

RADFORD UNIVERSITY

Board of Visitors

QUARTERLY MEETING

1:00 P.M.

JUNE 12, 2020

**MARY ANN JENNINGS HOVIS MEMORIAL BOARD ROOM
AND ELECTRONIC COMMUNICATION
THIRD FLOOR, MARTIN HALL, RADFORD, VA**

DRAFT **MINUTES**

BOARD MEMBERS PARTICIPATING IN BOARD ROOM

Mr. Robert A. Archer, Rector
Dr. Thomas Brewster
Dr. Rachel D. Fowlkes
Mr. Mark S. Lawrence
Ms. Georgia Anne Snyder-Falkinham

BOARD MEMBERS PARTICIPATING BY ELECTRONIC COMMUNICATION

Mr. James R. Kibler, Jr., Vice Rector
Dr. Jay A. Brown
Mr. Gregory A. Burton
Ms. Krisha Chachra
Dr. Susan Whealler Johnston
Dr. Debra K. McMahan
Ms. Karyn K. Moran
Ms. Nancy A. Rice
Mr. David A. Smith
Ms. Lisa Throckmorton
Dr. Jason Fox, Faculty Representative (Non-voting Advisory Member)
Mr. Breon Case, Student Representative (Non-voting Advisory Member)

OTHERS PRESENT

Dr. Brian O. Hemphill, President
Ms. Karen Castele, Secretary to the Board of Visitors and Special Assistant to the President
Mr. Craig Cornell, Vice President for Enrollment Management (For Presentation)
Mr. Chad A. Reed, Vice President for Finance and Administration and Chief Financial Officer (For Presentation)
Dr. Joseph Scartelli, Interim Provost and Vice President for Academic Affairs (For Presentation)
Ms. Ashley Schumaker, Chief of Staff and Vice President for University Relations
Mr. Allen T. Wilson, Assistant Attorney General, Commonwealth of Virginia (Electronic Communication)

CALL TO ORDER AND OPENING COMMENTS

Rector Robert A. Archer called the quarterly meeting of the Radford University Board of Visitors to order at 1:00 p.m. from the Mary Ann Jennings Hovis Memorial Board Room on Third Floor in Martin Hall. Rector Archer began his comments by welcoming the Board members to the first Radford University Board of Visitors virtual meeting and thanked those who were present in Radford, along those who joined virtually. Rector Archer acknowledged that we are operating under very difficult circumstances, both personally and as a University, due to the impact of the COVID-19 pandemic. Additionally, the nation has become focused on, and rightly so, the issue of racism and hatred.

Rector Archer recognized President Hemphill and his team, along with faculty and staff, for working tirelessly on preparing the University to open on July 27, 2020 under these very difficult conditions and focusing on the safety of students, faculty and staff. Rector Archer continued by saying that the negative economic impact due to the COVID-19 pandemic has required that difficult decisions be made on behalf of our students and other stakeholders to ensure the safety of all, as well as the continued operation of the University. The Board of Visitors must work hard to ensure good decisions that will guarantee the mission of the University and support the administration as it works hard to steer us through this and future difficult times.

Rector Archer congratulated the Board members who were recently reappointed by Governor Northam to an additional term on the Board of Visitors. In addition to Rector Archer, the reappointed members include Dr. Jay Brown, Dr. Deb McMahon, Dr. Rachel Fowlkes and Ms. Georgia Anne Snyder-Falkinham. Rector Archer added that he believed the continuity and skill set of the current Board will serve the University well. In closing, Rector Archer thanked the Board members for their hard work and commitment to Radford University.

APPROVAL OF AGENDA

Rector Archer asked for a motion to approve the Board of Visitors meeting agenda for June 12, 2020, as published. Mr. Mark Lawrence so moved, Dr. Thomas Brewster seconded, and the motion carried by roll call vote. (Ayes: Archer, Brewster, Brown, Burton, Chachra, Fowlkes, Johnston, Kibler, Lawrence, McMahon, Moran, Rice, Smith, Snyder-Falkinham and Throckmorton; Nays: None)

APPROVAL OF MINUTES

Rector Archer asked for a motion to approve the February 14, 2020 minutes of the Board of Visitors meeting. Ms. Georgia Anne Snyder-Falkinham so moved, Mr. Lawrence seconded, and the motion carried by roll call vote. (Ayes: Archer, Brewster, Brown, Burton, Chachra, Fowlkes, Johnston, Kibler, Lawrence, McMahon, Moran, Rice, Smith, Snyder-Falkinham and Throckmorton; Nays: None)

PRESIDENT'S REPORT

President Brian O. Hemphill, Ph.D. began his report by thanking the Board of Visitors members for the opportunity to provide updates and share his perspectives as the University has completed the Spring 2020 semester and preparing for the Fall 2020 semester.

President Hemphill shared that, during the mid-point of the Spring 2020 semester, Radford University transitioned to a virtual environment due to the COVID-19 global health pandemic. He expressed his appreciation for the world-class faculty and dedicated staff who worked diligently to ensure the online delivery of coursework and continued engagement with students. President Hemphill shared that he joined a number of classes via Zoom and heard time and time again from the students regarding the invaluable support provided by the faculty. He added that the University owes a tremendous debt of

gratitude to the many individuals, including students, faculty and staff, for their flexibility, patience and understanding as we completed a challenging and historic semester.

President Hemphill continued by sharing that another significant function of the campus has been the discussion and work of the COVID-19 Contingency Planning Group, which was convened on April 23, 2020. The 24-member cross-functional team was tasked with developing a series of broad-based scenarios regarding the continued operation and reopening of the University in light of the ongoing global health pandemic. The group was provided a 45-day timeline to complete this important work and developed a robust meeting schedule in order to engage in detailed planning and in-depth discussions. President Hemphill acknowledged each member for their tireless effort, as well as Chief of Staff and Vice President for University Relations Ashley Schumaker and Vice President for Student Affairs Susan P. Trageser for their leadership.

President Hemphill shared details of the University's Early Opening Plan, including the campus reopening on July 27, 2020 with move-in beginning on August 1, 2020 and the first day of classes on August 12, 2020. The early opening will enable the University to complete the semester, including classes, final exams and Commencement ceremonies, prior to Thanksgiving Break.

President Hemphill continued by informing the Board members that, following an accomplished career spanning five decades, Radford University is celebrating the dedicated service of Danny M. Kemp, Vice President for Information Technology and Chief Information Officer, who recently announced his retirement effective June 24, 2020. Leading Radford University's technology enterprise since December 2006, Vice President Kemp has a long list of successful projects and collaborative efforts that are reflective of his strong leadership and warm personality. President Hemphill said that his expertise and knowledge in the technology industry are incredible, but come second to his everlasting appreciation for and unwavering commitment to his team and the entire Radford family.

In closing, President Hemphill expressed his appreciation to Dr. Joseph P. Scartelli as he prepares to complete his most recent service as Interim Provost and Vice President for Academic Affairs. Provost Scartelli has served in this critical role multiple times, and his hard work and lasting contributions have been instrumental for the entire campus community. A copy of the report is attached hereto as *Attachment A* and is made a part hereof.

ENROLLMENT MANAGEMENT UPDATE

Vice President for Enrollment Management Craig Cornell provided enrollment trends and observations for the incoming classes at Radford University and Radford University Carilion (RUC). He shared that at this point in time, the vast majority of new freshman applications have been received and total 14,859. This led to 11,799 admitted students, which is a 79.5% admit rate at main campus and 65.3% at RUC, both greater than the previous year.

Vice President Cornell shared many of the new recruitment initiatives that were shifted to a virtual environment and the ways in which all of the Division of Enrollment Management pulled together to create many new unprecedented initiatives for student recruitment this year. A series of barrier-removing approaches to incoming students ranging from extension of deadlines, to the development of a "no-cost commitment" and single room options were discussed. Additional highly personalized recruitment efforts were shared, including the development of a complete virtual tour program for academic and residence halls with significant help from University Relations and Information Technology, as well as Facilities Management. Vice President Cornell also shared how Virtual

Highlander Days received significant interest from students and families and how all of these initiatives created tangible changes throughout the student commitment cycle. Additionally, updates to Quest, the Radford orientation program, were provided which is now developed into a fully virtual program with pathways for students and parents.

In closing, Vice President Cornell shared an overview of the \$4,546,102 federal CARES Act program awarding parameters and plans for Radford students to begin being disbursing the week of June 15. A copy of the report is attached hereto as *Attachment B* and is made a part hereof.

ACADEMIC AFFAIRS UPDATE

Interim Provost Scartelli introduced four resolutions to the Board of Visitors and provided details for each one. The resolutions presented were:

- Recommendation to Approve Teaching and Research Faculty Tenure for 2020-2021;
- Recommendation to Approve Changes to the *Teaching & Research Faculty Handbook*, Section 1.3.1.3, Appointment Terms;
- Recommendation to Approve Changes to the *Teaching & Research Faculty Handbook*, Section 1.4.1.3, Student Evaluations of Faculty; and
- Recommendation to Approve Changes to the *Teaching & Research Faculty Handbook*, Section 1.4.1.4.1 Evaluation Procedures for Tenured and Tenure-Track Faculty.

Rector Archer asked for a motion to approve all four resolutions as a block. Mr. Lawrence so moved, Ms. Snyder-Falkinham seconded, and the motion carried by roll call vote. (Ayes: Archer, Brewster, Brown, Burton, Chachra, Fowlkes, Johnston, Kibler, Lawrence, McMahon, Moran, Rice, Smith, Snyder-Falkinham and Throckmorton; Nays: None) A copy of each resolution is attached hereto as *Attachment C-F, respectively*, and is made a part hereof.

DISCUSSION AND APPROVAL OF 2020-2021 TUITION AND FEES

Rector Archer stated that, on April 1, 2020, Radford University provided notice that the Board of Visitors would vote on tuition and fees at the May 1, 2020 meeting, which was later postponed until June 12, 2020 due to the COVID-19 pandemic. The Board of Visitors also hosted a Budget Overview and Public Comment Session on April 17, 2020 providing an opportunity for comments regarding tuition and fees. Rector Archer invited Vice President for Finance and Administration and Chief Financial Officer Chad A. Reed to provide an updated budget overview and tuition and fees recommendation.

Vice President Reed began his presentation by reviewing the 2020-2021 strategic budgeting priorities, including: student affordability; strategic plan implementation; mandatory cost increases; and operations and alignment of tuition and fee rates for RUC. Vice President Reed continued by providing additional information on the factors impacting the fiscal considerations for Radford University's academic year 2020-2021, including the current economic outlook, legislative actions by the General Assembly, enrollment projections and market pricing. Vice President Reed further provided 2021 fiscal allocations with current revenue and expense assumptions, as well as the estimated impact of COVID-19.

Following the budget overview, Vice President Reed presented the 2020-2021 tuition and fee rate proposals that included no tuition increase for main campus and a 10% reduction in tuition and fees for RUC in-state undergraduate students. Vice Rector James Kibler expressed his appreciation to Vice President Reed and his team for the thoughtful presentation and hard work that went into establishing

the tuition and fees proposal. Following discussion, Rector Archer asked for a motion to approve the tuition and fees for the 2020-2021 academic year, as reflected in the Summary of Proposed 2020-2021 Tuition and Fees. Ms. Nancy Rice so moved, Mr. Lawrence seconded, and the motion carried by roll call vote. (Ayes: Archer, Brewster, Brown, Burton, Chachra, Fowlkes, Johnston, Kibler, Lawrence, McMahon, Moran, Rice, Smith, Snyder-Falkinham and Throckmorton; Nays: None) A copy of the presentation and resolution are attached hereto as *Attachment G and H, respectively*, and is are made a part hereof.

CLOSED SESSION

Rector Archer requested a motion to move into closed session. Dr. Brewster made the motion that the Radford University Board of Visitors convene a closed session pursuant to **Section 2.2-3711 (A) Items 1, 2, 6, 7, 8 and 29** under the Virginia Freedom of Information Act for the discussion of personnel matters; discussion or consideration of admission or disciplinary matters or any other matters that would involve the disclosure of information contained in a scholastic record concerning any student; discussion or consideration of the investment of public funds where competition or bargaining is involved; consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body; consultation with legal counsel regarding specific legal matters pertaining to personnel requiring the provision of legal advice by such counsel; and discussion of the award of a public contract involving the expenditure of public funds, including interviews of bidders or offerors, and discussion of the terms or scope of such contract. Ms. Snyder-Falkinham seconded the motion. The Board of Visitors went into closed session at 2:58 p.m.

RECONVENED SESSION

Following closed session, public access to the meeting was reconnected. Rector Archer called the meeting to order at 4:10 p.m. On motion made by Dr. Brewster and seconded by Mr. Lawrence, the following resolution of certification was presented.

Resolution of Certification

BE IT RESOLVED, that the Radford University Board of Visitors certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements under this chapter were discussed in the closed meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion by which the closed session was convened were heard, discussed or considered by the Board. The resolution of certification was adopted by roll call vote. (Ayes: Archer, Brewster, Brown, Burton, Chachra, Fowlkes, Johnston, Kibler, Lawrence, McMahon, Moran, Rice, Smith, Snyder-Falkinham and Throckmorton; Nays: None)

ACTION ITEMS

Approval of Evaluation

Rector Archer proposed to combine the Performance Plan Update and Performance Plan Approval resolutions into one block vote and asked Mr. Lawrence to read the resolutions. Rector Archer asked for a motion to approve the Performance Plan Update for 2019-2020 and the Performance Plan Approval for 2020-2021. Mr. Lawrence so moved, Ms. Snyder-Falkinham seconded, and the motion carried unanimously by roll call vote. (Ayes: Archer, Brewster, Brown, Burton, Chachra, Fowlkes, Johnston, Kibler, Lawrence, McMahon, Moran,

Rice, Smith, Snyder-Falkinham and Throckmorton; Nays: None) A copy of each resolution is attached hereto as *Attachment I and J, respectively*, and is made a part hereof.

Election of Rector and Vice Rector for 2020-2021

Rector Archer turned the floor over to Dr. Jay Brown, Chair of the Governance, Administration and Athletics Committee.

Dr. Brown began by stating that the Governance, Administration and Athletics Committee also serves as the Nominating Committee, in accordance to the Radford University Board of Visitors Bylaws. Dr. Brown continued by stating that as Chair of the Governance, Administration and Athletics Committee, it was his honor to bring forward the slate of officers for 2020-2021. Mr. Robert A. Archer was nominated for a second term as Rector, and Mr. James R. Kibler was nominated to serve a second term as Vice Rector. Dr. Brown asked for additional nominations from the floor, hearing none, he proposed that the two nominations be combined into one motion. Dr. Brown asked for a motion to reelect Mr. Robert A. Archer as Rector and Mr. James R. Kibler as Vice Rector for the 2020-2021 term of the Radford University Board of Visitors. Ms. Karyn Moran so moved, Dr. Rachel Fowlkes seconded, and the motion carried by roll call vote. (Ayes: Brewster, Brown, Burton, Chachra, Fowlkes, Johnston, Lawrence, McMahon, Moran, Rice, Smith, Snyder-Falkinham and Throckmorton; Nays: None)

OTHER BUSINESS

Report on the Radford University Foundation

Rector Archer asked Ms. Snyder-Falkinham, the Board liaison to the Radford University Foundation, to provide a Foundation update. Ms. Snyder-Falkinham stated that the Foundation had its final Board meeting of the academic year on May 22, 2020, and the Board elected Chris Huther as the new Chair. New Board members include Mark Rader, Radford University Class of 1989, and Lynne Robinson, Radford University Class of 1990. Ms. Snyder-Falkinham discussed the asset summary report, attached hereto as *Attachment K* and is made a part hereof.

Faculty Representative to the Board of Visitors Introduction

Rector Archer began by acknowledging Dr. Jake Fox who has served as the Faculty Representative to the Board of Visitors since 2017. Rector Archer expressed his appreciation for the outstanding work that Dr. Fox did on behalf of the faculty and his service to the Board and the University. Dr. Fox also expressed his gratitude to the Board members for their support during his time as Faculty Representative.

Rector Archer continued by stating that, during the last Faculty Senate meeting, Dr. Katie Hilden-Clouse, professor in the School of Teacher Education and Leadership, was elected as Faculty Senate President for the upcoming academic year. Consistent with the Board of Visitors Bylaws, the Faculty Senate President becomes the Faculty Representative to the Board of Visitors. Rector Archer introduced Dr. Hilden-Clouse who joined the meeting remotely, and she shared information about herself and her time at Radford.

Student Representative to the Board of Visitors Update

Rector Archer stated that we say goodbye to Breon Case who served as Student Representative to the Board of Visitors during the past year. Rector Archer expressed that it has been a pleasure to have Breon on the Board. Rector Archer announced that Breon has been awarded the Rector Mark S. Lawrence Student Scholarship, in the amount of \$2,000 for the upcoming academic year. Mr. Case

thanked the Board members for their support and mentorship. Rector Archer added that the Student Representative for the 2020-2021 academic year would be determined at the September meeting.

Resolution

Rector Archer stated that, due to the obvious negative economic impact of the COVID-19 pandemic, as well as directives from the State of Virginia, it is clear that an expedited process must be used in order to insure future success of Radford University. In exercising its fiduciary responsibilities, among others, the Board considers the proposed resolution essential in moving effectively and quickly on behalf of the University and related stakeholders. The proposed resolution that focuses on the Teaching and Research Faculty Handbook as relates to changes due to emergency situations, would authorize the administration to propose budgetary, structural and programing changes to the Board of Visitors for consideration on a timely basis. The scope of the resolution is temporary in nature and covers Fiscal Years 2021 and 2022. Rector Archer asked Vice Rector Kibler to read the resolution. Following discussion, Rector Archer asked for a motion to approve the resolution as read by Vice Rector Kibler. Ms. Snyder-Falkinham so moved, Ms. Lisa Throckmorton seconded, and the motion carried by roll call vote. (Ayes: Archer, Brewster, Brown, Burton, Chachra, Fowlkes, Johnston, Kibler, Lawrence, McMahan, Moran, Rice, Smith, Snyder-Falkinham and Throckmorton; Nays: None) A copy of the resolution is attached hereto as ***Attachment L*** and is are made a part hereof.

ANNOUNCEMENTS

Rector Archer announced the upcoming meeting dates:

August 4-5, 2020 Retreat

September 10-11, 2020

December 3-4, 2020

Rector Archer shared that he would begin working with Board members on committee assignments and to please let him know if Board members have any particular interests.

Rector Archer shared that it has been an honor and privilege to serve as Rector during the past year and stated that he appreciates the confidence the members have in him to serve another year as Rector.

ADJOURNMENT

With no further business to come before the Board, Rector Archer adjourned the meeting at 4:36 p.m.

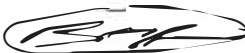
Respectfully submitted,

Karen Castele

Secretary to the Board of Visitors and Special Assistant to the President

RADFORD
UNIVERSITYBrian O. Hemphill, Ph.D.
President

TO: Members of the Board of Visitors

FROM: Brian O. Hemphill, Ph.D. 
President

DATE: June 12, 2020

RE: President's Report

I want to thank you for the opportunity to update you and share my perspectives about our University as we have completed the Spring 2020 semester and are preparing for the Fall 2020 semester.

Online Transition

During the mid-point of the Spring 2020 semester, Radford University transitioned to a virtual environment due to the COVID-19 global health pandemic. I would be remiss if I did not take this opportunity to express my everlasting appreciation for our world-class faculty and the dedicated staff that supported them. They worked diligently to ensure the online delivery of coursework and continued engagement with students. As I joined a number of classes via Zoom, I heard time and time again from our students regarding the invaluable support provided by the faculty. This University owes a tremendous debt of gratitude to the many individuals, including students, faculty, and staff, for their flexibility, patience, and understanding as we completed a challenging and historic semester. A highlight of the semester was the spirit in which the May graduating class completed their Highlander journey. Although they were unable to join together in the traditional Commencement format, they made the most of their Radford experience by celebrating from a distance with their families and friends. If you have not watched the Class of 2020 degree conferral and tribute video, I encourage you to visit <https://www.radford.edu/content/2020/home.html>.

Continued Work

With the implementation of modified operations for our University, there are a number of individuals who continued to report to work on a daily basis to carry out essential functions that must be completed in-person. Additionally, students, faculty, and staff have engaged remotely in order to fulfill their responsibilities and further our mission.

Another significant function of our campus has been the discussion and work of the COVID-19 Contingency Planning Group. Convened on April 23, 2020, the 24-member cross-functional team was tasked with developing a series of broad-based scenarios regarding the continued operation and reopening of Radford University in light of the ongoing global health pandemic. The group was provided a 45-day timeline to complete this important work and developed a robust meeting schedule in order to engage in detailed planning and in-depth discussions. As the group has nearly

completed their charge, the final in-person meeting will be held this coming Tuesday, but will be brought back together if the need arises. I would like to acknowledge each and every member for their tireless effort, as well as Chief of Staff and Vice President for University Relations Ashley Schumaker and Vice President for Student Affairs Susan P. Trageser, Ed.D. for their sound leadership.

Early Opening

On June 1, 2020, I was pleased to announce our early opening and release an executive summary of the Early Opening Plan, of which you received a copy. Our campus will re-open on July 27, 2020 with move-in beginning on August 1, 2020 and the first day of classes on August 12, 2020. The early opening will enable us to complete the semester, including classes, final exams, and Commencement ceremonies, prior to Thanksgiving Break, a time in which our students traditionally depart campus for a week and then return to campus in order to complete the semester.

Highlights from the Early Opening Plan are as follows. Early opening will include physical distancing in classrooms, laboratories, and shared spaces. It will also include the distribution and wearing of personal protective equipment, or PPE, such as cloth masks. Most buildings will have a singular point of entry and exit that will help with the flow of traffic in and out of buildings. Directional signage, messaging, and education will be key. Enhanced disinfecting practices, which will remain in place and include reoccurring and thorough sanitizing protocols. For large classes, those with capacities 50 and above, the delivery platform will be online.

As our campus reopens and our community returns, we will engage in broad-based testing for students, faculty, and staff. The first wave of early returns will mainly include student-athletes and RAs. Following initial testing, prevalence testing will be utilized. This includes testing students and others from "hot spot or high prevalence" areas. We are currently working with a colleague from the University of Virginia to develop an algorithm and determine "hot spot/high prevalence" definitions for testing frequency and protocols. We will also implement an application-based software for symptom tracking and utilize contact tracing.

Messaging and education will be key. Communication will be important as we provide ongoing education for students, faculty, and staff, as well as local community members, to be aware of the expectations and current guidelines of the Commonwealth of Virginia in addition to Radford University. Education and culture change will be important and start before students, faculty, and staff return to campus. While face coverings will be required in public and shared spaces, there may be a health or other reason why someone cannot wear a face covering. That reason may not always be obvious or appropriate to be disclosed. Grace, support, and positive intentions will be a focus in our educational and outreach initiatives, which will occur over the summer months through online forums and electronic communication, such as emails, videos, and website updates. The basis and details of the Early Opening Plan were informed by many experts and dedicated partners. The University has been working closely with the New River Health District through the insightful guidance of Director Noelle Bissell, M.D., as well as the active engagement of Epidemiologist Jason Deese. From a statewide perspective, I applaud Governor Northam for his forward thinking and strong leadership throughout this pandemic. He acted swiftly to implement broad measures across the Commonwealth to limit the spread, which proved successful for our University and our community. The Governor also provided clear direction for education,

including public higher education institutions. Through the formation and work of the COVID-19 Education Work Group, guidelines were developed and provided to institutions like Radford. Also, I would like to share that there has been a great deal of collaboration and communication among the Commonwealth's public colleges and universities. We have been united in our effort to discuss information, share resources, and develop plans.

Next Steps

At Radford University, nothing is more important than the health, safety, and well-being of our students, faculty, staff, and the community. This has remained first and foremost in all of our planning and decision making thus far and that will remain true as we approach the Fall 2020 semester and beyond. And, as we move forward, the University is committed to finalizing details, implementing plans, and resolving issues by working together and finding our new normal in the wake of the COVID-19 pandemic.

Fond Farewells

Following an accomplished career spanning five decades, Radford University is celebrating the dedicated service of Danny M. Kemp, Vice President for Information Technology and Chief Information Officer, who recently announced his retirement effective June 24, 2020. A creative, enthusiastic, results-driven professional with extensive experience leading people and project teams, Danny oversaw technology initiatives and programs, such as implementation of the Banner ERP system, multiple upgrades to the online portal and web presence, and introduction of mobile web presence and application, and administered technology budgets at Radford University, while demonstrating an in-depth understanding of emerging technologies and their applicability to higher education.

Leading Radford University's technology enterprise since December 2006, Danny has a long list of successful projects and collaborative efforts that are reflective of his strong leadership and warm personality. His expertise and knowledge in the technology industry are incredible, but come second to his everlasting appreciation for and unwavering commitment to his team and the entire Radford family.

Danny was one of the first individuals to welcome me when I began my tenure in 2016. Very quickly, I witnessed first-hand Danny's expertise in technology and commitment to Radford. During his time at Radford, he has gained the respect of the campus and the community, while making a profound impact on the University's technology capabilities and service functions. With progressive responsibilities across his long-standing, technology-based career, ranging from systems development to various administrative roles, Danny has a proven record of planning and directing activities that lead to innovative and productive information technology solutions.

It is difficult to accurately capture the unbelievable impact Danny had on Radford University, its people, and its programs. The Radford family extends its deepest appreciation and heartfelt gratitude to Danny for his exemplary leadership and outstanding service during his long-standing tenure at Radford University and throughout his accomplished career in the technology industry. I want to assure the Board that we will join together during the Fall 2020 semester to provide a fitting tribute and fond farewell!

President's Report

June 12, 2020

Page 4

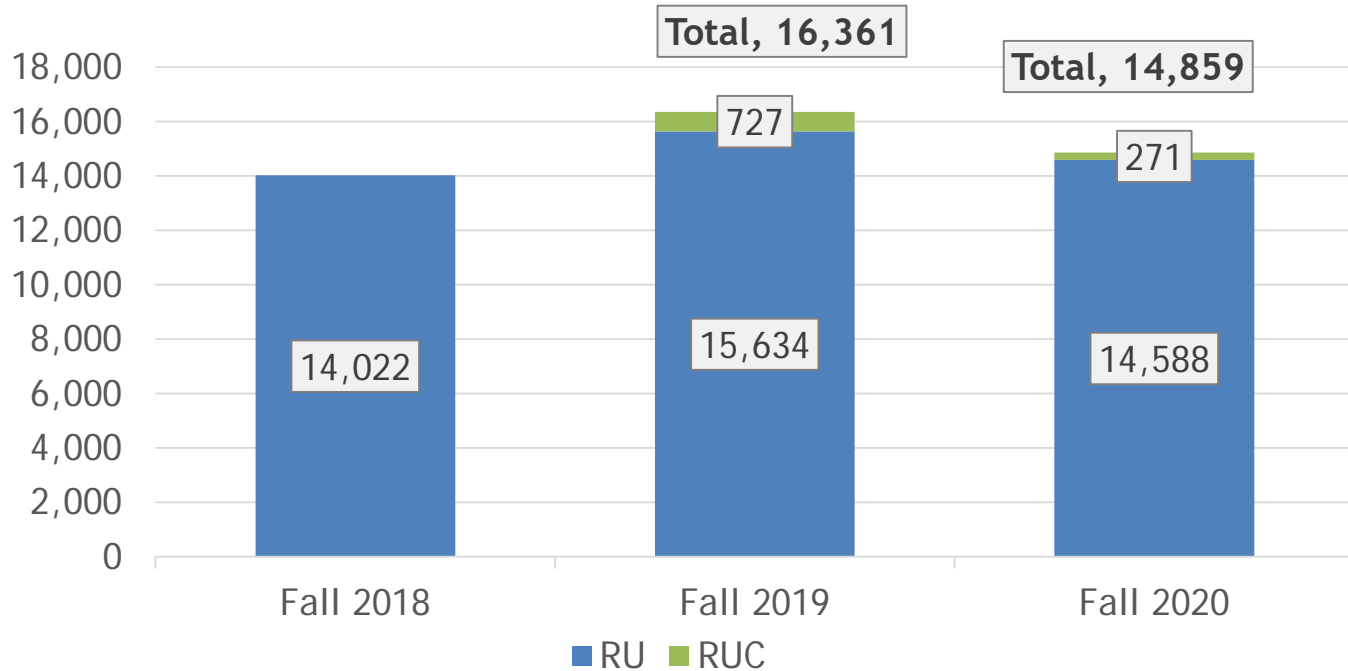
In closing, I would also like to express my sincere appreciation and everlasting gratitude to Joseph P. Scartelli, Ph.D. as he prepares to complete his most recent service as Interim Provost and Vice President for Academic Affairs. Provost Scartelli has served in this critical role multiple times, and his hard work and lasting contributions have been instrumental for our entire campus community. He will now re-enter retirement for which he is so deserving!

This concludes my report.

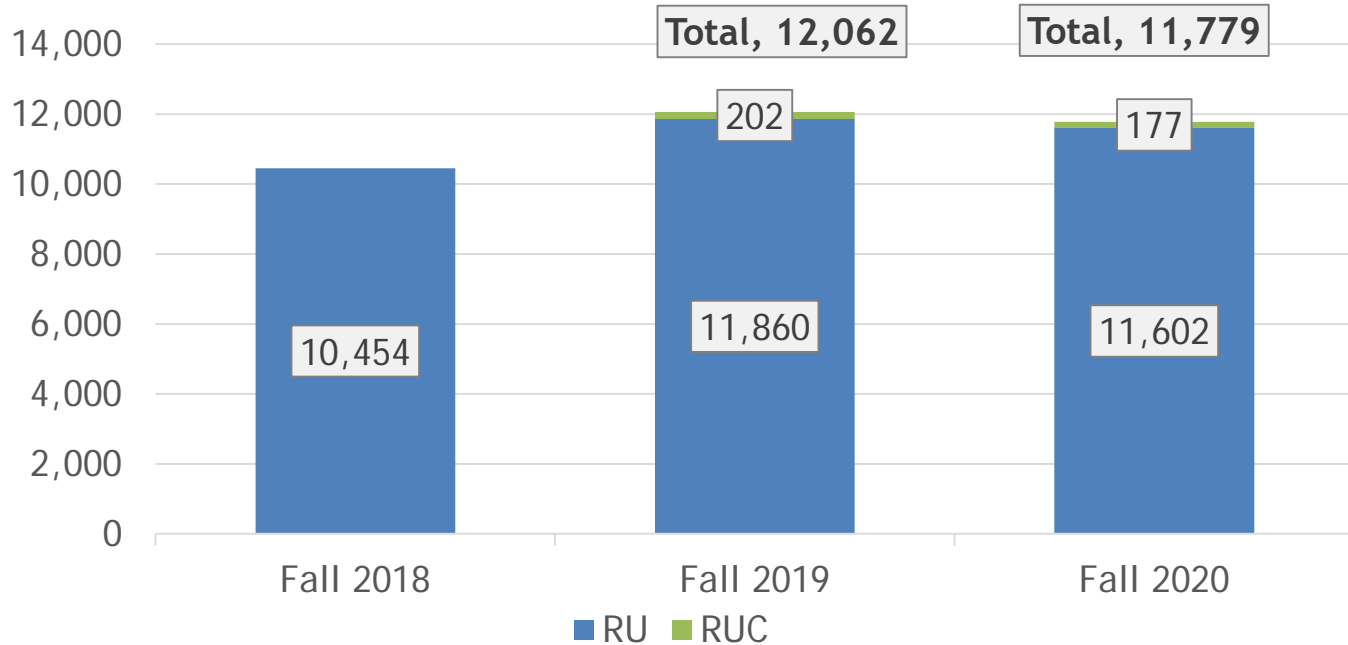
Enrollment Management Update

RADFORD
UNIVERSITY

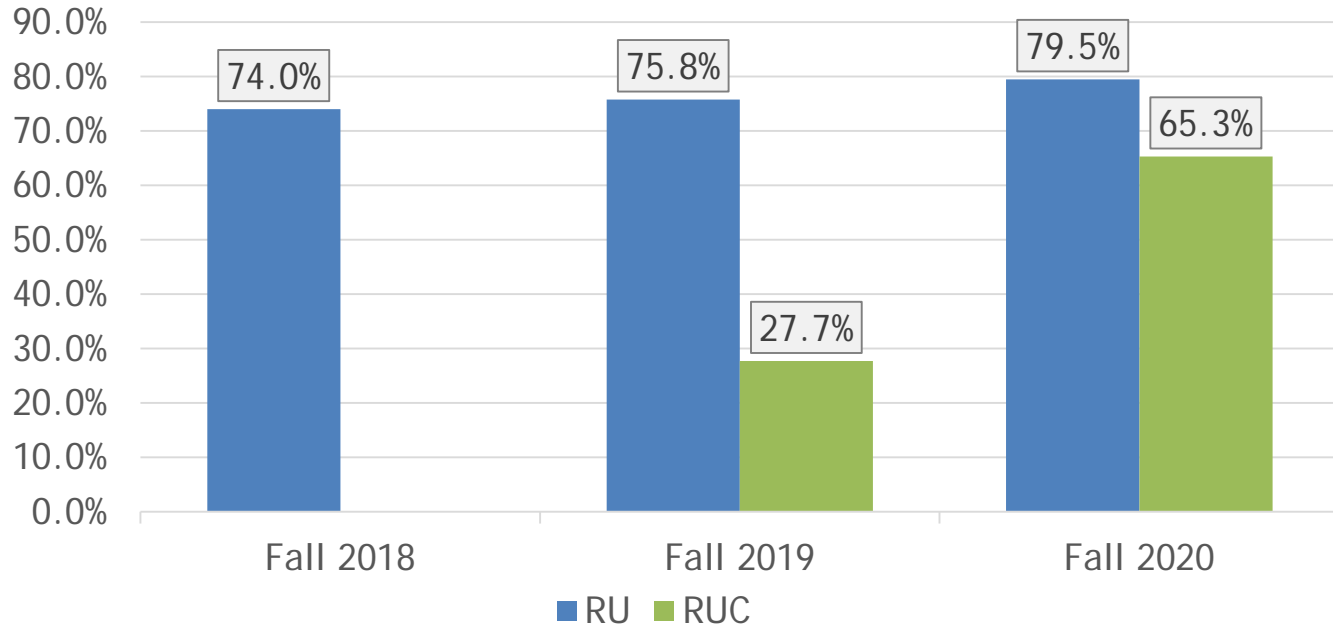
New Freshman Applications (June 9th)



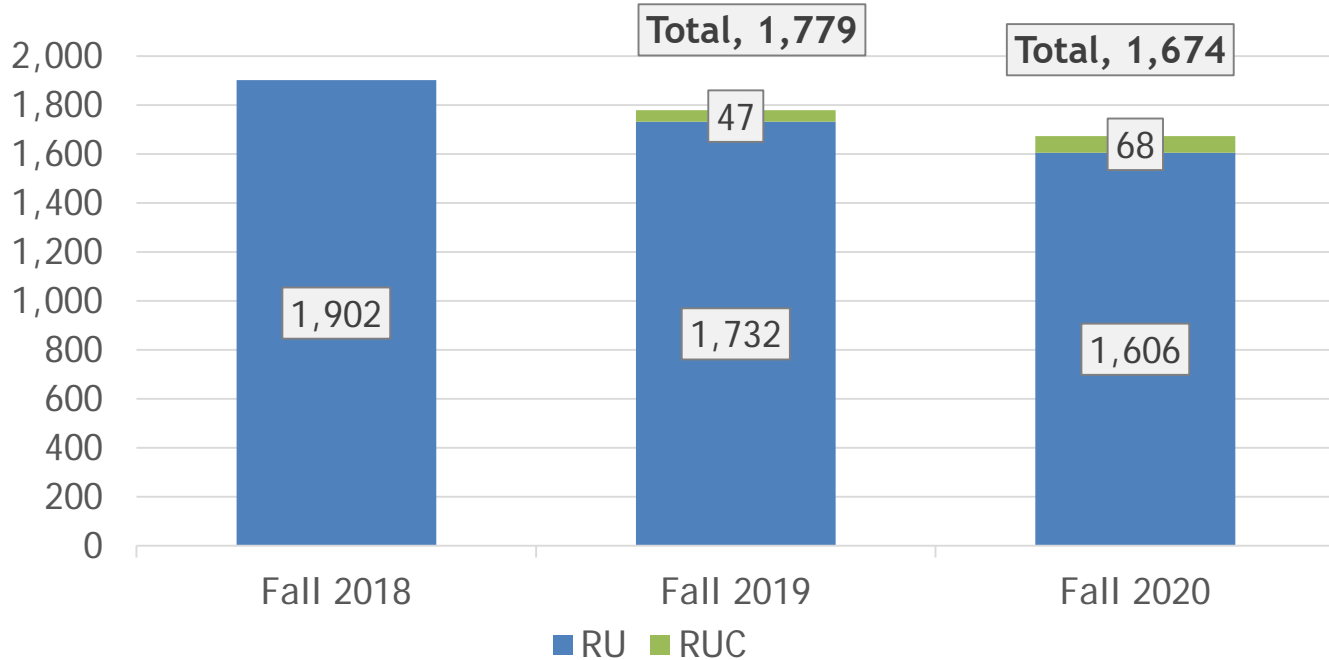
New Freshman Admitted (June 9th)



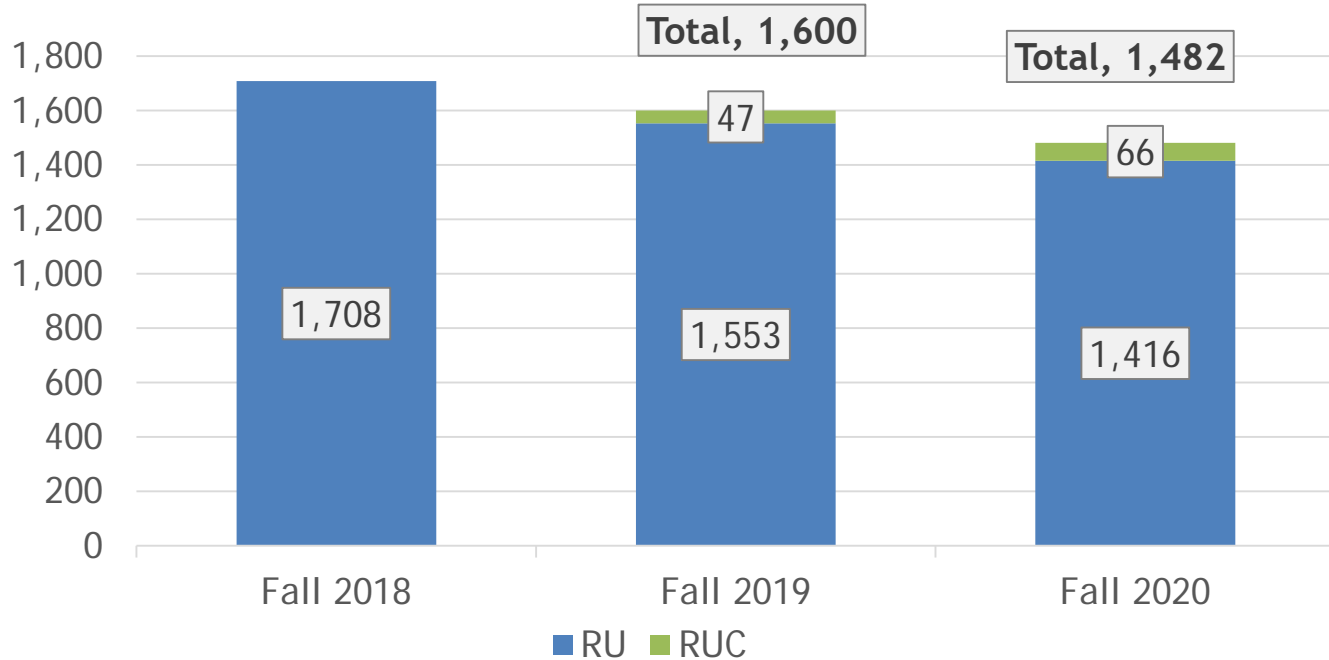
New Freshman Admit Percent (June 4th)



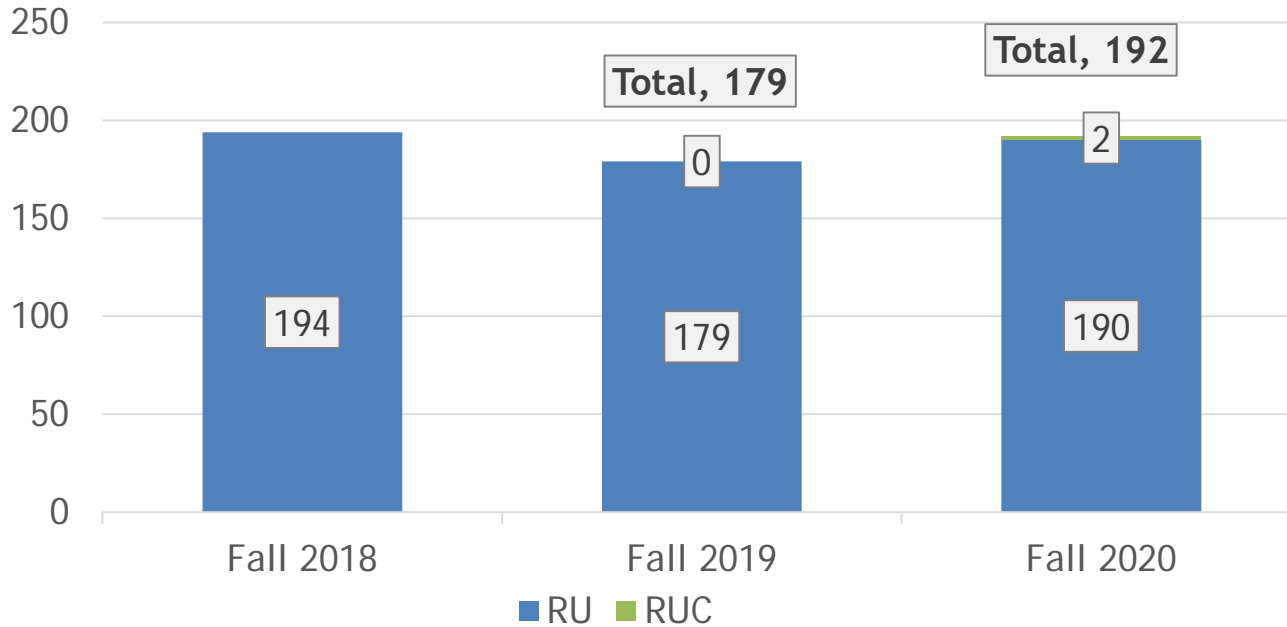
New Freshman Deposits (June 9th)



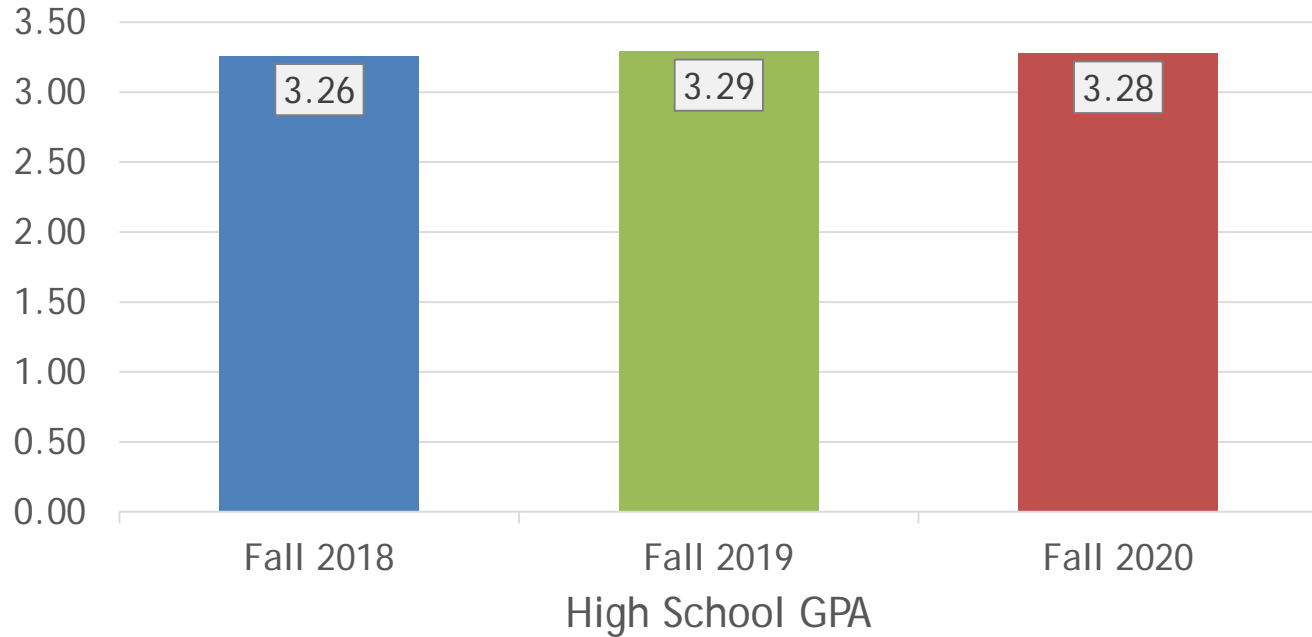
New Freshman In-State Deposits (June 9th)



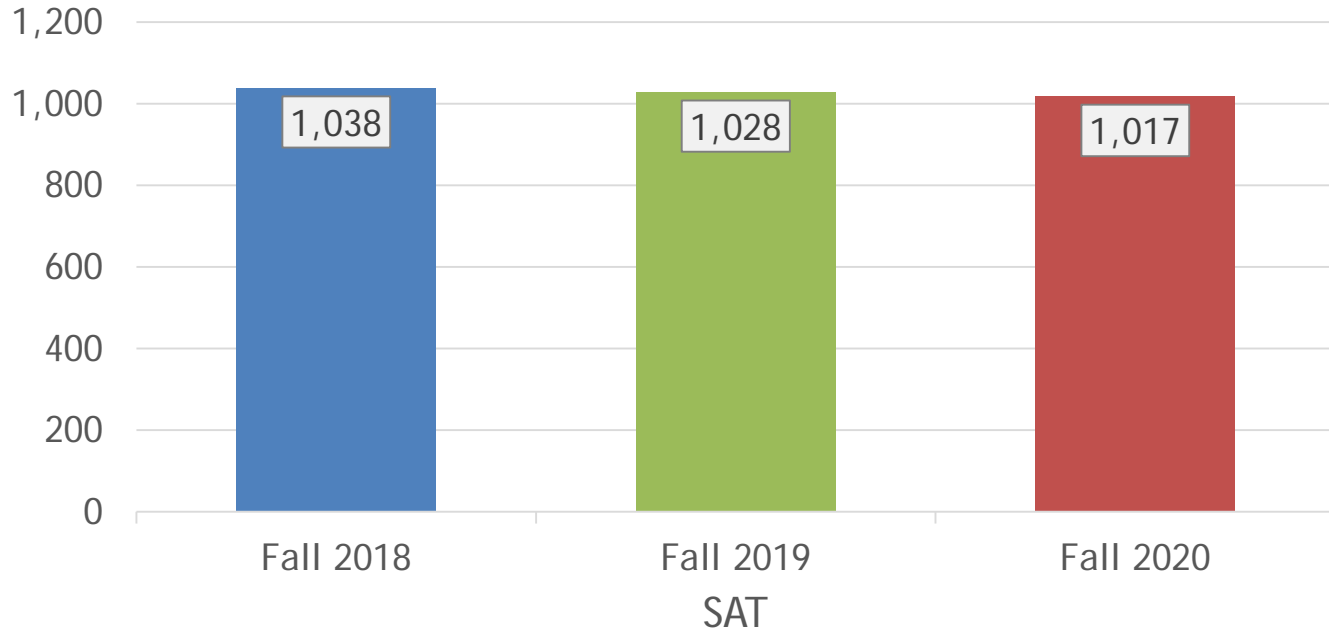
New Freshman Out-of-State Deposits (June 9th)



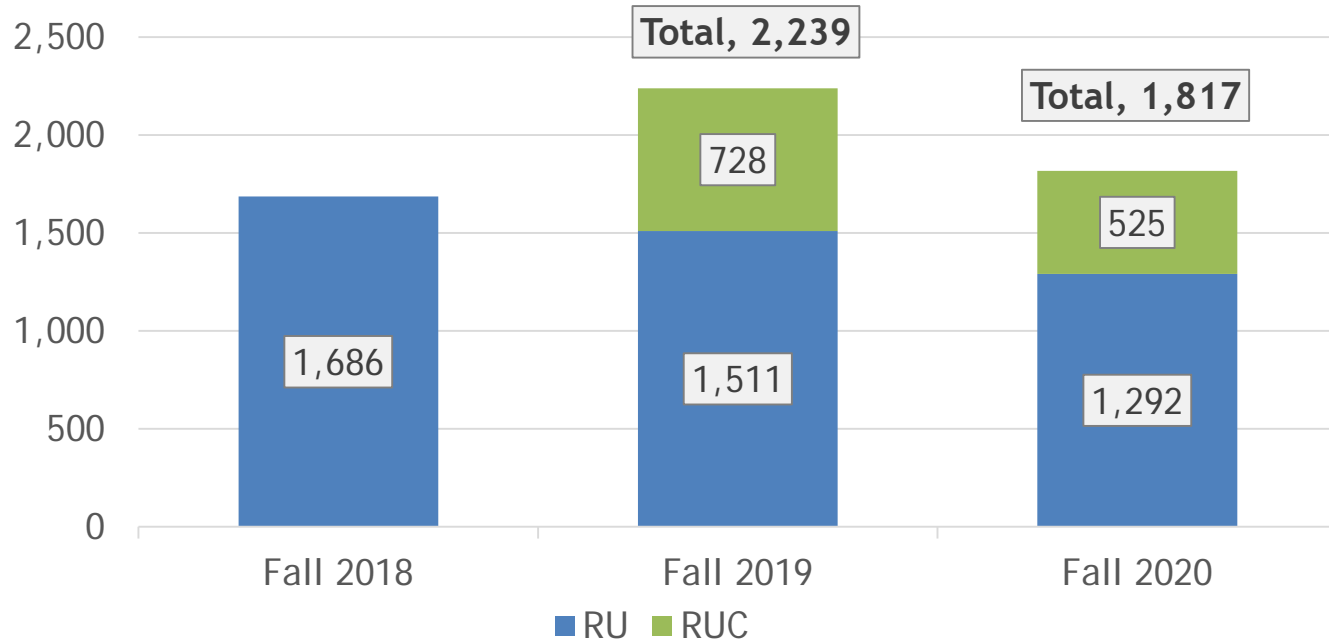
New Freshman Deposits (June 9th)



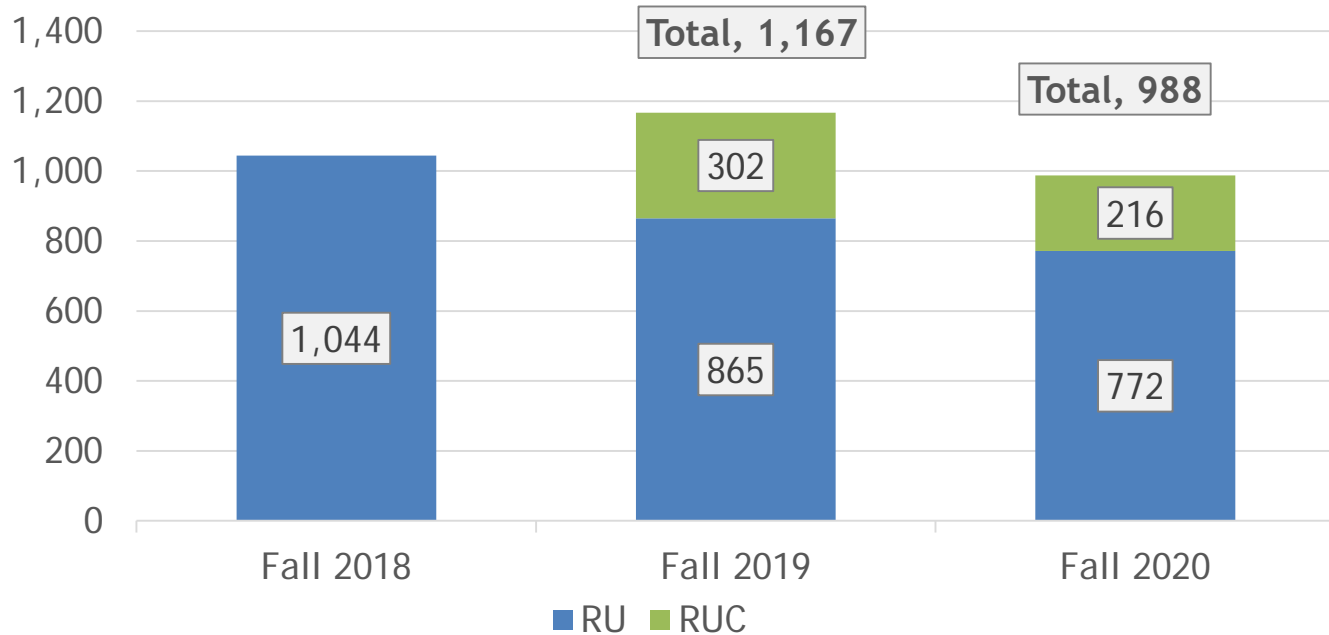
New Freshman Deposits (June 9th)



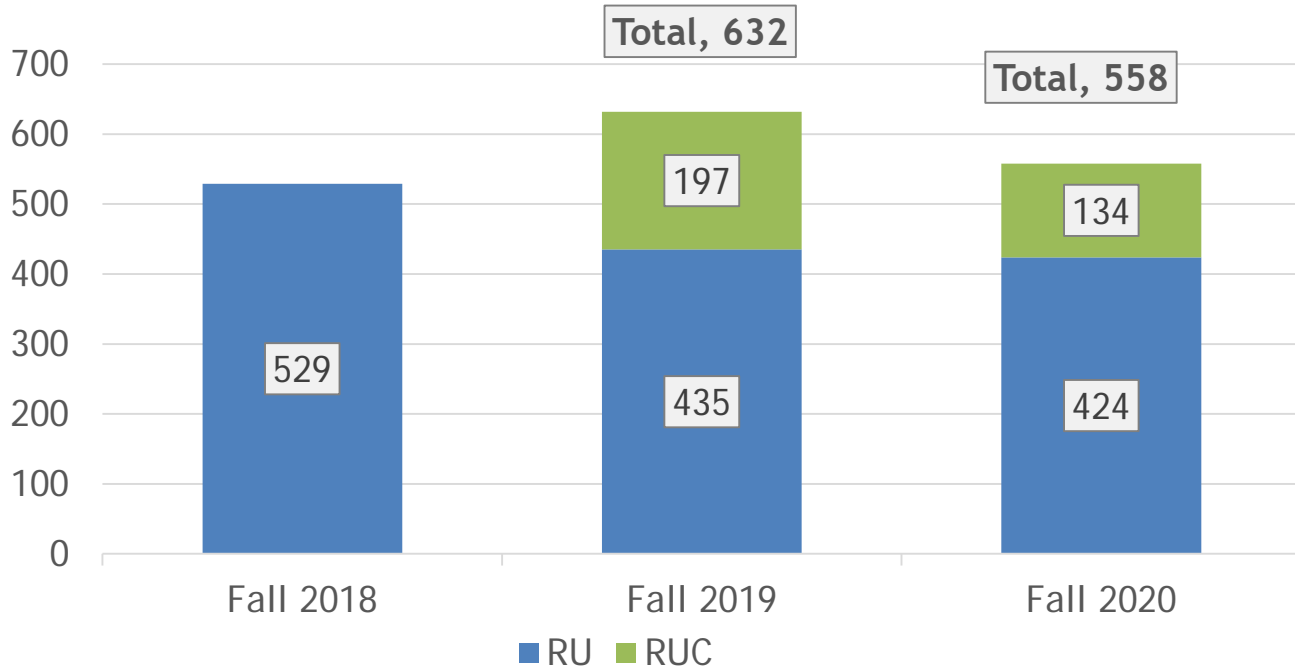
New Transfer Applications (June 9th)



New Transfer Admitted (June 9th)

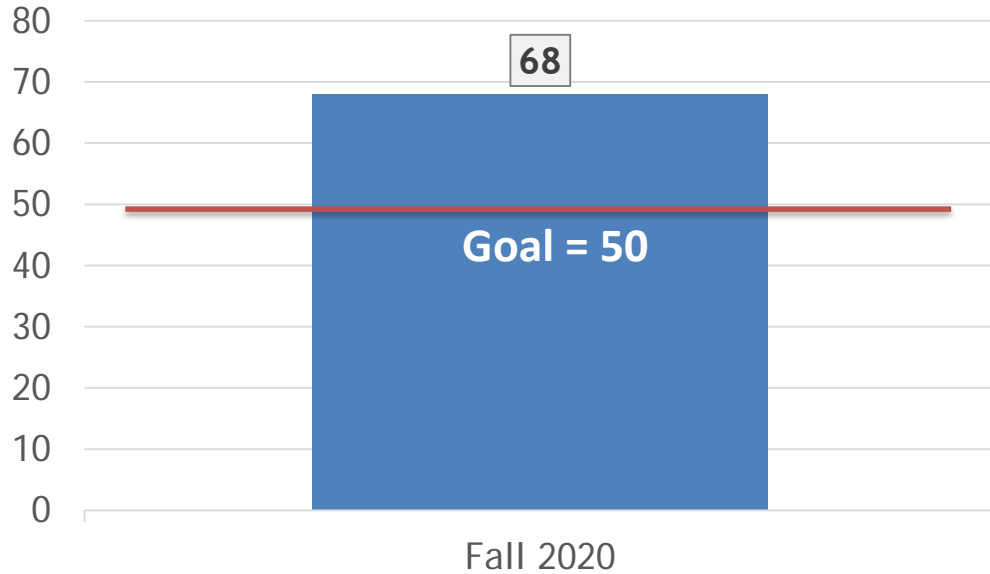


New Transfer Deposits (June 9th)



Bridge Program Commitments (June 9th)

Bridge Student Commitments



Student Recruitment Initiatives, Fall 2020+

With the onset of the Coronavirus pandemic we instituted a series of initiatives to remove any barriers to students' application process. We called these the "The Big 4". We were one of the first institutions to do these:

- ✓ Changed commitment date from May 1st to June 1st
- ✓ Initiated the "No Cost Commitment"
- ✓ Adjusted test score optional program to align to historic decisions
- ✓ Implemented self-reported transcript option for students

+1 - Single room options for incoming students!



Student Recruitment Initiatives, Fall 2020+

Initiatives Implemented:

- We have done everything we can to personalize the process and take Radford to our applicants, including:
 - ✓ Personalized Gift Boxes
 - ✓ Admissions and Financial Aid staff available at all times via phone and appointments
 - ✓ "Transfer Thursday"
 - ✓ RUC "Open Houses," Veterans' Recruitment Event, and online virtual fairs by academic program



Student Recruitment Initiatives, Fall 2020+

Initiatives Implemented:

- Created Highlander Digital Experience program (Virtual Highlander Day)
 - ✓ 6 Events; 1,389 registrants total (92% of last year)
 - ✓ Added new initiatives each program as we built them out:
 - President and Deans Welcome Videos, College-Based Break-Out Sessions and Student Panels, scholarship drawings, t-shirts
- Implemented a new Campus Virtual Tour with UR, IT and Student Affairs
 - ✓ Buildings, quads and sites of interest
 - ✓ Housing videos
 - ✓ Graphical overlay with campus map

RADFORD UNIVERSITY

Connect with the Radford University community in a variety of ways during the April 24-25 Highlander Digital Experience! Event registrants will gain access to Zoom information sessions as well as links to connect with Admissions staff, make Financial Aid appointments, and a live Facebook event where you can continue the conversation.

Register now at www.radford.edu/admitted to access the interactive Academic College Zoom sessions below and more.

College of Education and Human Development
Friday at 1 PM
Saturday at 10 AM

Health and Human Performance, Nutrition and Dietetics; Recreation, Parks and Tourism; School of Teacher Education and Leadership, including licensure programs in Deaf and Hard of Hearing, Early Childhood special Education, Elementary Education, Middle School Education, and Secondary Education

Advising Center
for Major
Exploration
Friday at 10 AM

RADFORD UNIVERSITY

SEARCH

Artis College of
Science and Technology
Friday at 2 PM
Saturday at 1 PM

CAMPUS VIRTUAL TOUR



Science and Technology
Biology; Chemistry;
Environmental Science; Geology;
Mathematics; Physics
and Statistics

Humanities and
Social Sciences
Friday at 11 AM
Saturday at 10 AM

Arts; Criminal Justice;
Foreign Language and
Literature; Mass Studies;
Religious Studies;
Psychology; Sociology

CAMPUS VIRTUAL TOUR

Governor's Quad

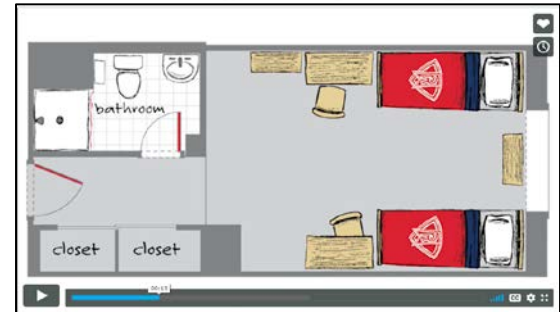


Governor's Quad
RADFORD UNIVERSITY

Quest Orientation Planning

Like our Admissions Process, we have also re-tooled our entire orientation program to an online platform that started June 11th

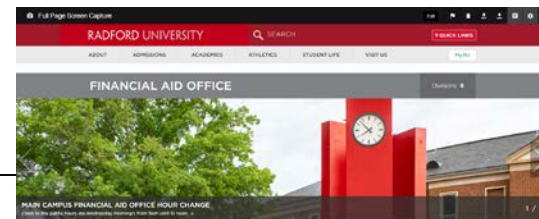
- ✓ Parent and Student Pathways
- ✓ Personalized academic advising opportunities for all attendees
- ✓ Online Photo Submission and specialized mailing for the ONE Card.
- ✓ Full housing tours, including room layouts
- ✓ Students' schedules pre-built upon orientation
- ✓ Unique sessions ranging from Financial Aid, to Campus Safety, to Student Life



Federal CARES Act Program

\$4,546,102 was allocated to Radford University under the federal CARES Act in financial aid grants to distribute directly to students. Awards will be distributed as follows:

- Radford CARES Grant Program- Need-based program with awards ranging from \$250-\$1,000 for eligible undergraduate and graduate students based on student need.
 - ✓ Awards to be disbursed approximately June 15th.
- Emergency CARES Grant Program - Will be an online application program with \$250 awards to students who experienced unanticipated expenses as a result of the Pandemic.
 - ✓ Application available approximately June 15th



CARES Act Proposed Disbursement

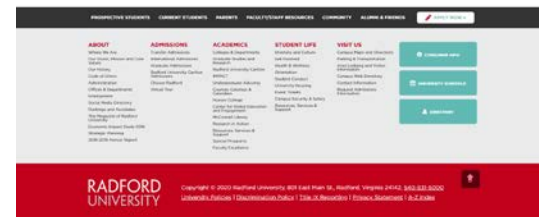
The CARES Act provides for the disbursement of federal funds to eligible students. The funds are to be distributed to students who are currently enrolled in an eligible program of study. The funds are to be distributed to students who are currently enrolled in an eligible program of study. The funds are to be distributed to students who are currently enrolled in an eligible program of study.

CARES Award Programs

1. **Emergency CARES Grant Program** - This program provides for the disbursement of federal funds to eligible students who have experienced unanticipated expenses as a result of the pandemic. The funds are to be distributed to students who are currently enrolled in an eligible program of study.

Additional Regulatory Compliance

1. **Eligibility** - Students must be currently enrolled in an eligible program of study. The funds are to be distributed to students who are currently enrolled in an eligible program of study.



Discussion

**RADFORD UNIVERSITY BOARD OF VISITORS
ACADEMIC AFFAIRS ACTION ITEM**

RESOLUTION

**Approval of Teaching and Research Faculty Tenure for 2020-2021
June 12, 2020**

WHEREAS, the tenure-track faculty are appointed initially on one-year contracts and throughout the probationary period, which is normally six years, they are subject to reappointment annually upon recommendation by the Department Personnel Committee, the Department Chair, the College Dean, the Provost, and the President, and

WHEREAS, no later than the beginning of the fall semester of the sixth year of full-time appointment, tenure-track faculty are notified by their Department Chairs of their eligibility for consideration for award of tenure and candidates for tenure must submit to their Department Personnel Committees pertinent information regarding their qualification for tenure, including a statement justifying the granting of tenure, all past performance evaluations, including a summary of student evaluations and any peer evaluations, a current curriculum vita, and any other relevant documentation, and

WHEREAS, criteria for the award of tenure include: the continuing need for the individual's expertise; the individual's teaching effectiveness; effectiveness as an advisor; professional development; participation in University co-curricular activities; committee work; cooperation with colleagues; and contributions towards the objectives of the department, college, and University, and

WHEREAS, upon consideration of the candidate's achievement of the above criteria, the Department Personnel Committee submits its recommendation to the Department Chair, who in turn submits his or her recommendation to the College Dean. The Dean submits his or her recommendation to the Provost, and the Provost submits his or her recommendation in each case to the President. At each stage, the recommendation is added to the previous recommendations, and all are transmitted to the next level. Copies of each recommendation, together with justification, are sent to the faculty member, who has the right to appeal negative recommendations to the Faculty Grievance Committee, and

WHEREAS, the final authority for awarding or denying tenure lies with the Board of Visitors and all of the faculty members listed below have met the criteria for award of tenure,

ARTIS COLLEGE OF SCIENCE AND TECHNOLOGY

| <u>Name</u> | <u>Department</u> |
|-------------------|-------------------------|
| Sarah B. Redmond | Department of Biology |
| George N. Harakas | Department of Chemistry |
| Sarah A. Kennedy | Department of Chemistry |

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT

| <u>Name</u> | <u>Department</u> |
|--------------------|--|
| Darryl L. Corey | School of Teacher Education and Leadership |
| Roofia Galeshi | School of Teacher Education and Leadership |
| Melissa W. Lisanti | School of Teacher Education and Leadership |

COLLEGE OF HUMANITIES AND BEHAVIORAL SCIENCES

| <u>Name</u> | <u>Department</u> |
|---------------------------|--------------------------------|
| Margaret Catherine Pate | Department of Criminal Justice |
| Riane Miller Bolin | Department of Criminal Justice |
| Amy E. Rubens | Department of English |
| Amanda Kellogg | Department of English |
| Benjamin Biermeier-Hanson | Department of Psychology |

COLLEGE OF VISUAL AND PERFORMING ARTS

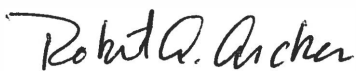
| | |
|---------------------|---------------------|
| Brent Webb | Department of Art |
| Jennifer S. McDonel | Department of Music |

WALDRON COLLEGE OF HEALTH AND HUMAN SERVICES

| <u>Name</u> | <u>Department</u> |
|--------------------------|-------------------|
| Katie Snider Redden Katz | School of Nursing |

THEREFORE, BE IT RESOLVED, it is recommended that the Board of Visitors approve the faculty Tenure recommendations listed above to become effective the beginning of the 2020-2021 academic year.

Adopted: June 12, 2020



Robert A. Archer
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

**RADFORD UNIVERSITY BOARD OF VISITORS
ACADEMIC AFFAIRS ACTION ITEM**

RESOLUTION

**Approval to Amend the Teaching and Research Faculty Handbook, Section 1.3.1.3,
Appointment Terms**

June 12, 2020

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.

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.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Visitors of Radford University hereby approve in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.3.1.3: Appointment Terms** of the *Teaching and Research Faculty Handbook* is hereby amended. Said sections are to now read as follows (additions are in **red**):

[19-20.14 Motion to Change the T & R Handbook Language Concerning Calendar Year Faculty Appointments](#)

Referred by: Faculty Issues Committee

Motion:

Faculty Senate approves changing the language of the T&R Handbook in Section 1.3.1.3 in regard to appointment terms.

Calendar Year Appointments

Faculty members may be assigned responsibilities that extend throughout the calendar year. Such faculty members will be on a calendar year appointment for 11 months or for 12 months with provisions for annual leave. Such terms will be set forth by appointment and reappointment letters issued to faculty members each year.

Proposed change: replace the last sentence as follows:

Calendar year T&R faculty follow the A&P Faculty Handbook leave policies unless otherwise designated in their contracts.

Rationale:

12-month T&R faculty are eligible for leave pay-out, just as AP faculty are. This change recognizes the reality of using the same process for all 12-month faculty eligible for leave payout. The FIC worked with HR on this proposal and has their approval for the new wording.

Adopted: June 12, 2020



Robert A. Archer
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

**RADFORD UNIVERSITY BOARD OF VISITORS
ACADEMIC AFFAIRS ACTION ITEM**

RESOLUTION

**Approval to Amend the Teaching and Research Faculty Handbook Section 1.4.1.3,
Student Evaluations of Faculty**

June 12, 2020

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.

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.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Visitors of Radford University hereby approve in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.4.1.3: Student Evaluations of Faculty** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

[Motion to Revise the Student Evaluation of Faculty Language in the Teaching and Research Handbook](#)

Referred by: Governance Committee

MOTION:

The Faculty Senate recommends changing the language of the procedures of the Student Evaluations of Faculty Section of the T&R Faculty Handbook (1.4.1.3) to read:

Procedures:

- ~~1. Student evaluations for full-semester courses, regardless of method delivery, shall be conducted between the thirteenth and fourteenth weeks of the semester; for half-semester courses they are conducted during the sixth week of the course. If all students in a course are not scheduled to meet simultaneously in the same place with an instructor or proctor between the thirteenth and fourteenth weeks of the semester, then the student evaluation may be administered electronically. In the case of evaluations, of online courses, the faculty member may designate a 24-hour period within the specified window during which evaluations will take place.~~
1. Student evaluations for full-semester courses shall be conducted during the last two weeks of classes. For any course shorter than a full semester, student evaluations shall be conducted during the last week of [that] classes, prior to the day of the final exam. In the case of evaluations of online courses, the faculty member may designate a 24-hour period during the course evaluation time frame.
2. The department personnel committee or course supervisor shall determine who is responsible for administering the evaluations in classes and online. Under no circumstances shall the actual instructor of the course administer his or her own evaluations.
3. ~~It is recommended that the evaluation be administered at the beginning of class to ensure that the students have adequate time to prepare thoughtful comments.~~ For evaluations administered in the classroom, the packet of evaluations given to faculty must include the standard university wide instruction statement (see below). All administrators of the evaluations must read the statement aloud. The statement addresses the conditions under which the evaluations are conducted, how they should be completed by students, and why they are important.
- ~~4. For evaluations administered in the classroom, the packet of evaluations given to faculty must include the standard university wide instruction statement (see below). All administrators of the evaluations must read the statement aloud. The statement addresses the conditions under which the evaluations are conducted, how they should be completed by students, and why they are important.~~


RATIONALE:

The proposed language is more flexible and accounts for a range of course schedules beyond the 7 and 14-week period.

Adopted: June 12, 2020



Robert A. Archer
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

**RADFORD UNIVERSITY BOARD OF VISITORS
ACADEMIC AFFAIRS ACTION ITEM**

RESOLUTION

**Approval to Amend the Teaching and Research Faculty Handbook 1.4.1.4.1 Evaluation Procedures
for Tenured and Tenure-Track Faculty**

June 12, 2020

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.

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.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Visitors of Radford University hereby approve in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.4.1.4.1: Evaluation Procedures for Tenured and Tenure-track Faculty** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

19-20.27: Motion Regarding Personnel Timeline Change for the Submission of Faculty Annual Reports

Referred by: Faculty Issues Committee

Motion: Faculty Senate recommends changing the Faculty Annual Report submission date reflected in the Teaching and Research Handbook, 1.4.1.4.1, from August 22 to August 15.

1.4.1.4.1 Evaluation Procedures for Tenured and Tenure-track Faculty.

1. ~~By August 22, By August 10*~~, By August 15, each returning faculty member shall submit to the Department Chair a Faculty Annual Report, which includes specific information concerning the faculty member's significant activities for the past academic year in the areas of teaching, professional contributions, and university service, and a brief statement of what the faculty member hopes to accomplish in each area for the upcoming academic year. A brief description of the workload of the faculty member, including factors which might influence faculty performance, such as overloads, number of class preparations, graduate hours taught, independent studies, supervision of interns, off campus assignments, etc. should be included.

Rationale:

The Council of Chairs passed a motion that highlights the single change under consideration. No other changes to the personnel timeline or the FARs are under consideration in this motion. The Faculty Issues Committee reviewed the matter and brings it to the Senate for consideration.

The current timeline for review of Faculty Annual Reports by Department Chairs coincides closely with the beginning of the fall semester, which is also the time Chairs need to be available to students and faculty. Moving the due date of Faculty Annual Reports to August 10th will allow Chairs to complete faculty reviews before the beginning of the semester so that they can focus their attention on time-sensitive business of the department (schedule problems, student or faculty issues, students needing courses, etc.).

** The original date was August 22, which was changed to August 10. In discussion with the Council of Chairs, August 15 was selected and as part of the attached motion.*

Adopted: June 12, 2020



Robert A. Archer
Rector
Radford University Board of Visitors



Karen Castelee
Secretary to the Board of Visitors
Radford University

2020-2021 Tuition and Fees

RADFORD
UNIVERSITY

2020-21 Fiscal Priorities



2020-21 Strategic Budgeting Priorities

- **Student Affordability** - the University is tasked with further leveraging funding sources to moderate the growing cost of education.
- **Implementation of Strategic Plan** - development sought to align divisional priorities with the efforts identified in the 2018-2023 strategic plan.
- **Addressing Mandatory Cost Increases** - in addition to state mandated items, the University must also address mandatory cost pressures including contractual commitments, operation and maintenance of facilities, etc.
- **Radford University Carilion** - improve operations and continue alignment of tuition and fee rates with Main Campus.

2020-21 Strategic Budgeting Factors

- **Economic Outlook** - staying abreast of the overall national and global economic impact and the specific impact on higher education.
- **Legislative Actions** - monitoring and incorporating legislative requirements.
- **Enrollment** - projecting enrollment based on national trends, market dynamics, and diversified program offerings.
- **Market Pricing** - managing the University's commitment to student affordability given our student demographic while factoring support provided by the Commonwealth.

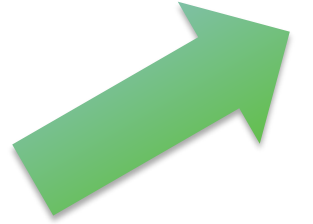
Economic Outlook



Economic Outlook

Pre-COVID-19:

- Favorable economic conditions
- Commonwealth's unemployment rate was 2.6% (sixth lowest in the nation)
- Strong state revenue forecast for the balance of FY2020 (3.2% forecasted with year-to-date revenues growing at 6.2%)



Post-COVID-19:

- Evolving and unknown
- Economic recession is expected
- Potential shortfall of at least \$1.8 billion is anticipated for FY2021



Commonwealth Revenue Outlook

- April Revenue Report is the first report that demonstrates the significant impact of COVID-19.
- Total general fund revenue collections fell 26.2 percent in April, mainly a result of the June 1 deadline extension granted for individual and corporate income tax.
- The decrease is consistent with the estimated \$1 billion reduction in the fourth quarter of fiscal year 2020 related the impacts of COVID-19.
- While on a fiscal year-to-date basis, total revenue collections have increased 1.4 percent through April, it is 3.1 percent below the annual forecast growth.

Legislation Actions

RADFORD
UNIVERSITY

2020-21 General Assembly Funding Summary

| | Pre-COVID-19 Proposed Funding | Post-COVID-19 Proposed Funding |
|--|----------------------------------|-----------------------------------|
| E&G - Educational & General | | |
| Tech Talent | \$891,993 | \$891,993 |
| Employee Bonus | 1,398,839 | 0 |
| Minimum Wage Increase | 15,210 | 15,210 |
| Fringe Rate Changes | 236,155 | 236,155 |
| Central System & Other Charges | -1,342 | -1,342 |
| RUC Operating Support | 2,000,000 | 0 |
| Tuition Moderation | 2,100,000 | 0 |
| Total E&G General Fund Recommendations | \$6,640,855 | \$1,142,016 |
| SFA - Student Financial Assistance | | |
| In-State Undergraduate Financial Aid | 2,538,400 | 0 |
| Total E&G and SFA (combined) General Fund | \$9,179,255 | \$1,142,016 |

Enrollment

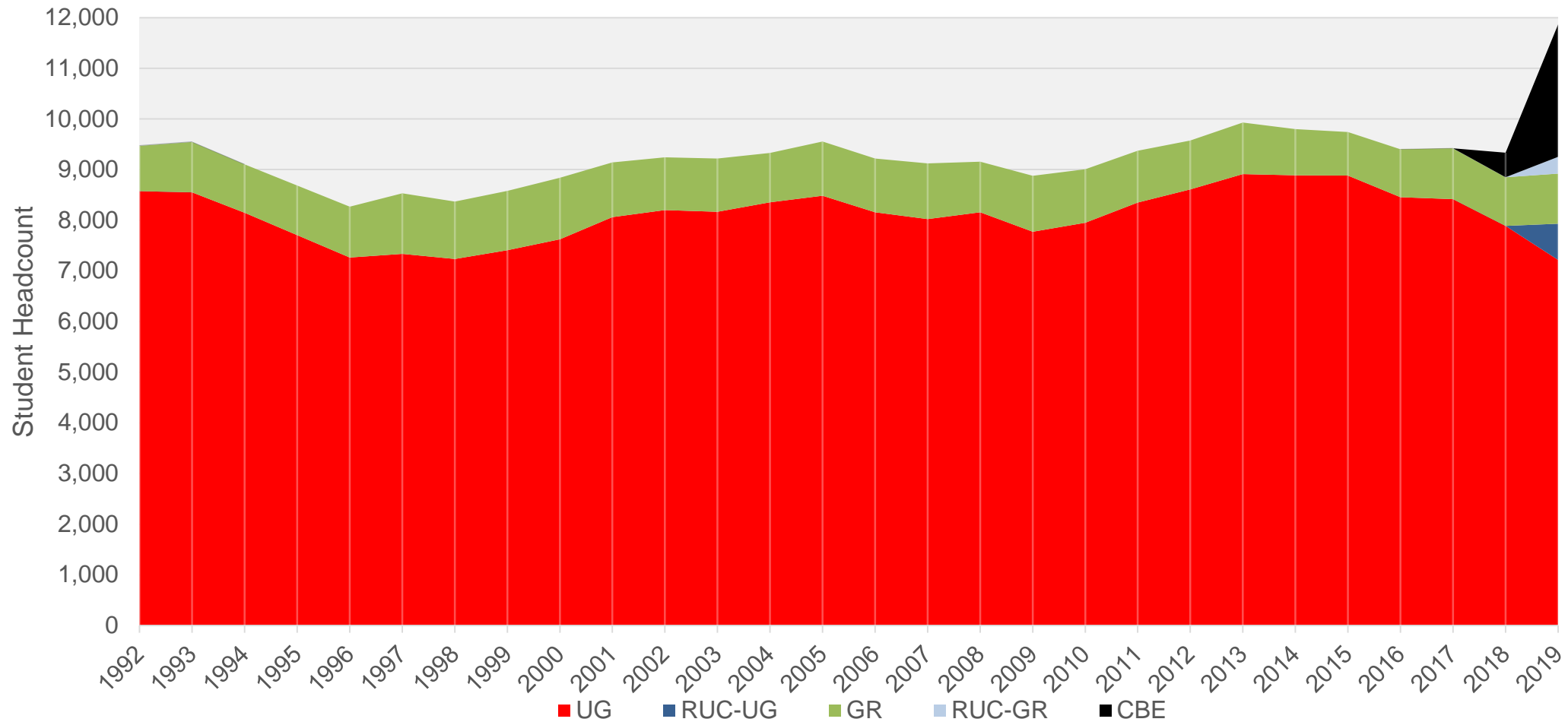
RADFORD
UNIVERSITY

Enrollment Projections

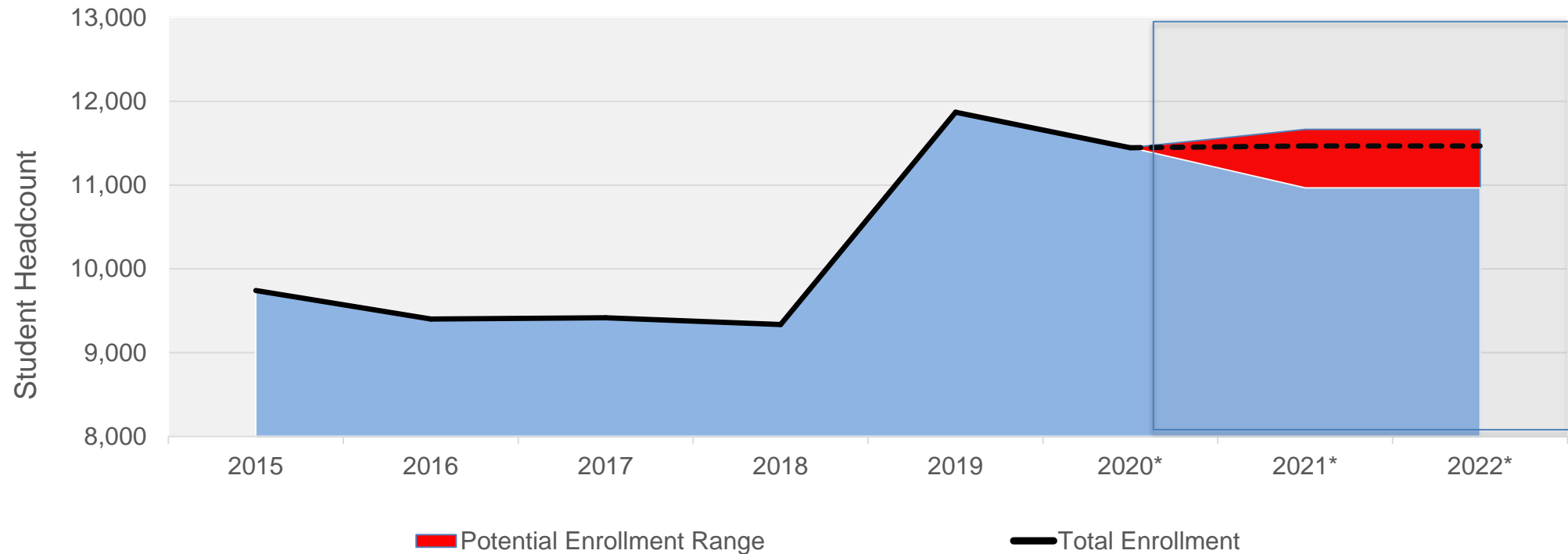
As Non-General Fund support becomes a larger portion of the University budget, enrollment projections greatly impact the fiscal plan. The following student composition factors are critical when projecting enrollment:

- In-State
- Main Campus
- Undergraduate
- On-Campus
- Online
- Out-of-State
- Radford University Carilion
- Graduate
- Off-Campus
- Seat-Based

Fall Enrollment Trend 1992-2019



Fall Enrollment Outlook

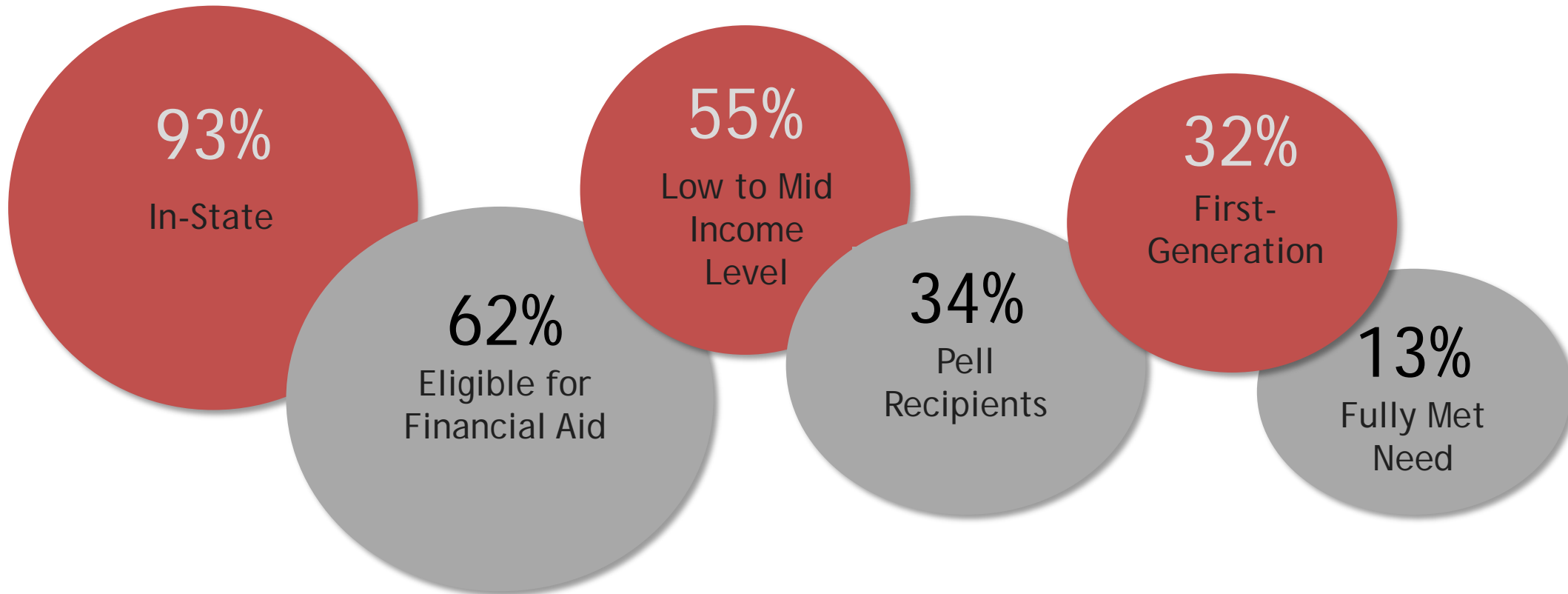


* Projections

Market Pricing

RADFORD
UNIVERSITY

Student Demographics

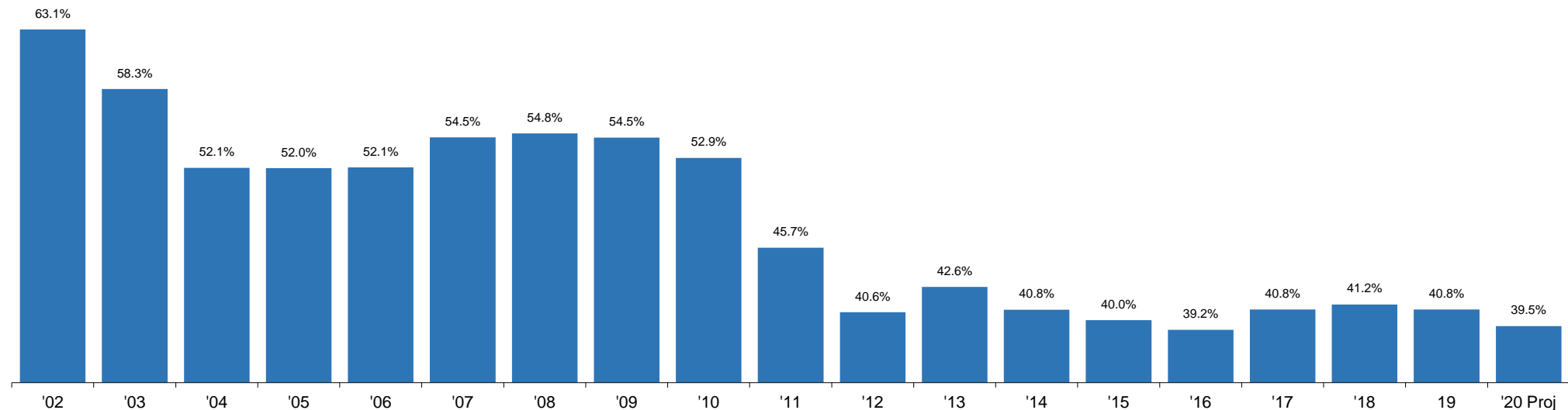


Student Affordability

Public Higher Education utilizes a shared cost model

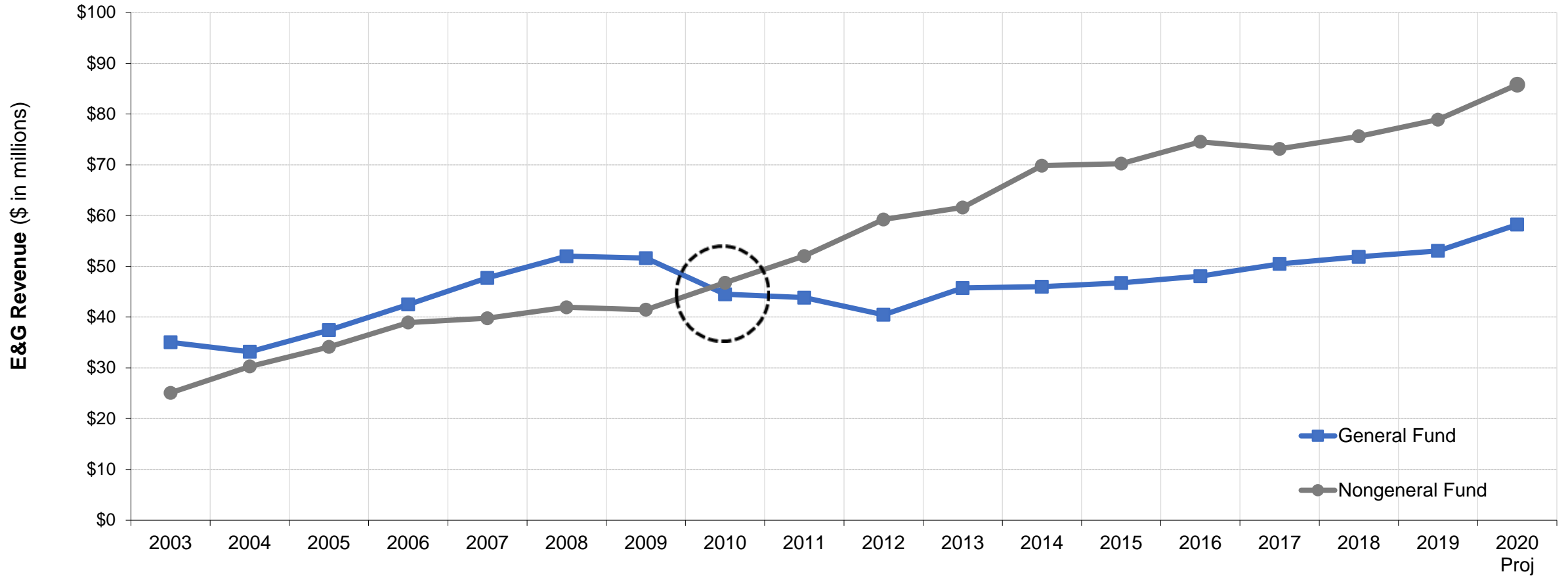
- Higher Education is not a mandated state budget item, but state policy seeks to contribute **67%** share of the cost of education.

GF Percent (%) of E&G Revenue



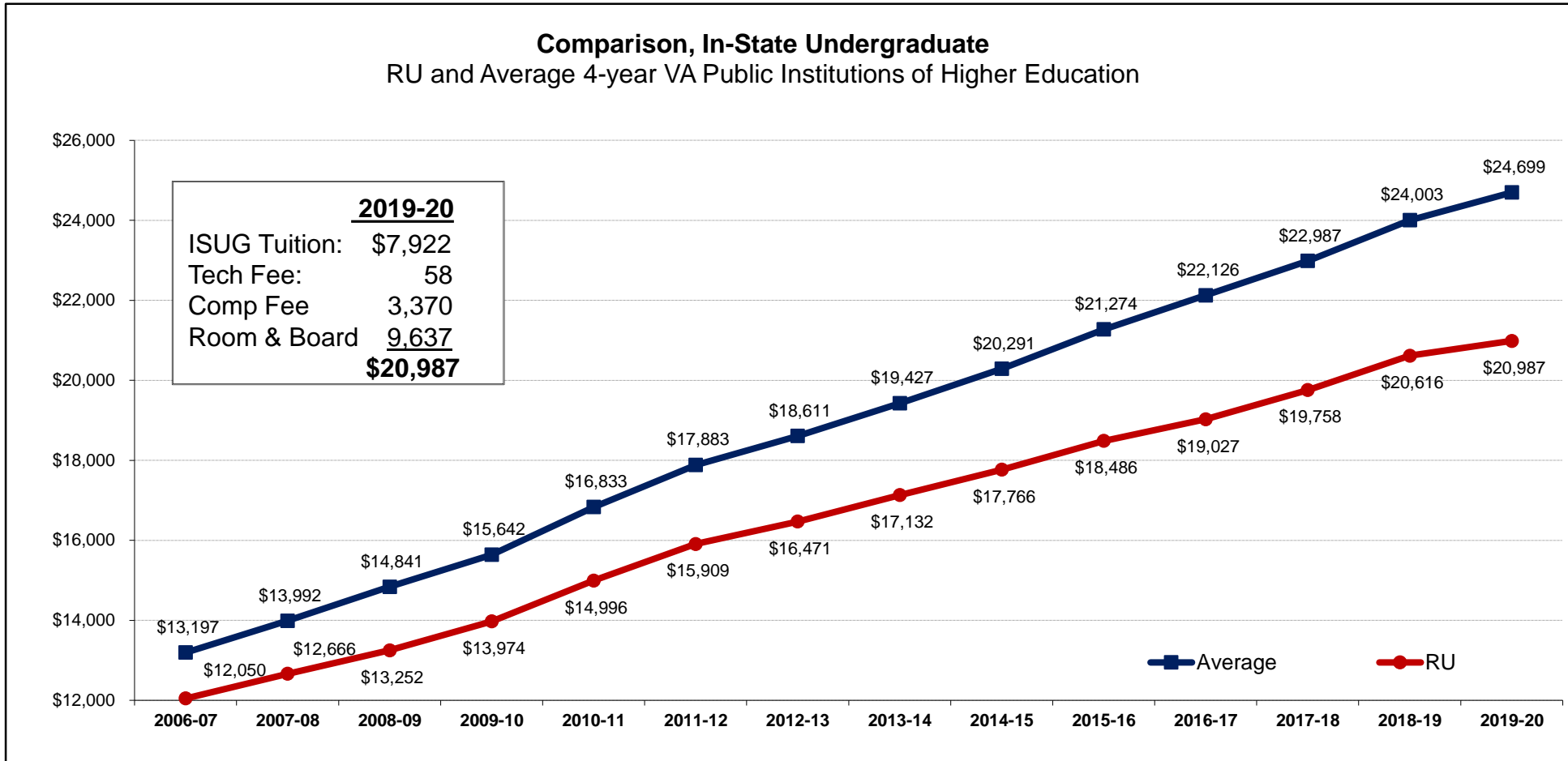
Shift in Higher Education Funding

Radford University E&G Funding Trend



Main Campus Total Cost: Affordable Provider

Comparison, In-State Undergraduate
RU and Average 4-year VA Public Institutions of Higher Education



| Rank | Inst. | 2019-20 |
|------|-------|-----------|
| 1 | CWM | \$ 36,554 |
| 2 | VMI | \$ 28,884 |
| 3 | UVA | \$ 28,335 |
| 4 | CNU | \$ 26,684 |
| 5 | VCU | \$ 25,419 |
| 6 | LU | \$ 25,188 |
| 7 | GMU | \$ 24,269 |
| 8 | UMW | \$ 23,940 |
| 9 | JMU | \$ 23,144 |
| 10 | VT | \$ 23,033 |
| 11 | ODU | \$ 21,888 |
| 12 | UVA-W | \$ 21,003 |
| 13 | RU | \$ 20,987 |
| 14 | VSU | \$ 20,698 |
| 15 | NSU | \$ 20,466 |

Average = **\$24,699**

Strategic Plan

RADFORD
UNIVERSITY

Implement Strategic Plan

2018-2023 Strategic Plan: "*Embracing the Tradition and Envisioning the Future*"

- The plan contains a total of six areas of focus, 22 goals, and numerous strategies for achieving the University's mission and vision.

Academic Excellence and Research

Philanthropic Giving and Alumni Engagement

Brand Identity

Strategic Enrollment Growth

Economic Development and Community Partnerships

Student Success

Mandatory Cost Increases



Mandatory Cost Increases

The University must address mandatory cost pressures including:

- State mandated fringe benefit cost increases
- State mandated increase in minimum wage rate
- Contractual operating commitments
- Contractual escalators for technology and maintenance contracts
- Escalating utilities
- Committed cost for previously approved projects
- Teaching and Research Faculty promotion and tenure contractual commitments

Mandatory Cost Increases

The University must address a number of state mandated items that continue to be a driving force in increasing the cost of education.

- These costs must be considered prior to pursuing any programmatic opportunities.
- The University anticipated the following cost drivers:

2020-21 Funding Considerations

| | <u>Pre COVID-19</u> | <u>Post COVID-19</u> |
|---|---------------------|----------------------|
| 3% Bonus Faculty/Staff - December 1, 2020 | \$ 2,331,398 | \$ - |
| Fringes Rate Adjustments | 434,931 | 434,931 |
| Minimum Wage Increase | 25,350 | 25,350 |
| FLSA/State Pay Band Adjustments | <u>12,303</u> | <u>12,303</u> |
| Total Cost Drivers | \$ 2,803,982 | \$ 472,584 |

Radford University Carilion



Radford University Carilion

The University is committed to improving operations and aligning tuition and fee rates with Main Campus.

- 10 percent decrease in tuition and fees for the 2020-2021 academic year when compared to the 2019-2020 academic year
 - Almost 20 percent decrease when compared to the cost of Jefferson College of Health Sciences prior to the merger with Radford University
- Instituting a competitive pricing structure for some of RUC's fully online programs in order to expand the workforce pipeline across high-demand areas for health sciences professionals.
 - Healthcare Administration (BS), Public Health (BS), Healthcare Administration (MS), Health Sciences (MS), Master of Occupational Therapy (MOT), Doctor of Occupational Therapy (OTD)
- Alignment of cost for programs offered on Main Campus and RUC
 - RN to BSN, Master of Occupational Therapy (MOT), and Medical Laboratory Science (MLS)
- Rename Site Fee to Health Sciences Fee
- Align Doctor of Physical Therapy (DPT) program with the RUC site

2020-21 Fiscal Allocations



Preliminary Resource Allocation - Revenue

Main Campus

| | 2020-21 |
|---|-----------------------|
| | Assumptions |
| REVENUE | |
| General Fund Changes | |
| 2020-21 Tech Talent | \$ 891,993 |
| 2020-21 Minimum Wage (Estimate) | 15,210 |
| 2020-21 Fringe Rate Changes | 236,155 |
| 2020-21 Central Systems & Other Changes | <u>(1,342)</u> |
| Total General Fund Changes | \$ 1,142,016 |
| Nongeneral Fund Changes | |
| 18 CH Policy Change | \$ 250,000 |
| Tuition Alignment | (7,047,327) |
| Sales & Services | (30,234) |
| Private Support | (276,653) |
| Need Based Scholarships | <u>(1,240,102)</u> |
| Total Nongeneral Fund Changes | \$ (8,344,316) |
| Total Revenue Changes | \$ (7,202,300) |

Preliminary Resource Allocation - Expense

Main Campus

| | <u>2020-21 Assumptions</u> | | <u>2020-21 Assumptions</u> |
|---|--------------------------------|---------------------------------|--------------------------------|
| <u>EXPENSES</u> | | <u>SAVING STRATEGIES</u> | |
| Non-Discretionary Cost Increases | | Academic Affairs | \$ (5,061,399) |
| Mandatory Costs | | Finance & Administration | (1,144,289) |
| Salary Adjustments | | Information Technology | (634,542) |
| 2020-21 FLSA Adj | \$ 2,360 | Central Administration | (114,878) |
| 2020-21 Minimum Wage Adj | 25,350 | Student Affairs | (89,214) |
| 2020-21 Pay Band Adj | 9,943 | University Relations | (208,855) |
| | | University Advancement | (241,809) |
| Fringe Adjustments | | Central Resources | (959,108) |
| 2020-21 Fringe Rate Changes | 434,931 | Enrollment Management | (363,078) |
| | | Total Savings strategies | \$ (8,817,172) |
| Central Cost Commitments | | Total Savings Strategies | \$ (8,817,172) |
| AA Promotion & Tenure | 237,853 | Total Base Budget | \$ (7,202,300) |
| Contracts & Compliance | 51,666 | TOTAL SURPLUS/(DEFICIT) | \$ - |
| Tech Talent | 670,904 | | |
| Transfer Initiative | 181,865 | | |
| Total Non-Discretionary Cost Increases | \$ 1,614,872 | | |

Preliminary Resource Allocation - Revenue

Radford University Carilion

| | <u>2020-21</u> <u>Assumptions</u> |
|--------------------------------------|--------------------------------------|
| <u>REVENUE</u> | |
| General Fund Changes | |
| N/A | \$ - |
| Total General Fund Changes | \$ - |
| | |
| Nongeneral Fund Changes | |
| 2020-21 Tuition and Fee Decrease | \$ (2,166,049) |
| 2020-21 DPT Transfer Tuition | 1,581,544 |
| 2020-21 Tuition Waiver Decrease | 300,000 |
| Total Nongeneral Fund Changes | \$ (284,505) |
| | |
| Total Revenue Changes | \$ (284,505) |

COVID-19 Impact

RADFORD
UNIVERSITY

COVID-19 Estimated Financial Impact

While the long term fiscal impact of COVID-19 is unknown, the University has been proactive in tracking the cost of the disruption of operations as well as the potential impact on future terms.

Expense Impact:

| | <u>Estimated Cost</u> |
|-------------------------------|---------------------------|
| Personal Protective Equipment | \$ 170,896 |
| Personal Services | 4,166,693 |
| Technology Infrastructure | 409,592 |
| Signage | 242,850 |
| Cleaning & Disinfecting | 1,274,443 |
| Testing | 564,478 |
| Operational Necessities | 531,185 |
| Total | \$ 7,360,140 |

COVID-19 Estimated Financial Impact

Significant changes have also been made in traditional recruitment practices, given these changes, as well as the unknown as to how so many families and students have been impacted by COVID-19, Fall 2020 enrollment remains a strong concern and focus.

- It is estimated that for each one percent decline in spring to fall retention, there would be an approximate loss of 75 undergraduates resulting in a \$1.6 million revenue loss across all programs.
- If 100 fewer freshmen entered in for Fall 2020, this would result in a \$2.1 million decline across all programs.

2020-21 Tuition and Fees Rate Proposals

RADFORD
UNIVERSITY

Radford University's Main Campus Proposed Rates: In-State Undergraduate

| | <u>Approved 2019-20</u> | <u>Proposed 2020-21</u> | <u>Dollar Increase</u> | <u>Percent Increase</u> |
|--|-----------------------------|-----------------------------|----------------------------|-----------------------------|
| Radford University | | | | |
| Undergraduate | | | | |
| <u>In-state Undergraduate (full-time) –</u> | | | | |
| Tuition | \$7,922 | \$7,922 | \$0 | |
| Mandatory Technology Fee | 58 | 58 | 0 | |
| Mandatory Comprehensive Fee | 3,370 | 3,436 | 66 | |
| Total In-state Undergraduate | \$11,350 | \$11,416 | \$66 | 0.58% |
| Room - Standard Double | 5,387 | 5,495 | 108 | |
| Board - 19 Meal Plan | 4,356 | 4,356 | 0 | |
| Total In-state Undergraduate Living in University Housing | \$21,093 | \$21,267 | \$174 | 0.82% |

* Full-time tuition and fee rates are based on 12-17 credit hours.

Radford University's Main Campus Proposed Rates: Out-of-State Undergraduate

| | <u>Approved 2019-20</u> | <u>Proposed 2020-21</u> | <u>Dollar Increase</u> | <u>Percent Increase</u> |
|--|-----------------------------|-----------------------------|----------------------------|-----------------------------|
| Radford University | | | | |
| Undergraduate | | | | |
| <u>Out-of-state Undergraduate (full-time) –</u> | | | | |
| Tuition | \$19,557 | \$19,557 | \$0 | |
| Mandatory Capital Fee | 447 | 447 | 0 | |
| Mandatory Technology Fee | 58 | 58 | 0 | |
| Mandatory Comprehensive Fee | 3,370 | 3,436 | 66 | |
| Total Out-of-state Undergraduate | \$23,432 | \$23,498 | \$66 | 0.28% |
| Room - Standard Double | 5,387 | 5,495 | 108 | |
| Board - 19 Meal Plan | \$4,356 | \$4,356 | 0 | |
| Total Out-of-state Undergraduate Living in University Housing | \$33,175 | \$33,349 | \$174 | 0.52% |

Radford University's Main Campus Proposed Rates: Graduate Programs

| | <u>Approved 2019-20</u> | <u>Proposed 2020-21</u> | <u>Dollar Increase</u> | <u>Percent Increase</u> |
|---|-----------------------------|-----------------------------|----------------------------|-----------------------------|
| Radford University | | | | |
| Graduate | | | | |
| <u>In-state Graduate (full-time) –</u> | | | | |
| Tuition | \$8,915 | \$8,915 | \$0 | |
| Mandatory Technology Fee | 58 | 58 | 0 | |
| Mandatory Comprehensive Fee | 3,370 | 3,436 | 66 | |
| Total In-state Graduate | \$12,343 | \$12,409 | \$66 | 0.53% |
| <u>Out-of-State Graduate (full-time) –</u> | | | | |
| Tuition | \$17,441 | \$17,441 | \$0 | |
| Mandatory Capital Fee | 447 | 447 | 0 | |
| Mandatory Technology Fee | 58 | 58 | 0 | |
| Mandatory Comprehensive Fee | 3,370 | 3,436 | 66 | |
| Total Out-of-state Graduate | \$21,316 | \$21,382 | \$66 | 0.31% |

Radford University's Main Campus Change Summary: Comprehensive Fees

| | <u>Approved 2019-20</u> | <u>Proposed 2020-21</u> | <u>Dollar Increase</u> | <u>Percent Increase</u> |
|------------------------------------|-----------------------------|-----------------------------|----------------------------|-----------------------------|
| Radford University | | | | |
| Comprehensive Fee | | | | |
| Mandatory Comprehensive Fee | | | | |
| Auxiliary Building/Facilities | \$ 265 | \$ 265 | \$ 0 | 0.00% |
| Auxiliary Support | 232 | 237 | 5 | 2.16% |
| Debt Service | 306 | 306 | 0 | 0.00% |
| Inter. Athletics | 1,213 | 1,269 | 56 | 4.62% |
| Recreation | 309 | 309 | 0 | 0.00% |
| Student Activities | 148 | 148 | 0 | 0.00% |
| Student Health | 353 | 353 | 0 | 0.00% |
| Student Services | 97 | 97 | 0 | 0.00% |
| Student Union | 305 | 305 | 0 | 0.00% |
| Transit | 142 | 147 | 5 | 3.52% |
| Total Comprehensive Fee | \$ 3,370 | \$ 3,436 | \$ 66 | 1.96% |

Radford University's Main Campus Proposed Rates: Annual Room Rates

| | <u>Approved 2019-20</u> | <u>Proposed 2020-21</u> | <u>Dollar Increase</u> | <u>Percent Increase</u> |
|--|-----------------------------|-----------------------------|----------------------------|-----------------------------|
| Traditional Double | \$ 4,770 | \$ 4,865 | \$ 95 | 1.99% |
| Standard Double - Phase I | 5,387 | 5,495 | 108 | 2.00% |
| Standard Double - Phase II | 5,548 | 5,659 | 111 | 2.00% |
| Traditional Single | 6,963 | 7,102 | 139 | 2.00% |
| Standard Single - Phase I | 7,663 | 7,816 | 153 | 2.00% |
| Standard Single - Phase II | 7,893 | 8,051 | 158 | 2.00% |
| Standard - Super Suite | 5,825 | 5,942 | 117 | 2.01% |
| Deluxe - Super Suite | 6,208 | 6,332 | 124 | 2.00% |
| University Apartment – 1 bed | N/A | 7,650 | N/A | N/A |
| University Apartment – 2 bed | 7,140 | 7,283 | 143 | 2.00% |
| University Apartment – 3 bed | 6,780 | 6,916 | 136 | 2.01% |
| University Apartment – 4 bed | 6,420 | 6,548 | 128 | 1.99% |
| University Apartment – 5 bed | 6,060 | 6,181 | 121 | 2.00% |
| University Apartment – 1 bed (incl. laundry) | 7,860 | 8,017 | 157 | 2.00% |
| University Apartment – 2 bed (incl. laundry) | 7,500 | 7,650 | 150 | 2.00% |
| University Apartment – 3 bed (incl. laundry) | 7,140 | 7,283 | 143 | 2.00% |
| University Apartment – 4 bed (incl. laundry) | 6,780 | 6,916 | 136 | 2.01% |
| University Apartment – 5 bed (incl. laundry) | 6,420 | 6,548 | 128 | 1.99% |

Radford University Carilion

Proposed Rates: Undergraduate

| | Approved 2019-20 | Proposed 2020-21 | Dollar Change | Percent Change |
|---|---------------------|---------------------|------------------|-------------------|
| Radford University Carilion | | | | |
| Undergraduate | | | | |
| In-state Undergraduate (full-time) | | | | |
| Tuition | \$7,922 | \$7,922 | \$0 | |
| Health Sciences Fee | 6,000 | 6,000 | 0 | |
| Program Fee | 9,795 | 7,400 | (2,395) | |
| Mandatory Technology Fee ⁸ | 470 | 470 | 0 | |
| Total In-state Undergraduate | \$24,187 | \$21,792 | (\$2,395) | -9.90% |
| Out-of-state Undergraduate (full-time) | | | | |
| Tuition | \$7,922 | \$7,922 | \$0 | |
| Health Sciences Fee | 6,000 | 6,000 | 0 | |
| Program Fee | 9,795 | 9,795 | 0 | |
| Mandatory Technology Fee ⁸ | 470 | 470 | 0 | |
| Total Out-of-state Undergraduate | \$24,187 | \$24,187 | \$0 | 0.00% |

Radford University Carilion Proposed Rates: Graduate

| | <u>Approved 2019-20</u> | <u>Proposed 2020-21</u> | <u>Dollar Change</u> | <u>Percent Change</u> |
|--|-----------------------------|-----------------------------|--------------------------|---------------------------|
| Radford University Carilion | | | | |
| Graduate | | | | |
| In-state Graduate (per credit hour) | | | | |
| Tuition | \$371 | \$371 | \$0 | |
| Health Sciences Fee | 250 | 250 | 0 | |
| Program Fee | 174 | 174 | 0 | |
| Total In-state Graduate | \$795 | \$795 | \$0 | 0.00% |
| Out-of-state Graduate (per credit hour) | | | | |
| Tuition | \$371 | \$371 | \$0 | |
| Health Sciences Fee | 250 | 250 | 0 | |
| Program Fee | 174 | 174 | 0 | |
| Total Out-of-state Graduate | \$795 | \$795 | \$0 | 0.00% |

Discussion

RADFORD UNIVERSITY BOARD OF VISITORS

**Resolution
Approval of 2020-21 Tuition and Fees**

June 12, 2020

NOW, THEREFORE, BE IT RESOLVED that the Radford University Board of Visitors approves tuition and fees for the 2020-21 academic year as reflected in the Summary of Proposed 2020-21 Tuition and Fees beginning with the Fall 2020 semester and thereafter until otherwise adjusted by the Board of Visitors.

Adopted: June 12, 2020



Robert A. Archer
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

Schedule B:
Summary of Proposed 2020-21 Tuition and Fees

| | <u>Approved 2019-20</u> | <u>Proposed 2020-21</u> | <u>Dollar Increase</u> | <u>Percent Increase</u> |
|--|-----------------------------|-----------------------------|----------------------------|-----------------------------|
| Radford University | | | | |
| Undergraduate ¹ | | | | |
| <u>In-state Undergraduate (full-time) –</u> | | | | |
| Tuition | \$7,922 | \$7,922 | \$0 | |
| Mandatory Technology Fee | 58 | 58 | 0 | |
| Mandatory Comprehensive Fee | 3,370 | 3,436 | 66 | |
| Total In-state Undergraduate | \$11,350 | \$11,416 | \$66 | 0.58% |
| Room - Standard Double | 5,387 | 5,495 | 108 | |
| Board - 19 Meal Plan | 4,356 | 4,356 | 0 | |
| Total In-state Undergraduate Living in University Housing | \$21,093 | \$21,267 | \$174 | 0.82% |
| <u>Out-of-state Undergraduate (full-time) –</u> | | | | |
| Tuition | \$19,557 | \$19,557 | \$0 | |
| Mandatory Capital Fee | 447 | 447 | 0 | |
| Mandatory Technology Fee | 58 | 58 | 0 | |
| Mandatory Comprehensive Fee | 3,370 | 3,436 | 66 | |
| Total Out-of-state Undergraduate | \$23,432 | \$23,498 | \$66 | 0.28% |
| Room - Standard Double | 5,387 | 5,495 | 108 | |
| Board - 19 Meal Plan | \$4,356 | \$4,356 | 0 | |
| Total Out-of-state Undergraduate Living in University Housing | \$33,175 | \$33,349 | \$174 | 0.52% |

¹ Full-time tuition and fee rates are based on 12-17 credit hours.

Radford University Board of Visitors
June 12, 2020
Recommendation for 2020-21 Tuition & Fees

| | <u>Approved 2019-20</u> | <u>Proposed 2020-21</u> | <u>Dollar Increase</u> | <u>Percent Increase</u> |
|--|-----------------------------|-----------------------------|----------------------------|-----------------------------|
| Graduate ¹ | | | | |
| <u>In-state Graduate (full-time) –</u> | | | | |
| Tuition | \$8,915 | \$8,915 | \$0 | |
| Mandatory Technology Fee | 58 | 58 | 0 | |
| Mandatory Comprehensive Fee | 3,370 | 3,436 | 66 | |
| Total In-state Graduate | \$12,343 | \$12,409 | \$66 | 0.53% |
| <u>Out-of-State Graduate (full-time) –</u> | | | | |
| Tuition | \$17,441 | \$17,441 | \$0 | |
| Mandatory Capital Fee | 447 | 447 | 0 | |
| Mandatory Technology Fee | 58 | 58 | 0 | |
| Mandatory Comprehensive Fee | 3,370 | 3,436 | 66 | |
| Total Out-of-state Graduate | \$21,316 | \$21,382 | \$66 | 0.31% |
| Differential Tuition & Fees | | | | |
| <u>RN to BSN In-State (per credit hour)</u> | | | | |
| Tuition | \$0 | \$329 | N/A | |
| Mandatory Technology Fee ² | 0 | 3 | N/A | |
| Mandatory Program Fee | 0 | 63 | N/A | |
| Mandatory Online Program Fee ³ | 0 | 25 | N/A | |
| Total In-state Undergraduate RN to BSN | \$0 | \$420 | N/A | N/A |
| <u>RN to BSN Out-of-State (per credit hour)</u> | | | | |
| Tuition | \$0 | \$329 | N/A | |
| Mandatory Technology Fee ² | 0 | 3 | N/A | |
| Mandatory Program Fee | 0 | 63 | N/A | |
| Mandatory Online Program Fee ³ | 0 | 25 | N/A | |
| Total Out-of-state Undergraduate RN to BSN | \$0 | \$420 | N/A | N/A |

¹ Full-time tuition and fee rates are based on 12-17 credit hours.

² For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed up to the annualized rate of \$1,718 per semester for the mandatory comprehensive fee, \$29 per semester for the technology fee, and \$223.50 per semester for the out-of-state capital fee.

³ The online program fee applies to select differential tuition programs that are offered fully online. This fee is assessed on a per credit hour basis in lieu of the comprehensive fee.

Radford University Board of Visitors
June 12, 2020
Recommendation for 2020-21 Tuition & Fees

| | <u>Approved</u> <u>2019-20</u> | <u>Proposed</u> <u>2020-21</u> | <u>Dollar</u> <u>Increase</u> | <u>Percent</u> <u>Increase</u> |
|---|-----------------------------------|-----------------------------------|----------------------------------|-----------------------------------|
| <u>Master of Occupational Therapy (MOT) In-State (per credit hour)</u> | | | | |
| Tuition | \$376 | \$376 | \$0 | |
| Mandatory Technology Fee ² | 3 | 3 | 0 | |
| Mandatory Program Fee | 0 | 63 | 63 | |
| Mandatory Comprehensive Fee ² | 140 | 143 | 3 | |
| Total In-state Graduate MOT | \$519 | \$585 | \$66 | 12.62% |

Master of Occupational Therapy (MOT) Out-of-State (per credit hour)

| | | | | |
|--|----------------|--------------|----------------|----------------|
| Tuition | \$967 | \$587 | (\$380) | |
| Mandatory Capital Fee ² | 19 | 19 | 0 | |
| Mandatory Technology Fee ² | 3 | 3 | 0 | |
| Mandatory Program Fee | 0 | 63 | 63 | |
| Mandatory Comprehensive Fee ² | 140 | 143 | 3 | |
| Total Out-of-state Graduate MOT | \$1,129 | \$815 | (\$314) | -27.84% |

Master of Fine Arts in Design Thinking In-State (per credit hour)

| | | | | |
|---|--------------|--------------|------------|--------------|
| Tuition | \$744 | \$744 | \$0 | |
| Mandatory Technology Fee ² | 3 | 3 | 0 | |
| Mandatory Online Program Fee ³ | 25 | 25 | 0 | |
| Total In-state Graduate MFA | \$772 | \$772 | \$0 | 0.00% |

Master of Fine Arts in Design Thinking Out-of-State (per credit hour)

| | | | | |
|---|--------------|--------------|------------|--------------|
| Tuition | \$744 | \$744 | \$0 | |
| Mandatory Capital Fee ² | 19 | 19 | 0 | |
| Mandatory Technology Fee ² | 3 | 3 | 0 | |
| Mandatory Online Program Fee ³ | 25 | 25 | 0 | |
| Total Out-of-state Graduate MFA | \$791 | \$791 | \$0 | 0.00% |

²For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed up to the annualized rate of \$1,718 per semester for the mandatory comprehensive fee, \$29 per semester for the technology fee, and \$223.50 per semester for the out-of-state capital fee.

³The online program fee applies to select differential tuition programs that are offered fully online. This fee is assessed on a per credit hour basis in lieu of the comprehensive fee.

| | <u>Approved 2019-20</u> | <u>Proposed 2020-21</u> | <u>Dollar Increase</u> | <u>Percent Increase</u> |
|---|-----------------------------|-----------------------------|----------------------------|-----------------------------|
| <u>Doctor of Nursing Practice (DNP) In-State (per credit hour)</u> | | | | |
| Tuition | \$504 | \$504 | \$0 | |
| Mandatory Technology Fee ² | 3 | 3 | 0 | |
| Mandatory Online Program Fee ³ | 25 | 25 | 0 | |
| Total In-state Graduate DNP | \$532 | \$532 | 0 | 0.00% |

| | | | | |
|---|----------------|----------------|------------|--------------|
| <u>Doctor of Nursing Practice (DNP) Out-of-State (per credit hour)</u> | | | | |
| Tuition | \$997 | \$997 | \$0 | |
| Mandatory Capital Fee ² | 19 | 19 | 0 | |
| Mandatory Technology Fee ² | 3 | 3 | 0 | |
| Mandatory Online Program Fee ³ | 25 | 25 | 0 | |
| Total Out-of-state Graduate DNP | \$1,044 | \$1,044 | \$0 | 0.00% |

| | | | | |
|--|--------------|--------------|------------|--------------|
| <u>Doctor of Education (Ed.D.) In-State (per credit hour)</u> | | | | |
| Tuition | \$371 | \$371 | \$0 | |
| Program Fee | 101 | 101 | 0 | |
| Mandatory Technology Fee ² | 3 | 3 | 0 | |
| Mandatory Online Program Fee ³ | 25 | 25 | 0 | |
| Total In-state Graduate Ed.D. | \$500 | \$500 | \$0 | 0.00% |

| | | | | |
|--|--------------|--------------|------------|--------------|
| <u>Doctor of Education (Ed.D.) Out-of-State (per credit hour)</u> | | | | |
| Tuition | \$371 | \$371 | \$0 | |
| Program Fee | 101 | 101 | 0 | |
| Mandatory Capital Fee ² | 19 | 19 | 0 | |
| Mandatory Technology Fee ² | 3 | 3 | 0 | |
| Mandatory Online Program Fee ³ | 25 | 25 | 0 | |
| Total Out-of-state Graduate Ed.D. | \$519 | \$519 | \$0 | 0.00% |

² For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed up to the annualized rate of \$1,718 per semester for the mandatory comprehensive fee, \$29 per semester for the technology fee, and \$223.50 per semester for the out-of-state capital fee.

³ The online program fee applies to select differential tuition programs that are offered fully online. This fee is assessed on a per credit hour basis in lieu of the comprehensive fee.

Radford University Board of Visitors
June 12, 2020
Recommendation for 2020-21 Tuition & Fees

| | Approved 2019-20 | Proposed 2020-21 | Dollar Increase | Percent Increase |
|--|-----------------------------|-----------------------------|----------------------------|-----------------------------|
| <u>Competency-Based Education (CBE)</u> | | | | |
| Tuition (12-18 credit hours) | \$6,000 | \$6,000 | \$0 | 0.00% |
| Tuition (3-4 credit hours) | 0 | \$1,250 | N/A | N/A |

Part-time and Intersession⁴ Rates

Tuition

Undergraduate

| | | | | |
|------------------------|-------|-------|-----|-------|
| In-state | \$329 | \$329 | \$0 | 0.00% |
| Out-of-state | 814 | 814 | 0 | 0.00% |
| In-state RN to BSN | 0 | 329 | N/A | N/A |
| Out-of-state RN to BSN | 0 | 329 | N/A | N/A |

Graduate

| | | | | |
|--------------------|-------|-------|-------|---------|
| In-state | \$371 | \$371 | \$0 | 0.00% |
| Out-of-state | 726 | 726 | 0 | 0.00% |
| In-state MOT | 376 | 376 | 0 | 0.00% |
| Out-of-state MOT | 967 | 587 | (380) | -39.33% |
| In-state MFA | 744 | 744 | 0 | 0.00% |
| Out-of-state MFA | 744 | 744 | 0 | 0.00% |
| In-state DNP | 504 | 504 | 0 | 0.00% |
| Out-of-state DNP | 997 | 997 | 0 | 0.00% |
| In-state Ed.D. | 371 | 371 | 0 | 0.00% |
| Out-of-state Ed.D. | 371 | 371 | 0 | 0.00% |
| Virginia Educator | 284 | 284 | 0 | 0.00% |

Other Mandatory Fees

| | | | | |
|--------------------------|-----|-----|-----|-------|
| Technology Fee | \$3 | \$3 | \$0 | 0.00% |
| Out-of-state Capital Fee | 19 | 19 | 0 | 0.00% |
| Online Program Fee | 25 | 25 | 0 | 0.00% |
| Comprehensive Fee | 140 | 143 | 3 | 2.14% |
| RN to BSN Program Fee | 0 | 63 | N/A | N/A |
| MOT Program Fee | 0 | 63 | N/A | N/A |

⁴ Summer III only - Full-time academic year tuition and fee rates are charged based on 12-17 credit hours.

Radford University Board of Visitors
June 12, 2020
Recommendation for 2020-21 Tuition & Fees

| | Approved | Proposed | Dollar | Percent |
|------------------------------------|-----------------|-----------------|-----------------|-----------------|
| | 2019-20 | 2020-21 | Increase | Increase |
| Comprehensive Fee | | | | |
| Mandatory Comprehensive Fee | | | | |
| Athletics | \$1,213 | \$1,269 | \$56 | |
| Auxiliary Building/Facilities | 265 | 265 | 0 | |
| Auxiliary Support | 232 | 237 | 5 | |
| Debt Service | 306 | 306 | 0 | |
| Recreation | 309 | 309 | 0 | |
| Student Activities | 148 | 148 | 0 | |
| Student Health | 353 | 353 | 0 | |
| Student Services | 97 | 97 | 0 | |
| Student Union | 305 | 305 | 0 | |
| Transit | 142 | 147 | 5 | |
| Total Comprehensive Fee | \$3,370 | \$3,436 | \$66 | 1.96% |

Fall & Spring Annual Room Rates⁵

| Room | | | | |
|------------------------------|---------|---------|------|-------|
| Traditional Double | \$4,770 | \$4,865 | \$95 | 1.99% |
| Standard Double - Phase I | 5,387 | 5,495 | 108 | 2.00% |
| Standard Double - Phase II | 5,548 | 5,659 | 111 | 2.00% |
| Traditional Single | 6,963 | 7,102 | 139 | 2.00% |
| Standard Single - Phase I | 7,663 | 7,816 | 153 | 2.00% |
| Standard Single - Phase II | 7,893 | 8,051 | 158 | 2.00% |
| Standard - Super Suite | 5,825 | 5,942 | 117 | 2.01% |
| Deluxe - Super Suite | 6,208 | 6,332 | 124 | 2.00% |
| University Apartment – 1 bed | 0 | 7,650 | N/A | N/A |
| University Apartment – 2 bed | 7,140 | 7,283 | 143 | 2.00% |
| University Apartment – 3 bed | 6,780 | 6,916 | 136 | 2.01% |
| University Apartment – 4 bed | 6,420 | 6,548 | 128 | 1.99% |
| University Apartment – 5 bed | 6,060 | 6,181 | 121 | 2.00% |

Radford University Board of Visitors
June 12, 2020
Recommendation for 2020-21 Tuition & Fees

| | Approved 2019-20 | Proposed 2020-21 | Dollar Increase | Percent Increase |
|--|-----------------------------|-----------------------------|----------------------------|-----------------------------|
| University Apartment – 1 bed (incl. laundry) | 7,860 | 8,017 | 157 | 2.00% |
| University Apartment – 2 bed (incl. laundry) | 7,500 | 7,650 | 150 | 2.00% |
| University Apartment – 3 bed (incl. laundry) | 7,140 | 7,283 | 143 | 2.00% |
| University Apartment – 4 bed (incl. laundry) | 6,780 | 6,916 | 136 | 2.01% |
| University Apartment – 5 bed (incl. laundry) | 6,420 | 6,548 | 128 | 1.99% |

⁵ Notes:

- a) Double occupancy rooms that remain tripled after the census date will receive a weekly 25 percent prorated credit on their respective room rate.
- b) Summer rates are prorated based on the approved annualized rate for a standard double – phase I room.
- c) University Apartment rates are charged on a per student/per bed basis.

Fall & Spring Annual Board & Meal Plan Rates⁶

Residential Board Plan

| | | | | |
|--------------|---------|---------|-----|-------|
| Flex Plan | \$4,225 | \$4,225 | \$0 | 0.00% |
| 19 Meal Plan | 4,356 | 4,356 | 0 | 0.00% |
| 15 Meal Plan | 4,237 | 4,237 | 0 | 0.00% |
| Apt Block | 2,225 | 2,225 | 0 | 0.00% |

Non-Residential Meal Plan (optional)

| | | | | |
|---------------|---------|---------|-----|-------|
| Flex Jr. Plan | \$2,136 | \$2,136 | \$0 | 0.00% |
| 65 Meal Plan | 1,065 | 1,065 | 0 | 0.00% |
| 90 Meal Plan | 1,474 | 1,474 | 0 | 0.00% |
| 5 Meal Plan | 1,569 | 1,569 | 0 | 0.00% |

⁶ Notes:

- a) Summer rates are prorated on the approved annualized rate.
- b) Select board and meal plans may not be available each term.
- c) Flex and Flex Jr. Plans will be available for Fall Semester only on a prorated basis for students with spring 2020 balances.

Radford University Board of Visitors
June 12, 2020
Recommendation for 2020-21 Tuition & Fees

| | Approved 2019-20 | Proposed 2020-21 | Dollar Change | Percent Change |
|--|-----------------------------|-----------------------------|--------------------------|---------------------------|
|--|-----------------------------|-----------------------------|--------------------------|---------------------------|

Radford University Carilion

Undergraduate ⁷

In-state Undergraduate (full-time)

| | | | | |
|---------------------------------------|-----------------|-----------------|------------------|---------------|
| Tuition | \$7,922 | \$7,922 | \$0 | |
| Health Sciences Fee | 6,000 | 6,000 | 0 | |
| Program Fee | 9,795 | 7,400 | (2,395) | |
| Mandatory Technology Fee ⁸ | 470 | 470 | 0 | |
| Total In-state Undergraduate | \$24,187 | \$21,792 | (\$2,395) | -9.90% |

Out-of-state Undergraduate (full-time)

| | | | | |
|---|-----------------|-----------------|------------|--------------|
| Tuition | \$7,922 | \$7,922 | \$0 | |
| Health Sciences Fee | 6,000 | 6,000 | 0 | |
| Program Fee | 9,795 | 9,795 | 0 | |
| Mandatory Technology Fee ⁸ | 470 | 470 | 0 | |
| Total Out-of-state Undergraduate | \$24,187 | \$24,187 | \$0 | 0.00% |

⁷ Full-time tuition and fee rates are based on 12-18 credit hours.

⁸ The Technology Fee is a flat rate of \$235 per semester (\$85 summer) and no per credit hour equivalent is assigned.

Part-Time and Intersession^{8,9} (Per Credit Hour)

In-state Undergraduate (per credit hour)

| | | | | |
|-------------------------------------|--------------|--------------|--------------|---------------|
| Tuition | \$330 | \$329 | (\$1) | |
| Health Sciences Fee | 250 | 250 | 0 | |
| Program Fee | 185 | 309 | 124 | |
| Total In-state Undergraduate | \$765 | \$888 | \$123 | 16.08% |

Out-of-state Undergraduate (per credit hour)

| | | | | |
|---|--------------|--------------|--------------|---------------|
| Tuition | \$330 | \$329 | (\$1) | |
| Health Sciences Fee | 250 | 250 | 0 | |
| Program Fee | 185 | 409 | 224 | |
| Total Out-of-state Undergraduate | \$765 | \$988 | \$223 | 29.15% |

⁸ The Technology Fee is a flat rate of \$235 per semester (\$85 summer) and no per credit hour equivalent is assigned.

⁹ Summer III only - Full-time academic year tuition and fee rates are charged based on 12-18 credit hours.

Radford University Board of Visitors
 June 12, 2020
 Recommendation for 2020-21 Tuition & Fees

| | Approved 2019-20 | Proposed 2020-21 | Dollar Change | Percent Change |
|--|-----------------------------|-----------------------------|--------------------------|---------------------------|
|--|-----------------------------|-----------------------------|--------------------------|---------------------------|

Graduate ⁸

In-state Graduate (per credit hour)

| | | | | |
|--------------------------------|--------------|--------------|------------|--------------|
| Tuition | \$371 | \$371 | \$0 | |
| Health Sciences Fee | 250 | 250 | 0 | |
| Program Fee | 174 | 174 | 0 | |
| Total In-state Graduate | \$795 | \$795 | \$0 | 0.00% |

Out-of-state Graduate (per credit hour)

| | | | | |
|------------------------------------|--------------|--------------|------------|--------------|
| Tuition | \$371 | \$371 | \$0 | |
| Health Sciences Fee | 250 | 250 | 0 | |
| Program Fee | 174 | 174 | 0 | |
| Total Out-of-state Graduate | \$795 | \$795 | \$0 | 0.00% |

⁸ The Technology Fee a flat rate of \$235 per semester (\$85 summer) and no per credit hour equivalent is assigned.

Differential (Per Credit Hour) Rates ⁸

Emergency Services, BS

In-state Undergraduate (per credit hour)

| | | | | |
|---|--------------|--------------|-------------|--------------|
| Tuition | \$330 | \$329 | (\$1) | |
| Program Fee | 95 | 123 | 28 | |
| Total In-state Emergency Service | \$425 | \$452 | \$27 | 6.35% |

Out-of-state Undergraduate (per credit hour)

| | | | | |
|---|--------------|--------------|-------------|--------------|
| Tuition | \$330 | \$329 | (\$1) | |
| Program Fee | 95 | 123 | 28 | |
| Total Out-of-state Emergency Service | \$425 | \$452 | \$27 | 6.35% |

⁸ The Technology Fee is a flat rate of \$235 per semester (\$85 summer) and no per credit hour equivalent is assigned.

Radford University Board of Visitors
June 12, 2020
Recommendation for 2020-21 Tuition & Fees

| | <u>Approved 2019-20</u> | <u>Proposed 2020-21</u> | <u>Dollar Change</u> | <u>Percent Change</u> |
|--|-----------------------------|-----------------------------|--------------------------|---------------------------|
| <u>Medical Laboratory Science, BS</u> | | | | |
| In-state Undergraduate (per credit hour) | | | | |
| Tuition | \$330 | \$329 | (\$1) | |
| Program Fee | 95 | 123 | 28 | |
| Total In-state Medical Laboratory Science | \$425 | \$452 | \$27 | 6.35% |
| | | | | |
| Out-of-state Undergraduate (per credit hour) | | | | |
| Tuition | \$330 | \$329 | (\$1) | |
| Program Fee | 95 | 123 | 28 | |
| Total Out-of-state Medical Laboratory Science | \$425 | \$452 | \$27 | 6.35% |
| | | | | |
| <u>Nursing, RN-to-BSN</u> | | | | |
| In-state Undergraduate (per credit hour) | | | | |
| Tuition | \$330 | \$329 | (\$1) | |
| Program Fee | 20 | 71 | 51 | |
| Total In-state Nursing, RN-BSN | \$350 | \$400 | \$50 | 14.29% |
| | | | | |
| Out-of-state Undergraduate (per credit hour) | | | | |
| Tuition | \$330 | \$329 | (\$1) | |
| Program Fee | 20 | 71 | 51 | |
| Total Out-of-state Nursing, RN-BSN | \$350 | \$400 | \$50 | 14.29% |

⁸ The Technology Fee is a flat rate of \$235 per semester (\$85 summer) and no per credit hour equivalent is assigned.

Radford University Board of Visitors
 June 12, 2020
 Recommendation for 2020-21 Tuition & Fees

| | <u>Approved 2019-20</u> | <u>Proposed 2020-21</u> | <u>Dollar Change</u> | <u>Percent Change</u> |
|---|-----------------------------|-----------------------------|--------------------------|---------------------------|
| <u>Healthcare Administration, BS</u> | | | | |
| In-state Undergraduate (per credit hour) | | | | |
| Tuition | \$0 | \$329 | N/A | |
| Program Fee | 0 | 101 | N/A | |
| Total In-state Healthcare Administration | \$0 | \$430 | N/A | N/A |
| | | | | |
| Out-of-state Undergraduate (per credit hour) | | | | |
| Tuition | \$0 | \$329 | N/A | |
| Program Fee | 0 | 101 | N/A | |
| Total Out-of-state Healthcare Administration | \$0 | \$430 | N/A | N/A |
| | | | | |
| <u>Public Health, BS</u> | | | | |
| In-state Undergraduate (per credit hour) | | | | |
| Tuition | \$0 | \$329 | N/A | |
| Program Fee | 0 | 101 | N/A | |
| Total In-state Public Health | \$0 | \$430 | N/A | N/A |
| | | | | |
| Out-of-state Undergraduate (per credit hour) | | | | |
| Tuition | \$0 | \$329 | N/A | |
| Program Fee | 0 | 101 | N/A | |
| Total Out-of-state Public Health | \$0 | \$430 | N/A | N/A |

⁸ The Technology Fee is a flat rate of \$235 per semester (\$85 summer) and no per credit hour equivalent is assigned.

Radford University Board of Visitors
 June 12, 2020
 Recommendation for 2020-21 Tuition & Fees

| | <u>Approved 2019-20</u> | <u>Proposed 2020-21</u> | <u>Dollar Change</u> | <u>Percent Change</u> |
|---|-----------------------------|-----------------------------|--------------------------|---------------------------|
| <u>Healthcare Administration, MS</u> | | | | |
| In-state Graduate (per credit hour) | | | | |
| Tuition | \$0 | \$371 | N/A | |
| Program Fee | 0 | 220 | N/A | |
| Total In-state Healthcare Administration | \$0 | \$591 | N/A | N/A |
| | | | | |
| Out-of-state Graduate (per credit hour) | | | | |
| Tuition | \$0 | \$371 | N/A | |
| Program Fee | 0 | 220 | N/A | |
| Total Out-of-state Healthcare Administration | \$0 | \$591 | N/A | N/A |
| | | | | |
| <u>Health Sciences, MS</u> | | | | |
| In-state Graduate (per credit hour) | | | | |
| Tuition | \$0 | \$371 | N/A | |
| Program Fee | 0 | 220 | N/A | |
| Total In-state Health Sciences | \$0 | \$591 | N/A | N/A |
| | | | | |
| Out-of-state Graduate (per credit hour) | | | | |
| Tuition | \$0 | \$371 | N/A | |
| Program Fee | 0 | 220 | N/A | |
| Total Out-of-state Health Sciences | \$0 | \$591 | N/A | N/A |

⁸ The Technology Fee is a flat rate of \$235 per semester (\$85 summer) and no per credit hour equivalent is assigned.

Radford University Board of Visitors
June 12, 2020
Recommendation for 2020-21 Tuition & Fees

| | Approved 2019-20 | Proposed 2020-21 | Dollar Change | Percent Change |
|--|-----------------------------|-----------------------------|--------------------------|---------------------------|
| <u>Master of Occupational Therapy, MOT</u> | | | | |
| In-state Graduate (per credit hour) | | | | |
| Tuition | \$0 | \$376 | N/A | |
| Program Fee | 0 | 189 | N/A | |
| Total In-state MOT | \$0 | \$565 | N/A | N/A |
| Out-of-state Graduate (per credit hour) | | | | |
| Tuition | \$0 | \$587 | N/A | |
| Program Fee | 0 | 208 | N/A | |
| Total Out-of-state MOT | \$0 | \$795 | N/A | N/A |
| <u>Doctor of Occupational Therapy (OTD)</u> | | | | |
| In-state Graduate (per credit hour) | | | | |
| Tuition | \$0 | \$376 | N/A | |
| Program Fee | 0 | 189 | N/A | |
| Total In-state OTD | \$0 | \$565 | N/A | N/A |
| Out-of-state Graduate (per credit hour) | | | | |
| Tuition | \$0 | \$587 | N/A | |
| Program Fee | 0 | 208 | N/A | |
| Total Out-of-state OTD | \$0 | \$795 | N/A | N/A |

⁸ The Technology Fee is a flat rate of \$235 per semester (\$85 summer) and no per credit hour equivalent is assigned.

Radford University Board of Visitors
 June 12, 2020
 Recommendation for 2020-21 Tuition & Fees

| | <u>Approved 2019-20</u> | <u>Proposed 2020-21</u> | <u>Dollar Change</u> | <u>Percent Change</u> |
|--|-----------------------------|-----------------------------|--------------------------|---------------------------|
| <u>Doctor of Physical Therapy (DPT)</u> | | | | |
| In-state Graduate (per credit hour) | | | | |
| Tuition | \$480 | \$371 | (\$109) | |
| Program Fee | 0 | 232 | 232 | |
| Mandatory Technology Fee ² | 3 | 0 | (3) | |
| Mandatory Comprehensive Fee ² | 140 | 0 | (140) | |
| Total In-state Doctor of Physical Therapy | \$623 | \$603 | (\$20) | -3.21% |
| Out-of-state Graduate (per credit hour) | | | | |
| Tuition | \$966 | \$876 | (\$90) | |
| Program Fee | 0 | 232 | 232 | |
| Mandatory Capital Fee ² | 19 | 0 | (19) | |
| Mandatory Technology Fee ² | 3 | 0 | (3) | |
| Mandatory Comprehensive Fee ² | 140 | 0 | (140) | |
| Total Out-of-state Doctor of Physical Therapy | \$1,128 | \$1,108 | (\$20) | -1.77% |

⁸The Technology Fee is a flat rate of \$235 per semester (\$85 summer) and no per credit hour equivalent is assigned.

Residential Room Rates

| | | | | |
|-------------------------------|---------|---------|---|-------|
| Standard Room – Fall & Spring | \$5,870 | \$5,870 | 0 | 0.00% |
| Standard Room – Summer | 1,500 | 1,500 | 0 | 0.00% |

**Performance Plan Update for 2019-2020
President Brian O. Hemphill, Ph.D.**

**Proposed Resolution for
Board of Visitors Consideration**

Now Therefore Be it Resolved, that the Board of Visitors hereby approves payment for President Brian O. Hemphill's Performance Plan for 2019-2020, as discussed in closed session on June 12, 2020, and that said performance plan pursuant to Section E of the Employment Agreement of Brian O. Hemphill, Ph.D., dated December 7, 2018 and amended May 10, 2019, is considered a personnel record.

Adopted: June 12, 2020



Robert A. Archer
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

**Performance Plan Approval for 2020-2021
President Brian O. Hemphill, Ph.D.**

**Proposed Resolution for
Board of Visitors Consideration**

Now Therefore Be it Resolved, that the Board of Visitors hereby approves President Brian O. Hemphill's Performance Plan for 2020-2021, as discussed in closed session on June 12, 2020, and that said performance plan pursuant to Section E of the Employment Agreement of Brian O. Hemphill, Ph.D., dated December 7, 2018 and amended May 10, 2019 and June 12, 2020, is considered a personnel record.

Adopted: June 12, 2020

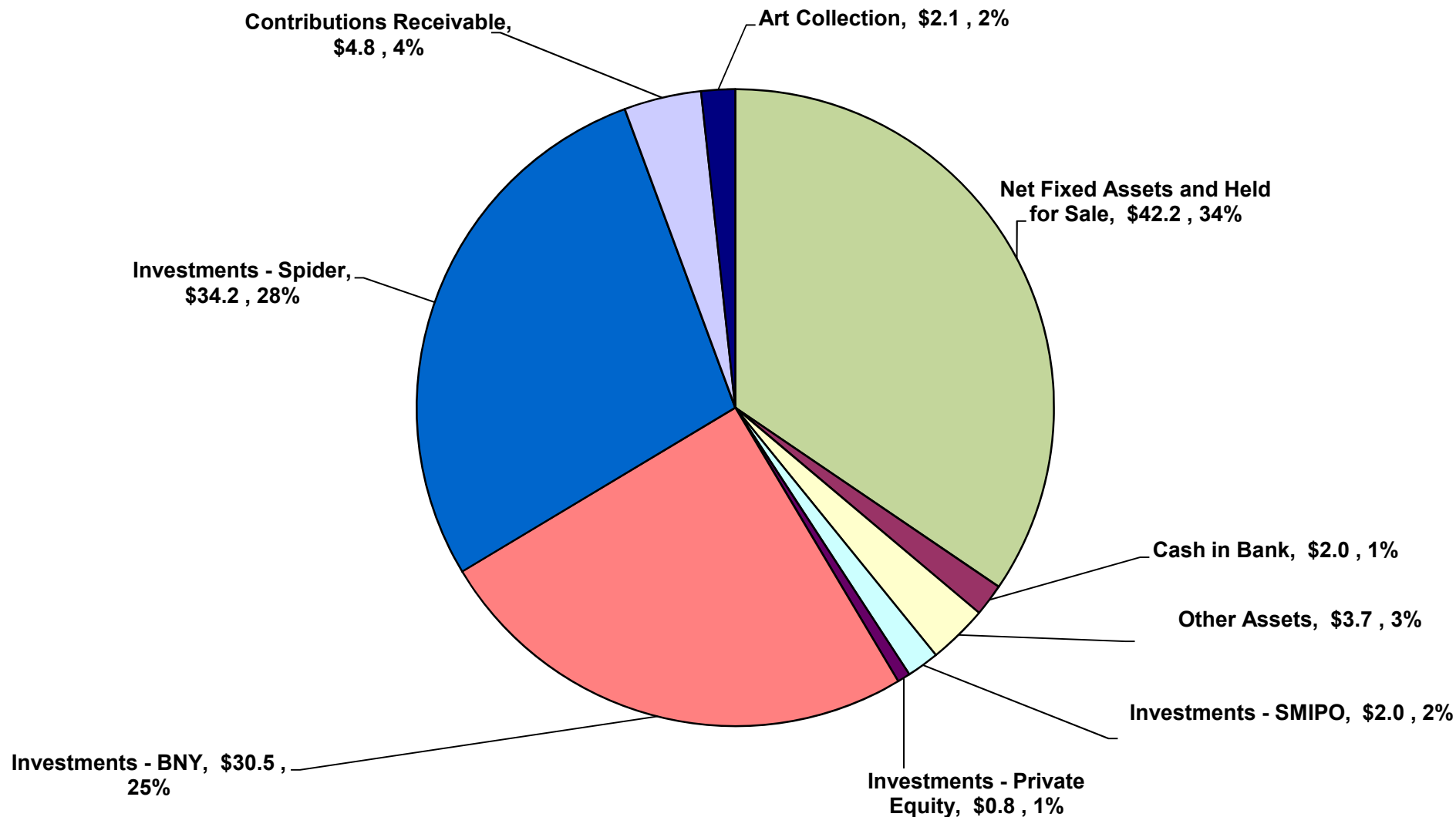


Robert A. Archer
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

Radford University Foundation Asset Composition as of 3/31/20



(in millions)

Total Assets: \$122.3M

**RADFORD UNIVERSITY BOARD OF VISITORS
RESOLUTION
JUNE 12, 2020**

WHEREAS, Governor Northam issued Executive Order 51 on March 12, 2020 declaring a state of emergency in the Commonwealth of Virginia in response to the continued spread of novel coronavirus, or COVID-19; and

WHEREAS, the economic impact of the COVID-19 pandemic is severe and pervasive, creating budget shortfalls in both the current fiscal year and the upcoming biennial state budget; and

WHEREAS, in an April 2, 2020 memorandum, Governor Northam's Chief of Staff advised all Executive Branch agencies, including institutions of higher education, to prepare immediately for budget reductions in the coming biennium from July 1, 2020 through June 30, 2022; and

WHEREAS, the Chief of Staff's memorandum directed each agency to develop a budget reduction plan that includes identification of underperforming activities, and actions that provide ongoing long term reductions, rather than one-time savings; and

WHEREAS, the Commonwealth will begin general fund budget reductions in Fiscal Year 2021, which begins on July 1, 2020, requiring immediate action by the Board to address the impact on the University's budget; and

WHEREAS, a significant reduction in state general funds to the University is anticipated, requiring cost reductions in every operational area of the University and cannot be accomplished through ordinary budgeting practices or the reduction in specific services; and

WHEREAS, the Governor appoints the Board of Visitors; and

WHEREAS, the Code of Virginia imposes upon the Rector and the Visitors the fiduciary duty for the financial affairs of the University; and

WHEREAS, the Board anticipates a reduction in force may be required due to personnel costs constituting 79.5 percent of the E&G funds appropriation to the University; and

WHEREAS, the Governor has directed all state agencies, including the University, to make adjustments to budgets and operations, the Board, in executing its fiduciary responsibility, is authorizing the President to implement budget reduction strategies for Fiscal Year 2021 and Fiscal Year 2022 in order to ensure the long term fiscal health of Radford University; and

WHEREAS, there is an urgent need for the Board to take quick and decisive action, and that need cannot be met while adhering to the fiscal exigency section of the Teaching and Research Faculty Handbook; and

WHEREAS, the Board wishes to maintain the current Handbook process, but cannot comply with that process and simultaneously ensure the long term financial health of the University during the current statewide fiscal crisis; and

NOW, THEREFORE, BE IT RESOLVED:

1. The Rector and Visitors do hereby authorize the President to finalize and submit to the Board budget reduction strategies that respond to the fiscal impact created by the response to the COVID-19 outbreak; and
2. Sections 1.8, 1.9, 1.15, and 1.16 of the Teaching and Research Faculty Handbook shall not apply to the budget reduction strategies and the subsequent Board actions and resolutions made in furtherance of this resolution; and
3. Sections 1.8, 1.9, 1.15, and 1.16 of the Teaching and Research Faculty Handbook shall not apply to any reduction in force in teaching and research faculty or program restructuring resulting from implementation of the adopted budget or other Board directives, resolutions or recommendations adopted in furtherance of this resolution; and
4. Nothing in this resolution or the budget reduction strategies shall interfere with any Radford employee's eligibility for transitional severance benefits or the retirement program provided in accordance with the Workforce Transition Act of 1995, Virginia Code § 2.2-3200, *et seq.*; and
5. This resolution shall take effect immediately and remain in effect until June 2022.

Adopted: June 12, 2020



Robert A. Archer
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

End of Board of Visitors Materials

