



Academic Excellence and Student Success Committee
9:45 a.m.
March 20, 2025
Mary Ann Jennings Hovis Memorial Board Room
Martin Hall, Radford, VA

DRAFT
MINUTES

Committee Members Present

Ms. Jeanne Armentrout, Chair
Mr. Dale S. Ardizzone
Mr. William C. Davis
Ms. Lisa Pompa attending via Zoom
Dr. Matt Close, (Non-Voting Faculty Advisory Representative)

Ms. Lisa W. Pompa contacted Board of Visitors Rector Marquett Smith prior to the meeting to inform him that a personal matter would prevent her from attending the meeting in person. Ms. Pompa participated by electronic communication from her temporary remote work location in California.

Committee Member Absent

Ms. Betsy D. Beamer

Board Members Present

Mr. Marquett Smith, Rector
Mr. Tyler W. Lester, Vice Rector
Ms. Joann S. Craig
Ms. Callie M. Dalton
Dr. Betty Jo Foster
Ms. Jennifer Wishon Gilbert
Mr. George Mendiola Jr.
Mr. David A. Smith
Mr. Jonathan Sweet
Mr. James C. Turk

Others Present

Dr. Bret Danilowicz, President
Dr. Bethany M. Usher, Provost and Senior Vice President for Academic Affairs

Dr. Dannette Beane, Vice President for Enrollment Management and Strategic Communications
Dr. Rob Hoover, Vice President for Finance and Administration
Dr. Angela Joyner, Vice President for Economic Development and Corporate Education
Dr. Susan Trageser, Vice President for Student Affairs
Ms. Penny Helms White, Vice President for Advancement and Alumni Relations
Ms. Karen Casteel, Secretary to the Board of Visitors and Special Assistant to the President
Ms. Susan Richardson, University Counsel

Call to Order

Ms. Jeanne Armentrout, Chair, formally called the meeting to order at 9:45 a.m. in Martin Hall Board Room on the campus of Radford University.

Approval of Agenda

Ms. Armentrout asked for a motion to approve the March 20, 2025 agenda. Mr. Dale Ardizzone so moved, Mr. William C. Davis seconded, and the motion was carried unanimously.

Approval of Minutes

Ms. Armentrout asked for a motion to approve December 5, 2024 minutes. Mr. William C. Davis so moved, Mr. Dale Ardizzone seconded, and the motion carried unanimously.

Academic Affairs Updates

Provost and Senior Vice President for Academic Affairs Bethany M. Usher delivered updates from across Academic Affairs. The key highlights of her presentation were:

- Points of Pride
 - Events
 - Awards
 - Research
 - Public Service
 - Nursing
- Two-Year Plan Updates
 - REAL/Gen Ed Reform Update (Shared by Dr. Matthew Close)
 - A Proposal for General Education
 - Experiential Learning and Student Outcomes (Shared by Dr. Jeanne Mekolichick)
 - RISE Quality Enhancement Plan (Shared by Dr. Jessica Stowell)
 - Increasing Retention and Progression Rates (Shared by Dr. Jerel Benton)
 - Banded Tuition Proposal
 - Adjust for 18 credits
- New Master of Science in Clinical Psychology (Shared by Dr. Jeffery Aspelmeier)

An update was given on the Dean Searches for the College of Humanities and Behavioral Sciences and for the College of Visual and Performing Arts. Both searches are being handled through the Office of the Provost and with the help of Buffkin Baker Search Firm.

Information Item

Provost Usher announced as an informational item the faculty members who were awarded promotions.

Recommendations and Action Items

Recommendation to Approve Faculty Tenure

Provost Usher discussed the Tenure Recommendations for 2025-26. Ms. Jeanne Armentrout asked for a motion to recommend to the full Board. Mr. Dale S. Ardizzone so moved, Mr. William C. Davis seconded, and the motion carried unanimously. A copy of the proposed resolution is attached hereto as *Attachment A* and is made a part hereof.

Recommendation to Approve M.S. in Clinical Psychology

Provost Usher discussed the recommendation to create a new Master of Science in Clinical Psychology. Ms. Jeanne Armentrout asked for a motion to recommend to the full Board. Mr. Dale Ardizzone so moved, Mr. William C. Davis seconded, and the motion carried unanimously. A copy of the proposed resolution is attached hereto as *Attachment B* and is made a part hereof.

Faculty Senate Report

A Faculty Senate Update was provided by Faculty Senate President, Dr. Matthew Close. Highlights from this report were:

- General Education Improvement
- Master of Science in Clinical Psychology
- Faculty Morale Surveys
- University Governance Internal Review/Reform (UIGRC)

Adjournment

Ms. Armentrout asked for a motion to adjourn the March 20, 2025, Academic Excellence and Student Success Committee Meeting. Mr. Dale Ardizzone so moved, Mr. William C. Davis seconded, and the motion was carried unanimously. The meeting was adjourned at 10:45 a.m.

Respectfully submitted,

Karen Montgomery

Executive Assistant to the Provost and Senior Vice President of Academic Affairs

**RADFORD UNIVERSITY
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE
MARCH 20, 2025**

RESOLUTION OF TENURE RECOMMENDATIONS

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 their 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>
Sandra Liss	Department of Physics

COLLEGE OF NURSING

<u>Name</u>	<u>Department</u>
Sara Simpson Brown	College of Nursing
Carey A Cole	College of Nursing

COLLEGE OF VISUAL AND PERFORMING ARTS

<u>Name</u>	<u>Department</u>
Bruce Parsons	Department of Design

DAVIS COLLEGE OF BUSINESS AND ECONI

<u>Name</u>	<u>Department</u>
Yiwen Li	Department of Accounting, Finance and Information Systems

WALDRON COLLEGE OF HEALTH AND HUMAN SERVICES

<u>Name</u>	<u>Department</u>
Kimberly Grimes Baskette	RUC-Department of Public Health & Healthcare Leadership
Thomas Scott Castor	RUC-Department of Public Health & Healthcare Leadership
Rebecca F McIntyre	RUC-Department of Public Health & Healthcare Leadership
Sarah E Rakes	School of Social Work
Stephen Michael Glass	RUC-Department of Physical Therapy
Kevin M Parcetich	RUC-Department of Physical Therapy
Kenneth Keith Gentry	Department of Occupational Therapy
Chase Raymond Poulsen	RUC-Department of Clinical Health Professions-Respiratory Therapy
Sara Linkenhoker Nicely	RUC-Department of Physician Assistant

THEREFORE, BE IT RESOLVED, that the Academic Excellence and Student Success Committee recommends that the Board of Visitors approve the faculty Tenure recommendations listed above to become effective the beginning of the 2025-2026 academic year.

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

MARCH 21, 2025

RESOLUTION TO CREATE A NEW MASTER OF SCIENCE (MS) IN CLINICAL PSYCHOLOGY DEGREE PROGRAM

WHEREAS, Faculty Senate approved the creation of the new Master of Science in Clinical Psychology degree program; and

WHEREAS, Southwest Virginia has a severe shortage of mental health resources. Thirty-eight counties and cities in the area, including Giles, Bland, Wythe, Galax City, Grayson, Smyth, Buchanan, Dickenson, Russell, and Tazewell Counties, are all designated as “High Need Mental Health Professional Shortage Areas.” Furthermore, Mental Health America ranks Virginia 34th in terms of access to mental health services; and

WHEREAS, jobs in the field of Clinical Psychology are expected to grow in Virginia at a rate of 9%, faster than the average for all occupations; and

WHEREAS, The American Psychological Association (APA) has developed guidelines and processes for the accreditation of master’s-level psychology programs that can lead to licensure, including Clinical Psychology, Counseling Psychology, and School Psychology. The APA Council on Accreditation (APA-COA) is finalizing these guidelines and processes and has initiated a pilot group of programs currently undergoing accreditation; Furthermore, the state legislature and Governor have granted the Virginia Board of Psychology (VABP) authority to license Psychological Practitioners who are graduates of master’s programs in Clinical and Counseling Psychology; and

WHEREAS, the new degree program is projected to have a net-neutral effect on the budget and be more cost effective than the PsyD program;

NOW, THEREFORE, BE IT RESOLVED, that the Academic Excellence and Student Success Committee recommends that the Board of Visitors approve the creation of the new Master of Science in Clinical Psychology degree;

BE IT FURTHER RESOLVED, that the President and/or designee(s) are hereby authorized to submit any and all documentation that may be required to receive approval of the new degree program to the State Council of Higher Education for Virginia (SCHEV) and the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

Selected text from the SCHEV Proposal

Duplication

There are currently no degree programs at the master's level using the 42.2801 CIP code in Virginia Public Institutions. This program would be the first of its kind in Virginia.

Relationship to and Effect on Existing Degree Programs

Radford University offers related programs: Counseling and Human Development, with two concentrations, clinical mental health counseling and school counseling (M.S.) and Social Work (MSW). Although there is overlap in behavioral health training, key distinctions exist. Historically, Radford's Psychology Department had a Clinical-Counseling concentration, preparing students for licensure as Licensed Professional Counselors (LPC). However, in 2009, the Virginia Board of Counseling changed its regulations regarding eligibility to become an LPC.

These changes made it impossible for students earning a Master's degree in psychology to obtain licensure as an LPC in Virginia. After years of unsuccessful applications and appeals by graduates of the program, it was for this reason that the Clinical-Counseling Psychology Master's concentration stopped admitting students in the Fall of 2019. At that point, the American Psychological Association (APA) was in the early stages of developing policies for accrediting Master's level mental health programs (clinical psychology, counseling psychology, and school psychology) but there was no timeline for the completion of that process. The hope was that the Clinical-Counseling concentration could be reactivated once a path to licensure for graduates of psychology Master's programs was established. However, the final version of the Master's-level accreditation requirements outlined by the APA and the guidance provided by the Virginia Board of Psychology could not be accommodated within the existing Clinical-Counseling Psychology concentration because of limitations on concentrations established by SCHEV (e.g., 50% overlap in coursework with other program concentrations). Instead, a separate program had to be established to meet accreditation, licensure, and SCHEV requirements. Additionally, when the Department of Psychology chose to discontinue the Doctor Psychology (Psy.D.) in Counseling Psychology Program, part of the intent was to redirect resources from the existing doctoral program to a Master's-level training program. The proposed Master's program is less resource intensive than the Psy.D. program, requiring fewer faculty and serving a larger number of fee-paying students.

Now, with APA accreditation for Master's programs and the Virginia Board of Psychology (BoP) authorizing licensure for Master's-level psychology graduates as Licensed Psychological Practitioners (LPP), a new program has been proposed. This program is distinct and cannot be accommodated as a concentration due to existing SCHEV limitations.

Program Distinctions:

- **Licensure:**
 - Counselor Education: LPC (Virginia Board of Counseling)
 - Social Work: LCSW (Virginia Board of Social Work)
 - Clinical Psychology: LPP (Virginia Board of Psychology)
- **Accreditation:**

- Counselor Education: Council for Accreditation of Counseling and Related Educational Programs
- Social Work: Council on Social Work Education
- Clinical Psychology: American Psychological Association Commission on Accreditation
- **Eligibility:**
 - Each program leads to distinct licensure, with graduates ineligible for the other licenses.
- **Orientation:**
 - Although all programs train behavioral health providers, they emphasize different approaches and opportunities.

Employment Outcomes:

- Clinical Psychology graduates may be most appropriate for research settings, hospitals, and federally qualified health centers.
- Counselor Education graduates may thrive in community mental health settings and schools.
- Social Work graduates work in various settings, including hospitals, community mental health, and government agencies.

The region's mental health professional shortage necessitates all three programs. The proposed program complements existing programs, enhances training options, and strengthens community impact. The Master of Science in Clinical Psychology program is designed to complement, not compete with, Radford University's existing Master of Social Work (MSW) and Counselor Education (M.S.) programs. No degree programs will close as a result of this initiative.

The proposed program will enhance the university's behavioral health training portfolio, offering a distinct path to licensure as a Licensed Psychological Practitioner (LPP), which is unavailable through existing programs. This differentiation will attract an additional applicant pool, potentially increasing overall enrollment in behavioral health programs.

The institution has analyzed the effect of student enrollment and determined that the program will not negatively impact the resources available to other degree programs. Collaborative opportunities for students and faculty across programs may increase, particularly in interdisciplinary training settings.

The historical co-existence of Radford's Master's in Clinical-Counseling Psychology with current programs, without incident, supports the expectation of a harmonious integration. The new program addresses a critical workforce need and provides a licensure pathway previously unavailable, further strengthening Radford's commitment to mental health education.

ROI

SCHEV has a new requirement that degree program proposals use "return on investment" from the Foundation for Research on Equal Opportunity at <https://freeopp.org/roi-landing/>. As there are no current programs of this nature in Virginia, there is no ROI data to report. The website also did not have any Doctoral Clinical Psychology programs in Virginia to use as comparison. Our existing master's in psychology degree has ROI numbers as follows:

Institution	Level	Field of Study	Earnings (1 year)	Earnings (10 years)	ROI (on time completion)	ROI (non-completion)
Radford University	Master's	Psychology, General	\$57,374	\$73,335	\$329,835	\$261,826

End of Board of Visitors Materials

