

# Board of Visitors

Quarterly Meeting  
June 6, 2025



**Radford**  
UNIVERSITY



Board of Visitors

Quarterly Meeting

9:00 a.m.\*\*

June 6, 2025

Kyle Hall, Room 340, Radford, VA

**DRAFT**  
**Agenda**

- **Call to Order and Opening Comments** Mr. Marquett Smith, *Rector*
- **Approval of Agenda** Mr. Marquett Smith, *Rector*
- **Approval of Minutes** Mr. Marquett Smith, *Rector*
  - March 21, 2025
- **Presentation** Dr. Kim Lane, *Professor of Chemistry*  
Joshua Czorapinski, *Biomedical Science and Chemistry Major, Junior*
- **President's Report** Dr. Bret Danilowicz, *President*
- **Strategic Plan 2026-2031 Update** Dr. Angela Joyner and Dr. Sharon Roger Hepburn, *Planning Committee Co-chairs*
  - Approval of Mission Statement
- **Academic Excellence and Student Success Committee** Ms. Betsy Beamer, *Vice Chair*
  - Report to the Board of Visitors
  - Approval of Teaching and Research Faculty Tenure
  - Approval of Changes to the Teaching and Research Faculty Handbook, Section 1.4.1.3 Faculty Issues Committee
  - Approval of Changes to the Teaching and Research Faculty Handbook, Section 1.8.4 Composition of Faculty Appeals Committees
  - Approval of Changes to the Teaching and Research Faculty Handbook, Section 1.9.5 Composition of Faculty Grievance Committee
  - Approval of the Creation of the Bachelor of Science in Applied Biotechnology Degree Program

- Approval of Resolution Honoring the Naming of the College of Business and Economics as the Sandra C. Davis and William C. Davis College of Business and Economics

- **Business Affairs and Audit Committee** Dr. Betty Jo Foster, *Chair*
  - Report to the Board of Visitors
  
- **Enrollment Management and Brand Equity Committee** Mrs. Jennifer Wishon Gilbert, *Chair*
  - Report to the Board of Visitors
  
- **External Engagement Committee** Ms. Lisa Pompa, *Chair*
  - Report to the Board of Visitors
  
- **Student Affairs and Athletics Committee** Mr. David A. Smith, *Chair*
  - Report to the Board of Visitors
  
- **Report on the Radford University Foundation** Ms. Joann Craig, *BOV Liaison to RU Foundation*
  
- **Report to the Board of Visitors from the Faculty Representative to the Board** Dr. Matthew Close, *Faculty Senate President*
  
- **Report to the Board of Visitors from the Student Representative to the Board** Mr. Onajae Edmund, *Student Representative to the Board of Visitors*
  
- **Closed Session** Mr. Marquett Smith, *Rector*  
 Virginia Freedom of Information Act  
 §2.2-3711(A) (1) and (8)
  
- **Action Items** Mr. Marquett Smith, *Rector*
  - Approval of Evaluation and Compensation
  - Approval to Adopt Bylaws
  - Approval to Suspend Bylaws – Officers
  - Approval of Restructuring the Athletic Program
  - Approval of Procedures for Tuition Notice and Public Comment
  - Approval of Resolutions
  
- **OTHER BUSINESS**
  
- **ANNOUNCEMENTS** Mr. Marquett Smith, *Rector*
  - **Meeting Dates**  
 July 20-22, 2025 Retreat  
 Sept. 11-12, 2025  
 Dec. 4-5, 2025

**2026 Dates**

Feb. 25, 2026 Budget Workshop (8:30 a.m.)

March 19-20, 2026

June 4-5, 2026

July 19-21, 2026, Retreat

Sept. 10-11, 2026

Dec. 3-4, 2026

- **ADJOURNMENT**

Mr. Marquett Smith, *Rector*

\*\*All start times are approximate only. The Board meeting either may begin before or after the listed approximate start time as Board members are ready to proceed.

**BOARD MEMBERS**

Mr. Marquett Smith, Rector

Mr. Tyler W. Lester, Vice Rector

Mr. Dale Ardizzone

Ms. Jeanne S. Armentrout

Ms. Betsy D. Beamer

Ms. Joann S. Craig

Ms. Callie Dalton

Mr. William C. Davis

Dr. Betty Jo Foster

Mrs. Jennifer Wishon Gilbert

Mr. George Mendiola, Jr.

Ms. Lisa W. Pompa

Mr. David A. Smith

Mr. Jonathan D. Sweet

Mr. James C. Turk

# Meeting Materials



**Radford**  
UNIVERSITY

**Radford University Board of Visitors  
Resolution**

**June 6, 2025**

**Approval of Mission Statement**

**WHEREAS**, Radford University has started the planning process for a new six-year strategic plan that will guide the direction of the institution through 2031; and

**WHEREAS**, as part of the planning process, the Mission Statement was reviewed and edited as it will serve as the foundation for the strategic plan; and

**WHEREAS**, the proposed Mission Statement is:

**Radford University: Empower Brighter Futures, Build Stronger Communities**

Radford University empowers lifelong success through inclusive education, innovation and collaboration. We foster personal growth, professional development and community impact while building strong partnerships and addressing societal needs;

**NOW THEREFORE BE IT RESOLVED**, the Radford University Board of Visitors hereby considers and passes this resolution to adopt the Radford University Mission Statement for further review and subsequent consideration by the State Council of Higher Education for Virginia and/or the Virginia General Assembly.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE  
JUNE 5, 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;

**COLLEGE OF VISUAL AND PERFORMING ARTS**

Name	Department
Rachel Williams	Department of Art

**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**

**JUNE 5, 2025**

**RESOLUTION TO AMEND THE  
TEACHING AND RESEARCH FACULTY HANDBOOK**

**WHEREAS**, all proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook; and

**WHEREAS**, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University; and

**WHEREAS**, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it; and

**WHEREAS**, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language; and

**WHEREAS**, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

**WHEREAS**, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors;

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

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[Motion to Update the Membership Composition of the Faculty Appeals Committee as described in Academic Governance at Radford University](#)

**Referred by:** Faculty Issues Committee

**MOTION:**

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (~~stricken through~~) in *Section 1.4.1.3 of the T & R Faculty Handbook*.

**1.4.1.3 Student Evaluations of Faculty**

For courses housed in departments, the Department Personnel Committee is responsible for the ~~administration, collection and delivery~~ **coordination** of the University-wide student evaluations forms for all teaching faculty in the department. **For courses not housed in departments (e.g., courses with a Women's Studies prefix), the Program Director is responsible for the coordination of the University-wide student evaluations. Evaluation results will be distributed electronically to the faculty member who is the subject of the evaluation, the faculty member's Department Chair, and the Chair of faculty member's Department Personnel Committee.** ~~The Personnel Committee is responsible for distribution of the results of student evaluations to the Department Chair and the faculty member who is the subject of the evaluation.~~ The University-wide form **student evaluation**, along with any department-specific additions, shall be considered the official source of student evaluation of teaching. However, use of this **evaluation form** does not preclude the use and report of additional assessments of teaching at the discretion of each faculty member.

~~For courses not housed in departments (e.g., courses with a Women's Studies prefix), the program director is responsible for the administration, collection and delivery of the Universitywide student evaluation forms for all instructors. The program director is responsible for distribution of the results of student evaluations to each instructor's Department Chair, if relevant, and to the faculty member who is the subject of the evaluation. The University wide form, along with any program specific additions, shall be considered the official source of student evaluation of teaching. However, use of this form does not preclude the use and report of additional assessments of teaching at the discretion of each faculty member.~~

**Procedures:**

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~~ **Department Personnel Committee** or course supervisor shall determine who is responsible for ~~administering~~ **facilitating** the course evaluations. Under no circumstances shall the actual instructor of the course ~~administer~~ **facilitate** their own evaluations.
3. ~~For All 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.~~ **All evaluations administered in the classroom, the packet of evaluations given to faculty must include the standard university wide instruction statement (see below). The statement addresses the conditions under which the evaluations are conducted, how they should be completed by students, and why they are important.**

To ensure standardized administration of student evaluations, ~~PLEASE READ THE FOLLOWING TO THE CLASS~~ **(do not omit or add anything):**

**~~For all evaluations: Please read this before you begin.~~**

*Student evaluations are an important part of each faculty member's overall evaluation. Professors will use comments you make to help them improve their teaching and classroom procedures. You are asked to be honest, professional, and thoughtful in your responses. Please be professional in your evaluation. Offensive comments (whether related to race, gender, age, disability, or culture) reflect poorly on you as an individual and on the Radford University community as a whole. This is not an image that we support or encourage. No discussions should take place while you are completing the evaluation: each student provides his/her independent assessment of the course and the instructor.*

*These evaluations are entirely confidential and they cannot be traced back to the people who complete them. Instructors will not see the results of these evaluations until after course grades have been submitted. Your comments are very important; consider them carefully.*

## Schedules

The schedules for administration of student evaluations are as follows.

- a. Tenured faculty: The Personnel Committee shall ~~administer~~ **coordinate** student evaluations:
  - during the second ~~semester~~ **term** that a tenured faculty member teaches a course, in all sections of that course
  - whenever the most recent evaluations for that course and instructor are more than five ~~semesters~~ **terms** old
- b. All other faculty, **including both full-time and adjunct faculty**: ~~s~~Student evaluations shall be ~~conducted~~ **coordinated** by the Personnel Committee ~~in~~ **for** all courses, ~~every semester~~.

Exceptions to these cycles of student evaluations may be made under the following circumstances.

- a. A faculty member may request that the Personnel Committee ~~conduct~~ **coordinate** student evaluations **to be conducted** in their own courses more frequently.
- b. The President, Provost, Dean, or Chair may request, in writing, that the Personnel Committee ~~conduct~~ **coordinate** student evaluations **to be conducted** for a specific faculty member during any semester or summer session. This provision is not meant to be invoked to cover all faculty or any department's or college's faculty as a whole.

## Distribution and Archiving of Results

The Chair of the Personnel Committee shall insure ~~distribution~~ of numerical and subjective summary data for an evaluated course **is available** to both the faculty member and the Department Chair within 10 days after this material is made available by the Office of ~~Academic Assessment~~ **Institutional Effectiveness and Quality Improvement**.

Summaries of data from student evaluations ~~collected by the Personnel Committee~~ shall be kept by the Chair of the Personnel Committee for 7 years after collection, ~~either in printed or electronic form~~. Original data collection forms, including scan sheets and comments sheets, shall be kept for at least 1

~~year after data collection. All records no longer retained by the department shall be returned to the faculty member.~~

### **Complaint Procedures for Prejudicial Evaluations**

If a faculty member concludes that comments in the student evaluation data point to the presence of prejudicial evaluations, ~~under current E.E.O.C definitions of “prejudicial,”~~ he or she has ~~they have~~ the right to request the actual copies of the evaluations (not the summary statistics). ~~“Prejudicial” as defined by the E.E.O.C. refers to language and actions “based on stereotypes or assumptions about the abilities, traits, or performance of individuals of a certain sex, race, age, religion, or ethnic group, or individuals with disabilities.”~~ Following receipt of the evaluations, the faculty member may ask for a meeting with the ~~department~~ **Department** chair **Chair** and the chair of the ~~personnel~~ **Personnel** committee **Committee**. If review of the evaluation comments concludes that the evaluations are prejudicial, those evaluations ~~sheets~~ will be removed from the completed ~~forms~~ **evaluations** and the statistics ~~must~~ **will** then be recalculated using the remaining evaluations. If the issue remains unresolved after this meeting, the faculty member may then appeal to the Dean. If this does not lead to resolution of the complaint, the next step is to bring the appeal to the Faculty Appeals committee. These strategies for recourse are necessary and important given the role of student evaluation data in making decisions determining reappointment, tenure, promotion and merit awards.

### **RATIONALE:**

This motion seeks to update handbook language to match current procedures for Student Evaluations of Faculty.

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

**JUNE 5, 2025**

**RESOLUTION TO AMEND THE  
TEACHING AND RESEARCH FACULTY HANDBOOK**

**WHEREAS**, all proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook; and

**WHEREAS**, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University; and

**WHEREAS**, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it; and

**WHEREAS**, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language; and

**WHEREAS**, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

**WHEREAS**, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Radford University hereby approves in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.8.4;** **Faculty Appeals** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

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[Motion to Update the Membership Composition of the Faculty Appeals Committee as described in Academic Governance at Radford University](#)

**Referred by:** Governance Committee

**Motion 25-26.01:** The Faculty Senate approves the addition of language (red type) and the deletion of language (stricken through) in the Membership Composition of the **Faculty Appeals Committee** in Section 1.8.4 of the *Radford University Teaching and Research Faculty Handbook*.

#### **1.8.4 Composition of Faculty Appeals Committees**

The Faculty Appeals Committee shall consist of ~~ten elected tenured faculty members~~ **one elected tenured faculty member from each academic college**. Representation is as follows: ~~three~~ **one** representatives elected from the College of Humanities and Behavioral Sciences, one from the College of Business and Economics, one from the College of Education and Human Development, one from the College of Visual and Performing Arts, ~~two~~ **one** from the College of Science and Technology, ~~and~~ one from the Waldron College of Health and Human Services, **and one from the College of Nursing**. ~~One~~ **Two** tenured faculty members will be ~~elected~~ **selected** at-large by the ~~University faculty~~ **Faculty Senate Executive Council**.

One alternate member shall be elected to the committee from each college. Colleges should establish procedures to ensure that the alternate is not from the same department as the elected member who may temporarily be replaced. Alternates should be those faculty who received the second highest number of votes and are members of a Department other than that in which the committee member elected serves. ~~One~~ **Two** alternate members shall be ~~selected~~ **selected** for the at-large faculty representatives. ~~This~~ **These** shall be ~~the faculty who received the second highest number of votes in the at large election and who is a~~ members of a departments other than ~~that~~ **in from** which the elected at-large members serves.

**Rationale:** In 2024, the School of Nursing was elevated to the College of Nursing which requires a reallocation of seats in the Faculty Appeals Committee to include a member from nursing and an alternate. The 2024-2025 Faculty Senate approved a motion to change the Faculty Appeals Committee composition in the *Internal Governance at Radford University* document, and this *Teaching and Research Faculty Handbook* change follows those approved changes to ensure agreement between the two documents.

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

**JUNE 5, 2025**

**RESOLUTION TO AMEND THE  
TEACHING AND RESEARCH FACULTY HANDBOOK**

**WHEREAS**, all proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook; and

**WHEREAS**, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University; and

**WHEREAS**, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it; and

**WHEREAS**, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language; and

**WHEREAS**, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

**WHEREAS**, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Radford University hereby approves in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.9.5: Faculty Grievances** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

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[Motion to Update the Membership Composition of the Faculty Appeals Committee as described in Academic Governance at Radford University](#)

**Referred by:** Governance Committee

**Motion 25-26.02:** The Faculty Senate approves the addition of language (red type) and the deletion of language (stricken through) in the Membership Composition of the **Faculty Grievance Committee** in section 1.9.5 of *the Radford University Teaching and Research Faculty Handbook*.

### **1.9.5 Composition of Faculty Grievance Committee**

The Faculty Grievance Committee shall consist of ~~ten~~ **one** elected tenured faculty members. Representation is as follows: ~~three representatives elected from the College of Humanities and Behavioral Sciences, one from the College of Business and Economics, one from the College of Education and Human Development, one from the College of Visual and Performing Arts, two from the College of Science and Technology, and one from the Waldron College of Health and Human Services~~ **from each academic college**. ~~One~~ **Two** ~~tenured~~ **tenured** faculty members will be selected at-large by the University faculty **Faculty Senate Executive Council**.

Elected members and alternates will serve three-year terms. The terms should be staggered so that each year one-third of the members are elected. Members may serve more than one term. One alternate member shall be elected to the committee from each college. Colleges should establish procedures to ensure that the alternate is not from the same department as the elected member who may temporarily be replaced. Alternates should be those faculty who received the second highest number of votes and are members of a Department other than that in which the committee member elected serves. ~~One~~ **Two** alternate members shall be selected for the at-large faculty representative. ~~This~~ These shall be the faculty who received the second highest number of votes in the at-large election and who is are a members of a departments other than that in which the elected at-large members serves.

**Rationale:** In 2024, the School of Nursing was elevated to the College of Nursing which requires a reallocation of seats in the Faculty Grievance Committee to include a member from Nursing and an alternate. The 2024-2025 Faculty Senate approved a motion to change the Faculty Grievance Committee composition in the *Internal Governance at Radford University* document, and this *Teaching and Research Faculty Handbook* change follows those approved changes to ensure agreement between the two documents.

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

**JUNE 5, 2025**

**RESOLUTION TO CREATE A NEW BACHELOR OF SCIENCE (B.S.) IN APPLIED  
BIOTECHNOLOGY DEGREE PROGRAM**

**WHEREAS**, Faculty Senate approved the creation of the new Bachelor of Science in Applied Biotechnology degree program; and

**WHEREAS**, Southwest Virginia, especially in the Roanoke Valley, is promoting a vision of becoming a biotechnology corridor. Radford University intends to expand its footprint in Roanoke to help support that vision; and

**WHEREAS**, Virginia Western Community College in Roanoke launched a biotechnology associates degree in 2023 and Virginia Tech has a vibrant graduate program at the Fralin Institute in Roanoke. Thus, there exists an opportunity to fill the gap by providing an avenue for students with an associate's degree to obtain a bachelor's degree that can provide entry into industry or an advanced degree; and

**WHEREAS**, jobs in the field of biotechnology are expected to grow in Virginia at a rate of 7.3% and there are 10 jobs in Virginia in related occupations for every graduate from a related degree program in Virginia; and

**WHEREAS**, biotechnology industry leaders have expressed a need for new employees to have a background in science and instrumentation and, especially, industry regulations and intellectual property protection; and

**WHEREAS**, the new degree program is projected to have a minimal effect on the budget;

**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 Bachelor of Science in Applied Biotechnology 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 is currently only one degree program at the bachelor's level using the 26.1201 CIP code in Virginia Public Institutions, namely at James Madison University.

### **Relationship to and Effect on Existing Degree Programs**

Radford University offers an array of Bachelor of Sciences degrees in the physical and biological sciences. The closest degree program is the B.S. in Biology. The current Bachelor's degree in Biomedical Sciences is slated to be terminated, with a biomedical sciences concentration added to the biology degree. All of the physical and biological science degree programs offered at main campus of Radford University include a research component, whether as part of a class and/or directly supervised by a faculty mentor.

The proposed Applied Biotechnology degree will be offered as a two-year junior and senior program exclusively in Roanoke. It is designed for transfer students from a community college, particularly Virginia Western, or for students who begin at main campus. The curriculum includes some advanced biotechnology instrumentation and techniques with a strong focus on industry and government regulations, best practices, and intellectual property. A key component is the required internship, which can take advantage of the growing presence of biotechnology companies in the Roanoke and New River Valleys and research programs at Virginia Tech. This curriculum complements the programs at main campus, offering an alternative, more professional-oriented degree, that may prove enticing for health science students who find the more research-oriented degree programs to be less of interest.

### **Program Distinctions:**

- **Accreditation:**
  - None applicable
  
- **Certificates:**
  - There are a number of certificate opportunities that can be combined or incorporated into the program. We will explore those that best complement the program and offer significant value to our students. Examples include Institutional Review Board (IRB), Institutional Animal Care and Use Committee (IACUC), Good Clinical Practice (GCP), Good Laboratory Practice (GLP), Good Manufacturing Practice (GMP), and Biosecurity and Biosafety.

### **Employment Outcomes:**

- Graduates from the Applied Biotechnology program will be very well prepared for entry-level positions in a laboratory in the biotechnology, pharmaceutical, or chemical manufacturing industries. They will be trained in best practices, regulation, and intellectual property issues that are distinct from any other program in our region.

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, especially once the new facility in Roanoke is completed.

## 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 so few current programs of this nature in Virginia, there is no ROI data to report. These are the ROI data for public institutions in other states with Bachelor degree programs in Biotechnology:

State	Institution	Earnings 1 year after completion	Earnings 10 years after completion	Return on investment (assuming on-time graduation)	Return on investment (including risk of dropping out)
CA	California State Polytechnic University-Pomona	43,449	87,614	987,064	617,241
CA	California State University-Northridge	40,399	80,580	851,517	418,894
CA	California State University-San Marcos	43,449	72,226	616,977	266,873
CA	University of California-Davis	50,236	94,278	1,170,750	974,330
KY	University of Kentucky	27,351	48,151	52,368	-12,597
MA	Worcester State University	51,692	89,181	1,013,735	705,151
NE	University of Nebraska at Omaha	39,724	65,193	411,693	240,319
NJ	Rutgers University-New Brunswick	48,246	92,482	1,006,588	891,253
TX	University of Houston	36,481	77,233	727,668	429,005
UT	Utah Valley University	45,862	74,751	574,495	137,851

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

**JUNE 5, 2025**

**RESOLUTION TO HONOR THE NAMING OF THE  
COLLEGE OF BUSINESS AND ECONOMICS  
AS THE**

**SANDRA C. DAVIS AND WILLIAM C. DAVIS COLLEGE OF BUSINESS AND ECONOMICS**

**WHEREAS**, Sandra C. Davis and William C. “Jack” Davis have demonstrated exceptional leadership, philanthropy, and commitment to higher education and the advancement of Radford University; and

**WHEREAS**, Mrs. Davis, a successful entrepreneur and alumna of the University of Virginia’s School of Bank Management, co-founded BCR Property Management in 1981 and has made a lasting impact on the New River Valley community through her business, civic involvement, and service; and

**WHEREAS**, Mrs. Davis and her late husband, Patrick D. Cupp, were long-term and generous supporters of Radford University, whose contributions helped to establish the Patrick D. Cupp Stadium and resulted in the creation of scholarships at Radford University in his memory; and

**WHEREAS**, Mr. Davis is a distinguished historian and retired professor at Virginia Tech, where he directed the Virginia Center for Civil War Studies and was twice nominated for the Pulitzer Prize in History, and where he authored or edited more than 40 books and numerous screenplays; and

**WHEREAS**, the Davises are esteemed members of the philanthropic community, having served on numerous boards and steering committees, including Radford University’s TOGETHER Campaign Steering Committee, and are recognized members of the President’s Circle at Radford; and

**WHEREAS**, in 2018, Sandy and Jack Davis made a transformational commitment of \$8 million to Radford University in support of student scholarships in the College of Visual and Performing Arts and the College of Business and Economics, leading to the naming of the Sandra C. Davis and William C. Davis College of Business and Economics and the Sandra C. Davis and William C. Davis Performance Hall in the Covington Center; and

**WHEREAS**, the Davises’ gift is one of the most significant in Radford University’s history and exemplifies their belief in the power of education, the importance of student support, and their long-standing dedication to the University’s mission; and

**WHEREAS**, Mrs. Davis has further demonstrated her commitment to Radford University through her service as a former member of the Board of Visitors and her ongoing involvement in university events, campaigns, and community initiatives, including her leadership in the New River Valley region, where she was recognized as Citizen of the Valley in 2024;

**WHEREAS**, Mr. Davis has further demonstrated his commitment to Radford University through his service as a current member of the Board of Visitors;

**NOW, THEREFORE, BE IT RESOLVED**, that the Radford University Board of Visitors formally recognizes and honors Sandra C. Davis and William C. Davis for their outstanding contributions to the University and the broader community; and

**BE IT FURTHER RESOLVED**, that the Board recognizes the official naming of the **Sandra C. Davis and William C. Davis College of Business and Economics** as a lasting tribute to their extraordinary generosity, leadership, and impact on generations of students to come.

**Adopted this 6th day of June 2025**



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# Faculty Morale Survey 2024

Prepared by : Dr. Matthew Close, President of the  
Faculty Senate and members of the Faculty Senate  
Campus Environment Committee

# Outline



I. Background on Faculty Morale Surveys

II. Information about the 2024 Faculty Morale Survey

III. 2024 Results, Trends and Next Steps

# Background



- Teaching, Research and Service
  - “Satisfaction” largely depends on ability to do teaching, research and service effectively which are all dependent on **institutional support** for these endeavors
- University Governance
  - Faculty satisfaction with **university governance** also plays a role in faculty job satisfaction
- Faculty Retention and Recruitment

# Background



- Collaborative on Academic Careers in Higher Education (COACHE)
  - “This survey offers academic affairs administrators unique insights into the faculty experience. The survey captures faculty sentiment with regard to teaching, service and research, tenure and promotion, departmental engagement and collegiality, and other aspects of the academic workplace.”
  - Allows for comparisons with data from self-selected peer institutions
- Faculty Morale Survey (Radford University)
  - Annual survey of faculty job satisfaction based on faculty perceptions
  - Questions are not identical to COACHE but some of the major areas questions seek to address are similar



# Information on the 2024 FMS

# FMS 2024 Information



- Sent Spring 2024
- 272 Respondents (~64% based on 422 Full-Time T&R Faculty)
- 6 Demographic Items
- 55 Likert Scale Items
- 9 Open-Ended Items

# FMS 2024 Demographics



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- Position (Full Professor, Instructor...)
- Status (Tenure, Tenure-Track, Special Purpose...)
- College
- Site
- Number of years at RU

# FMS 2024 Areas



- School/Chair – No Open-ended items
- College/Dean – No Open-ended items
- Perception of Provost
- Perception of President
- Perception of Board of Visitors
- Perception of Faculty Senate
- Perception of Campus Environment
- Perception of Work Environment
- Overall Satisfaction
- Perception of RU and RUC Integration – No Likert Scale Items
- Other Thoughts – No Likert Scale Items

# FMS 2024 Quantitative Analysis



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- Likert Scale:
  - 1 – Strongly Disagree
  - 2 – Disagree
  - 3 – Neutral / Neither Agree nor Disagree
  - 4 – Agree
  - 5 – Strongly Agree

**Table 3. Questions about the College and Dean**

	2014	2015	2017	2018	2020	2021	2023	2024	2024 sdev	2024 dist.
COL1. My work environment is collegial at the college level.	3.74	3.83	3.74	3.84	4.06	4.06	3.79	3.85	1.043	
COL2. I am given the opportunity to participate in decisions that affect me in my college.	3.26	3.34	3.10	3.25	3.35	3.32	3.27	3.41	1.259	
COL3. My Dean keeps me well informed of matters important to faculty.	3.59	3.67	3.36	3.61	3.63	3.66	3.65	3.65	1.224	
COL4. I believe the Dean does all they can to meet the needs of my college.	3.53	3.67	3.38	3.53	3.76	3.79	3.80	3.80	1.145	
COL5. I am satisfied with the leadership of my college Dean.	3.65	3.70	3.46	3.62	3.66	3.82	3.77	3.75	1.228	
COL6. I believe my Dean values my opinion.	3.58	3.63	3.35	3.56	3.64	3.83	3.73	3.67	1.302	
COL7. I am satisfied with the diversity of faculty in my college.	*	*	*	*	3.52	3.00	3.19	3.36	1.131	

# FMS 2024-Quantitative Analysis



- Red – Significant Decrease from 2023
- Green – Significant Increase from 2023

**Table 2. Questions about the Department/School**

	2014	2015	2017	2018	2020	2021	2023	2024	2024 sdev	2024 dist.
DEP1. My work environment is collegial at the department level.	4.04	4.11	4.00	4.06	4.10	4.05	3.83	3.90	1.275	
DEP2. I am given the opportunity to participate in decisions that affect me in my department.	3.85	4.02	3.69	4.00	4.07	3.98	3.88	3.88	1.325	
DEP3. My Chair keeps me well informed of matters important to faculty.	4.13	4.21	3.97	4.17	4.07	4.14	4.00	4.05	1.239	
DEP4. I am satisfied with the leadership of my department Chair.	4.09	4.06	3.88	3.98	3.78	3.99	3.89	3.83	1.390	
DEP5. I believe my Chair values my opinion.	4.16	4.18	3.93	4.06	3.99	4.11	4.11	3.92	1.370	
DEP7. I believe my Chair does all they can to meet the needs of my department.	*	*	*	*	4.02	4.10	4.00	3.37	1.301	

# FMS 2024-Quantitative Analysis



- Red – Significant Decrease from 2023
- Green – Significant Increase from 2023

**Table 4. Questions about the Provost**

	2014	2015	2017	2018	2020	2021	2023	2024	2024 sdev	2024 dist
PROV1. The Provost keeps me well informed on matters important to faculty.	2.68	2.75	3.18	3.15	3.35	3.15	2.44	3.16	1.166	
PROV2. I believe the Provost does all they can to meet the needs of my college.	3.08	2.89	3.28	3.14	3.42	3.29	2.52	2.91	1.163	
PROV3. I believe the Provost values faculty opinion.	3.24	2.93	3.38	3.17	3.43	3.50	2.43	2.81	1.264	
PROV4. I am satisfied with the leadership of the Provost.	3.33	3.00	3.46	3.23	3.53	3.46	2.49	2.97	1.239	
PROV5. I believe the Provost responds to inquiries from faculty in a timely manner.	3.13	2.87	3.31	3.08	3.38	3.32	2.71	3.17	1.292	

# FMS 2024-Qualitative Analysis

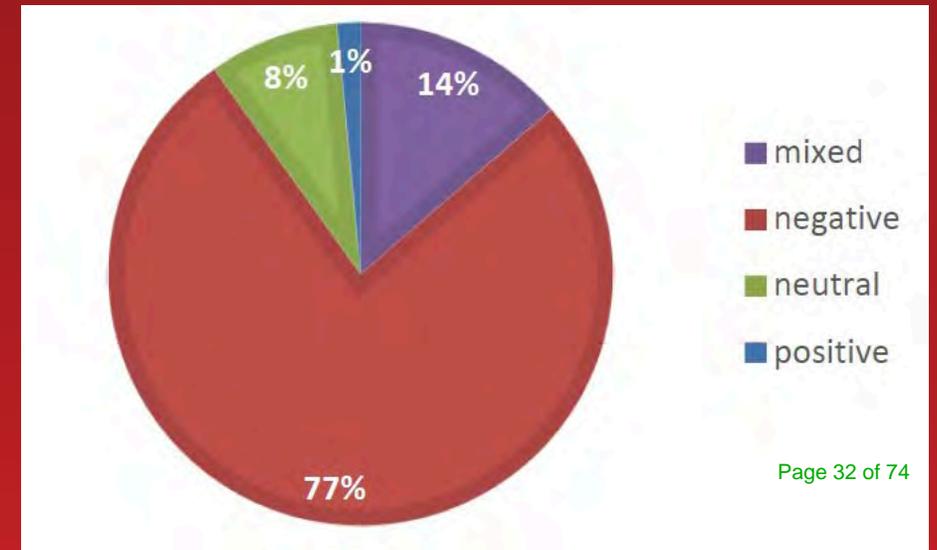


- Each of the 9 opened-ended items were coded
  - Positive, Negative, Neutral, Mix
  - Open-coding with themes and sub themes

Sample Table of Summary of Qualitative Analysis of a Question Responses

THEME AND SUBTHEMES	% (n=73)	THEME SUMMARY
Sample Theme 1 <ul style="list-style-type: none"> <li>• Sample subtheme 1</li> <li>• Sample subtheme 2</li> <li>• Sample subtheme 3</li> </ul>	77%	These negative comments are really nothing more than a sample of things that would summarize the themes and subthemes of a set of responses for the qualitative analysis questions. They are entirely fabricated to fill in this table and provide a sample
Sample Theme 2 <ul style="list-style-type: none"> <li>• Sample subtheme 1</li> <li>• Sample subtheme 2</li> </ul>	14%	These mixed comments are really nothing more than a sample of things that would summarize the themes and subthemes of a set of responses for the qualitative analysis questions. They are entirely fabricated to fill in this table and provide a sample.
Sample Theme 3 <ul style="list-style-type: none"> <li>• Sample subtheme 1</li> <li>• Sample subtheme 2</li> <li>• Sample subtheme 3</li> </ul>	8%	These positive comments are really nothing more than a sample of things that would summarize the themes and subthemes of a set of responses for the qualitative analysis questions. They are entirely fabricated to fill in this table and provide a sample.

Sample pie chart representing summary of analysis for that question





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# FMS 2024 Quantitative Results, Trends and Next Steps

# FMS 2024 Results- Department/School



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**Table 2. Questions about the Department/School**

	2014	2015	2017	2018	2020	2021	2023	2024	2024 sdev	2024 dist.
DEP1. My work environment is collegial at the department level.	4.04	4.11	4.00	4.06	4.10	4.05	3.83	3.90	1.275	
DEP2. I am given the opportunity to participate in decisions that affect me in my department.	3.85	4.02	3.69	4.00	4.07	3.98	3.88	3.88	1.325	
DEP3. My Chair keeps me well informed of matters important to faculty.	4.13	4.21	3.97	4.17	4.07	4.14	4.00	4.05	1.239	
DEP4. I am satisfied with the leadership of my department Chair.	4.09	4.06	3.88	3.98	3.78	3.99	3.89	3.83	1.390	
DEP5. I believe my Chair values my opinion.	4.16	4.18	3.93	4.06	3.99	4.11	4.11	3.92	1.370	
DEP7. I believe my Chair does all they can to meet the needs of my department.	*	*	*	*	4.02	4.10	4.00	3.37	1.301	

# FMS 2024 Results-College and Dean



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**Table 3. Questions about the College and Dean**

	2014	2015	2017	2018	2020	2021	2023	2024	2024 sdev	2024 dist.
COL1. My work environment is collegial at the college level.	3.74	3.83	3.74	3.84	4.06	4.06	3.79	3.85	1.043	
COL2. I am given the opportunity to participate in decisions that affect me in my college.	3.26	3.34	3.10	3.25	3.35	3.32	3.27	3.41	1.259	
COL3. My Dean keeps me well informed of matters important to faculty.	3.59	3.67	3.36	3.61	3.63	3.66	3.65	3.65	1.224	
COL4. I believe the Dean does all they can to meet the needs of my college.	3.53	3.67	3.38	3.53	3.76	3.79	3.80	3.80	1.145	
COL5. I am satisfied with the leadership of my college Dean.	3.65	3.70	3.46	3.62	3.66	3.82	3.77	3.75	1.228	
COL6. I believe my Dean values my opinion.	3.58	3.63	3.35	3.56	3.64	3.83	3.73	3.67	1.302	
COL7. I am satisfied with the diversity of faculty in my college.	*	*	*	*	3.52	3.00	3.19	3.36	1.131	

# FMS 2024 Results-Provost



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**Table 4. Questions about the Provost**

	2014	2015	2017	2018	2020	2021	2023	2024	2024 sdev	2024 dist
PROV1. The Provost keeps me well informed on matters important to faculty.	2.68	2.75	3.18	3.15	3.35	3.15	2.44	3.16	1.166	
PROV2. I believe the Provost does all they can to meet the needs of my college.	3.08	2.89	3.28	3.14	3.42	3.29	2.52	2.91	1.163	
PROV3. I believe the Provost values faculty opinion.	3.24	2.93	3.38	3.17	3.43	3.50	2.43	2.81	1.264	
PROV4. I am satisfied with the leadership of the Provost.	3.33	3.00	3.46	3.23	3.53	3.46	2.49	2.97	1.239	
PROV5. I believe the Provost responds to inquiries from faculty in a timely manner.	3.13	2.87	3.31	3.08	3.38	3.32	2.71	3.17	1.292	

# FMS 2024 Results-President



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**Table 5. Questions about the President**

	2014	2015	2017	2018	2020	2021	2023	2024	2024 sdev	2024 dist
PRES1. The President keeps me well informed on matters important to faculty.	*	*	*	*	3.64	3.16	3.41	3.48	.974	
PRES2. I believe the President does all they can to meet the needs of my college.	2.59	2.79	3.81	3.66	3.40	2.86	3.22	3.43	1.025	
PRES3. I believe the President values faculty opinion.	2.22	2.32	3.78	3.43	3.32	2.88	3.40	3.46	1.069	
PRES4. I am satisfied with the leadership of the President.	2.43	2.57	3.88	3.62	3.55	3.07	3.46	3.66	1.067	
PRES5. I believe the President responds to inquiries from faculty in a timely manner.	2.58	2.51	3.45	3.31	3.50	3.09	3.34	3.43	.992	

# FMS 2024 Results-Board of Visitors



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**Table 6. Question about the Board of Visitors**

	2014	2015	2017	2018	2020	2021	2023	2024	2024 sdev	2024 dist
BOV1. I am satisfied with the leadership of the Board of Visitors.	2.53	2.57	3.00	3.30	3.13	2.54	2.97	3.19	.907	

# FMS 2024 Results-Faculty Senate



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**Table 7. Questions about the Faculty Senate**

	2014	2015	2017	2018	2020	2021	2023	2024	2024 sdev	2024 dist
SEN1. The Faculty Senate keeps me well informed on matters important to faculty.	*	*	*	*	4.27	4.08	3.90	3.96	.999	
SEN3. I believe the Faculty Senate does all it can to represent faculty opinion.	3.58	3.48	3.60	3.73	4.07	3.71	3.67	3.63	1.201	
SEN5. I believe the Faculty Senate responds to inquiries from the faculty in a timely manner.	*	*	*	*	4.02	3.83	3.64	3.61	1.069	

# FMS 2024 Results-Campus Environment



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**Table 8. Questions about the Campus Environment**

	2014	2015	2017	2018	2020	2021	2023	2024	2024 sdev	2024 dist
ENV1. The University facilitates my professional development.	3.26	3.55	3.37	3.64	3.60	3.62	3.38	3.52	1.188	
ENV2. The University provides the technology needed to do my job well.	*	*	*	*	3.95	3.98	3.77	3.77	1.110	
ENV3. The University provides other equipment and materials needed to do my job well.	3.38	3.53	3.46	3.45	3.75	3.87	3.71	3.77	1.015	
ENV4. The University's bureaucratic procedures are reasonable.	2.07	2.04	2.14	2.24	2.52	2.44	2.24	2.49	1.070	
ENV5. The University provides sufficient support for student research opportunities.	3.13	3.44	3.42	3.42	3.63	3.63	3.42	3.69	.988	
ENV6. My workload is reasonable.	2.77	2.86	2.95	2.97	3.31	2.99	2.83	2.86	1.193	
ENV7. My office is adequate for my needs.	3.69	3.81	3.90	4.10	4.28	4.29	4.11	4.10	.957	
ENV8. The classrooms where I typically teach are conducive to learning.	3.61	3.62	3.63	3.38	3.58	3.61	3.66	3.59	1.078	
ENV9. The University has family-friendly employee benefits.	3.17	3.46	3.46	3.73	3.82	3.72	3.74	3.79	.978	
ENV10. The University offers programs to help invest/manage my finances effectively.	3.18	3.24	3.15	3.51	3.66	3.60	3.50	3.51	.918	
ENV11. I am satisfied with my base salary.	2.09	2.33	2.43	2.61	2.71	2.55	2.53	2.71	1.194	
ENV12. The University provides good health benefits.	3.64	3.86	3.80	4.00	4.23	4.21	4.24	4.15	.866	
ENV13. My overall compensation package is competitive.	*	*	*	*	2.98	2.80	2.80	2.95	1.193	
ENV14. The University engages in sufficient sustainability initiatives.	*	*	*	*	3.53	3.50	3.20	3.33	.965	
ENV15. College and University awards to recognize faculty achievement are adequate.	*	*	*	*	3.20	3.26	3.14	3.20	1.081	
ENV16. The University provides sufficient support for faculty diversity and inclusion initiatives.	*	*	*	*	3.41	3.14	3.25	3.23	1.078	

# FMS 2024 Results-Overall Satisfaction



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**Table 9. Questions about Overall Satisfaction at Radford University.**

	2014	2015	2017	2018	2020	2021	2023	2024	2024 sdev	2024 dist
SAT1. My Radford colleagues express a positive attitude about the state of the university.	2.51	2.55	2.99	3.01	3.04	2.57	2.25	2.67	1.148	
SAT2. I am satisfied with the current state of the University.	2.56	2.68	3.02	3.00	3.12	2.58	2.25	2.71	1.112	
SAT3. I believe the University has a positive image in the local and regional community.	2.90	2.98	3.16	3.16	3.45	3.19	2.83	3.22	1.033	
SAT4. I believe the University helps me to succeed in my profession.	*	*	*	*	3.53	3.26	3.16	3.24	1.137	
SAT5. I believe that my teaching activities are valued here.	*	*	*	*	3.82	3.58	3.55	3.53	1.209	
SAT6. I believe that my research activities are valued here.	*	*	*	*	3.31	3.14	3.02	3.07	1.168	
SAT7. I believe that my service activities are valued here.	*	*	*	*	3.63	3.39	3.20	3.27	1.218	
SAT8. The future of this University is important to me.	4.50	4.56	4.52	4.53	4.53	4.55	4.51	4.46	.835	
SAT9. If I had it to do over again, I would still choose this University.	3.36	3.58	3.69	3.69	3.82	3.50	3.39	3.43	1.245	
SAT10. I believe morale among faculty is positive.	2.40	2.49	2.91	2.89	2.87	2.36	2.19	2.46	1.179	
SAT11. I am proud to be part of this University.	*	*	*	*	3.97	3.63	3.57	3.67	1.066	
SAT12. Overall, I am satisfied with my job.	3.25	3.47	3.60	3.56	3.81	3.42	3.35	3.35	1.118	

# FMS 2024 Survey-Next Steps



- Communication of Results
- Identify Areas of Improvement
  - Faculty Senate
  - University Administration
  - Board of Visitors
- Make Changes
- Reassess

## Continuous Improvement



# Acknowledgements



- 2024-2025 Campus Environment Committee: Kimberly Baskette, Mike Chatham, **Jake Fox**, Sarah Kennedy, **Michelle Lenhart**, Inessa Plekhanova, **Rachel Rotert**, Rachel Santos, and Ryan Smith.
- Office of Institutional Effectiveness and Quality Improvement

# Questions?



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2023-2024 FMS Quantitative and Qualitative Results:

<https://www.radford.edu/faculty-senate/documents/report-of-the-2024-fms-v3-04-06-2025.pdf>

# Student Representative Report



Board of Visitors

June 6, 2025

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# Student Engagement Challenges

- Overcommitment and burnout
- Lack of Awareness
- Financial barriers
- Cultural and identity gaps



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# Ways to Improve Student Engagement



- Peer to Peer reach out
- Incentives for participation
- Continue to support and invest in student-led initiatives like *Illuminate*

# Student Rep suggestions



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- Structured student feedback
- Foster a good relationship with SGA and other student organizations
- Connect with other BOV Reps in the Commonwealth
- Junior Shadow



# This Amazing Experience



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# Thank You

**Radford University Board of Visitors  
Resolution**

**Performance Plan for 2024-2025  
President Bret Danilowicz**

**Now Therefore Be It Resolved**, that the Board of Visitors hereby approves payment for the completion of President Bret Danilowicz's 2024-2025 Performance Plan, as discussed in closed session on June 6, 2025, and that said performance plan pursuant to Section E of the Employment Agreement with President Bret Danilowicz, dated December 7, 2021, is considered a personnel record.

**Radford University Board of Visitors  
Resolution**

**Adopt Bylaws**

**June 6, 2025**

**WHEREAS**, Code of Virginia §2.2-3708.3(D), amended by the General Assembly in 2024, requires the Board of Visitors to adopt, at least once annually, the Bylaws or a policy that complies with the requirements within the Code section for members participating remotely or for all-virtual meetings;

**THEREFORE BE IT RESOLVED** that the Board of Visitors approves the current Bylaws, specifically Section 3 (E) Individual Member(s) Participation via Electronic Communications and Section 3 (F) All-Virtual Meetings as written and acknowledges they meet the stated requirements.

**Radford University Board of Visitors  
Resolution**

**June 6, 2025**

**Suspension of Bylaws – Officers**

**Now Therefore Be It Resolved**, the Board of Visitors hereby suspends Section 4(B) of its Bylaws as it relates to the timeline for nominations and elections of officers for 2025-2026. The approved suspension of this specific section will allow the nominations and elections process to take place at a later date than prescribed by the Board of Visitors Bylaws.

**Radford University Board of Visitors  
Resolution**

**June 6, 2025**

**Restructuring of Athletic Program**

**WHEREAS**, Radford University has a proud tradition of competing in collegiate athletics as a member of the Big South Conference; and

**WHEREAS**, Radford University Athletics Department is restructuring its athletics program with the intent to grow its NCAA Division I intercollegiate program by offering high-quality sports that appeal to a greater number of student-athletes; and

**WHEREAS**, the restructuring includes three steps: establishing distance-focused intercollegiate men's indoor and outdoor track and field programs for the 2025-26 academic year, creating women's flag football as a club sport in fall 2025, and discontinuing the intercollegiate men's and women's tennis programs; and

**WHEREAS**, the decision to discontinue tennis at Radford University was a difficult decision as the tennis student-athletes have admirably represented Radford University since 1974;

**NOW THEREFORE BE IT RESOLVED**, the Radford University Board of Visitors approves the restructuring of the athletics program as outlined above.

## Radford University Board of Visitors

### Procedures for Tuition Notice and Public Comment

In accordance with Code of Virginia, §23.1-307(D) and (E), Radford University will provide public notice at least 30 days prior to considering an increase of undergraduate tuition or mandatory fees. The public notice will also identify a date, time and location for a Budget Presentation to be followed by a time period for public comment. The notice will also include guidelines for providing public comment.

- The Budget Presentation and Public Comment Session will be scheduled to allow for sufficient time for both the presentation and public comment. The timeframe may vary depending on the amount of information to be presented and anticipated number of speakers.
- The public can sign up to speak at the Public Comment Session by emailing [bov@radford.edu](mailto:bov@radford.edu). This is available from the time of public notice until noon the day prior to the Public Comment Session.
- Written comments may be sent to [tuition@radford.edu](mailto:tuition@radford.edu). This is available from the time of public notice until three days prior to vote to allow time for compiling information and making copies to be available to the Board members.
- A written copy of the comments is requested, but not required.
- Anyone who has not signed up to speak by the deadline may sign-in at the Public Comment Session. If time permits, they will be given an opportunity to speak.
- At least three Board of Visitors members will be in attendance, either virtually or in person.

Adopted: December 6, 2019

# Minutes



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Board of Visitors

Quarterly Meeting  
9:00 a.m.\*\*  
March 21, 2025  
Kyle Hall, Room 340, Radford, VA

**DRAFT**  
**MINUTES**

**Board Members Present**

Mr. Marquett Smith, Rector  
Mr. Tyler W. Lester, Vice Rector  
Mr. Dale Ardizzone  
Ms. Jeanne S. Armentrout  
Ms. Joann S. Craig  
Ms. Callie Dalton  
Mr. William C. Davis  
Dr. Betty Jo Foster  
Mrs. Jennifer Wishon Gilbert  
Mr. George Mendiola, Jr.  
Ms. Lisa W. Pompa, via Zoom  
Mr. David A. Smith  
Mr. Jonathan D. Sweet  
Mr. James C. Turk, arrived at 12:05 p.m.  
Dr. Matthew Close, Faculty Representative (Non-voting Advisory Member)  
Mr. Onajae Edmund, Student Representative (Non-voting Advisory Member)

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.

**Board Member Absent**

Ms. Betsy D. Beamer

**Others Present**

Dr. Bret Danilowicz, President  
Ms. Karen Castele, Secretary to the Board of Visitors and Special Assistant to the President  
Dr. Dannette Gomez 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

Ms. Susan Richardson, University Counsel  
Dr. Susan Trageser, Vice President for Student Affairs  
Dr. Bethany Usher, Provost and Senior Vice President for Academic Affairs  
Ms. Penny Helms White, Vice President for Advancement and Alumni Relations

### **Call to Order**

Rector Marquett Smith called the quarterly meeting of the Radford University Board of Visitors to order at 9:00 a.m. in Room 340 in Kyle Hall. Rector Smith welcomed everyone to the meeting and expressed his appreciation for the hard work preparing for the meetings.

### **Approval of Agenda**

Rector Smith asked for a motion to approve the Board of Visitors meeting agenda for March 21, 2025, as published. Ms. Jeanne Armentrout so moved, Dr. Betty Jo Foster seconded, and the motion carried unanimously.

### **Approval of Minutes**

Rector Smith asked for a motion to approve the December 6, 2024 minutes of the Board of Visitors meeting. Ms. Joann Craig so moved, Mr. David Smith seconded, and the motion carried with Mr. Jonathan Sweet abstaining.

### **The Radford Experience**

Students Ella Woods and Wynter O'Toole shared their respective stories about the positive experience each had during the annual Advocacy Day in Richmond on January 29 and 30, 2025.

### **President's Report**

President Bret Danilowicz provided a report to the Board of Visitors on recent university activities. A copy of the report is attached hereto as *Attachment A* and is made a part hereof.

### **Government Relations Update**

Executive Director of Government Relations and Strategic Initiatives Lisa Ghidotti provided an update on the 2025 General Assembly session and bills, the federal government's impact on Virginia, the upcoming statewide races and the Radford University Government Relations Internship Program.

### **Strategic Plan 2026-2031 Update**

Strategic Planning Committee Co-chairs Dr. Angela Joyner and Dr. Sharon Roger Hepburn provided an update to the Board of Visitors including an overview of the process, common themes heard thus far through the process, draft mission and vision statements, draft core values and next steps. The Board of Visitors will be updated again in June and the plan will be voted on at the December 2025 meeting.

### **Report from the Academic Excellence and Research Committee**

Ms. Jeanne Armentrout stated that the Committee met on March 20, 2025 and shared the Committee heard an update from Provost and Senior Vice President for Academic Affairs Bethany M. Usher who provided recent activities and points of pride. The Committee also heard updates on the two-year plan goals, including general education, experiential learning and student outcomes, RISE Quality Enhancement Plan, increasing retention and progression rates and the banded tuition proposal.

Faculty Representative to the Board of Visitors Matthew Close reported on recent Faculty Senate motions and the current work of the Senate.

### **Action Items**

#### **Approval of Faculty Tenure**

Ms. Armentrout reviewed the proposed action item with the Board of Visitors. Following discussion,

Rector Smith asked for a motion to approve the resolution. Mrs. Jennifer Wishon Gilbert so moved, Mr. William C. Davis seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment B*** and is made a part hereof.

#### **Approval of M.S. in Clinical Psychology**

Ms. Armentrout reviewed the proposed action item with the Board of Visitors. Following discussion, Rector Smith asked for a motion to approve the resolution. Dr. Betty Jo Foster so moved, Ms. Joann Craig seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment C*** and is made a part hereof.

#### **Report from the Business Affairs and Audit Committee**

Dr. Betty Jo Foster stated that the Committee met on March 20, 2025, and shared the Committee heard from the Auditor of Public Accounts David Rasnic regarding the ongoing audit of the University's FY 2024 financial statements and the Independent Accountants' Report on Applying Agreed-Upon Procedures Performed on the Intercollegiate Athletics Program as required by the NCAA. University Auditor Margaret McManus presented an oral report on the December 2024 quarterly review of the University Discretionary Fund. She also presented an Information Risk Assessment report on Building Infrastructure Systems, an audit report on FY 2024 University Cash Fund Reviews, and a follow-up audit status report. Vice President Rob Hoover provided an update regarding detailed planning, next steps and the timeline for the Roanoke building plan.

#### **Action Items**

##### **Approval of Resolution Certifying Compliance with the Radford University Debt Management Policy**

Dr. Foster reviewed the proposed action item with the Board of Visitors. Following discussion, Rector Smith asked for a motion to approve the resolution. Mr. George Mendiola so moved, Ms. Joann Craig seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment D*** and is made a part hereof.

##### **Approval of Resolution for 2025-26 Tuition and Fees**

Dr. Foster reviewed the proposed action item with the Board of Visitors. Following discussion, Rector Smith asked for a motion to approve the resolution. Ms. Joann Craig so moved, Mr. Dale Ardizzone seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment E*** and is made a part hereof.

#### **Report from the Enrollment Management and Brand Equity Committee**

Mrs. Jennifer Wishon Gilbert stated that the Committee met on March 20, 2025 and the Committee first heard from Associate Vice President for Strategic Communications David E. Perryman who gave a summary of the Perception Study results. He also provided an update on the website analytics and the Radford University Communications Plan.

Vice President Dannette Gomez Beane provided Enrollment Management update, including the spring census numbers show overall enrollment growth with much of the growth in new students in the fall and retention across all populations. Fall to spring retention and graduation of students reached 94% which is the highest since 2018. Over 75 programs have been submitted to Transfer Virginia to be included in the transfer pathways to align more efforts with the state community college system which improves the transferability of credits to Radford University. Applications to graduate programs are also up by 23% with much of the growth in applications to the Physician Assistant program, school and clinical mental health counseling, social work, data and information systems and criminal justice.

### **Report from the External Engagement Committee**

Ms. Lisa Pompa stated that the Committee met on March 20, 2025 and Vice President for Economic Development and Corporate Education Angela Joyner provided an update on the IMPACT Lab action plan for growing non-traditional enrollment and associated revenue. Vice President Joyner announced that IMPACT credit-bearing offerings will transition to Academic Affairs. Non-credit courses will remain within the Economic Development and Corporate Education division and will be incorporated into the continuing education portfolio. The Certification Center officially launched as an authorized Pearson Vue testing center on February 15. Ongoing partnership efforts have resulted in increased work-based learning opportunities, expanded faculty speaking engagements and new collaborative projects, including the Disrupt Up AI Conference, Health Sciences Talent Summit and Regional Talent Summit hosted with Onward NRV.

Ms. Pompa reported that Vice President for Advancement and Alumni Relations Penny Helms White shared the FY25 fundraising totals. As of February 28, a total of \$7.5 million has been secured. Additionally, Rad48 was one of the most successful athletic crowdfunding campaigns to date. Launched at noon on February 4 and closing at noon on February 6, the campaign saw a 43% increase in donors and received gifts from all 50 states. She shared a gap analysis for the division was completed to guide future efforts. As part of the feasibility study for a future athletic campaign, athletic fundraising will be a top priority. In collaboration with Huron GG+A, a draft case statement has been developed for Athletic Fundraising. Vice President White shared the importance of gift planning. Noting that a redesign of the gift planning website will be relaunched in April. A total of \$3.6 million in planned gifts has been documented this fiscal year - the second-highest amount recorded in the past seven years.

### **Report from the Student Affairs and Athletics Committee**

Mr. David Smith stated that the Committee met on March 20, 2025 with Student Government Association President Jada Freeman providing an update on the programs and initiatives the Executive Board, Senate and Cabinet Staff members have planned and collaborated on for the spring semester. Senate continues its legislative work related to safety initiatives and resources through an edition of inSTALLments. The Event Planning Committee is working to raise awareness of Radford University's Career Closet by hosting a Fashion Show.

Mr. David Smith stated that Abbi Green and Meridythe Witt provided an update on their experiences as the Radford University representatives on the State Council of Higher Education for Virginia (SCHEV) Student Advisory Committee this year.

Mr. Smith shared that Vice President for Student Affairs Susan Trageser provided an update on the Division's progress of the Student Employment Initiative. The work on this Enrollment Stabilizing tactic of the two-year goal remains on track toward intended targets. Students employed across the Division of Student Affairs in fall 2024 were retained at 98.4%: 4% higher than the incredibly strong all-campus retention rate of 94%. Vice President Trageser reported that Career and Talent Development has partnered with Student Affairs to launch the initiative campus-wide in the fall.

### **Report from the Radford University Foundation**

Ms. Joann Craig, Representative to the Radford University Foundation Board of Directors, provided an update on recent Foundation news and activities. Ms. Craig reported that the Foundation Board met on the past Wednesday. She shared that a copy of the Foundation's 2024 Audit is available upon request and provided a copy of the 2024-25 Foundation Annual Report. She reported that a group of SMIPO students will be going to NYC in early April. The visit will include stops at the BNY Mellon Office and Goldman Sachs. BNY Mellon manages most of the Foundation's investments, and Goldman Sachs has a senior employee who is a Radford alumnus. Dr. Abhay Kaushik, Carter Turner and John Cox will join the group. The Foundation's Executive Committee continues to function as the search committee for [page 65 of 74](#)

position, and they expect to have an announcement this spring. The Committee is chaired by the Foundation Board Chair, Jay Kenslow. Ms. Craig distributed an asset summary report, attached hereto as **Attachment F** and made a part hereof.

**Report from the Student Representative on the Board**

Student Representative to the Board Onajae Edmund shared his continuing work on his mission and objectives of empowering students academically and professionally, providing the tools and skills to properly network, focus on mental health, work on financial literacy and adapt to different circumstances, and creating a space for dialogue and cultural celebration. He provided an overview of the Illuminate Black Student Empowerment Conference that he planned and coordinated.

**Closed Session**

Rector Smith requested a motion to move into closed session. Mr. Tyler Lester made the motion that the Radford University Board of Visitors convene a closed session pursuant to **Section 2.2-3711 (A) Items 1, 2 and 8** under the Virginia Freedom of Information Act for the discussion of personnel matters, more specifically related to the president’s employment agreement and performance plan, the discussion of scholastic records, more specifically interviews of student representative candidates and for consultation with legal counsel. Mrs. Jennifer Wishon Gilbert seconded. With all in favor, the Board of Visitors went into closed session at 10:55 a.m.

**RECONVENED SESSION**

Following closed session, public access to the meeting was reconnected. Rector Smith called the meeting to order at 12:55 p.m. On the motion made by Mr. Tyler Lester and seconded by Mrs. Jennifer Wishon Gilbert, 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.

Roll Call	Vote
Mr. Tyler Lester	Yes
Mr. Dale Ardizzone	Yes
Ms. Jeanne Armentrout	Yes
Ms. Joann S. Craig	Yes
Ms. Callie Dalton	Yes
Mr. William C. Davis	Yes
Dr. Betty Jo Foster	Yes
Mrs. Jennifer Wishon Gilbert	Yes
Mr. George Mendiola	Yes
Ms. Lisa Pompa	Yes
Mr. David A Smith	Yes
Mr. Jonathan Sweet	Yes
Mr. James Turk	Abstained
Mr. Marquett Smith	Yes

## **Other Business**

### **Election of Non-Voting Advisory Student Representative to the Board of Visitors for 2025-2026**

Rector Marquett Smith asked for a motion to elect Dominika Butler to serve as the Non-voting Advisory Student Representative to the Board of Visitors for 2025-26. Mr. David Smith so moved, Dr. Betty Jo Foster seconded, and the motion carried unanimously.

### **Upcoming Call for Nominations for Rector and Vice Rector**

Rector Smith stated that he had named Mr. David Smith as Chair of the Nominating Committee and asked Mr. Smith to share more information about the process. Mr. David Smith shared that Ms. Betsy Beamer and Mr. Dale Ardizzone have agreed to serve on the Nominating Committee and shared the importance of the process as well as the roles of these positions. Mr. David Smith stated he will have a call for nominations, which will stay open for 10 days. The Nominating Committee will bring a slate of nominations for consideration to the June Board of Visitors meeting. Mr. David Smith recognized the outstanding work of the current Rector, Marquett Smith and the current Vice Rector, Tyler Lester.

## **Resolution**

Rector Smith stated that the Board of Visitors is reinforcing Radford University's commitment to the Commonwealth and federal government. Rector Smith asked Vice Rector Tyler Lester to read a resolution for consideration by the Board of Visitors. Vice Rector Lester stated that before the Board is a DEI-related resolution stating that Radford University is in compliance with state and federal laws, as well as recent federal directives and that the University is committed to continuing the work to remain in full compliance. Following the reading of the resolution, Rector Smith asked for a motion to approve. Ms. Jeanne Armentrout so moved, Dr. Betty Jo Foster seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment G*** and is made a part hereof.

## **ANNOUNCEMENTS**

### **2025 Dates**

June 5-6, 2025

July 20-22, 2025 Retreat

Sept. 11-12, 2025

Dec. 4-5, 2025

## **ADJOURNMENT**

With no further business to come before the Board, Rector Smith adjourned the meeting at 1:04 p.m.

Respectfully submitted,

Karen Castele

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

**Board of Visitors Remarks  
President Bret Danilowicz  
March 21, 2025**

In beginning my report, I'd like to start with addressing the topic of diversity, equity, and inclusion (DEI) as this has been a national and state focus in recent months.

There have been several executive orders from the President of the United States along with guidance through a U.S. Department of Education "Dear Colleague" letter concerning the administration of DEI at any organization that receives Federal funding. Radford University receives federal funding largely through PELL grants to our students. We have reviewed the executive orders and "Dear Colleague" letter, and we believe we are already broadly in compliance with the stated expectations of those orders and letter.

To place our review in context, we have received some guidance from the attorney general's office, kept informed through SCHEV and leadership at other Virginia universities, so we are not proceeding without advice, and we were evaluating the implications of these orders in the most informed way possible.

Through audits of websites and other materials, we are working to ensure all communications, programs, and practices are compliant with these federal directives.

For placing these in the context of Radford University, it is our deeply held value across the institution that we support all students in being successful without discriminating against anyone or any group. In fact, our mission states that we are dedicated to the creation and dissemination of knowledge, empowering students from diverse backgrounds by providing transformative educational experiences, within and beyond the classroom. That is a constructive mission and not discriminatory in focus.

I cannot speak to the years prior to the 1960s, but in recent decades RU has not used race/color/country of origin in admissions or other administrative processes.

All of our organizations, programs and events have always been intended to be open to all students and we will make sure to promote that they are in fact open to all students.

Secretary Guidera's guidance stated that, "Adherence to federal law and the provision of a school environment free from discrimination for every student remains paramount" which is consistent with our beliefs, our mission, and our functioning as an institution of higher education.

We will continue to audit our systems and educate our community proactively to ensure we remain in compliance with current Federal and State requirements and any future changes to those laws.

**Moving my report towards university performance areas-**

As you heard through committee meetings yesterday, we are making significant leaps forward on all aspects of university operations. While I will take the opportunity to mention some of these accomplishments this morning, those are not my accomplishments. It is through the work of a great leadership team and employees across this remarkable university that have made such significant

strides possible, and they deserve to feel incredibly proud of what they have accomplished to elevate the success of our students. I want to extend my personal appreciation to all Highlander Employees for making these achievements possible.

### **Enrollment**

In previous board meetings, I've said that the best predictor that we have for the next enrollment class is deposits. At this point last year, overall new freshman deposits were up more than 25% over the previous year. Our year-over-year increase this year is 22%, and 43% ahead of where we were at this time in fall 2023. Again, there is always a caveat that we don't know where these numbers will be until students are in their seats in August, but this is a second straight year where new freshmen enrollment is on a sharp upward trend.

This weekend's Highlander Day, when prospective students visit campus, is Radford University's largest ever. So big in fact we had to cap visitors and are now directing additional interested families to visit on a future weekend instead. This is a good problem to have.

Our honors applications are up, showing improvement in quality of applicants as well. Up 52% on honors applications (from 67 to 102), and 17% on deposited honors students (from 71 to 83). So many applicants for honors that we have had to freeze further admissions to honors. Another good problem to have.

### **Student Success**

We have also made very strong progress in our retention and graduation rates. Undergraduates were retained for spring 2025 or graduated in fall 2024 at a rate of 94%, the university's highest rate since 2019.

Rates of employment Radford University graduates are soaring. From the first destination survey, of all undergraduates and graduate students combined (2024 vs. 2023 cohorts), total placement of all Radford graduates increased to 93.36%, and graduates seeking employment dropped to 6.64%. Those are great numbers and appear to be another new record for the university.

Our high-quality academic programs, close relationships between students and faculty, and access to impactful work-based learning appear to be making a difference.

### **Strategic Planning**

The Strategic Planning Committee continues its work towards the goal of presenting a complete draft plan for the quarterly meeting in September. Our second community touchpoint in the planning process occurred this week, during Town Halls held March 18 on the main campus and on March 19 in Roanoke which included a look at draft mission and vision statements and core values. Later in our agenda, co-chairs Angela Joyner and Sharon Roger Hepburn will share additional details on the committee's progress to date.

### **Government Relations/Legislative Session**

This was the 25th year of Radford University's Advocacy Day, which remains one of the longest student-led advocacy events among Virginia public institutions.

55 individuals – including students, staff members and many of our board members – took part in Advocacy Day 2025 activities in Richmond January 29 and 30. Along with our typical Advocacy Day activities, this year's program also included a visit from Governor Glenn Youngkin, who was gracious

with his time and comments to our students. Radford University also received a commending resolution, read in both chambers, recognizing our 25 years of Advocacy Day. We appreciate the contributions of all students and all participants in this year's Advocacy Day.

Lisa Ghidotti will offer a more detailed state and federal Government Relations update shortly.

I do want to personally state that we are greatly appreciative of the partnership that Radford University has with our state delegation, including Senators Hackworth and Suetterlein, and Delegates Ballard and Rasoul.

### **Establishing a Center for Rural Health Sciences in Roanoke**

As we are preparing to consolidate operations in a single health sciences academic facility in Roanoke for which the state budget includes detailed planning funds, we intend to establish a Center for Health Sciences focused on addressing rural health disparities in Virginia that would be housed in the new facility.

Radford University will become the first public institution in the commonwealth with a dedicated center focused on the improvement of rural health outcomes.

The largest health disparities exist in rural parts of Virginia, and this center will create a plan for the state which is focused on developing the talent needed to overcome these challenges.

The Center will recruit students from rural Virginia, have its clinical placements/internships in rural Virginia, with the goal of then retaining these talented graduates as providers in these locations.

The Center will be more than a Radford-only facility. Our intention is to invite universities with programs in health disciplines that we do not currently offer to open satellite programs in the facility focused on rural health necessary to close gaps in rural healthcare.

### **Athletics Updates**

During the February 26 virtual meeting and budget workshop, it was announced that Radford University will be opting in to the proposed terms of the House vs. NCAA class action settlement. Among other changes, this will provide the athletics program with the flexibility to begin sharing revenues directly with student-athletes starting in the 2025-26 academic year.

By opting in to the House settlement terms, Radford University will have to comply with NCAA-mandated roster size limits, which would mean a total decrease of 27 roster spots from this year's totals. We can offset this loss with a targeted increase in roster spots for several teams, including men's and women's cross country, women's indoor and outdoor track and field, and women's lacrosse.

The terms of the House settlement should be finalized on April 7, the date of its final hearing.

On Sunday, we officially welcomed Zach Chu as the ninth coach in Radford men's basketball history. Zach brings a modern, data-driven philosophy of building successful basketball teams to Radford University. His past coaches, in unison, voiced that Zach has not only the tactical and analytical skills needed to help players excel on both offense and defense, but is also an effective teacher and relationship builder who will connect with future Highlanders.

I'll leave other points of pride in athletics to Committee Chair Smith during his Student Affairs and Athletics Committee report

## **Additional University Updates**

### **Leadership search updates (CHBS, CVPA)**

The College of Humanities and Behavioral Sciences has reached the finalist phase of its search for a new dean. Two candidates interviewed with us this week, and two more candidates will interview next week.

The College of Visual and Performing Arts is on a similar timeline for its dean search. Four finalists have been identified, and interviews have been scheduled, beginning next Thursday through April 10.

### **Future of Talent Summit**

Last Thursday, Radford University hosted the second annual Future of Talent Summit at the Artis Center, which brought together local economic organizations, business leaders, local governments and higher education institutions to shape regional workforce strategies for Southwest Virginia. This year's summit theme, *Turning Data into Action*, highlighted the role that data analytics plays in shaping collaborative workforce development strategies, especially those aimed at attracting and retaining top talent in our region.

Last year's Future of Talent Summit was held in the Roanoke Valley, and this year's summit was held in the New River Valley to spotlight the region's emergence as one of the fastest-growing economies in the commonwealth. The summit came to our campus thanks to the efforts of Vice President Joyner and Nichole Hair of the Economic Development and Corporate Education division. It was held in the Artis Center and wow did participants love the Arts Center!

### **Recent academic pride points**

Eminent Professor of Anthropological Sciences, Dr. Donna Boyd, was deployed by the U.S. National Disaster Medical System, Disaster Mortuary Operational Response Team (DMORT) to assist with the collision emergency response in the Jan. 29 collision between American Airlines Flight 5342 and an Army helicopter over the Potomac River near Reagan National Airport. Boyd joined the District of Columbia Office of the Chief Medical Examiner (DC OCME) to lead in the four-day mission to recover and identify victims of the crash. I thank her for her leadership in service through that tragedy.

The Mock Trial team, led by Don Martin, J.D., completed its most decorated season ever. In addition to getting accepted into three invitational tournaments, the team competed in the American Mock Trial Association (AMTA) Charlotte regional in February, where Adam Hamze, Sarah Norman, and Talia Wilson were selected for the competition's Outstanding Witness Awards. Additionally, Radford's team earned the Spirit of AMTA Award, which is given to the team that best exemplifies the ideals of honesty, civility and fair play. They brought our Culture of Care to life at the tournament. Radford then earned a berth into the opening round of the 2025 AMTA national championship, as one of just 18 institutions to compete in a tournament bracket in South Carolina this past weekend.

Reflecting on the past few months, Radford University has achieved extraordinary outcomes in a very short window of time. Students and employees deserve to feel proud of the accomplishments that they have achieved and of the culture of care they are building to support the success of every Highlander.

**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**

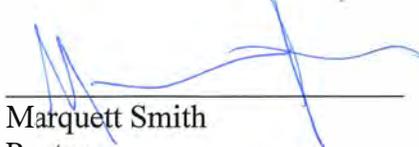
<u>Name</u>	<u>Department</u>
Yiwen Li	Department of Accounting, Finance and Information Systems

**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.

Adopted: March 21, 2025

  
\_\_\_\_\_  
Marquett Smith  
Rector  
Board of Visitors

  
\_\_\_\_\_  
Karen Castele  
Secretary to the Board of Visitors  
Radford University

**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 34<sup>th</sup> 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).

Adopted: March 21, 2025

  
Marquett Smith  
Rector  
Board of Visitors

  
Karen Castele  
Secretary to the Board of Visitors  
Radford University

**Radford University Board of Visitors  
Resolution  
Compliance with Debt Management Policy**

**WHEREAS**, the 2005 Session of the General Assembly adopted, and the Governor signed, legislation that provides Radford University and all other public colleges and universities in the Commonwealth the opportunity to attain certain authority and autonomy to manage its academic and administrative affairs more efficiently and effectively through implementation of the Restructured Higher Education Financial and Administrative Operations Act, and

**WHEREAS**, on June 30, 2005, the Radford University Board of Visitors approved a Resolution of Commitment allowing the University to exercise restructured financial and operational authority as identified in the Restructuring Act, and

**WHEREAS**, the Governor has established financial and management measures on which annual assessment and certification of institutional performance will be evaluated, and

**WHEREAS**, the financial and management measures require the Radford University Board of Visitors to approve a Debt Management Policy, and

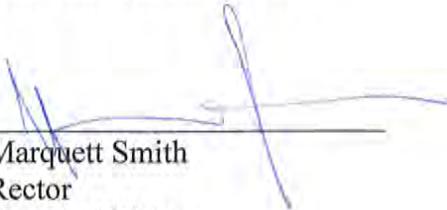
**WHEREAS**, the Radford University Board of Visitors approved such Debt Management Policy at its March 30, 2007, meeting; revisions to this policy were approved by the Board of Visitors at its August 23, 2007, November 12, 2010, and February 8, 2012 meetings, and

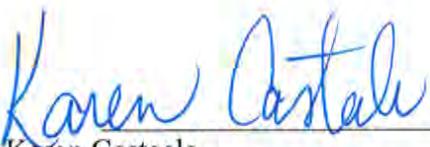
**WHEREAS**, Schedule A demonstrates that the University meets the requirements outlined in the Debt Management Policy; and

**WHEREAS**, the Board of Visitors must annually certify Radford University's compliance with the approved Debt Management Policy to the Secretary of Finance for the Commonwealth of Virginia;

**NOW, THEREFORE, BE IT RESOLVED**, this resolution approved by the Radford University Board of Visitors certifies that the University is in compliance with its Debt Management Policy.

Adopted: March 21, 2025

  
\_\_\_\_\_  
Marquett Smith  
Rector  
Board of Visitors

  
\_\_\_\_\_  
Karen Castele  
Secretary to the Board of Visitors  
Radford University

**RADFORD UNIVERSITY BOARD OF VISITORS**  
**March 21, 2025**

**Action Item**  
**Recommendation for 2025-26 Tuition and Fees**

**NOW, THEREFORE, BE IT RESOLVED** that the Radford University Board of Visitors approves tuition and fees for the 2025-26 academic year as reflected in the Summary of Proposed 2025-26 Tuition and Fees beginning with the Fall 2025 semester and thereafter until otherwise adjusted by the Board of Visitors.

Adopted: March 21, 2025



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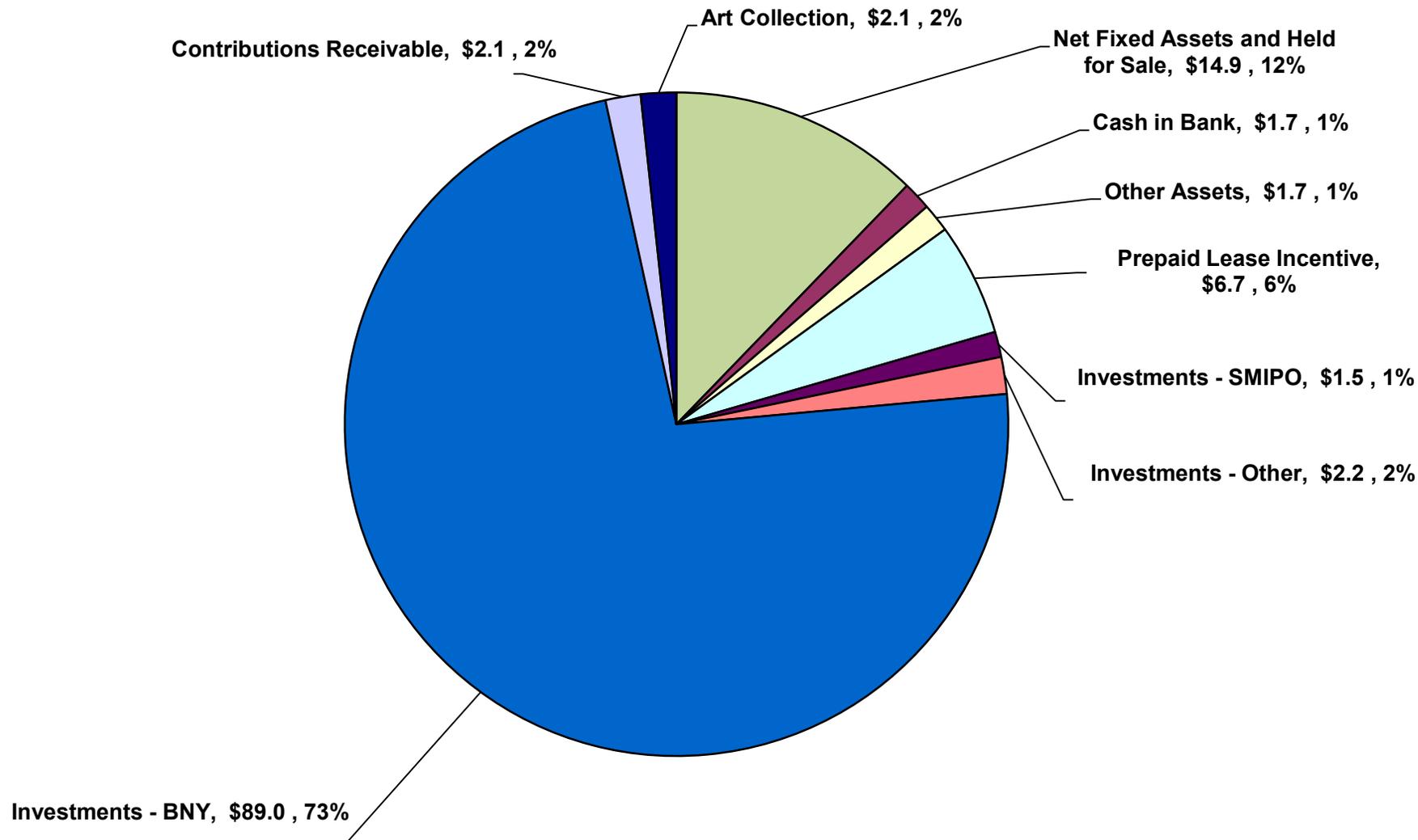
Marquett Smith  
Rector  
Board of Visitors



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Radford University

# Radford University Foundation Asset Composition as of 12/31/2024



(in millions)  
**Total Assets: \$121.9M**

**RESOLUTION OF RADFORD UNIVERSITY SUPPORTING AN ENVIRONMENT  
FREE FROM DISCRIMINATION**

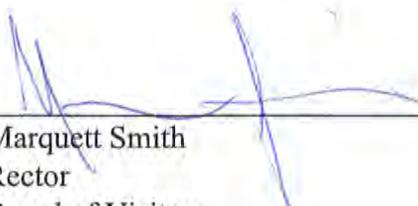
WHEREAS, Radford University's mission statement provides that it is dedicated to the creation and dissemination of knowledge, empowering students from diverse backgrounds by providing transformative educational experiences, within and beyond the classroom. As an inclusive university community, Radford University specializes in cultivating relationships among students, faculty, staff, alumni and other partners, and in providing a culture of service, support and engagement; and

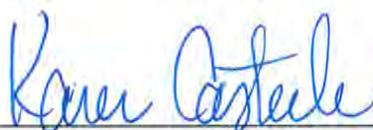
WHEREAS, consistent with the January 21, 2025 Executive Order issued by President Donald J. Trump entitled "Ending Illegal Discrimination and Restoring Merit-Based Opportunity," Radford University is committed to adhering to the non-discrimination obligations of institutions receiving federal funds by explaining and reiterating existing legal requirements under Title VI of the Civil Rights Act of 1964, the Equal Protection Clause of the U.S. Constitution, and other federal civil rights laws; and

BE IT RESOLVED, the Radford University Board of Visitors will continue to ensure that only University programs, policies, procedures, and actions that are in compliance with the above-referenced Executive Order and federal and state laws will be sustained. This includes, but is not limited to, admissions, hiring, promotion, compensation, financial aid, scholarships, prizes, administrative support, discipline, housing, graduation ceremonies, and all other aspects of student, academic, and campus life.

BE IT FINALLY RESOLVED, the President shall update the Board of Visitors on compliance with this Resolution within 30 days of the date of this Resolution.

Adopted: March 21, 2025

  
\_\_\_\_\_  
Marquett Smith  
Rector  
Board of Visitors

  
\_\_\_\_\_  
Karen Castele  
Secretary to the Board of Visitors  
Radford University

# End of Board of Visitors Materials

