



The ***Inauguration*** *of*
Brian O. Hemphill, Ph.D.

*as the Seventh President of
Radford University*

October 13, 2016

RADFORD UNIVERSITY

The background of the entire page is a grayscale photograph of a campus. In the foreground, there are large, detailed leaves, possibly maple, scattered across the ground. In the mid-ground, there are several trees with dense foliage. In the background, a multi-story brick building with many windows is visible, partially obscured by the trees. The overall scene is peaceful and academic.

Alma Mater

Music and lyrics by Florence Campbell Baird

Hail, all hail to our Alma Mater,
Bare our heads, let the welkin ring.
Here's our hearts and our fond allegiance,
Honors to you we bring.
Praise your broad and your lofty aims,
Your purpose never fail...
Hail to thee, our Alma Mater,
Hail, all hail.

Hail, all hail to the Radford Spirit,
Give three cheers and then one cheer more.
Let the praise of our Alma Mater
Echo from shore to shore.
Radford's ours and our loyalty
Will never, never fail.
Hail to thee, our Alma Mater,
Hail, all hail.

Message from Commonwealth of Virginia



Congratulations to Dr. Brian O. Hemphill on his selection as the seventh president of Radford University. I am pleased to extend a warm welcome to everyone attending his inauguration ceremony.

Since 1910, Radford students and faculty members have worked diligently to build a better future for Virginia and the nation. Dr. Hemphill brings with him decades of experience in higher education, with a focus on student affairs. With President Hemphill's guidance, Radford will continue on its path of academic excellence.

Thank you for all you do to strengthen the Commonwealth. I send you my best wishes on a successful celebration.

A handwritten signature in black ink, appearing to read "Terence R. McAuliffe".

The Honorable Terence R. McAuliffe
72nd Governor of the Commonwealth of Virginia

Message from Secretary of Education



I would like to offer my most sincere congratulations on the inauguration of President Brian O. Hemphill as the seventh president of Radford University. This is a great time to be a Highlander, and I want to offer my regards to the students, faculty and staff of this exceptional institution.

Today, the Radford family comes together to celebrate not only a new president, but a new era in the history of one of Virginia's preeminent universities. During these inaugural festivities, I would encourage you to use this occasion to reflect upon the kind of institution you wish to create together, and what kind of mark you want to leave on the wider Commonwealth.

President Hemphill is an exceptional leader and thoughtful educator, and he has taken the reigns during an exciting time in higher education. I again offer my congratulations and look forward to celebrating your shared accomplishments in the coming years.

Sincerely,

A handwritten signature in black ink, appearing to read "Dietra Y. Trent".

The Honorable Dietra Y. Trent, Ph.D.
Secretary of Education

Message from State Council of Higher Education for Virginia



On behalf of the members and staff of the State Council of Higher Education for Virginia, I extend greetings and congratulations to Brian O. Hemphill on the occasion of your inauguration as the seventh president of Radford University. You have our full support as you assume the leadership of one of the Commonwealth's great public universities. I look forward to working with you to advance Virginia through higher education.

A handwritten signature in black ink that reads "Peter Blake".

Peter A. Blake
Director of the State Council of Higher Education for Virginia

Message from Board of Visitors



On behalf of the Radford University Board of Visitors, it is my pleasure to congratulate Dr. Brian O. Hemphill on his inauguration as our University's seventh president. The Board's criteria for the incoming president was an individual who understands and has a commitment to academic quality, shared governance and the inextricable link between teaching and scholarship. Someone who embraces excellence, integrity and exhibits the leadership abilities required to define and execute Radford University's vision as the higher education landscape evolves.

Though he has only been on campus for a few months, it is quite apparent that Dr. Hemphill has the leadership, demeanor, vision and energy that will build upon Radford University's successes and lead our campus community to exciting future possibilities. In addition, Dr. Hemphill is fully committed to Radford's tradition of education that is first and foremost student-focused.

I think I speak for our entire Board when I say that we are very excited about working with Dr. Hemphill and helping him as he implements his vision for the future of Radford University.

A handwritten signature in black ink that reads "Christopher J. Wade".

Christopher J. Wade
Rector of the Board of Visitors



Message from Students



This is a very exciting time for students at Radford University. The students are very eager to welcome Dr. Brian O. Hemphill to campus as the seventh president of Radford University. He actively engages with students, and academic excellence is one of his top priorities. The student body is looking forward to how President Hemphill is going to advance Radford University during his tenure.

Jacinda Jones '17
President of the Student Government Association

Message from Faculty



On behalf of the Radford University faculty, I would like to officially congratulate Dr. Brian O. Hemphill on his selection as the university's seventh president. The faculty are excited about Dr. Hemphill's vision, character and enthusiasm, and we look forward to working closely with him as he leads this great university forward. Congratulations, Dr. Hemphill, and welcome to the Radford family!

E. Carter Turner, Ph.D.
President of the Faculty Senate

Message from Administrative and Professional Faculty



The Radford University Administrative and Professional Faculty congratulates Dr. Brian O. Hemphill on being named the seventh president of Radford University. The inauguration of your presidency signals a new era in the proud history of Radford. The positive energy across campus, since your arrival, has truly been contagious and uplifting. We are eager to collaborate with you to achieve excellence and showcase the university's new vision. Welcome to the Radford family!

Sandra B. Bond

Sandra M. Bond '97, M.B.A. '00
President of the Administrative and Professional Faculty

Message from Classified Staff



"We will succeed together as a Radford family, a family comprised of students, faculty, staff, alumni and friends." These were the words Dr. Hemphill spoke on January 21, 2016, at the welcoming ceremony held in the Bondurant Auditorium. On behalf of classified staff at Radford University, not only do I want to congratulate him on being named the seventh president of Radford University, but I also want to welcome him into the Radford family.

The excitement, encouragement and enthusiasm Dr. Hemphill has already generated campuswide is amazing, and I can't wait to see what the future for Radford University holds.

Marie Testerman

Marie Testerman
President of the Staff Senate

Message from Alumni



On behalf of the Radford University Alumni Association, congratulations to President Brian O. Hemphill on your inauguration as the seventh president of Radford University. We appreciate the tremendous outreach that President Hemphill has made to our alumni across the Commonwealth and beyond. Your enthusiasm and pride in our alma mater encourage all of us to strive for excellence.

Our original seal, the beehive, represents the industriousness of many working collectively for the common good while providing the human capital with the needed resources to (metaphorically) grow colonies and pollinate crops in other areas. Our colony of more than 72,000 alumni is proud to support your vision and we look forward to contributing in as many ways as possible to help you, the dedicated professors, and staff members at Radford University on this exciting new journey. Together, we will implement new and innovative approaches to grow and drive a thriving global community of alumni hives to engage and to enhance Radford University while celebrating our proud history and traditions.

Be Loud! Be Proud! Go Highlanders. Welcome aboard, President Hemphill!

A handwritten signature in black ink that reads "Kevin M. Rogers".

Kevin M. Rogers '87
President of the Alumni Association

Message from City of Radford



Greetings from the City of Radford!

As Mayor of Radford City, and on behalf of its citizens, it is with great pride and respect that I offer heartiest congratulations to President Hemphill on his Inauguration as the seventh president of Radford University. We welcome his leadership and vision as he leads the university forward in these times of opportunity and challenge. Radford City is so privileged to be home to Radford University for more than 100 years, and we understand and appreciate the deep bonds between the city and university. We pledge our continued support and commitment as Dr. Hemphill inspires the next generation of leaders in the Commonwealth and beyond.

A handwritten signature in black ink that reads "Bruce E. Brown".

The Honorable Bruce E. Brown, M.S. '78, Ph.D.
Mayor of the City of Radford

Academic Symbols

The academic symbols in evidence at today's ceremony reflect the continuity and strengths of higher education in our culture. Many of the traditions surrounding academic ceremonies, such as inaugurations and commencement, are rooted in the customs of the Middle Ages when universities were first formed. Four symbols – the academic regalia, the seal, the mace and the presidential medallion – are particularly important to Radford University and will be evident in today's ceremony.

Academic Regalia

Perhaps the most visually memorable part of a presidential inauguration is the academic procession in which the spectacle of robes, hoods, hats and tassels represents the rich diversity of higher education around the world. Gowns and mortar boards were a common form of dress in medieval times when classrooms were unheated and the academic gowns and hoods kept the scholars warm. It became a distinctive symbol of academic pursuit, setting the academic apart from the non-academic.

Prior to the Civil War, most American college and university students wore the gown daily during their entire term of study. The gown only became standardized in 1894 when the American Intercollegiate Commission determined that all robes would be black. The master's robe is distinguishable by long, closed sleeves; the doctor's gown by a facing of black velvet from the hem to the neck and back, with three velvet bands around each sleeve above the elbow. The traditional hood, also black, displays significant color. The lining represents the colors of the university granting the wearer's highest degree. The color of the facing of the hood signifies the individual's academic discipline or school of study.

Those in the academic procession today include, in their order of appearance in the processional, the Chief Marshall, color guard, students, learned societies, representatives of other colleges and universities, faculty members, the university administration, members of the Board of Visitors, the platform party and the Rector of the Board of Visitors escorting President Hemphill.

The Seal

The official seal of Radford University is a beehive surrounded by art nouveau flowers. The beehive has long been a symbol of Radford University. In the mid-1920s when the school was called Radford State Teachers

College, the Student Handbook recorded that the beehive represented industry, thrift and wisdom.

The Mace

Maces were war clubs used during the Middle Ages as weapons of last resort by military officers. The mace later became a traditional symbol of protection and evolved into use as a longer walking stick. Within the university, the mace was adopted as a symbol of the power of the academic quest for truth and wisdom. It was carried in academic processions not only to bring authority to ceremonial occasions, but also to emphasize the unity and aspirations of the collegial community.

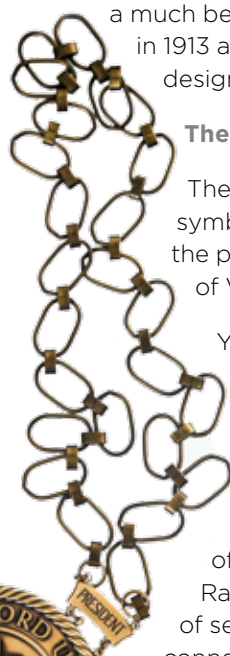
Radford University's mace is wooden, made of turned walnut. This wood was salvaged from Founders Hall, a much beloved structure completed on the campus in 1913 and razed in 1968 and which serves as the design inspiration for this inauguration.

The Presidential Medallion

The presidential medallion and chain of office symbolize the authority vested in the office of the president by the Radford University Board of Visitors.

Yet another academic tradition that originated from medieval regalia, the display of the heavy chain symbolizes the weight of responsibility for the wearer, strength in unity and strong communication.

The gold medallion incorporates an image of historic Founders Hall and acknowledges Radford University's more than 100 years of service to higher education in Virginia, connecting the institution's past and future. The bee separating the years of the university's founding and Centennial references the university seal, which depicts a beehive.



Radford University, 1910-2016

The institution now known as Radford University was founded by the Virginia General Assembly in the spring of 1910. The State Normal and Industrial School for Women at Radford grew out of a late 19th-century effort to expand Virginia's public school system and prepare a sufficient number of teachers. On October 3, 1911, Dr. John Preston McConnell was appointed president of the institution.

The first building on Radford's campus, Founders Hall, was started in 1911 with its copper dome and ornate features. The building housed administrative offices, a gymnasium, auditorium, library and classrooms. It was dedicated on August 9, 1913, just before the September 17 start of the school's first session.

The school colors of purple and gray were chosen and an Alma Mater was written in 1913. The Student Government Association was established in 1914 and adopted the Honor System in 1917. In 1924, the school's name was changed to State Teachers College.

Radford's first Bachelor of Science degrees were awarded in 1921.

On November 15, 1937, Dr. McConnell resigned his position as president due to ill health.



The Highlanders band, 1950s



Founders Hall, 1913-1968

Jeremy Pate Whitt, the school's registrar, was named acting president until a successor could be chosen. Dr. David W. Peters assumed the role of president on January 1, 1938.

Radford had come through the Depression relatively unscathed. In fact, several new initiatives had begun, including the construction of McConnell Library.

Many federal programs designed to improve the economy benefitted the Radford campus during the 1930s. Improvements were made to existing buildings and a dining hall was built. The yearbook was discontinued due to funding difficulties in 1930, but launched again in 1937.

Dr. McConnell passed away on October 13, 1941, signaling the end of an era at Radford. The coming year brought World War II and caused disruptions on campus with many of the faculty serving in the armed forces. A War Defense Council was organized in 1942 and campus programs were coordinated with the city. Classes were modified to focus on the war, including courses such as Geography for the War, War Craft Math and Pre-Flight Aeronautics.

As the war progressed, Radford continued to survive despite enrollment drops and further changes. In 1943, a merger was proposed between Radford and nearby Virginia Polytechnic Institute as part of a statewide effort to consolidate higher education institutions and give students the most adequate opportunity for a broad professional and technical

education. As the Women's Division of V.P.I., Radford students would have the opportunity to pursue the same programs available to men, and duplicate courses were eliminated between the two schools.

Immediately following the war years, enrollment expanded at an amazing rate. Peacetime made money available for new construction and renovation. In 1948, Radford College began to expand outside the stone wall which had surrounded the campus for many years. A new residence hall was completed in 1950, and in 1951 a new McGuffey school was constructed, reflecting modern elementary school design. The 1950s brought many physical changes, but a leadership change also took place when Dr. Peters passed away on August 2, 1951. Once more, Jeremy Whitt was asked to serve as acting president, a position he held until his own death just a few months later.

Dr. Charles Knox Martin, Jr., officially became Radford's third president on January 17, 1952. Under the Martin administration, Radford continued to grow and prosper throughout the 1950s with many additions, including Peters Hall and Pocahontas Hall.

The 1960s began with a celebration of Radford's first half-century. The school had seen tremendous growth and expansion, three identity changes and three presidents. In 1964, due to the immense progress made at Radford, the "marriage" with V.P.I. was dissolved. Radford was known simply as Radford College and with the autonomy came pressures for change from many external forces. The turbulent '60s era was a challenging experience on the Radford campus, partly because of many of the "finishing school" characteristics instituted 50 years earlier.



Early promotional image



Tea Dance, 1935

Students pushed for more and more freedoms at Radford, as they did at schools across the U.S. The final major change that brought Radford into the present was the undergraduate admission of men in the summer of 1972.

In 1972, Dr. Martin assumed the position of college chancellor, which had been vacant since the split with V.P.I. Also in 1972, Dr. Donald N. Dedmon took office on March 20 as Radford's fourth president. During Dr. Dedmon's administration, Radford College grew in stature and size to become a comprehensive, coeducational institution. In 1979, Radford was granted university status by the General Assembly, resulting in the school's fifth name change. In the 1970s, Radford adopted the nickname "Highlanders" for the athletic teams in celebration of the Scottish heritage of Southwest Virginia. In keeping with the Scottish theme, school colors were changed to the Tartan plaid colors of red, white, blue and green. The school newspaper was renamed *The Tartan*. The yearbook remained *The Beehive*.

Growth continued at a rapid pace through the 1980s with more than 9,000 students attending Radford University per year by the end of the decade. The look and size of the campus also continued to evolve with the construction of a state-of-the-art sports complex named for Dr. Dedmon. The Dedmon Center was one of the first buildings designed with an inflated, air-supported roof, similar to that of the domed stadium in Indianapolis. The location of the Dedmon Center was also a change for the campus, as new properties adjacent to the New River were acquired from the railroad.

In June 1994, after 22 years as president, Dr. Dedmon announced his retirement. Vice President for Academic Affairs, Dr. Charles W. Owens, was named acting president until a successor was found. After a national search, Dr. Douglas Covington was named the fifth president and took office in June 1995. During his tenure, Dr. Covington presided over the university's first capital campaign and he led the efforts toward completing the university's first strategic plan. Again the campus saw growth with the completion of Martin Hall, Cook Hall, Waldron Hall and the track and soccer complex, Cupp Stadium. The most visible symbol of the Covington's legacy is the Douglas and Beatrice Covington Center for Visual and Performing Arts, which opened after his retirement.



Aerial view of campus before 1940

Dr. Covington retired in 2005 and Penelope W. Kyle, J.D., became the university's sixth, and first female, president in June 2005. During President Kyle's tenure, academic programs and the campus continued to expand.

The first doctoral programs were established, beginning with the Doctor of Psychology in 2008, followed by the Doctor of Nursing Practice and the Doctor of Physical Therapy.

As part of Radford University's 2010 Centennial activities, the university broke ground for a new home for the College of Business and Economics, later named Kyle Hall. The \$44 million complex opened in August 2012.

Radford University has always been committed to educating the whole student, both inside and outside the classroom. To that end, the 115,000-square-foot Student Recreation and Wellness Center opened in 2014.



Students gather in 1987

The Center for the Sciences encompasses the original 1930s-era Georgian building; a Modernist 1960s addition; and a \$49 million, 114,000-square-foot annex, which opened in January 2016. It includes teaching and research laboratories, the Museum of the Earth Sciences and the Radford University Planetarium.

Following President Kyle's retirement, Dr. Brian O. Hemphill became the seventh president of Radford University on July 1, 2016.

The College of Humanities and Behavioral Sciences opened in fall 2016. The 143,600-square-foot building is the largest academic building on Radford University's campus and houses all of the college's academic units. The state-of-the-art space features a mock trial/moot courtroom, a television studio, a forensic laboratory and an Emergency Management Center.



Science class, 1950

Radford University Presidents



Penelope Ward Kyle, J.D. *2005-2016*

The sixth and first female president, Penelope Ward Kyle, J.D. (2005-2016) is a native of Southwest Virginia. She holds a Juris Doctor from the University of Virginia School of Law and a Master of Business Administration from the College of William and Mary. She received her undergraduate degree from Guilford College in Greensboro, N.C. Before coming to Radford University, Kyle had more than 30 years of experience in state government, higher education and the corporate and legal worlds.

During Kyle's tenure, Radford University secured approval and funding for more than \$330 million in capital projects, including the construction of the College of Humanities and Behavioral Sciences building, the Center for the Sciences, the Student Recreation and Wellness Center and the College of Business and Economics, named Kyle Hall. Her career at Radford University was also notable for securing approval from the Commonwealth of Virginia to offer the university's first doctoral degrees.

Douglas Covington, Ph.D. *1995-2005*

A native of Winston-Salem, N.C., Dr. Douglas Covington (1995-2005) was a graduate of Central State University and held both a master's degree and Ph.D. from Ohio State University. Before coming to Radford in 1995, he served as president of Cheyney University in Pennsylvania, known as the first institution of higher learning for African Americans.

During his tenure at Radford, Dr. Covington presided over the university's first capital campaign and led the efforts toward completing the university's first strategic plan. New construction completed included Waldron Hall, Cook Hall, Martin Hall and Cupp Stadium. His greatest legacy was his tireless advocacy for the arts. The building now known as The Douglas and Beatrice Covington Center for Visual and Performing Arts was Dr. Covington's "dream" and opened after his retirement.



Donald Newton Dedmon, Ph.D. *1972-1994*

A Missouri native, Dr. Donald Newton Dedmon (1972-1994) received his undergraduate degree from Southwestern Missouri State College. He pursued his M.A. and Ph.D. at the University of Iowa. His career included teaching experience at both the high school and college levels before he moved into university administration at Colorado State University and Marshall University. Prior to coming to Radford, Dr. Dedmon served as Marshall's executive vice president and acting president.

During the two decades that Dr. Dedmon served as Radford's president, the university experienced unprecedented growth in campus size, curriculum and student population. Dr. Dedmon was a staunch supporter of the importance of faculty teaching at a time when many other institutions were emphasizing research over classroom work.



Charles Knox Martin Jr., Ph.D. *1952-1972*

Also a Missouri native, Dr. Charles Knox Martin Jr. (1952-1972) attended Southwest Missouri State College for his undergraduate and graduate studies. In the late 1930s, he received his Ph.D. from Yale. Dr. Martin went on to teach at Mary Washington College in Fredericksburg, Virginia, both before and after World War II.

During the 20 years that Dr. Martin served as president, he oversaw the dissolution of the RC-VPI marriage and the advancement of Radford College as its own individual institution.

As a leader in teaching education in Virginia, Radford's student population increased sharply; 22 buildings and additions were added to the campus; and the amount of majors offered by the college more than doubled. The largest women's college in the state at the time, Radford College was also one of the most productive, having been cited as the "most efficiently managed institution in the state."



David Wilbur Peters, Ph.D. *1938-1951*

Born in Franklin County, Virginia, Dr. David Wilbur Peters (1938-1951) pursued his undergraduate degree at Roanoke College. He received both his M.A. and Ph.D. from Columbia University. Dr. Peters was no stranger to Radford when appointed president. He had visited the campus many times as a member of the State Department of Education.

His professional career also included several teaching and administrative positions in Campbell County and Richmond. He was married to Anne Bruce of Rockbridge County. During his tenure as president, Dr. Peters oversaw the transition of Radford to the Women's Division of VPI and guided the school through tremendous post-World War II growth.

John Preston McConnell, Ph.D. *1911-1937*

Dr. John Preston McConnell (1911-1937) was born in Scott County, Virginia. Before serving as Radford's first president, McConnell had served for nine years as dean and professor of history and economics at Emory and Henry College. He received both his bachelor's degree and M.A. from Milligan College and pursued his Ph.D. at the University of Virginia. He met and married his wife, Clara Louise Lucas, while at Milligan. Though his beliefs were unfashionable at the time, Dr. McConnell was a strong supporter of the need for quality education for women.

His career at Radford was marked by efforts to ensure equal access to information, courses and materials for female students. McConnell Library, bearing his name, is a testament to his undying quest for excellent facilities on Radford's campus.





Brian O. Hemphill, Ph.D.

Brian O. Hemphill, Ph.D., Radford University's seventh president effective July 1, 2016, is an unwavering champion for positive change and a true advocate of shared governance. With strong support from students, faculty, staff, alumni, friends, the local community, the New River Valley and the Commonwealth of Virginia, President Hemphill has pledged to lead the Highlander family with a steadfast commitment to excellence, accountability, transparency and student-centeredness. President Hemphill's vision is to transform Radford University into an innovative, premier university in the Commonwealth of Virginia and beyond with a keen focus on teaching, research and service.

A devoted public servant and steward of Radford University, President Hemphill proudly serves on a variety of boards, commissions and committees. He faithfully represents Radford University on the national scale with active involvement in the American Association of State Colleges and Universities (AASCU), including the Committee on Policies and Purpose, and the Association of Public and Land-grant Universities (APLU).

President Hemphill's road to Radford University has taken him from the University of Arkansas-Fayetteville, a flagship university, where he served as Associate Vice Chancellor and Dean of Students; to Northern Illinois University, a large, public, research university, where he served as Vice President for Student Affairs and Enrollment Management and Associate Professor for eight years; to West Virginia State University, a public, land-grant, research university, where he served as the 10th President and Professor for four years.



President Hemphill and Dr. Marisela Rosas Hemphill pose with The Highlander.



President Hemphill and Dr. Marisela Rosas Hemphill's twin 3-year-olds, Cruz and Catalina

President Hemphill earned a Ph.D. in Higher Education Administration and Policy Studies from the University of Iowa, a Master of Science degree in Journalism and Mass Communication from Iowa State University of Science and Technology and a Bachelor of Arts degree in Organizational Communication from Saint Augustine's University.

President Hemphill is a published author with a multitude of writings covering topics related to gun violence and threat preparedness on college campuses; emerging financial concerns affecting the collegiate sphere; STEM (Science, Technology, Engineering and Mathematics) and economic-related issues pertaining to education; and a myriad of additional scholarly perspectives pertinent to the higher education environment. President Hemphill recently coedited a book, titled "College in the Crosshairs: An Administrative Perspective on Prevention of Gun Violence." He is a highly sought-after keynote speaker, guest presenter and

panelist with frequent appearances across the country.

President Hemphill's passion for life and unparalleled commitment to excellence begin at home where he shares his life with his loving and supportive wife, Dr. Marisela Rosas Hemphill, who faithfully serves as Radford University's First Lady. The Hemphills are the proud parents of energetic, 3-year-old twins, Catalina and Cruz. President Hemphill has two beautiful children, 21-year-old Jada and 17-year-old Jordan. Above all else, President Hemphill cherishes the time he spends with his children who are precious to him. The Hemphill family resides in the Governor Tyler House. President and First Lady Hemphill are very active on and off campus, attending a variety of activities and events in support of the Highlander family.

Embracing the Tradition, Envisioning the Future

Radford University has a rich heritage of more than 100 years of scholarship and service to the Commonwealth of Virginia and the nation. The accomplishments and contributions of the Radford family, specifically students, faculty, staff, alumni and friends, form the basis of a tradition that has made a positive impact on and lasting differences in our communities, in both private and public sectors and in philanthropy to others. While the institution we know today as Radford University has evolved, adapted and innovated, it has done so with a compass that always has the student as its first priority. Student-centeredness is the fabric of the Radford family!

Building from a continued focus on our students and envisioning together our institution's future, my vision is to transform Radford University into an innovative, premier university within the Commonwealth of Virginia and beyond, with a focus on teaching, research and service. We will only be able to achieve this vision by working together and through the Radford family's commitment to "One Message, Many Voices" by presenting together, consistently and cohesively the key areas, outlined below, which will chart the success of our students and our University.

The Radford community will soon initiate the strategic planning process with active engagement from students, faculty, staff, alumni and community representatives, who will identify and guide our efforts in shaping Radford's future. After the plan is developed and approved and throughout its implementation, the plan will be available to the Radford community and the public on the University's website, as regular reports will be provided regarding the University's progress toward reaching our goals. As we undertake our strategic planning efforts and chart a path of success, I foresee a focus on the following areas:

Brand Identity

The market for prospective students is competitive. Building off the extensive quantitative and qualitative research and the Radford community's input, which resulted in the "Reason is Radford" branding campaign, we will continue to actively market Radford University and the opportunities available to our students and our communities. Through the success stories of our students, alumni and faculty, our communications strategy will embrace "One

Message, Many Voices." We will build upon the work we have already initiated to communicate the value of Radford University to prospective new audiences and reacquaint former audiences with today's Radford University. Each and every day, we will proudly tell the Radford story!

Academic Excellence

The academic mission of Radford University is at the heart of everything we do. With faculty and staff singularly dedicated to our students, past, present and future, we embrace new ideas and challenge convention in our commitment to offer our students the very best education and prepare them to be successful in their chosen professions. As educators, we endeavor to collaborate with our peers, lead the way in scholarship and create new knowledge within academia, all in service to our communities.

From questions about the relevancy of academic programs in today's rapidly evolving world to the cost of tuition, the value of higher education is increasingly being challenged in the public dialogue. There are serious discussions that some of higher education's practices and methods are not as relevant in today's post-industrial society. Critics of higher education claim that many institutions are not keeping pace.

As we begin our strategic planning process, I feel that it is imperative for us to examine and identify opportunities in programs, whether new or interdisciplinary; develop and refine processes to inspire and support innovation and research by both faculty and staff; expand grant opportunities for faculty and student research in order to serve our communities and create new knowledge; and develop new and additional methods of delivery based on what our students need and want for the rapidly evolving future they will encounter. In modern history, institutions of higher education have been at the forefront of knowledge, adaption and innovation. The pace of that change is increasing, and we need to be leaders in Envisioning the Future.

Student Success

Radford University has a strong and respected reputation for student-centeredness. Retention and degree completion will be at the center of how we



build upon our focus on students and the future of our institution. We work diligently to attract students to Radford University. Increasingly, students and their families look to us as a pathway for access and opportunity to achieve personal success and create a better life. However, for them, much is at risk if they cannot successfully obtain their degree. Students come to our campus with hopes and dreams, and it is our duty to support them in their efforts!

Retention and degree completion requires a team effort by our University with a holistic approach. To date, we have begun several initiatives that will utilize both data and focused leadership to actively engage in and impact a student's decision to leave our University or remain committed to their education. We want our students to succeed in and out of the classroom and graduate as informed, contributing and productive citizens of our communities.

Strategic Enrollment Growth

Recruiting future generations of Highlanders is essential to the long-term vitality of Radford University. With increased competition from universities for qualified students and an overall projected declining population of young adults, we must develop aggressive, data-informed enrollment strategies that reach prospective students where they reside, as they are beginning the college selection process. Such strategies include providing information that will compel them to learn more about Radford University and to make the decision that our University is the right path for achieving their dreams.

In addition to retaining our current students, Radford University is working diligently to identify markets where growth is expected to occur and for whom Radford University is an attractive and competitive option for their higher education goals. As such, we have begun to review our processes and procedures with the intent to be more timely, responsive and agile in responding to applicants with a goal of being more competitive in the minds of students who are considering their college choices. It will require a collaborative team effort to convince prospective students to discover "The Reason is Radford."

Economic Development and Community Partnerships

Higher education is increasingly serving a role in the economic development activities through our local communities and across the Commonwealth of Virginia. For Radford University, this is consistent with our mission of learning, creating new knowledge and developing our students as future leaders in

their communities. The University's legacy of service dates back to its original foundation to train school teachers, who would serve communities throughout the Commonwealth.

Radford University has much to offer our communities and should be viewed as a generator of human talent and limitless innovation. Indeed, a vibrant society and regional economy benefit Southwest Virginia and the Commonwealth and position Radford University into becoming a more competitive and stronger institution of higher education. By working together, the University will undertake a renewed focus on collaboration with our local communities and various stakeholders to develop public and private partnerships, thereby contributing to human capital and talent development and providing for innovation through research, problem-solving and entrepreneurship.

Philanthropic Giving and Alumni Engagement

The decline of state and federal government support of higher education is projected to continue and will not sustain Radford University in the long term. Therefore, we simply cannot become the institution we aspire to be without expanded external and private support. Without question, our future strategic initiatives, including ensuring the access of a college education to deserving students in financial need, will rely on the charitable donations of our alumni and friends, including foundations and businesses, that share in Envisioning the Future with Radford. The University will develop strategic outreach initiatives and partners in order to enable and maximize success in the critical areas of need, such as student scholarships.

Radford University has more than 72,000 alumni who are dedicated to the University and are Radford's best advocates as we endeavor to accomplish our goals for the future. They are leaders in their communities and professions. Their potential to continue assisting Radford University with their time, treasure and talent rests on our ability to engage and reengage them in meaningful ways.

As one Radford family, we will actively embrace the tradition and envision the future!

With Highlander Pride,

Brian O. Hemphill, Ph.D.
President

Investiture Ceremony

October 13, 2016, 10 a.m., Meffett Lawn

Prelude Music

Radford University Wind Symphony
R. Wayne Gallops, Ph.D., Conductor

Radford University Choruses
Meredith Y. Bowen, D.M.A., Conductor

Processional

Led by Radford University Highlanders Pipes and Drums
Timothy L. Channell, Ed.D., Pipe Major

Introduction of Platform Party

Joseph P. Scartelli, Ph.D.
Interim Provost and Vice President of Academic Affairs
Master of Ceremonies

Posting of the Colors

Radford University Army ROTC Color Guard

National Anthem

“The Star-Spangled Banner,” John Stafford Smith and Francis Scott Key
Youngmi Kim, soprano, D.M.A.
Assistant Professor of Music

Invocation

Nathaniel L. Bishop '88, D.Min.
President of Jefferson College of Health Sciences

Welcome

Christopher J. Wade
Rector of the Board of Visitors

Greetings

The Honorable Dietra Y. Trent, Ph.D.
Secretary of Education for the Commonwealth of Virginia

Peter A. Blake
Director of the State Council of Higher Education for Virginia

On behalf of Students

Jacinda Jones '17
President of the Student Government Association

On behalf of Faculty

E. Carter Turner, Ph.D.
President of the Faculty Senate

On behalf of Administrative and Professional Faculty

Sandra M. Bond '97, M.B.A. '00
President of the Administrative and Professional Faculty Senate

Greetings (continued)

On behalf of Classified Staff
Marie Testerman
President of the Staff Senate

On behalf of Alumni
Kevin M. Rogers '87
President of the Alumni Association

On behalf of the City of Radford
The Honorable Bruce E. Brown, M.S. '78, Ph.D.
Mayor of the City of Radford

Remarks

Johnetta Cross Brazzell, Ph.D.
Vice Chancellor Emeritus of Student Affairs at University of Arkansas

Introduction of Keynote Speaker

George S. Low, Ph.D.
Dean of the College of Business and Economics

Keynote Address

E. Gordon Gee, Ed.D.
President of West Virginia University

Investiture of President Brian O. Hemphill, Ph.D.

Presentation of Presidential Medallion
Christopher J. Wade
Rector of the Board of Visitors

Presentation of Academic Mace
Joseph P. Scartelli, Ph.D.
Interim Provost and Vice President for Academic Affairs

Inaugural Address

"Embracing the Tradition, Envisioning the Future"

Brian O. Hemphill, Ph.D.
Radford University's Seventh President

Alma Mater

Music and lyrics by Florence Campbell Baird

Radford University Choruses
Meredith Y. Bowen, D.M.A., Conductor

Please see inside front cover for lyrics.

Benediction

Nathaniel L. Bishop '88, D.Min.
President of Jefferson College of Health Sciences

Recessional

Led by Radford University Highlanders Pipes and Drums
Timothy L. Channell, Ed.D., Pipe Major
Radford University Wind Symphony
Wayne Gallops, Ph.D., Conductor

Keynote Address by E. Gordon Gee, Ed.D.

Dr. E. Gordon Gee is one of America's most prominent higher education leaders, having helmed universities for more than three decades. In 2009, Time magazine named him one of the top 10 university presidents in the United States.

In 2014, Gee returned to West Virginia University, where his career as a university president began. His leadership goals include putting students first, advancing the university's research agenda, partnering with West Virginia communities and making sure that 1.8 million West Virginians know in their hearts and minds that West Virginia University is their university.

Born in Vernal, Utah, Gee graduated from the University of Utah with an honors degree in history and earned his J.D. and Ed.D. degrees from Columbia University. He clerked under Chief Justice David T. Lewis of the U.S. 10th Circuit Court of Appeals before being named a judicial fellow and staff assistant to the U.S. Supreme Court. In this role, he worked for Chief Justice Warren Burger on administrative and legal problems of the Court and federal judiciary. Gee returned to Utah as an associate professor and associate dean in the J. Reuben Clark Law School at Brigham Young University, and was granted full professorship in 1978.

One year later, he became dean of the West Virginia University College of Law, and, in 1981, was named West Virginia University president. He served in that role until 1985.

He went on to lead the University of Colorado (1985-1990), Brown University (1998-2000), and Vanderbilt University (2001-2007). He served as president of The Ohio State University from 1990 to 1997 and again from 2007 to 2013.

Gee has been a member of several education-governance organizations and committees, including



the Big Ten Conference Council of Presidents, the Inter-University Council of Ohio, the Business-Higher Education Forum, and the American Association of Universities. He was chair of the American Council on Education's Commission on Higher Education Attainment and served as co-chair of the Association of Public and Land-Grant Universities' Energy Advisory Committee. In 2009, Gee was invited to join the International Advisory Board of King Abdulaziz University in Saudi Arabia.

Active in a number of national professional and service organizations during his tenures, he has served on the boards for the Rock and Roll Hall of Fame and Museum, Inc., Limited Brands, and the National 4-H Council. In 2011, Gee was appointed to serve as secretary on the Board of Directors of Ohio's economic development program, JobsOhio. In 2011-2012, he was asked by Governor Kasich to chair both the Ohio Higher Education Capital Funding Collaborative and the Ohio Higher Education Funding Commission. In December 2012, he was asked to serve on the Columbus Education Commission. And in March 2015, he was elected to the board of directors of the American Council on Education, the nation's largest higher education organization.

Gee has received a number of honorary degrees, awards, fellowships, and recognitions. He is a fellow of the prestigious American Association for the Advancement of Science, the world's largest science organization. In 1994, Gee received the Distinguished Alumnus Award from the University of Utah, as well as from Teachers College of Columbia University. In 2013, he received the ACE Council of Fellows/Fidelity Investments Mentor Award and received the Outstanding Academic Leader of the Year Award on behalf of Historically Black Colleges and Universities. He is the co-author of 11 books, including Law, Policy and Higher Education, published in 2012. He is also the author of numerous papers and articles on law and education.

Remarks by Johnetta Cross Brazzell, Ph.D.

Johnetta Cross Brazzell of McDonough, Ga., served as the vice chancellor for student affairs at the University of Arkansas from 1999 until 2009 when she retired. During her tenure at the University of Arkansas, the African American freshman retention rate increased as did the graduation rate for African American students. She also was instrumental in the creation of the Silas Hunt Scholars mentoring program. Her leadership resulted in a more diverse staff in the Division of Student Affairs, and she made achieving diversity throughout the programs of the division a high priority.

Prior to her tenure at the University of Arkansas, Brazzell served as vice president for student affairs at Spelman College located in Atlanta, Ga. In addition to her position at Spelman College, her professional experience with student services includes the following appointments and service. From 1990 through 1993, she was interim dean of students and associate dean of students at the University of Arizona, a campus of 35,000 students. Prior to her time in Arizona, she was assistant to the associate vice president of academic affairs and vice president for student affairs at the University of Michigan from 1988 through 1990. She also served as the director of placement and career



services at Oakland University from 1982 through 1987.

In 1994, Brazzell was a Fulbright Scholar. She served as a reviewer and editorial board member for *The Review of Higher Education*. Brazzell also served as the chair of the National Advisory Committee for Minority Undergraduate Fellowships Program affiliated with the National Association of Student Personnel Administrators (NASPA). She was appointed by the governor of Georgia to serve on the Georgia Commission for National and Community Service.

Brazzell also served on the Northwest Arkansas Diversity Council, the Northwest Arkansas Dr. Martin Luther King Jr. Planning Committee and the Walton Arts Center Board of Directors. She has been recognized by *Power Play Magazine*, based out of Little Rock, as one of the 25 most influential African Americans in Arkansas.

Brazzell earned a bachelor's degree in history and political science from Spelman College in 1968. She earned a master's degree in American history with an emphasis on the African-American experience from the University of Chicago in 1972. She earned a Ph.D. in higher and adult continuing education from the University of Michigan in 1991.

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Foundation Board of Directors



Front row, left to right: Callie Dalton, Dale Parris, Nancy Artis, Michelle O'Conner, Mary Ann Hovis and Keith Finch. Back row, left to right: Melissa Wohlstein, George Kite, President Brian Hemphill, Richard Alvarez, Joe Scartelli and John Cox, Executive Director. Not pictured: Nathaniel Bishop, Christopher Huther, Doug Juanarena, Wayne Klotz, Richard Schwein, Marquett Smith and Kent Warren.

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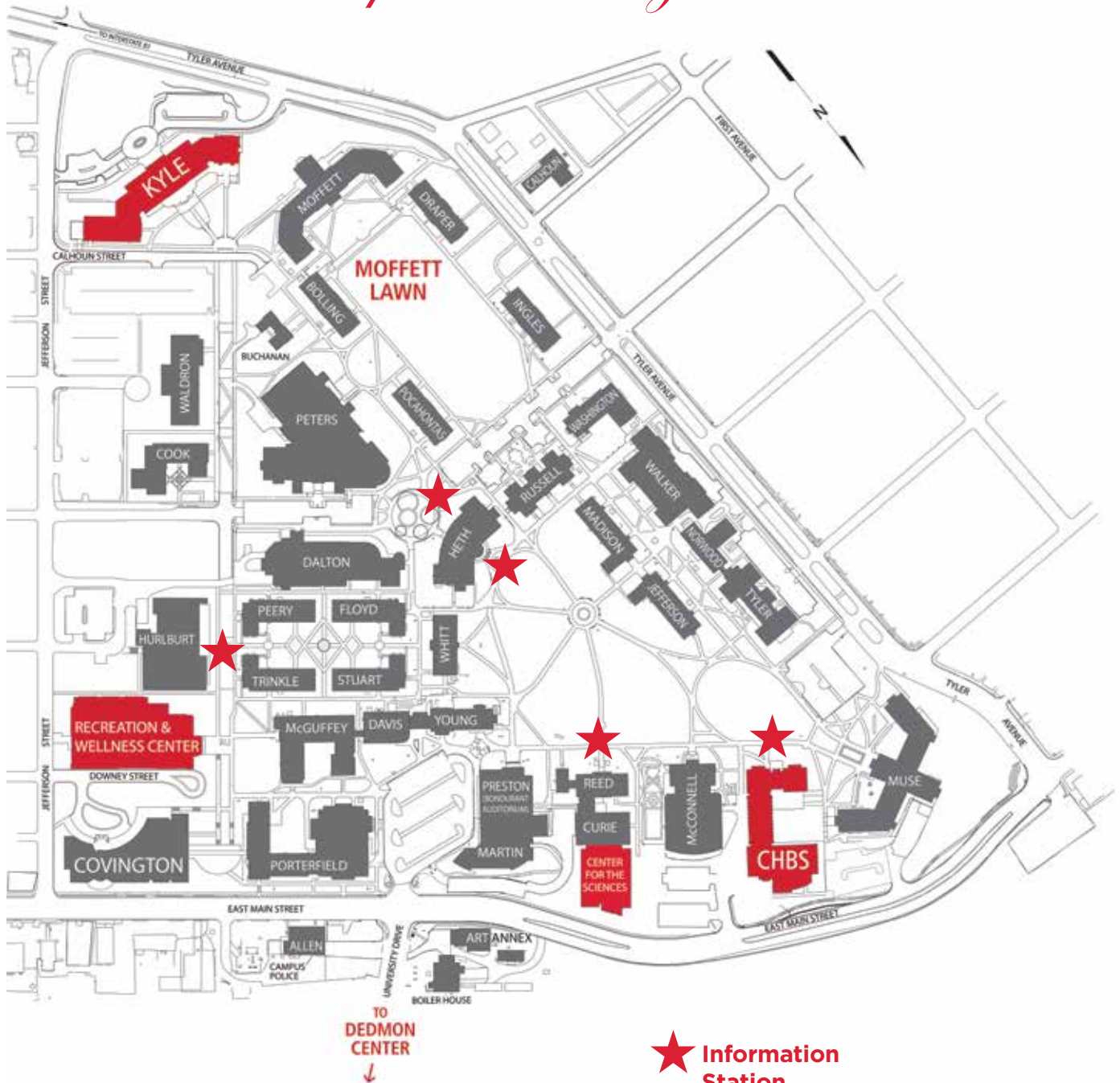
Joseph Scartelli, Ph.D.
*Interim Provost and
Vice President for Academic Affairs*
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Radford, VA

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Asheville, NC

Kent T. Warren '91
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Fairfax, VA

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Radford, VA

Campus Walking Tour



The Radford University campus has grown from 33 acres in 1910 to 204 acres today and was originally designed to resemble a flock of geese in flight. The first building, Founders Hall and where Muse Hall stands today, was the point of the triangle or the bird leading the flock. Construction for the first residence hall,

Tyler Hall, began in 1914 and was named after Radford resident and former Governor James Hoge Tyler. Today's campus, known for the red brick Georgian architecture, pristine landscaping and abundant green space, consists of 15 residence halls and 41 academic, administrative, student services and athletic buildings. The most recent additions to campus are featured in the walking tour.



College of Humanities and Behavioral Sciences

The College of Humanities and Behavioral Sciences (CHBS) building opened in fall 2016. At 143,600 square feet, the facility is the campus's largest academic building. The building is home to unique learning spaces, such as a broadcasting studio, a courtroom, an emergency operations center and a social media watch center.



Center for the Sciences

The 114,000-square-foot Center for the Sciences opened in early 2016. The facility features a state-of-the-art planetarium, the Museum of the Earth Sciences, high-tech classrooms and laboratories, teaching and learning spaces.



Student Recreation and Wellness Center

The 115,000-square-foot Student Recreation and Wellness Center opened in late fall 2014. The facility features a three-court gymnasium, a multipurpose activity court, two racquetball courts and 15,000-square-feet of strength and cardio space. The center complements the four acre Student Outdoor Recreation Complex, which includes a 162,000-square-foot turf field.



Kyle Hall

The 110,000-square-foot home for the College of Business and Economics (COBE) opened in fall 2012. The building includes auditorium-style classrooms, conference rooms and gathering spaces designed to stimulate collaboration and teamwork. It also features the latest in educational technology and financial research capabilities, including a stock "trading room."

Presidential Transition Committee

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Ashlee Claud
Jorge Coartney
Tanya Corbin, Ph.D.
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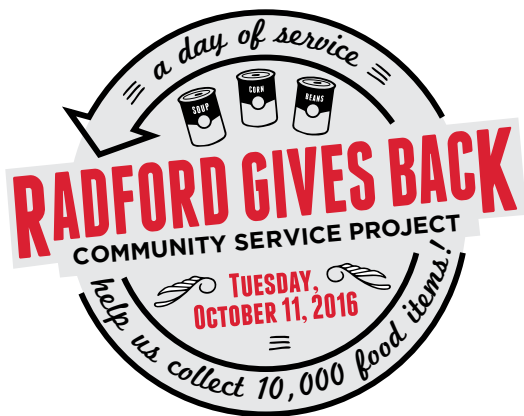
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Lisa Pompa '86
Russell Pompa '84
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Melissa Wohlstein

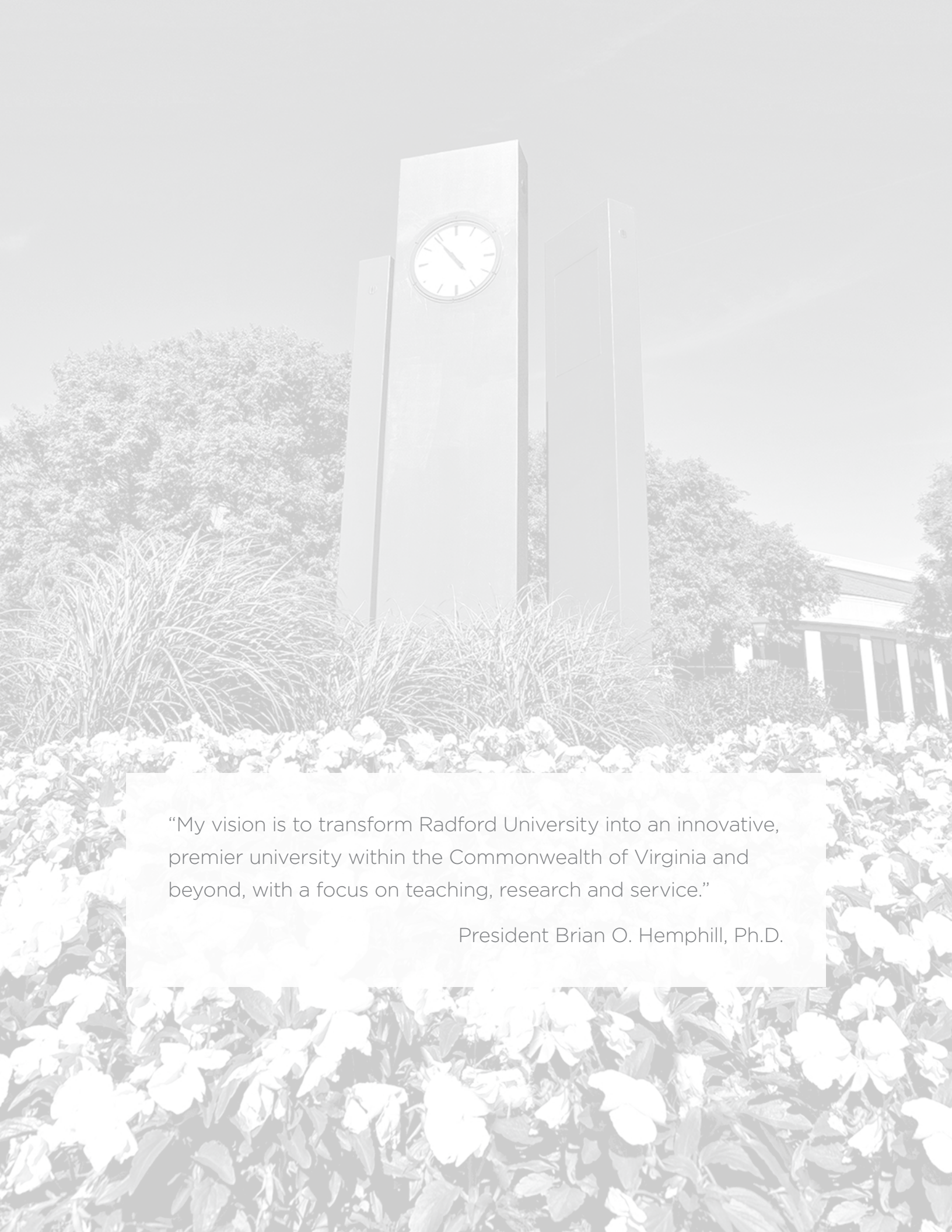


President Brian O. Hemphill and his wife, Dr. Marisela Rosas Hemphill, are committed to serving the local community.

Philanthropic acts build meaningful relationships and teach invaluable lessons of what it means to be a global citizen.

Reflective of that ideal, the Radford University family collected thousands of non-perishable food items earlier this week as part of the Radford Gives Back community service project. The food was distributed to children identified through the Highlander Helpers Backpack Program, the Bobcat Backpacks program and through other assistance agency distribution programs.

The Hemphills encourage everyone to give back to their communities in some way. No act of kindness is too small.



“My vision is to transform Radford University into an innovative, premier university within the Commonwealth of Virginia and beyond, with a focus on teaching, research and service.”

President Brian O. Hemphill, Ph.D.



RADFORD
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www.radford.edu

Office of the President
Martin Hall
Radford, VA