the Commonwealth," said Nicole Hendrix, Ph.D., "and it propels students beyond their limits to experience diverse subjects and disciplines that lead to experiences and connections across concepts and communities."

Serving as interim director of core curriculum at the university and later as REAL executive director, Hendrix has been a lodestar for establishing the new curriculum. "I've been the facilitator," she said modestly. "That's probably the best words to describe my role."

Many challenges presented themselves through the faculty-led gen-ed curriculum change initiative. "Many of those were the challenges you would expect during any curriculum change," she explained. Hendrix and fellow faculty were encouraged by the support they received from the president, provost and the university's Board of Visitors.

"We were really lucky to have them with us," Hendrix said. "We all care a lot about our students and the education we provide them."

## The School of Nursing Becomes a Stand-Alone Unit

In April 2021, the Radford University Board of Visitors approved a resolution to separate the School of Nursing (SON) from the Waldron College of Health and Human Services to create a stand-alone academic unit. As one of the largest academic entities at Radford University, with three learning locations in Radford and Roanoke, the SON currently continues to grow — in the number of students, faculty, programs and, ultimately, patients impacted in the region and across the nation. The SON continues to evolve its educational programs in response to the healthcare needs, delivery mechanisms and technology advancements.

"The School of Nursing has a rich history of preparing students to become vital, confident, highly skilled professionals on the fast-paced front lines of the healthcare industry," said Johnnie Sue Wijewardane, Ph.D., dean of the Radford University School of Nursing. "Graduates of our nursing programs work every day across the region, the Commonwealth of Virginia and beyond to improve and maintain the good health of our families, friends and neighbors. I am very proud of the excellent work our dedicated students, faculty and staff do every day, and I am excited about the future of the Radford University School of Nursing."

## Institutional Readiness: Internship and Work-based Learning Grant

In July 2020, Radford University received a \$25,000 Institutional Readiness grant from the State Council of Higher Education for Virginia (SCHEV) for the purpose of developing partnerships with Virginia employers to provide students with innovative paid learning and credit-bearing opportunities. This stemmed from the Virginia General Assembly appropriating funding to SCHEV in 2018.

Soon after receiving the grant, Radford University created a presidential task force comprising university leaders, faculty and students, as well as regional economic development and employer partners, to work toward developing an experiential learning vision for Radford students, determining the university's priorities and designing strategies to implement the highest priority initiatives needed to achieve the vision over time.

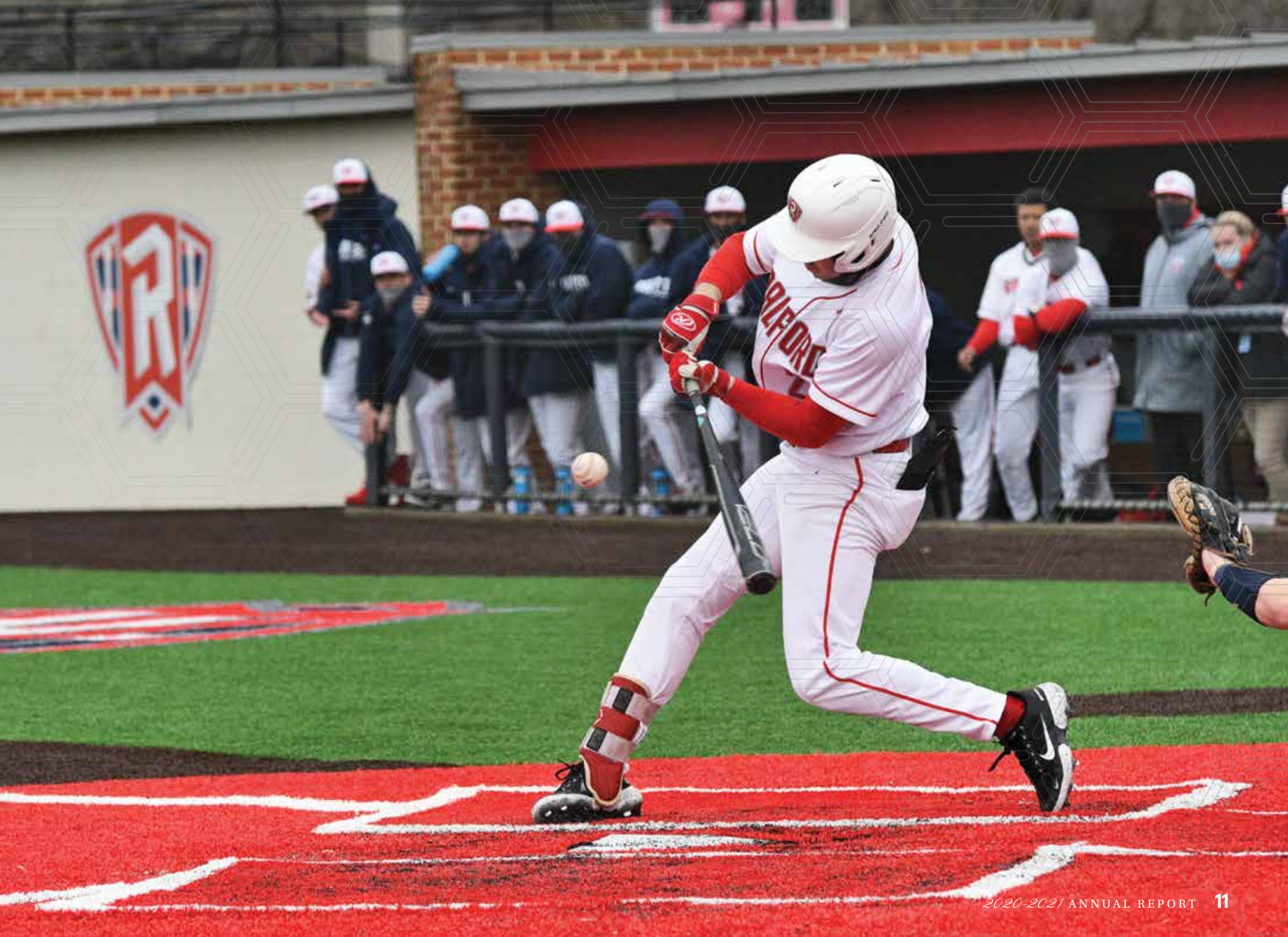
Through monthly task force meetings, the Experiential Learning Taskforce developed a comprehensive plan that will create pathways for increased work-based learning for years to come. Initial implementation at the university is expected over the course of the 2021-2022 academic year.

## Academic Excellence in Athletics

In 2020-21, Radford University's student-athletes achieved a high level of success in the classroom and on the playing fields. For the spring 2021 semester, 71% scored a spot on the Big South Conference honor roll, and 55% earned a position on the Radford University Dean's List. Forty-four student athletes achieved a perfect 4.0 GPA, and 13 of 16 teams earned a GPA of 3.0 or better. The overall GPA for student-athletes was 3.28.

Several Highlanders were honored with accolades. Softball player Sydney Fisher '21 was named Big South Co-Woman of the Year and Big South Athlete of the Year, and Annsley Eckert '21 was selected for Big South Cross Country Athlete of the Year. Fisher, Eckert and baseball player Anthony Galati '21 each received the Big South Christenberry Award for Academic Excellence, given to the male and female student-athlete who attain the highest GPA during their undergraduate collegiate career.

Radford's baseball team received the American Baseball Coaches Association Team Academic Excellence Award.



## AWARDS AND RECOGNITION

### 2020 Dalton Eminent Scholar Award

The annual awards provide faculty members opportunities to go above and beyond in their chosen academic fields and for Radford University to recruit and retain the best faculty. Each faculty winner receives a \$10,000 award to fund research travel and materials, along with a \$5,000 award following successful completion of research and scholarly activity from the Radford University Foundation, Inc., through the generosity of the Dalton family and their friends.



**Steve Childers, Ph.D.**  
Professor of management in the Davis College of Business and Economics



**Inessa Plekhanova, M.F.A.**  
Professor of dance and director of the ballet program in the College of Visual and Performing Arts



**Jolanta Wawrzycka, Ph.D.**  
Professor of English in the College of Humanities and Behavioral Sciences



**Wei-Chi Yang, Ph.D.**  
Professor of mathematics and statistics in the Artis College of Science and Technology



**Matthew Cataldi, D.M.**  
Assistant professor of music in the College of Visual and Performing Arts

### Fulbright U.S. Scholar Program Grant Recipient



**Theresa Burriss, Ph.D., M.S. '99**  
Professor and director of Appalachian Studies and the Appalachian Regional & Rural Studies Center in the College of Education and Human Development

### 2021 Outstanding Faculty Award, administered by the State Council of Higher Education for Virginia (SCHEV)



**Jolanta Wawrzycka, Ph.D.**  
Professor of English in the College of Humanities and Behavioral Sciences

### 2020 Karl and Ruth Terzaghi Outstanding Mentor Award by the Association of Environmental and Engineering Geologists (AEG)



**Chester "Skip" Watts, Ph.D.**  
Professor of geology in the Artis College of Science and Technology

### 2021 NACADA Region 2 Excellence in Advising-Advisor Primary Role Certificate of Merit



**Rachel Hall '17**  
Senior assistant director of major exploration

### Voted president-elect of the Virginia Council of Teachers of Mathematics (VCTM)



**Agida Manizade, Ph.D.**  
Professor of mathematics and statistics in the Artis College of Science and Technology

## 2020 Radford University Foundation Faculty Awards

Nominations for these awards are made by members of the Radford University community. Each recipient receives a monetary prize and has the privilege of selecting an outstanding student to receive a scholarship of \$500 in the award recipient's name.



### **The Distinguished Faculty Advising Award**

**Leslie Daniel, Ph.D.**  
*Professor of special education in the  
College of Education and Human  
Development*

### **The Award for Administrative and Professional Excellence**

**Meghan Viet '05, M.S. '07**  
*Director of the Patricia Langford  
Roughton Teaching Resource  
Center in the College of Education  
and Human Development*

### **The Distinguished Creative Scholar Award**

**Robert Trent, D.M.A.**  
*Professor of music in the College of  
Visual and Performing Arts*

### **The Donald N. Dedmon Distinguished Teaching Professor Award**

**Jane Machin, Ph.D.**  
*Associate professor of marketing in  
the Davis College of Business and  
Economics*

### **The Distinguished Service Award**

**Nicole Hendrix, Ph.D.**  
*Executive director of  
general education*



*Strategic  
Enrollment  
Growth*

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“It’s an amazing opportunity!”  
LINCOLN BRADY

## Marketing Radford’s Programs Individually

In fall 2020, Academic Affairs, University Relations and Enrollment Management partnered to begin the implementation of a programmatic marketing plan. Previously, marketing efforts focused on university-wide advertising. The new approach drills down on marketing efforts to focus on specific areas that need additional exposure to prospective students to boost enrollment. At a Board of Visitors meeting in September 2020, Vice President for Enrollment Management Craig Cornell detailed the challenges and realities of enrollment, complicated by events like the COVID-19 global pandemic, and the university’s response to those challenges. That response included more digitally based recruitment efforts through a partnership with VisionPoint Marketing, a company that focuses solely on higher education. Additional approaches included aligning recruitment efforts with University Relations and developing a full communication plan for college-specific recruiting, such as students and faculty video features and dissemination of student outcome data.

## Fast-Track Programs

Radford University began collaborating in spring 2021 with a new partner to rework the changing landscape of higher education. Academic Partnerships (AP), a leading online developer of innovative and affordable higher education approaches, paired with the university to continue providing highly sought-after degree programs through a new online format. Each program offers coursework using seven week terms as opposed to the traditional fifteen week semester.

Non-traditional online learners throughout the Commonwealth of Virginia and beyond now have access to top-quality and affordable education from Radford University in the comfort of their own environment.

Radford University is collaborating with Academic Partnerships to help reach new student markets by starting and supporting in-demand and top-quality academic programs that are entirely online. The partnership will initially support the delivery of the university’s existing programs in an expanded online format, beginning with Bachelor of Science in Nursing (RN to BSN), Master of Science in Nursing Administration and Master of Business Administration degrees.

Radford University is also advancing its efforts in competency-based education as a part of this effort through the Vinod Chachra IMPACT Lab by offering cybersecurity and geospatial intelligence certificates that will help students accelerate their careers in technology. Additional certificate programs that are forthcoming will also support the expanding workforce demands of Virginia and beyond.



Focused marketing efforts showcase specific areas that need additional exposure to boost enrollment.

## HIGHLANDER HIGHLIGHT



### *Lincoln Brady*

Lincoln Brady from Hillsville, Virginia, was among the inaugural graduates from the Radford University and New River Community College Bridge Program in May 2021. At the graduation ceremony, Brady said the program is a valuable opportunity for students like him to earn their degrees.

"It's an amazing opportunity. I want to teach English and be able to change kids' lives. Radford is a beautiful campus and has great faculty. This program will help me succeed when I start classes here this fall," Brady said.

Radford is giving him the chance to jumpstart his career. He dreams of going on to inspire students in the classroom. Brady's college education will lay the foundation for him to conquer any challenge he faces so he can help empower the students he teaches.

## Bridge Program

In May 2021, Radford University and New River Community College (NRCC) celebrated the first class to complete the institutions' Bridge Program. The "bridging ceremony" took place on Heth Lawn at the heart of Radford University's campus and symbolized the students' transition from studying at NRCC to becoming Highlanders at Radford.

The collaboration, also known as NRB2RU, is a rigorous and supportive yearlong residential program that provides review of academic content, tutoring and skill enhancement workshops at both Radford and NRCC. This support gives participants the opportunity to enhance their academic skills before fully enrolling at Radford.

Participants have the fall and spring semesters to earn 21-30 transfer credit hours with a minimum 2.0 GPA. Students who meet the minimum requirements after completing the academic year at NRCC will then be eligible to enroll at Radford the following fall. The students experience an easier transition into life as Highlanders, and their NRCC academic credits move seamlessly to Radford University.

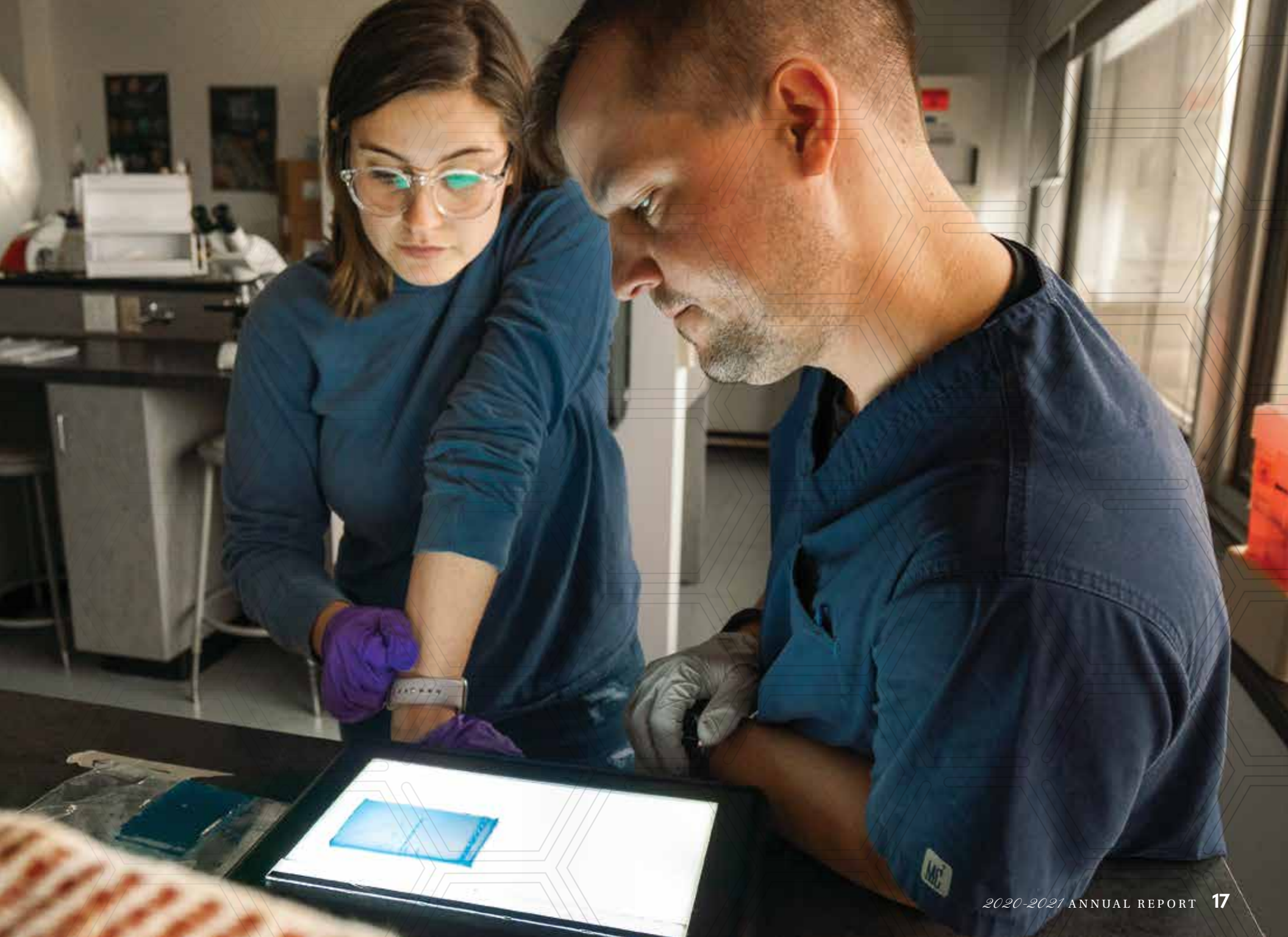
## Equalizing Tuition

In 2019, Jefferson College of Health Sciences (JCHS), Carilion Clinic and Radford University partnered to merge JCHS into the Radford family of colleges and schools, forming Radford University Carilion (RUC). One of the commitments made at the time of the merger was to equalize the tuition for students at the Radford and Roanoke locations over time.

Former Radford University President Brian O. Hemphill, Ph.D. then announced that the General Assembly had allocated \$10 million annually in base funding to support Commonwealth residents studying at RUC. Hemphill said that the investment would enable Radford to equalize tuition between the main campus and RUC for in-state students beginning with the 2021-2022 academic year, pending Governor Northam's signature on the recently adopted budget.

"On behalf of RUC students and their families," Hemphill said, "I express our sincere appreciation and lasting gratitude to House and Senate members, as well as Governor Northam, for their significant investment in current and future generations of Highlanders who have a desire and skill to address the healthcare workforce crisis that is very real for our communities and the Commonwealth."

RUC tuition and fees for in-state undergraduate students, beginning before June 30, 2021, were approximately \$12,000, representing a 55 percent decrease from the 2018-2019 JCHS rate of \$26,886 and compared to the RUC rate of \$21,792. It is anticipated that providing the same great education at a reduced rate, due to the incredible support from state officials, will have a positive impact on enrollment trends and workforce shortages.



A new sign welcomes Highlanders into Moffett Lawn, one of several new convenient and welcoming changes in parking lot DD.



# Brand Identity



“These projects are part of an overall improvement to create a Radford University ‘front door.’”

JORGE COARTNEY

## New Entrance Welcomes Highlanders

Highlanders arriving to campus through the Tyler Avenue entrance are now welcomed by two beautiful new signs that boldly read: RADFORD UNIVERSITY. The reimagined entrance provides easier access to, and departure from, parking lot DD, which extends from Tyler to the Red Clocks near the center of campus and Dalton Hall. Parking lot traffic runs one way in a U-shape from the tree-lined drive passing Ingles and Pocahontas Halls and back around to Russell and Washington Halls. Convenient crosswalks and wide sidewalks allow for easy pedestrian passage.

Also, a new sign atop a spacious red and beige cobblestone plaza sits at the entrance to Moffett Lawn from the parking lot. The Moffett sign displays the name RADFORD UNIVERSITY in bold silver lettering against a red background, just like the entrance signs, and rests on a black wrought iron railing between two sturdy brick pillars, each bearing the university seal. University Project Engineer Bill White designed the signs.

The parking lot now features digital signage for effective communication to students and visitors. “These projects are part of an overall improvement to create a Radford University ‘front door’ in support of the university Admissions Office, Alumni Office, Center for Accessibility Services, Career and Talent Development Office and Military Resource Center in Russell Hall,” said Assistant Vice President for Facilities Management Jorge Coartney.

## IMPACT Lab

Radford University’s Vinod Chachra IMPACT Lab is meeting the needs in high-demand workforce areas throughout Virginia and the surrounding region by offering online, self-paced competency-based education. This approach focuses on teaching specific job-related skills needed to complete a critical task within the workplace. Currently, IMPACT is focused on three main workforce development areas: cybersecurity, geospatial intelligence and K-12 education.

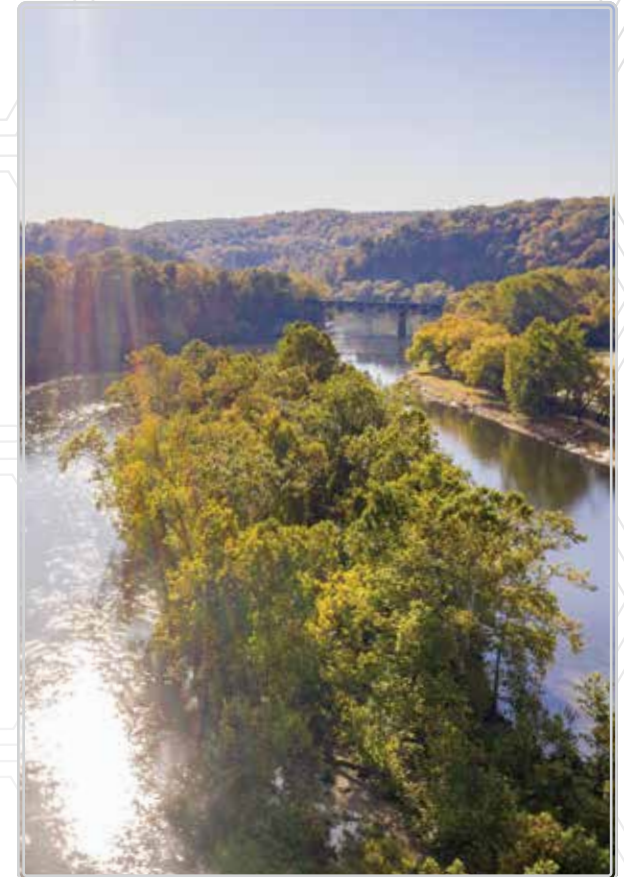
New partnerships mean new opportunities for students looking to advance their careers. IMPACT is committed to finding opportunities like partnering with Civilian Cyber, a leader in cybersecurity workforce development, to launch a STEM Training Engagement Program (STEP) creating unique opportunities for Southwest Virginia residents interested in cybersecurity careers. New partnerships with the Virginia Department of Education, the Chief Data Office of Virginia and Healthfirst were also created throughout the last year.

IMPACT uses a business-to-business approach in partnering with companies and organizations who identify employees best qualified to succeed and benefit most from IMPACT’s training. IMPACT is built upon Radford University’s award-winning programs and employs research-based practices from cognitive science, analytics, simulation-based learning and gamification in all aspects of training to ensure it is challenging, highly effective and engaging.

The IMPACT Lab is named for Vinod Chachra, Ph.D., an internationally recognized lecturer, consultant and innovator in the field of information system planning whose generosity led to the creation and success of the lab. As a Radford University partner, Chachra has strongly supported the implementation and creation of IMPACT, a first-of-its-kind program among four-year public institutions in Virginia.

## River Campus

A reimagining of the way the Radford University community interacts with the river that flows by campus is coming to fruition. The River Campus plan to enhance connectivity between the campus and the New River includes the construction of a greenway along the river that began during summer 2021. Plans also call for an amphitheater, event spaces, food and beverage areas and recreational areas, as well as quieter spaces for academic, research and student-life activities. In addition, project plans include more spaces for river access, climbing walls, zip lines and ropes courses.



The River Campus plan calls for river access and the construction of a greenway along the New River, located beside the Dedmon Center.

## HIGHLANDER HIGHLIGHT



*Joe Limo*

In 2018, Joe Limo left his home in Litein, Kenya, for the first time in his life to embark upon a new journey at Radford University. As the oldest brother in his family, he was the first to pursue a college education.

At Radford, Limo quickly found his niche in the nursing program because he always felt he wanted to make a difference in people's lives. He feels witnessing and aiding people through their recovery process is the most rewarding thing about his pursuit to become a nurse.

Another rewarding experience for Limo is being a student athlete on the cross-country team. Despite cultural differences, Limo found a second family away from home with his teammates and often thinks about how his Radford experience can transmit to his family.

Limo has felt the effects of a transformative educational experience and how purposeful it has been in his life. One day he hopes his younger siblings will look at him and think, "he did it, so I can do it too."

## New Virtual Tours Showcase Campus to the World

Prospective students who wish to explore the Radford University campus without leaving the friendly confines of home can do so through a virtual campus tour hosted by YouVisit.com. The tour has 20 stops, allowing visitors to explore, through 360-degree panoramic views, campus buildings and classrooms, sit in the Hemphill Hall mock courtroom, hear the dynamic acoustics inside the Covington Center, walk the same pitch where the Highlanders compete in intercollegiate soccer and stand near the campus fountain — you can almost feel water droplets splash your skin.

Throughout the tour, visitors hear from students, faculty and alumni, all explaining Radford University's unique experience and opportunities. In addition, YouVisit offers an assortment of social media and mobile applications. More than 7,000 visitors have accessed the tour since it launched in February 2021.

## Radford Recognized for Excellence

Radford University's strong academic tradition and dedication to excellence continue to attract public recognition.

Because it continues to demonstrate a commitment to supporting and empowering military veteran students, the university was designated a 2021-2022 Military Friendly School by VIQTORY, setting a standard for higher education institutions to provide the best opportunities for veterans, service members and their families. Radford University has regularly landed on the prestigious list since 2011.

College Consensus, a college ratings website that aggregates publisher rankings and student reviews, also took note of Radford's commitment to military veterans by listing the university among its Best Colleges and Universities for Veterans 2021.

In U.S. News & World Report's 2021 Best Colleges report, Radford was ranked No. 14 among Top Public Schools – Regional Universities South.

Radford University's School of Nursing was ranked the third best in Virginia by registerednursing.org. The top 20 nursing schools were ranked after analyzing all schools in the Commonwealth offering nursing programs. Also featured on the list were Radford nursing programs at the Roanoke Higher Education Center and Radford University Carilion (RUC).

The designations were among many accolades and recognitions the university has received recently, including rankings in The Princeton Review's Best Colleges and Universities in the South, Best Business Schools, Best Business Schools for 2021: On-Campus MBA Programs, and Top Green Colleges in the Nation; U.S. News & World Report's Best Regional Universities in the South, Best Undergraduate Teaching Programs, Best Nursing Schools: Doctor of Nursing Practice, Best Part-time MBA, Best Business Schools for 2021: On-Campus MBA Programs, and Best Colleges for Veterans – South; Money's Best Colleges for Your Money; Niche.com's Best Colleges for Criminal Justice and Best Colleges for Sports Management; and DesignIntelligence's Most Admired Interior Design Schools.



At Radford University, we proudly support and empower our military veteran students in all our educational locations. We strive to set a standard for higher education institutions to provide the best opportunities for our veterans.



*Philanthropic  
Giving and  
Alumni  
Engagement*

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“It is an unbelievable advantage the donors have given us for the development of our players and recruiting purposes in the future.”

HEAD BASEBALL COACH KARL KUHN

## Artis Center for Adaptive Innovation and Creativity

On the site of the former Porterfield and McGuffey Halls, a new, state-of-the-art structure is rising: the Artis Center for Adaptive Innovation and Creativity, a unique, blended teaching and learning space for the arts and health sciences.

At an investment of approximately \$101 million and 178,000 square feet, the Artis Center represents the largest capital construction in the history of Radford University in terms of total project funding and square footage. The structure will exhibit an exterior façade that incorporates historic elements of the original campus buildings, including red brick, white precast and vertical punched windows. It will also include more modern features, such as metal and glass, and will complement recently constructed adjacent facilities along Main Street, such as the Center for the Sciences.

The center is named for alumna Nancy Artis '73 and her husband H. Pat Artis, Ph.D., who gifted the university \$6 million to support scholarships in the Waldron College of Health and Human Services, the College of Visual and Performing Arts and the Department of Athletics. The center will be substantially completed by December 2023, with move-in beginning in the spring of 2024 and classes beginning in the fall 2024 semester.

## Williams Field at Sherman Carter Memorial Stadium

The 2021 Highlanders baseball season began on a new FieldTurf synthetic surface at Sherman Carter Memorial Stadium. It's practically waterproof — rain simply settles and dries on the brilliant green surface. It's quite a contrast from the days when a pesky drizzle could result in rain delays and a schedule gone haywire. Gone, too, are the days of student-athletes raking, chalking and nurturing the grass; they can spend the time on games and instruction instead.



Sherman Carter Memorial Stadium features a new FieldTurf synthetic surface.

The project broke ground in November 2020 and was privately funded. “I hope the donors know how absolutely humbled and appreciative we are as a coaching staff,” Head Coach Karl Kuhn said. “We now played on both surfaces” — natural and synthetic — “and it is an unbelievable advantage the donors have given us for the development of our players and recruiting purposes in the future.”

## Virtual Homecoming 2020

Home is where the heart is, and Radford University's 2020 Homecoming festivities proved that the Highlander spirit thrives in the hearts of alumni near and far. Nearly 2,200 alumni, faculty, staff, students and friends registered for Zoom events during virtual Homecoming, which kicked off the week of Oct. 1 with contests and events that continued through Oct. 17.

Alumni were excited to share Highlander spirit in the three virtual photo contests: the Alumni Highlander Pet contest, the Show Your Highlander Pride: Office Edition contest and the Women of Radford Hat contest. Other events leading up to Homecoming weekend included a virtual alumni golf tournament, Women Entrepreneurship Week, a legacy admission information session, the Highlander Wisdom Planned Giving webinar and a virtual alumni paint night.

Executive Director for Alumni Relations Laura Turk '87, M.S. '90, was thrilled with the overall participation in Homecoming.

“While we missed welcoming Radford alumni to our beautiful campus, Homecoming 2020 provided an opportunity for us to have broader alumni reach, engaging alumni from across the country — 32 states — and 12 other countries including Jordan, Italy, Hong Kong and Canada,” Turk said.

## HIGHLANDER HIGHLIGHT



### Marty Smith '98

Before he was a familiar face from ESPN broadcasts, interviewing luminaries like Tiger Woods and Nick Saban, Marty Smith '98 was a sports-crazy student with a love for the New River Valley and especially Radford University. Some things haven't changed: while his schedule and contacts list may have filled up since his college days, the Giles County native remains true to his school.

"I was afforded opportunities at Radford that I don't know I would have gotten anywhere else," he said. "I was given a lot of responsibility, and it's benefited me my entire career and my entire life. It really prepared me for what was to come."

Smith has stayed connected to campus. Most recently, he returned to lend his talents to the virtual experience produced for the Together campaign.

"I love this place," Smith said. "I am passionate about the New River Valley, I'm very passionate about Appalachia, and I'm very passionate about Radford University. Each of those things shaped who I am. I've been blessed to go around the world. I've been to countries I can't even pronounce, but I'm forever rooted right here."

*"I was afforded opportunities at Radford that I don't know I would have gotten anywhere else."*

MARTY SMITH '98

## TOGETHER — The Campaign for Radford University

Together, we can change countless lives and leave a lasting legacy. That's the message behind Together — The Campaign for Radford University, the

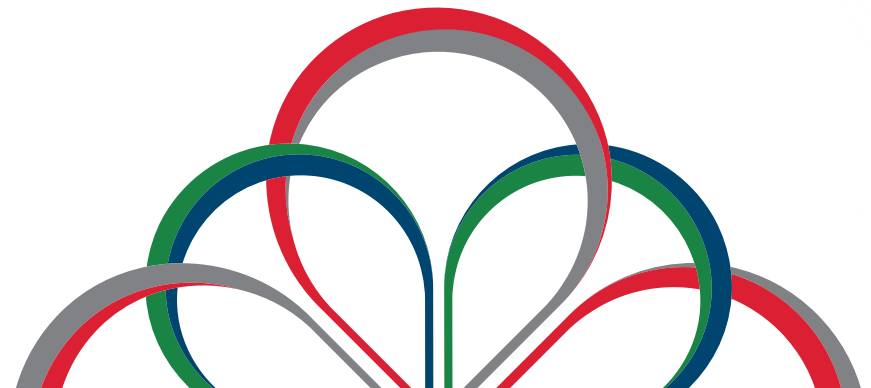


largest capital campaign in Radford University's history.

In April 2021, Radford announced the public phase of Together, with a goal of raising \$100 million. The university already raised more than \$68 million during the quiet phase of the campaign, which began in 2018. The funds will, in large part, support students through scholarship and access.

Together is focused on people and programs and is grounded in five pillars that impact the success of the university's mission:

- To make education accessible to bright and promising students;
- To prepare students to be ready to excel in their fields of study;
- To increase students' academic engagement through hands-on experiences;
- To give student-athletes the resources they need to compete at the highest levels in and out of the classroom; and
- To ready the university to seize unexpected opportunities and discoveries.



## Hemphill Hall Dedication

The leadership and legacy of former President Brian O. Hemphill, Ph.D., could only be justly honored with an outsize tribute. So it seemed appropriate on June 15, 2021, when the College of Humanities and Behavioral Sciences Building — the newest and largest on campus — was formally named Hemphill Hall.

Since it opened in 2016, “The College of Humanities and Behavioral Sciences Building has suffered from one thing, a proper name,” Dean Matthew J. Smith, Ph.D., said at the ceremony. “Today, Radford University completes this structure by christening it in honor of the university’s seventh president, Dr. Brian O. Hemphill.”

Under Hemphill’s leadership, Radford University saw historic increases in enrollment, applications, average GPA and the number of degrees conferred. Among the most significant accomplishments were the establishment of Radford University Carilion, as well as an annual investment of \$10 million from the Commonwealth of Virginia to equalize tuition and fees; a \$101 million investment to construct the Artis Center for Adaptive Innovation and Creativity, representing the largest investment and building in the institution’s history; the \$34 million renovation of Reed and Curie Halls; the launch of the competency-based education program IMPACT; the creation and implementation of a five-year strategic plan and 10-year master plan; and the ideation and current construction of a boutique-style hotel near campus.



The Hemphill family joins Dean Matthew J. Smith, Ph.D., and Board of Visitors Rector Robert A. Archer at the dedication.

# *Economic Development and Community Partnerships*



A special groundbreaking ceremony was held in June 2021 to officially introduce The Highlander, a boutique-style hotel to be located on Tyler Avenue across from Radford University's main campus.



## The Highlander Hotel Groundbreaking

By late 2022, Tyler Avenue's cosmopolitan touch-up will be complete. Construction began in summer 2021 on The Highlander, a joint effort between the university and the Radford University Foundation to bring an upscale, full-service boutique hotel to the area.

The Highlander, estimated at 124 rooms, is designed to reflect the local region and its rich history, as well as Radford University's tradition of hard work. In addition, it will provide amenities not available at current area hotels, such as a stunning rooftop steakhouse and bar that will overlook campus with a backdrop of the Blue Ridge Mountains. A highlight of the structure will be a 4,000-square-foot conference space that will accommodate 250-300 people, allowing the university to potentially host large-scale events, such as business expos and conferences, it could not accommodate in the past.

"This hotel is going to attract people to Radford who might have, in the past, looked at staying outside of the city. A four-star hotel, it is going to be a destination," said John Cox, chief executive officer of the Radford University Foundation. "We believe it is going to generate a lot of activity downtown. That will be great for our local economy."

## Carbon Commitment

For many years, Radford University has ranked among the most environmentally conscious campuses in the country. In late 2020, the campus' strong commitment to sustainability took a giant leap forward when former President Brian O. Hemphill, Ph.D., signed the Carbon Commitment, which pledges the university to reduce greenhouse gas emissions to net zero by 2040 and integrate sustainability and climate action into the university's curriculum and culture.

"Signing the Carbon Commitment energizes the university's sustainability and climate action efforts, and it gives direction to our future," Sustainability Manager Josh Nease said. "Achieving

carbon neutrality is a long process that is full of important steps, and signing of the commitment is the critical first step."

Along with the Carbon Commitment came the newly created President's Task Force on Sustainability, which charges the Radford family to work together toward developing a new sustainability and climate action plan. The task force comprises of 13 appointed faculty, staff and students from Finance, Facilities, Admissions, Sustainability, Student Affairs, Academic Affairs and University Services.

Their job is to enhance cross-campus collaboration and develop partnerships and strategies for advancing sustainability and achieving net carbon neutrality.

## Southwest Virginia Higher Education Center Offerings Expanded

Radford University meets students where they are. Through creative and innovative approaches such as flexible scheduling and offering programs in multiple locations, time-pressed potential students can find a pathway to enrollment. The Southwest Virginia Higher Education Center (SWVHEC) in Abingdon, Virginia, is an important partner for Radford and a crucial resource for students in the region. In fall 2021, Radford expanded its offerings at SWVHEC to include a Master of Science in Strategic Communication degree.

The graduate degree allows students to prepare for careers across various areas of expertise and industries, such as government, financial institutions, public relations firms, higher education and health education. Students in the program will explore courses in public relations, organizational communication, political communication, interactive media and analytics and more.

Classes are offered in a blended learning model with instruction originating from Radford's main campus and delivered online or through interactive video to the three partner locations. This format gives students the option of attending the site closest to them.

## HIGHLANDER HIGHLIGHT



*Julie Matlock*

Julie Matlock was a busy high school teacher who hoped to continue her education and expand her career prospects. Finding the time for that seemed an insurmountable obstacle, though: she had a full-time job, a family and a home not located near a university.

Luckily, Radford University is committed to lowering barriers to enrollment for time-pressed students. With a grant from the Virginia Tobacco Region Revitalization Commission, Radford began offering a master's degree program in school counseling at the Southwest Virginia Higher Education Center in Abingdon, Virginia. The program has been a blessing for Matlock and her fellow non-traditional students.

"Radford's program has been really good," she said. "We have professors who are actually coming to the higher education center here in Abingdon. The fact that I can drive 30 minutes and get the educational opportunities to help me spiral off into maybe a different career path has been phenomenal. The tobacco commission and Radford University's partnership is truly beneficial to our community. So many of our students face monumental challenges, and so with this partnership, we're going to be able to help them."

## NCI Partnership

Thanks to a mutually beneficial arrangement with NCI Information Systems, Inc., Radford University can offer its students special avenues toward research collaboration and post-graduate careers.

With a memorandum of understanding signed in January 2021 by former President Brian O. Hemphill, Ph.D., and Chuck Hicks of NCI, the two entities have established a partnership to cooperate in research collaborations, workforce development, talent pipeline development and student and faculty exchanges.

The agreement will provide research opportunities between NCI and students and faculty in Radford University's Artis College of Science and Technology, as well as emerging technology assessments, NCI contract support and Radford student and faculty engagement. With NCI's focus on artificial intelligence solutions and work with government defense contracts, Radford students will be working on real-world challenges and finding creative solutions through collaboration with their faculty members, as well as NCI leaders.

Former Radford University Artis College of Science and Technology Dean J. Orion Rogers, Ph.D., said the agreement with NCI "provides our students and faculty with exciting opportunities that will take us and the School of Computing and Information Sciences to a new place with artificial intelligence."



Radford University now offers students special avenues toward research collaboration and post-graduate careers thanks to a new partnership with NCI Information Systems, Inc.

“So many of our students face monumental challenges, and so with this partnership, we’re going to be able to help them.”

JULIE MATLOCK

## PepsiCo Becomes Exclusive Beverage Provider for Main Campus

There’s a new flavor on the Radford campus. In June 2021, Radford announced a multi-year partnership making PepsiCo the exclusive beverage provider for all campus vending, dining, residential and athletic facilities. PepsiCo brands include Pepsi, Mountain Dew, Dr. Pepper, Gatorade, Muscle Milk, Bubly, Starbucks, Lipton, Tropicana, Aquafina and Naked Juice. The new partnership also expands opportunities for students by offering new and engaging programming, including career placements, such as internships. PepsiCo also provides increased levels of funding for student scholarships.

## Appalachian School of Law Academic Initiatives Collaboration

Radford University and the Appalachian School of Law (ASL) are collaborating on new academic initiatives that include a 3+3 program and a joint MBA to J.D. program, as well as a symposium on the intersection of substance use and the law.

The initiatives, announced at an April 2021 signing event, will accomplish three goals to help identify pathways for highly motivated students interested in the law and in business administration to move forward on their vocational aspirations:

- The Appalachian School of Law will provide for preferential admission for Radford students who meet threshold admission expectations;
- Radford University will enter into an agreement for an accelerated dual degree arrangement, which will allow students to complete both a baccalaureate and a Juris Doctor in six years; and
- Radford University will create a seamless pathway for students to earn both a Juris Doctor degree from Appalachian School of Law and an MBA from Radford University in less than the normally required years of study.

“This is truly a win-win partnership for our institutions and the commonwealth,” former Provost and Vice President for Academic Affairs Carolyn R. Lepre, Ph.D. said, “but most importantly for our current and future generations of students.”



Former Provost and Vice President for Academic Affairs Carolyn R. Lepre, Ph.D. joins the former Appalachian School of Law President and Dean Elizabeth McClanahan, J.D. and leadership from both institutions to mark the new partnership.

# UNIVERSITY FINANCIAL HIGHLIGHTS SUMMARY

For the years ended June 30, 2017 - 2021

Dollars in thousands

OPERATING ACTIVITY	2016-17	2017-18	2018-19	2019-20	2020-21	DOLLARS (\$) 5-Yr. Total
<b>OPERATING REVENUE</b>						
Educational & General	\$123,657	\$125,834	\$129,956	\$150,142	\$149,167	\$678,755
Student Financial Aid	12,166	12,123	12,735	13,768	15,278	66,069
Sponsored Programs	4,938	6,980	9,213	10,583	9,311	41,025
Auxiliary Enterprise	66,236	70,305	73,290	67,490	70,523	347,844
Total Operating Revenue	\$206,997	\$215,241	\$225,194	\$241,982	\$244,279	\$1,133,693
<b>OPERATING EXPENSES</b>						
Educational & General	\$123,482	\$125,703	\$129,824	\$150,064	\$149,013	\$678,086
Student Financial Aid	12,166	12,123	12,735	13,768	15,268	66,060
Sponsored Programs	4,960	6,560	9,049	10,001	8,680	39,250
Auxiliary Enterprise	57,873	62,776	64,703	55,419	61,139	301,910
Total Operating Expenses	\$198,480	\$207,162	\$216,311	\$229,252	\$234,100	\$1,085,305
<b>TOTAL OPERATING SURPLUS/(DEFICIT)</b>	<b>\$8,516</b>	<b>\$8,079</b>	<b>\$8,883</b>	<b>\$12,730</b>	<b>\$10,179</b>	<b>\$48,387</b>

Units in thousands

UNIVERSITY FACILITY INFRASTRUCTURE	2016-17	2017-18	2018-19	2019-20	2020-21	SQUARE FOOTAGE 5-Yr. Growth
University Owned Space	2,795	2,814	2,814	2,809	2,937	5.1%
University Leased Space	138	254	292	582	485	251.3%
Total University Space	2,933	3,068	3,106	3,391	3,422	16.7%



Dollars in thousands

	2016-17	2017-18	2018-19	2019-20	2020-21	PERCENT CHANGE 2020 to 2021
<b>OPERATING REVENUE</b>						
Tuition & Fees	\$72,224	\$73,287	\$76,459	\$88,299	\$82,779	-6.3%
State Appropriations	60,760	61,563	62,702	68,100	75,558	11.0%
Grants & Contracts	5,069	7,158	9,196	14,760	19,015	28.8%
Auxiliary Revenue	66,236	70,305	73,290	67,490	63,407	-6.0%
Indirect Revenue	447	457	666	725	533	-26.4%
Other Revenue	2,262	2,471	2,881	2,610	2,985	14.4%
<b>Total Operating Revenue</b>	<b>\$206,997</b>	<b>\$215,241</b>	<b>\$225,194</b>	<b>\$241,982</b>	<b>\$244,279</b>	<b>0.9%</b>
<b>OPERATING EXPENSES</b>						
Instruction	\$68,545	\$69,711	\$71,356	\$83,965	\$81,130	-3.4%
Public Service	373	397	428	505	224	-55.6%
Academic Support	12,270	11,989	11,151	12,233	12,403	1.4%
Student Services	7,280	6,909	7,152	12,243	8,296	-32.2%
Institutional Support	21,201	21,699	21,800	26,725	32,104	20.1%
Operation & Maintenance	13,812	14,998	17,936	14,394	14,855	3.2%
Student Financial Aid	12,166	12,123	12,735	13,768	15,268	10.9%
Sponsored Programs	4,960	6,560	9,049	10,001	8,680	-13.2%
Auxiliary Enterprise	57,873	62,776	64,703	55,419	61,139	10.3%
<b>Total Operating Expenses</b>	<b>\$198,480</b>	<b>\$207,162</b>	<b>\$216,311</b>	<b>\$229,252</b>	<b>\$234,100</b>	<b>2.1%</b>

Notes:

Operating increase from 2018-19 to 2019-20 is attributable to the merger of Jefferson College of Health Sciences, Radford University Carilion, into Radford University.



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