COMMITTEE MEMBERS PRESENT
Mr. Mark Lawrence, Chair
Dr. Susan Whealler Johnston, Vice Chair
Dr. Jay A. Brown
Dr. Debra MacMahon
Mr. Kevon DuPree, Student Representative

COMMITTEE MEMBERS ABSENT
Mr. Steve A. Robinson

BOARD MEMBERS PRESENT
Mr. Christopher Wade, Rector
Mr. Robert A. Archer
Ms. Krisha Chachra
Ms. Callie M. Dalton
Dr. Rachel D. Fowlkes
Ms. Mary Ann Hovis
Ms. Georgia Anne Snyder-Falkingham

OTHERS PRESENT:
President Brian O. Hemphill
Dr. Irvin Clark, Interim Vice President for Student Affairs
Mr. Joe Carpenter, Vice President for University Relations 7 Chief Communications Officer
Ms. Ashley Shumaker, Chief of Staff, Office of the President
Mr. Ken Bonk, Associate Vice President for Student Life
Ms. Susan Trageser, Interim Dean of Students
Ms. Jacinda Jones, Student Body President
Ms. Stephanie Jennelle, Associate Vice President for Finance & University Controller
Mr. Allan Wilson, Assistant Attorney General, Commonwealth of Virginia
Ms. Mary Weeks, Secretary to the Board of Visitors/Senior Assistant to the President
Radford University Faculty and Staff

CALL TO ORDER
Mr. Mark Lawrence, Chair, formally called the meeting to order at 10:38 in the Board Room in
Martin Hall.

APPROVAL OF AGENDA
Mr. Mark Lawrence asked for a motion to approve the November 10, 2016 meeting agenda, as
published. Dr. Jay Brown so moved, and Dr. Susan Whealler Johnston seconded the motion.
The motion carried unanimously.

APPROVAL OF MINUTES
Mr. Lawrence asked for a motion to approve the minutes of the September 15, 2016 meeting of
the Student Affairs Committee, as published. Dr. Susan Whealler Johnston so moved, and Dr.
Brown seconded the motion and the motion carried unanimously. Minutes are available online
at: https://www.radford.edu/content/bov/home/meetings/minutes.html

REPORT FROM THE PRESIDENT OF THE STUDENT GOVERNMENT
ASSOCIATION
Ms. Jacinda Jones, President of the Student Government Association (SGA), presented the
progress to date of SGA’s Strategic Plan for the 2016-2017 academic year. Her presentation
outlined initiatives completed thus far by the SGA and included: a voter registration drive, a
campus safety walk with the University and City Police, several sexual assault awareness events
and community service projects. In an effort to assist with recruitment efforts, SGA
representatives have visited local elementary and middle schools and spoke with students about
attending Radford University (Grad2Rad program). A copy of Ms. Jones’s report is attached
hereto as Attachment A and is made a part hereof.

STUDENT AFFAIRS REPORT
Dr. Irvin Clark, Interim Vice President for Student Affairs, gave a presentation on the newly
formed Council on Student Engagement and Success. This Council will advise campus
leadership in design, implementation and assessment of strategies and programs that improve
student academic success, retention and graduation. The presentation outlined the 12 action
teams within the Council and the short and long term goals identified to improve retention and
graduation rates. A copy of this report is attached hereto as Attachment B and is made a part
hereof.

Dr. Irvin Clark also provided the Student Affairs divisional report. He shared an overview of
new retention focused programs that were introduced this fall. “Highlander Chats” is a pilot
program that allows students and faculty/staff to share a complimentary meal together in the
dining hall, and the “You Matter” Campaign involves faculty and staff visiting each residence
hall room to welcome students and inform them of campus resources. The Substance Abuse and
Violence Education Support (SAVES) office has started a Collegiate Recovery Community to
provide support, education and networking opportunities to students seeking to build a recovery
system. He also updated the committee on the numerous diversity and inclusion and community
service initiatives. The most successful Fall 2016 service initiative was the “Radford Gives
Back” food drive held during Inauguration week and collected over 14,000 food items for the
local Backpack program. A copy of the report is attached hereto as *Attachment C* and is made a
part hereof.

**TITLE IX PRESENTATION**

Ms. Brooke Chang, Title IX Coordinator and Director of Diversity and Equity, gave a
presentation on the purpose and role of the Diversity and Equity office. She updated the
committee on reporting mandates, trainings for employees and students and cases handled each
year. She discussed the sanctions for those found guilty and the resources available to victims.
A copy of the report is attached hereto as *Attachment D* and is made a part hereof.

**ADJOURNMENT**

Mr. Lawrence asked for a motion to adjourn. Dr. Jay Brown so moved, and Dr. Debra
MacMahon seconded the motion. The motion carried unanimously. With no further business to
come before the Committee, Mr. Lawrence adjourned the meeting at 12:19.

Respectfully submitted,

[Signature]

Jenni Tunstall
Secretary to the Committee
2016-2017
Student Government Association
Strategic Plan Follow Up

RADFORD UNIVERSITY
Events

• Men’s Soccer Tailgating Event
• Charter Bus for UNC Chapel Away Game
  • Sunday December 4, 2016
• SGA Career Fair
  • Spring 2017, 2016
• Get on the Bus with SGA Graduate School Tour
  • Tentative November 12, 2016
• Exam Study Hall
  • Grilled Cheese Night (Library)
  • Left Over Exam Kits (Library)
  • Bonnie Combo Room
Campus Safety

- Campus Safety Patrol
  - Halloween Weekend

- Fall Semester Campus Safety Walk
  - Wednesday, October 26, 2016
Civic Engagement

- Voter Registration
  - Residence halls, classrooms, club meeting
- Voter Drive during Homecoming Weekend
- Registered 533 students
Sexual Assault Awareness

- Consent Campaign - “No More”
- Prevent 5 in a Row (Bingo Game)
  - Goodie Bags
Community Outreach

• Commit to Graduate (Belle Heth Elementary School)
  • Thursday, October 20, 2016
  • Bus Greeting, announcements, speak to 6th graders

• Pizza with Student Council Association
  • Friday, October 28, 2016
Diversity Awareness

• Views Series

Views
Life Through a Different Lens

Wednesday, October 5
7 p.m. in the Bonnie Auditorium

VIEWS: A Global Perspective on Discrimination
Diverse Student Panel
Thursday, October 20th
at 7 PM

Location:
Bonnie 249/250
Community Service

- Adopt a Spot
  - October 1, 2016
- Trunk or Treat
  - October 29, 2016
- Tunnel of Oppression
  - November 9, 2016
School Unity

• UNITY FEST
  • Saturday, April 22, 2017
    • 1-5pm on Moffett Lawn
New Freshman Graduation & Retention Rates

Source: Fall Headcount File
Total Graduates by Cohort (1998-2009)

Graduated from Radford | Graduated Elsewhere | Did Not Graduate
---|---|---
Fall 1998 | | |
Fall 1999 | | |
Fall 2000 | | |
Fall 2001 | | |
Fall 2002 | | |
Fall 2003 | | |
Fall 2004 | | |
Fall 2005 | | |
Fall 2006 | | |
Fall 2007 | | |
Fall 2008 | | |
Fall 2009 | | |
Goals

• Short Term—What can we do this semester? Today? Right now?

• Midterm—What can we do soon? It may take some planning and a few resources.

• Long Range—What can we do that needs planning? Resources? These goals have the potential of having greater, long-term effects.
Council On Student Engagement & Success
Action Area Flowchart

IMAI - as of 27 September 2016

President's Cabinet

Academic Affairs Leadership Team

Approval Loops

Budget Processes

Internal Governance Processes

Action Areas

Jeanne Mekolichick
Co-Chair

Sophomore Year Experience
Team Leader Angela Jaynor

Senior Year Experience & Ensuring Graduation
Team Leader Jeanne Mekolichick

Advising
Team Leader Patti Williamson

Pedagogies for Student Success
Team Leader Minh Chau Nguyen

Katherine McCarthy
Co-Chair

Policies, Processes & Procedures
Team Leader Kitty McCarthy

Mapping & Tracking
Team Leader Matthew Brenner

Data Collection & Utilization
Team Leader Eric Clark

Irvin Clark
Co-Chair

Outreach Campaigns
Team Leader Irvin Clark

Starfish
Team Leader Susan Hudson

First Year Experience
Team Leader Michelle Jenkins

Best Practices to Improve Retention
Team Leader Mike O'Connor

Note: Each Action Area has responsibility for Assessment/Effectiveness
Division of Student Affairs
Board of Visitors Report

RADFORD UNIVERSITY

Student Affairs
November 2016
Highlander Chats

• Pilot program that allows students and faculty/staff to share a complimentary meal together at the Dalton Dining Hall.

• Get students and faculty/staff out of the classroom, studio, laboratory or office to foster discussion in a welcoming environment over a shared meal.

• Tickets for the Highlander Chats meal program are available during the first full week of the month.

• Born out of discussion between faculty members and representatives of the Offices of the Dean of Students and University Services who are committed to better serving our students in a manner that fosters inclusive excellence across campus.

• Able to bring the Highlander Chats pilot program in partnership with RU Dining Services-Chartwells.
Highlander Chats

**Highlander Chats - Usage by Classification**

<table>
<thead>
<tr>
<th>Classification</th>
<th>Usage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Freshman</td>
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</tr>
<tr>
<td>Sophomore</td>
<td>0</td>
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<td>Junior</td>
<td>4</td>
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<tr>
<td>Senior</td>
<td>7</td>
</tr>
<tr>
<td>Graduate</td>
<td>4</td>
</tr>
</tbody>
</table>

**Highlander Chats - Ticket Data**

- Distributed: 32, 12%
- Returned for Meal: 20, 7%
- Tickets Remaining: 218, 81%

- Data as of October 13, 2016
You Matter Campaign

• Campaign spanned a total of four hours over two days; from 4 – 6 p.m. each day.
• Forty-one individuals volunteered to participate on one or both of the days of the campaign.
• Volunteers were staff from the Division of Student Affairs, academic departments, advising centers and faculty.
• Classification and rank of volunteers spanned from all levels of the university. Thirty-three volunteers participated on Tuesday and twenty-five assisted the campaign on Wednesday.

You Matter Campaign Results

- 1664, 58% (Answered Door)
- 769, 26% (No Report)
- 454, 16% (No Answer)

n = 2887 rooms
Building a Recovery Community

Substance Abuse and Violence Education Support (SAVES) office seeks to build a Collegiate Recovery Program to support students recovering from addiction to alcohol and/or drugs while working to achieve their academic goals. The overall goal of the program is to provide support, education and networking opportunities to students seeking to build a recovery support system. The SAVES office is striving to create a safer campus that celebrates recovery and saves lives.

- Approximately three students currently participating;
- Submitted proposal for Peter G. Dodge Grant ($10,000);
- Currently facilitating weekly SMART Recovery meetings; and
- Collaborating with Recovery Community at Virginia Tech.
Diversity and Inclusion

Latino Heritage Month Celebration

• Increase in Latino undergraduate students population on campus, by 27 percent, total number is 590 for Fall 2016.

• Campus offered more than 16 events dedicated to the celebration and awareness of Latino culture, life and history.
Diversity and Inclusion

LGBTQ+

- Safe Zone Training
- More than 83 people have been trained as allies to the LGBTQ+ community on campus
- Active LGBTQ+ organization providing community and acting as a support group for students
- Student LGBTQ+ group panel
- 5th Annual Drag Show
- 4th Annual Ally Week
Service Initiative - Fear 2 Freedom

- 500 students, staff, faculty and community members assembled 350 F2F kits
- 125 students, staff, faculty and community members walked to the Women’s Resource Center in town to deliver the F2F kits
Service Initiative - Radford Gives Back

- Non-perishable food items were collected during Inauguration week to support the local Backpack program.
- 14,200 food items were collected, and 300 backpacks will be made for distribution.
- 300 students, staff, faculty and community members participated.
198 Student Organizations
720 Unique Volunteers
836 Total Volunteers
2,469 Total Hours
As of Oct. 13, 2016
Title IX Compliance Overview
Radford University Board of Visitors

RADFORD UNIVERSITY
Office of Diversity and Equity

Brooke Chang, J.D.
Director and Title IX Officer
What is Title IX?


• “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”
Violence Against Women Reauthorization Act

Violence Against Women Reauthorization Act of 2013, 42 U.S.C. §§3701, et. seq., and regulations

• In addition to sexual harassment and sex discrimination violations:
  ➢ Sexual assault
  ➢ Dating violence
  ➢ Domestic violence
  ➢ Stalking

• Appoint Title IX Coordinator/Officer by higher education institutions receiving federal funding

• Establishing policy prohibiting these violations

• Require training for incoming and new employees and students

• Establish office for receiving mandated and victim reports, providing interim protective measures for victims, fair and impartial investigations, and making findings and recommended sanctions
DISCRIMINATION, HARASSMENT, SEXUAL MISCONDUCT AND RETALIATION POLICY

Radford University is committed to providing an environment that emphasizes the dignity and worth of every member of its community and that is free from harassment and discrimination based on race, sex, color, national origin, religion, age, veteran status, sexual orientation, gender identity, pregnancy, genetic information, against otherwise qualified persons with disabilities, or based on any other status protected by law.

Initially adopted by the BOV on November 21, 2014, and amended by the BOV on September 18, 2015.
The purpose of this policy is to establish clearly and unequivocally that Radford University prohibits discrimination, harassment, sexual misconduct, and retaliation by individuals subject to its control or supervision and to set forth procedures by which such allegations shall be filed, investigated and adjudicated.

The RU policy and procedures are available online on the Office of Diversity and Equity webpage under the “What is Title IX” icon.
Types of Cases Covered

• Sexual assault/violence
• Dating violence
• Domestic violence
• Stalking
• Sexual exploitation
• Sexual harassment
• Discrimination and harassment
• Retaliation
SEXUAL MISCONDUCT INCLUDES:

- Sexual assault/violence
- Dating violence
- Domestic violence
- Sexual exploitation
- Stalking
WHO DOES THIS POLICY APPLY TO?

- On-campus conduct involving students, employees, faculty, staff, visitors to campus, and contractors working on campus
- Off-campus conduct involving students, visiting students, employees, faculty and staff participating in Radford University-sponsored activities
- Off-campus conduct that has continuing effects that create a hostile environment on campus
MANDATORY REPORTING BY EMPLOYEES

- Mandatory employee reporting: All employees, other than the confidential employees, who receive information regarding a complaint or report of discrimination, sexual harassment, sexual misconduct, or retaliation must report any relevant information about the alleged incident to the Title IX Coordinator without delay after addressing the needs of the victim.

- No Radford University employee shall undertake any independent efforts to determine whether or not the report or complaint has merit or can be substantiated before reporting it to the Title IX Coordinator.
Title IX In-Person Training with Instructors

• Teaching and Research Faculty
• Adjunct Faculty
• Administrative/Professional Faculty
• Classified staff
• Wage Staff
• Student employees
• Students
What is covered in RU mandatory Title IX training?

- Policy and definitions with examples
- Trauma informed approach
- By stander intervention
- Reporting procedures
- Title IX processes and procedures
- Sanctions and transcript notations for accused students
- Amnesty for victims/survivors
Online Title IX Mandatory Training for Campus

- Online Title IX training for all faculty, staff, and student employees through vendor, LawRoom called Campus Clarity/Sexual Assault/Violence Prevention and Reporting

- Continuing online training for incoming and new students through vendor, Everfi called Haven on Sexual Assault/Violence Prevention
  - Flexibility
  - Interactive/stimulating
  - User friendly
  - Able to customize modules
  - Able to run reports by university
Mandatory RU Title IX Training

RU Students trained in 2015-16 academic year:

• 2137 completed online training
• 2047 freshmen and 788 transfer students
• 2835 total numbers of RU students
• 75% of the RU students trained

RU Faculty, Staff, and Student Employees trained in 2016

• 2069 completed online training
• 328 completed instructor led in-person training
• 2397 employees trained
• 3284 total numbers of RU employees
• 73% of the RU employees trained
NON-CONFIDENTIAL REPORTING

Brooke Chang, Title IX Coordinator, Office of Diversity and Equity, Tyler Place 2nd Floor (next to Subway), online reporting, or (540) 831-5307
TITLE IX ONLINE REPORTING: OFFICE OF DIVERSITY AND EQUITY WEBSITE

FILE A REPORT ICON:

Title IX

Online reporting for sexual assault/violence, dating violence, domestic violence, stalking, sexual exploitation, and sexual harassment.

• **Online Title IX Reporting for Victims/Survivors:**
  - Non-confidential online report for students, faculty, and staff. The information provided will not be disseminated to the public unless required by the law.

• **Online Mandatory Title IX Incident Reporting by Employees:**
  - Non-confidential incident report for employees, including student employees. All Radford University employees in receipt of a complaint or report must report it without delay. The information will not be disseminated to the public unless required by law.
Creation of Title IX Review Committee

Creation of committee to review sexual assault cases under Code of Virginia §23-9.2:15 effective July 1, 2015

- Title IX Coordinator/Officer
- Member of Student Affairs
- Member of Law Enforcement
- Added: Human Resources Member
- Consultant: Member of Student Counseling Services
Title IX Review Committee

Determination by Committee:

- Sexual violence that constitutes felony sexual assault - Report to Commonwealth Attorney without disclosure of victim identity
- Threat to health and safety of student or other individuals - Report to law enforcement agency and Commonwealth Attorney
CONFIDENTIAL CAMPUS REPORTING

- The Substance Abuse and Violence Education Support Services (SAVES)
- Student Counseling Services
- Student Health Center
RESOURCES AND OPTIONS AVAILABLE FOR VICTIMS

- Advocacy and support for victims/survivors through SAVES
  Therapeutic counseling through Student Counseling Services, the Women’s Resource Center, and Center for Assessment & Psychological Services (CAPS)
- Medical services through the Student Health Center and NRV Medical Center
- No Contact Orders
- Changes to living and academic settings
- Safe rooms available in resident halls
- Academic resources and support
- Protection against retaliation
INVESTIGATIONS OF SEXUAL ASSAULT/MISCONDUCT AND SEXUAL HARASSMENT

- Title IX Coordinator and the Deputy Title IX Coordinator are investigators who do not represent the victim/survivor or the accused, and conduct fair and impartial investigations.
- The Office of Diversity and Equity conducts investigations into allegations of sexual assault/violence, sexual harassment, domestic violence, dating violence, sexual exploitation, stalking, and discrimination.
- Victims/survivors may opt out of investigation with a written release.
- The complaining party and responding party both are interviewed, and may bring an advisor who is not a witness or involved in the incident.
- Witnesses for both parties also may be interviewed.
- Consider documentary evidence provided (i.e., texts, emails, instant messages).
- Issue Reports of Investigation with findings of fact and recommended sanctions to both parties.
- Appeal through the Discrimination Appeals Committee available for both parties.
- For more details, please see the Office of Diversity and Equity website under “What is Title IX” icon.
SANCTIONS

• Sanctions may include penalties up to and including dismissal for students and termination for employees.

• In addition to sanctions that may be imposed on an individual found in violation of this policy, Radford University will take steps to prevent recurrence of any sexual misconduct, including sexual assault and sexual violence, and to remedy discriminatory effects on the complainant and others, if appropriate.
Student Transcript Notations

Virginia Code §23-9.2:18 effective July 1, 2015

- Any student who is determined to have committed, a violation of this policy involving sexual violence, and the sanction includes suspension or dismissal, will have a prominent notation placed on the student’s academic transcript.

- Any student under investigation for such a violation who then withdraws from the University, or does not enroll in a subsequent fall or spring term, prior to the investigation being concluded, will have a prominent notation placed on the student’s academic transcript.

- After serving this suspension and if no further violations under this policy or Standards of Student Conduct, this transcription notation will be removed.
STUDENT AMNESTY

In order to facilitate reporting, Radford University will, with the following limited exceptions, provide amnesty to a student who reports an incident in violation of this policy, directed toward that student or another student, for minor disciplinary infractions, such as underage drinking, at the time of the incident.
Notice to RU Students

- General notice to RU students in September of each academic year of transcript notation involving sexual violence in violation of Discrimination, Harassment, Sexual Misconduct & Retaliation (Title IX) Policy by the Office of Student Standards and Conduct.
- Specific notice to RU students through written “Notification to Respondent” during initial interview with Title IX Coordinator or Deputy Title IX Coordinator.
- Final notice to RU students in an email when placing notation on transcript by the Office of Student Standards and Conduct or Office of Diversity and Equity.
Implementation of Stall News

• Displayed in bathroom stalls on campus
• Information on what is sexual assault/violence, dating & domestic violence, and Stalking
• Where to get help!
• Where to report a Title IX Incident or file a complaint
• Available campus and off-campus resources
• How to support a survivor
Additional Title IX Efforts

• Provide Title IX Resources and Information to campus: Redesigned the Office of Diversity and Equity webpage for ease of online reporting and access to Title IX policy and procedures, resources, and information.

• Campus awareness: Stall News on Sexual Assault, Dating and Domestic Violence and stalking information. How to get help, report an incident, and available resources

• Participate in prevention programs: Presented and cosponsored “Step Up! Bystander Intervention” during sexual assault awareness month. Cosponsoring “Speaking of Sex” Theater Production during the first six weeks of the semester, and participating in dating/domestic awareness month programs.

• Conducted student and student employees sexual assault training: Student Athletes, Greek Life, ROTC, University 100 Peer Instructors, Graduate Assistant/teaching Assistants, Resident Assistant and Directors, Quest Assistants, and Governor’s School Counselors on Sexual Assault and Interpersonal Violence.

• Improving Sexual Assault Responses: Convened meetings to coordinate sexual assault response efforts with campus and community stakeholder to include, Office of Dean of Students, SAVES Office, RU Police Department, Student Counseling Center, Office of the Commonwealth Attorney, Radford City Police Department, Women’s Resource Center, and NRV Medical Center Forensics staff. The Title IX Officer also is a member of the Radford City Sexual Assault Response Team (SART).
QUESTIONS ?