



# March 2026 Quarterly Board of Visitors Meeting

Kyle Hall 340

Radford, VA, 24142



## Meeting Book - March 2026 Quarterly Board of Visitors Meeting

### March 2026 Quarterly Meeting Agenda

Call to Order and Opening Comments		Mr. Tyler Lester
Approval of Agenda		Mr. Tyler Lester
Approval of Minutes		Mr. Tyler Lester
Strategic Plan Launch Wrap Up and Discussion		Dr. Angela Joyner and Dr. Sharon Roger-Hepburn Dr. Ryan Bowyer
Strategic Plan Dashboard Discussion		
President's Report		Dr. Bret Danilowicz
Government Relations Update		Ms. Lisa Ghidotti
Student Presentation - Government Relations Fellows		Ms. Alivia Turner and Ms. Taylor Plapp
Photo and Break		Mr. Justin Ward
Academic Excellence and Student Success Committee	Informational Item 1: March, 2026 Promotions; Action Item 1: March, 2026 Tenure of Facility Resolution	Dr. Betty Jo Foster
Business Affairs and Audit Committee		Ms. Jeanne Armentrout
Enrollment Management and Brand Equity Committee		Ms. Jennifer Wishon Gilbert
External Engagement Committee		Ms. Betsy Beamer
Student Affairs and Athletics Committee		Mr. David A. Smith
Report on the Radford University Foundation		Mr. George Mendiola
Executive Committee	Action Item 1: Discussion and vote on bylaws updates	Mr. Tyler Lester
Report to the Board of Visitors from the Student Representative to the Board		Ms. Dominika Butler
Closed Session		Dr. Bret Danilowicz

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**Announcements**

2026 and 2027 Dates

2026

June 4th and 5th

July Retreat 19th, 20th, and 21st

September 17th and 18th

December 3rd and 4th

2027

March 18th and 19th

June 3rd and 4th

July Retreat 18th, 19th, and 20th

September 16th and 17th

December 2nd and 3rd

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**Adjournment**

Mr. Tyler Lester

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**Board Members**

Mr. Tyler Lester, Rector

Mrs. Jennifer Wishon Gilbert, Vice Rector

Mr. Dale S. Ardizzone

Ms. Jeanne S. Armentrout

Ms. Betsy D. Beamer

Ms. Joann Craig

Ms. Callie M. Dalton

Mr. William C. Davis

Dr. Betty Jo Foster

Mrs. Mary Anne Holbrook

Mr. George Mendiola Jr.

Mr. David A. Smith

Mr. Jonathan Sweet

Mr. James C. Turk

# Minutes



**Radford**  
UNIVERSITY



Quarterly Meeting  
9:00 a.m.  
December 5, 2025  
Kyle Hall, Room 340, Radford VA  
**DRAFT**  
Minutes

**Board Members Present**

Mr. Tyler W. Lester, Rector  
Ms. Jennifer Wishon Gilbert, Vice Rector\*  
Mr. Dale Ardizzone  
Ms. Jeanne Armentrout\*  
Ms. Betsy Beamer\*  
Ms. Joann Craig  
Ms. Callie Dalton\*  
Mr. William C. Davis\*  
Dr. Betty Jo Foster\*  
Ms. Mary Anne Holbrook\*  
Mr. George Mendiola, Jr.  
Mr. Anthony Moore  
Mr. David A. Smith\*  
Mr. Jonathan Sweet\*  
Mr. James C. Turk\*  
\*Appeared remotely due to winter weather storm in Radford Virginia.

**Board Members Absent**

**Others Present**

Dr. Bret Danilowicz, 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  
Ms. Lisa Ghidotti, Executive Director of Government Relations and Strategic Initiatives  
Dr. Ryan Bowyer, Chief of Staff  
Dr. David Perryman, Associate Vice President for Strategic Communications  
Ms. Susie Kuliasha, Senior Executive Assistant to the President

### **Call to Order**

Rector Tyler Lester called the meeting to order at approximately 9:40 a.m. in Kyle Hall, 340. He noted the weather emergency required some Board members to appear remotely. Those are noted with an asterisk above.

### **Approval of Agenda**

Rector Lester requested approval of the agenda. The approval of the agenda was motioned by Mr. Dale Ardizzone, seconded by Mr. Anthony Moore, and approved unanimously.

### **Approval of Minutes**

Rector Lester requested approval of the minutes from the September 2025 quarterly meeting. Dale Ardizzone noted an adjustment to the minutes which were adopted. The September 2025 minutes were motioned by Mr. Dale Ardizzone seconded by Mr. Anthony Moore and approved unanimously.

### **The Radford Experience**

Rector Lester asked Vice President of Student Affairs, Dr. Susan Trageser, to introduce Ms. Kate Hudson, a junior elementary education major from Blacksburg, Virginia. She shared reflections on her incredible student journey, which included participating in Advocacy Day, serving as a Quest assistant and later as a Quest student director, joining alumni ambassadors, serving as a peer health educator, and receiving incredible support and mentorship from faculty and staff. She expressed gratitude for faculty, staff, donors and student support offices, and affirmed that Radford University has provided transformative opportunities that shaped her academic preparation, leadership development, and career pathways.

### **President's Report**

President Bret Danilowicz provided a report on recent Radford University activities and performance. A copy of the President's remarks are attached as Attachment A and are made a part hereof.

## **Government Relations Update**

Ms. Lisa Ghidotti, Executive Director of Government Relations and Strategic Initiatives, provided an overview of the November elections, and update on the gubernatorial transition and how Radford University's strengths and initiatives align with the Spanberger Administration's potential higher education priorities, and a preview of the 2026 General Assembly budget and potential higher education legislative changes.

## **Strategic Planning 2026-2031 Update**

Strategic Planning Committee co-chairs Dr. Sharon Roger Hepburn and Dr. Angela Joyner presented an update on the development of the new six-year strategic plan, *Shaping Tomorrow – Together*, which is scheduled to launch in January 2026. Drs. Joyner and Hepburn reviewed the current status of the mission statement, reviewed updated language throughout the plan, discussed strategy refinement, considered the operational strategies and actions from each of the five divisions, announced AchieveIt as the tracking solution, and finally reviewed the launch strategy.

A resolution was presented to the Board to officially approve *Shaping Tomorrow – Together*. This was motioned by Mr. James Turk seconded by Mr. Dale Ardizzone and approved unanimously.

## **Board Software Presentation**

Dr. Ryan Bowyer, Chief of Staff, presented Board Effect as an option for Board Management software. Following the presentation and questions, Rector Lester offered support for Dr. Bowyer to implement the software.

## **2025 COACHE Survey Report**

Dr. Matt Close, Faculty Senate President, presented an overview of the 2025 COACHE Survey. The COACHE survey is administered every three years. A copy of his slides are attached as Attachment B and are made a part hereof.

## **Report from the Academic Excellence and Student Success Committee**

Dr. Betty Jo Foster reported that the committee met on December 4, 2025.

Dr. Foster reported that discussion centered on the Academic Points of Pride and the successes of the two-year strategic plan specifically related to improving academic programming and stabilizing both resources and enrollment. Expansion of a health care mission, including a new mobile health clinic and the center for rural health was discussed in depth.

Of particular note, the College of Education and Human Development's Doctor of Education program won the Carnegie program of the year award.

Four resolutions were presented: A) resolution to discontinue B.S. in biomedical sciences; B) resolution to create B.S. in geospatial and earth sciences; C) resolution to discontinue B.A./B.S. in geology; and D) resolution to discontinue B.A./B.S. in geospatial sciences. Resolution A was motioned by Mr. James Turk, seconded by Mr. William Davis, and approved unanimously; Resolutions B, C, and D were taken as a slate; they were motioned by Ms. Jeanne Armentrout, seconded by Ms. Joann Craig, and approved unanimously.

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

Ms. Jeanne Armentrout reported that the Business Affairs and Audit Committee met on December 4.

Ms. Armentrout reported that Ms. Margaret McManus, University Auditor, gave an overview of 4 audit reports: a quarterly review of the university discretionary fund, FY25 change in petty cash funds, a payroll review, and the status of all the quarterly follow us audits that are currently being monitored.

Ms. Armentrout reported that Dr. Rob Hoover, Vice President for Finance and Administration, gave an overview of the financial picture of the University, discussed how the budget will be built for FY 2027, discussed FY 2027 academic priorities, and gave an update of the Roanoke Health Sciences Center.

Ms. Armentrout reported that Mr. Barry Schmitt, Principle and Financial Advisor of CapTrust, gave an overview of one of the retirement plans that are in place.

Ms. Armentrout reported that the discrimination and harassment policy had been updated, largely in response to Governor Youngkin's Executive Order 48 and other regulatory requirements. As this is a Board-level policy, the committee brought forth the policy updates via a resolution. This was motioned by Ms. Jeanne Armentrout, seconded by Jonathan Sweet, and approved unanimously.

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

Ms. Jennifer Wishon Gilbert reported that the committee met on December 4, 2025.

**University Communications Plan Update:** Dr. David Perryman shared the finalized strategic communications plan. Major goals include strategic focus, awareness and engagement, reputation, and brand equity.

**Enrollment Update:** The committee reported that enrollment goals have been exceeded, including enrollment stabilization, a record number of visitors coming to campus, high academic standards continuing to be met, and improved transfer pathways to Radford University.

No action items were presented by the committee for Board vote and approval.

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

Ms. Betsy Beamer, Chair, reported that the committee met on December 4. She presented highlights of external engagement and partnerships, in particular noting the impactful work of the Joint Commission. Ms. Beamer then gave updates on Advancement and Alumni Relations. Hunter Gresham, Senior Director of Advancement Communications and Donor Relations, updated the Board on strategies related to donor retention, recruitment, and communication. Specifically, she updated the Board on the final Donor Societies that were revealed at the incredibly successful Day of Gratitude. Other specific details regarding both of these updates may be found in the committee minutes.

No action items were presented by the committee for Board vote and approval.

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

Mr. David Smith, Chair, reported that the committee met on December 4. He presented highlights from the meeting, which included a robust presentation from the Student Government President, Mr. Owen Starr. Membership goals have been exceeded by the SGA. He reported that then Susan Trageser, Vice President for Student Affairs, and Mr. Cory Durand, Deputy Director of Athletics, gave updates from their respective areas. Other specific information regarding these updates may be found in those committee minutes.

No action items were presented by the committee for Board vote and approval.

### **Foundation Report**

Mr. George Mendiola, Jr., Board Liaison to the Radford University Foundation, provided an update. He reported that for the quarter ending September 30<sup>th</sup> 2025, the Foundation saw a 3% growth in combination of investments and contributions. He reported growth in the Foundation's assets.

No action items were presented by the committee for Board vote and approval.

### **Executive Committee Report**

Rector Lester facilitated a robust discussion regarding the Board of Visitors by-laws. Each Board member who submitted feedback had an opportunity to give an overview of their proposed amendments. Board members had an opportunity to ask questions and engage in thoughtful dialogue about those proposed amendments. Rector Lester concluded this conversation by stating he would work with President Danilowicz and Legal Counsel Susan Richardson to finalize any language and amendments to the by-laws and that an official vote to any changes would occur at the March 2026 meeting.

Rector Lester put forth two resolutions. The first related to Governor Youngkin's Executive Order 48. It was motioned by Jeanne Armentrout, seconded by Jonathan Sweet, and approved unanimously. The second was related to the official 2027 Board of Visitors Meeting Dates. This was motioned by Dr. Betty Jo Foster, seconded by Vice Rector Jennifer Wishon Gilbert, and approved unanimously.

### **Student Representative Report**

Ms. Dominika Butler ("Dom"), Student Representative to the Board, provided an update on her initiatives focused on improving student communication, promoting campus resources, and strengthening engagement with the RUC campus.

No action items were presented by the committee for Board vote and approval.

### **Closed Session**

Dale Ardizzone motioned and seconded that the Board convene a closed session pursuant to §2.2-3711(A) items (1) and (8) of the Virginia Freedom of Information Act for discussion of personnel matters related to the President's performance plan and personnel matters involving a public officer and consultation with legal counsel. The motion carried, and the Board entered closed session.

### **Reconvened Session and Resolution of Certification**

Upon return to the open session, the Board approved the Resolution of Certification affirming that only matters lawfully exempted under FOIA and identified in the motion were discussed in closed session. The resolution passed by roll call vote.

### **Adjournment**

With no further business to come before the Board, Rector Lester adjourned the meeting at approximately 1:00 p.m.

Respectfully submitted,

Ryan Bowyer, Ed.D.

Chief of Staff

## APPENDIX A

### **December 2025 President's BOV Remarks**

Thank you, Rector Lester. And good morning to all our board members. It's been great to have you on campus this week, and I sincerely appreciate your dedication to guiding our university during this important time in our history.

I always look forward to our December meeting with the Board of Visitors because it allows us to look back on the calendar year and celebrate all that we have accomplished ... and to give thanks to all those who have helped us along the way.

This is particularly true of our strategic planning efforts, as we deliver a final report on our two-year strategic plan ... and embark on the next chapter in our university's history with the new six-year plan. (I'll share more thoughts on these milestones in just a moment.)

### **Celebrating Recent Successes**

I would like to take a few minutes now to celebrate some of our recent accomplishments before focusing on our strategic planning efforts. I hope you will be as inspired as I am by many of the contributions that helped us get to where we are today.

### **Enrollment**

As I noted in September, Radford has now posted two consecutive years of enrollment growth, including a 28% jump in new freshmen, a 39% increase in transfer students, and the highest number of new graduate students in our history.

Over 92% of our students are Virginians — and 94% of our graduates are employed within six months. That is a return on investment the Commonwealth can be proud of.

This year's total enrollment puts us more than 300 students ahead of where we were in Fall 2023 — an increase of about 4%. With larger freshman and sophomore classes now in the pipeline, we are well-positioned for enrollment stability over the next few years.

This good news about our enrollment is resonating with the many stakeholders I've met with this fall — from elected officials to partners in our Tartan Transfer and New River Valley Governor's School initiatives.

### **Tartan Transfer Summit**

As Provost Usher mentioned in her remarks yesterday, Radford University and our eight community college partners attended the first annual Tartan Transfer Summit at the Highlander Hotel in October. The event had three highlights.

- First, we celebrated the one-year anniversary of the Tartan Transfer MOU signing last fall.

- Second, we reaffirmed our shared commitment to the region — with the goal to help community college students experience smooth and successful transitions as they transfer to Radford to complete their undergraduate degrees.
- And third, we divided into groups to discuss what we’ve learned over the past 12 months and generate even better ways of facilitating the transfer process. These group sessions were held by the colleges’ advisors, by student success and admissions officials, and by the presidents and chief academic and enrollment officers. All participants were focused on strengthening the bridges we have built so that students across the commonwealth will continue to cross these transfer bridges with confidence.

Participants came away from the summit with a renewed sense of commitment, a stronger sense of partnership and greater confidence in our ability to improve the program.

### **Council on Undergraduate Research**

Our Office of Undergraduate Research continues to do amazing work with our students that epitomizes one of our five brand pillars: Active Learning and Active Doing. This year, Radford University had four teams selected for the Council on Undergraduate Research’s Scholars Transforming Through Research program. Our teams were among just 38 teams chosen nationwide. This gave us the largest single-institution representation this year and extended our distinction as the *only* institution in the nation to participate in the program every year since its launch.

This best-in-the-nation recognition speaks volumes about the talent and curiosity of our students, as well as the dedication of our faculty who mentor them through research projects. The student-faculty collaboration is also focused on serving others, as the STR program is designed to shape conversations with decision-makers in communities and ultimately help solve real-world problems and issues.

### **Commitment to Local Communities in SWVA**

At our September meeting, I talked about Radford University's enduring commitment to economic development, business climate and quality of life throughout Southwest Virginia. Since that time, I’m happy to say, we’ve continued to strengthen this commitment through a whole host of innovative programs and new partnerships. And my overarching message to our partners and communities is a simple one: **Education is economic development.**

That’s the message I shared with the New River Valley Regional Commission when I spoke at their meeting in October. And there are myriad ways this message is coming to life in our activities throughout the region.

You see it in the new Certification Center and CoWorks@TheHUB, which open doors of opportunity to students, business professionals and local organizations, while bringing them together under one roof at The HUB for “productive collisions.”

We can see it starting to take shape in the Collaborative Health Education and Outreach efforts Provost Usher described yesterday, where students from a broad range of health and human services work side-by-side in a unique interprofessional model. In that setting, they learn to collaborate, communicate and provide unified care to those who need it most in our rural and underserved communities.

And we will see it when we open the doors for the New River Valley Governor's School for the Arts and Humanities next fall. In this unique partnership, Radford University will host the new school with public school districts in Floyd, Montgomery, Giles and Pulaski counties, as well as Radford City and the New River Valley Community College. Advanced high school students across Southwest Virginia will enjoy rigorous learning that integrates university coursework with hands-on learning experiences. These will take the form of mentorship opportunities and real-world career applications with local arts and humanities businesses and non-profit organizations. Those same students will earn up to 30 university credits in the arts and humanities while still in high school — potentially allowing them to enter Radford or other Virginia colleges and universities with sophomore standing.

I know that CVPA Dean Rachel Williams has been meeting with our partners to hammer out the many fine details required to launch the new school. She has also been attending open houses at the participating schools to meet students and their parents and guardians to answer their questions. The partnership is in the process of selecting an executive director who will manage the daily activities of the new school.

So, you can see that the sky is the limit when it comes to boosting economic development in Southwest Virginia through innovative education.

### **Competitive Sports**

As we think about ways to enhance the Radford experience, Competitive Sports — which make up all our club sports and intramurals — will play an increasingly important role. This includes everything from competitive cheer, rugby and ultimate frisbee, to pickleball and women's flag football ... our two newest club sports added this year.

On a personal note, this fall I attended the Southern Rugby Conference championship semifinal game between Radford and College of Charleston. It was the first playoff contest Radford had hosted in more than 10 years. The Highlander team was led onto the field by Piper Geoff Pollock — who also chairs our department of philosophy and religion. They were greeted with the cheers of players' parents, siblings and grandparents; rugby team alumni; Radford students and employees; and local community members. It was a great example of the many benefits club sports bring to our university. Oh, and we won the match!

Because these sports give students a strong sense of community and boost overall engagement in the university, they will be featured more prominently in our recruiting

efforts, which Dr. Gomez Beane discussed yesterday. In the long run, as more students participate in these activities, they will provide another tie to enrollment stability and will improve our retention and graduate rates.

### **Introduced New Spirit Song**

This fall, as part of a larger initiative to boost school spirit, the university launched a spirit song competition open to all students, employees and alumni. A committee with broad representation across the university reviewed submissions and selected the winning song, “Rise, Highlanders, Rise.”

Congratulations to Miodrag Lovric for his winning composition!

It will serve as a rallying cry that unifies students, employees and alumni in one powerful voice that embodies who we are and who we aspire to be. In the years to come, I’m hopeful that the spirit song will be heard in spaces where Highlanders perform, compete, work and play.

### **Athletics**

We’ve had a number of exciting achievements and honors in the realm of Athletics since we last met. You will hear more about this through the committee reports, so I’ll only provide a few highlights here.

Earlier this month, the NCAA recognized former women's basketball player and head coach **Charlene Curtis** posthumously with the Gerald R. Ford Award. The award honors an individual who has provided significant leadership as an advocate for intercollegiate athletics throughout the individual's career.

The NCAA also recognized former student-athlete and Radford’s current baseball head coach, **Alex Gerra**, with the Award of Valor. The award is presented to an individual who — when confronted with a situation involving personal danger — averted or minimized potential disaster by courageous action or noteworthy bravery.

Radford University will be receiving two of the 14 awards given out nationally by the NCAA. These awards will be formally presented at the NCAA National Convention in Washington, D.C. on January 14. I will attend and help celebrate with our honorees and their friends. We owe a big thank you to Holly Cline, our Faculty Athletics Representative, for coordinating the nominations for our awardees.

And, of course, we’ve enjoyed great Athletics events the last two evenings — with the men’s basketball game against the University of Southern Mississippi on Wednesday night and the women’s basketball game against Navy last night. Thank you for helping to cheer on our Highlanders!

## Legislative Work this Fall

On the legislative front, I continued to meet with members of the General Assembly throughout the fall to update them on the university's enrollment and upcoming 2026 General Assembly priorities. In addition, we were pleased to host Delegate Jason Ballard in late September. Delegate Ballard presented the Student Government Association with a copy of the commending resolution he introduced during the 2025 General Assembly in honor of the 25<sup>th</sup> Anniversary of Radford's Advocacy Day.

We also hosted Delegate David Reid on campus in November to keynote the university's Veterans Day Ceremony. During his visit, Delegate Reid also spoke with a political science class and toured the Co-Gen facility and McConnell Library to learn more about the proposed renovation.

### Senate Finance and Appropriations Committee

We were honored to host the Senate of Virginia on campus last month for the Senate Finance and Appropriations Committee's Annual Meeting, which took place in Kyle Hall. Attendees included the Senate of Virginia, Governor-elect Spanberger, Lt. Governor-elect Hashmi, Delegate Watts, officials from the Youngkin Administration, legislative and budget staff, and lobbyists.

As part of the two-day annual meeting, Radford University hosted a presidential reception for the Senate and their guests in the Artis Center; and a meet-and-greet for the Senate and Governor-elect Spanberger. I had an opportunity to greet the Governor-elect and welcome her to campus, and I look forward to working with her and her administration. Highlanders across campus engaged in the meeting — from the students who serve as Tartan Blazers greeting guests throughout the day — to students and faculty who watched the meeting in our overflow room and visited the Virginia 250 Mobile Museum Experience parked outside. Our campus community had a meaningful glimpse into public service, civic leadership and state government.

Planning for the meeting started last June, and it was truly a campus-wide effort across divisions. I want to extend heartfelt thanks to Lisa Ghidotti who led the planning efforts, alongside our Radford teams across Finance and Administration, including Facilities, Catering, University Services, Information Technology and RUPD. I'm also grateful to Academic Affairs — especially Dean McCloskey and Dean Williams — for graciously hosting the meeting in Kyle Hall and the reception in the Artis Center, as well as the Registrar's Office for relocating classes to other facilities on campus due to heightened security measures.

Advancement and Alumni Relations and Enrollment Management and Strategic Communications also made valuable contributions, creating new branding elements and numerous signs for guests, transporting committee members and their staff around campus in golf carts, planning the reception, and coordinating student ambassadors to work the meeting and

entertain at the reception. Our students helped welcome and engage all SFAC visitors to campus, with a special thanks to Dominika Butler, Corohn Gregg and our Tartan Blazers.

### 2026 General Assembly

Lisa Ghidotti will provide an overview of the November elections and the upcoming General Assembly session in her Government Relations report this morning. But I'd like to point out that we've provided talking points in your meeting materials about the university's state priorities heading into January.

### Advocacy Day

Radford Advocacy Day plans are underway, and it will be held February 3<sup>rd</sup> and 4<sup>th</sup>, with a legislative reception on the evening of the 3<sup>rd</sup>. We hope that you are able to join us for all or part of the two-day event. Ryan Bowyer will be following up with you about your participation.

### **Thoughts about Two-Year Strategic Plan**

So, let's turn now to the two-year strategic plan that we're wrapping up this year. As you may recall, the plan was designed as a focused bridge between long-term vision and immediate action. We launched it in 2023 with the board's approval, and it focused on four priorities:

1. Defining Radford's distinctive nature,
2. Driving regional economic development,
3. Stabilizing enrollment, and
4. Streamlining resources to increase efficiency and effectiveness.

This shorter two-year horizon allowed Radford to respond quickly to changing conditions in higher education while staying true to our mission and values as an accessible, innovative, student-centered institution.

I'm proud of the results we've achieved in the past two years. You received a detailed two-year plan report in your board materials, along with a postcard that has a QR code linking to the two-year plan website. But I would like to provide several highlights of that effort from my perspective.

We successfully elevated the distinction of our university through a range of tactics in the areas of branding, academic programming, student services and alumni success.

Through brand perception surveys and website redesign, we increased general brand awareness and boosted strength of awareness, reputation and pride among key external and internal audiences. Most notably, we boosted prospects' rating our reputation as Good or Excellent by 16% and increased website engagement for active users.

“Active Learning and Active Doing” is a hallmark of the Radford experience and one of our brand pillars. In the past two years, we expanded our experiential learning offerings and aligned them with learning outcomes as defined by the National Association of Colleges and Employers. Last year, 82% of our graduating students completed some kind of work-based learning capstone, including internships, teaching practicums, clinical rotations and undergraduate research.

I’m pleased to say that these and other efforts focused on graduating “job-ready students” are working — as 94% of our graduates last year were employed within 6 months of graduation.

We also highlighted alumni success as a distinctive feature of our university, converting success stories on the website, social media, e-newsletters and online magazines into measurable engagement— with a 25% increase in our alumni social followers and more than 100,000 alumni enjoying our new e-newsletter.

To become a stronger conduit for regional economic development, we implemented a new business model for The HUB and expanded our CoWorks and Certification Center offerings — as I mentioned earlier.

We also led or partnered on more than \$5 million in new grant awards for economic development initiatives. And with the help of a VTOP Capacity-Building Grant, we have been able to grow paid internships for students to nearly 800 per year.

Several successful tactics have helped us stabilize enrollment. These include:

- Dramatically increasing the campus visits for prospective students and their families,
- Launching a direct admission model that now accounts for roughly two-thirds of enrolled new freshmen, and
- Implementing the Radford Tuition Promise, which increased First Time In College yield by 9% while using less aid than budgeted.

We’ve also taken important strides in retention and progression by:

- Strengthening transfer pathways with over 80 Virginia Community College System guides and a new self-service tool,
- Improving student success in 100- and 200-level courses, and
- Enhancing the professional development of our staff to improve the quality of the services we deliver to students while boosting their satisfaction with those services.

By tightening budgeting practices and pushing accountability to local units, the university generated positive net revenue and achieved a \$10 million Educational and General Fund carryforward. We also increased efficiency through the use of new technologies, which allowed us to dramatically reduce email and phone traffic, while cutting manual work by almost half.

By expanding volunteer roles and refining their engagement, we grew our alumni volunteer base, advanced planned giving and grew overall giving. These results reflect deeper, more strategic relationships with donors who are investing in our long-term future. Through the successful TOGETHER campaign, which raised more than \$106 million, we broadened our base with many first-time and small-gift donors, strengthened planned giving and laid groundwork for future initiatives.

And finally, by modernizing hiring and onboarding, introducing career ladders and expanding training and leadership development, we reduced voluntary turnover in Classified Staff, grew participation in professional development and earned strong satisfaction ratings. These results will allow us to build a more skilled, better-supported and future-ready workforce across the university.

I would like to thank our vice presidents and Provost Usher, along with their many employees, for achieving these fantastic results. We are a stronger university because of the work we've done over the past two years, and we are well-positioned for the bold course we've charted for our future.

### **Thoughts about New Six-Year Strategic Plan**

Which leads us to the next exciting chapter in our university's story: our new six-year strategic plan, *Shaping Tomorrow - Together*.

I'm extremely pleased with the strides we've taken in developing the university's new strategic plan, which will launch next month, and which Dr. Angela Joyner and Dr. Sharon Roger Hepburn will tell us more about in just a moment.

It has been an inclusive and collaborative effort, led by the co-chairs for the strategic planning committee, Drs. Joyner and Roger Hepburn, and made possible by the contributions of the planning committee members, subcommittee members and implementation plan participants.

I am deeply grateful to all of you for the time, energy and insights you have invested in this effort.

So, as you can see, Radford University is at an inflection point in our history. We have come a very long way in the past two years and are positioned for even greater things.

The roadmap we have plotted for the next six years will allow us to fulfill our mission of Empowering Brighter Futures and Building Stronger Communities — united by a culture of care that provides services, resources and opportunities to support our well-being.

Thank you and Go Highlanders!

# Academic Excellence and Student Success Committee

March 2026



**Radford**  
UNIVERSITY

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE  
MARCH 19, 2026**

**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>
Nathaniel Adam Lahn	School of Computing & Information Science

### COLLEGE OF EDUCATION & HUMAN DEVELOPMENT

<u>Name</u>	<u>Department</u>
David William Brock	Department of Health & Human Performance

### COLLEGE OF HUMANITIES AND BEHAVIORAL SCIENCES

<u>Name</u>	<u>Department</u>
Lindsay Kahle Semprevivo	Department of Criminal Justice

### COLLEGE OF NURSING

<u>Name</u>	<u>Department</u>
Sarah Faith Knoeckel	Nursing (Undergraduate)
Karen L. Valcheff	Nursing (Undergraduate)

### DAVIS COLLEGE OF BUSINESS AND ECONI

<u>Name</u>	<u>Department</u>
Robert Alexander Warren	Department of Accounting, Finance and Information Systems
Zachary Andrew Collier	Department of Mangement

### WALDRON COLLEGE OF HEALTH AND HUMAN SERVICES

<u>Name</u>	<u>Department</u>
Diana Willeman-Buckelew	RUC-Department of Public Health & Healthcare Leadership
Andrea Suzanne Barrick	School of Social Work
Jason Todd Browning	RUC - Department of Occupational Therapy

**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 2026-2027 academic year.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE  
MARCH 19, 2026**

**2026-2027 PROMOTIONS WITH SALARY INCREMENTS**

The following faculty members have been recommended for promotion by their respective Department Promotion Committees, Department Chairs, and College Deans and approved by the Provost and President.

**ARTIS COLLEGE OF SCIENCE AND TECHNOLOGY**

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Sarah A. Kennedy	Professor	Department of Chemistry
Nathaniel Adam Lahn	Associate Professor	School of Computing & Information Sciences
Miodrag Lovric	Professor	Department of Mathematics & Statistics

**COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT**

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Melissa W. Lisanti	Professor	School of Teacher Education & Leadership

**COLLEGE OF HUMANITIES AND BEHAVIORAL SCIENCE**

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Lindsay Semprevivo	Associate Professor	Department of Criminal Justice

**COLLEGE OF NURSING**

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Samantha M. Wilkinson	Associate Professor	Nursing (Graduate)
Tara D. Chitwood	Associate Professor	Nursing (Undergraduate)
Sarah Faith Knoeckel	Associate Professor	Nursing (Undergraduate)
Karen L. Valcheff	Associate Professor	Nursing (Undergraduate)

## DAVIS COLLEGE OF BUSINESS AND ECONOMICS

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Robert A. Warren	Associate Professor	Department of Accounting, Finance & Information Systems
Jennifer Elias	Senior Instructor	Department of Economics
Zachary A. Collier	Associate Professor	Department of Management

## UNIVERSITY LIBRARIES

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Alyssa Michelle Archer	Professor	McConnell Library
Anthony Joseph Pepper	Assistant Professor	McConnell Library
Jennifer Resor-Whicker	Professor	McConnell Library
Barbara Allie Tait	Assistant Professor	McConnell Library
Christina M. Manzo	Associate Professor	RUC Library
Jamie B. Price	Associate Professor	RUC Library
Mary Catherine Santoro	Associate Professor	RUC Library

## WALDRON COLLEGE OF HEALTH AND HUMAN SERVICES

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Diana Willeman-Buckelew	Professor	RUC – Department of Public Health & Healthcare Leadership
Andrea Suzanne Barrick	Associate Professor	School of Social Work
Jason Todd Browning	Associate Professor	RUC - Department of Occupational Therapy

It has been the practice of Radford University to recognize faculty promotions at the beginning of the next academic year with a salary adjustment according to rank. The following increments were approved by you and are recommended for 2026-2027 academic year.

Promotion to Senior Instructor	\$1,500
Promotion to Assistant Professor	\$3,500
Promotion to Associate Professor	\$5,500
Promotion to Professor	\$8,000

# Student Representative Report

Dominika Butler

Student Representative

March 2026



**Radford**  
UNIVERSITY

## Resource SharePoint

A SharePoint will be used  
a resource base for  
students

SGA will be managing it  
and sending it through  
the SGA newsletter



## Safe in the Sun with RUPD

Field day event for  
students to participate in  
with RUPD and SGA



Questions?