Student Affairs Mission

The Radford University Division of Student Affairs is committed to the learning and development of students and their educational and individual success. Student Affairs fosters a campus culture and environment where students’ perspectives are valued, citizenship and personal responsibility are cultivated, and students are engaged in a vibrant co-curricular experience that nurtures excellence and success. Student Affairs supports a culture of evidence where inquiry, self-reflection, personal assessment, and continuous improvement are expected and supported.

Strategic Plan for the Future of Student Affairs – 2012 to 2018

Student Affairs staff engaged in a comprehensive long-range planning effort in 2012 and identified immediate, mid-term, and longer-term programmatic initiatives to advance the mission and strategic priorities of Radford University outlined in RU 7-17. These priorities were translated into a Student Affairs Strategic Budget Plan with seven-year projections to facilitate Division and University fiscal planning and to identify the range and scope of investment opportunities.

The plan addressed the following four Division-wide goals as strategic priorities:

- Create, Enhance and Implement a Distinctive and Diverse Co-Curriculum;
- Promote Student Retention and Success;
- Provide Safe and Inviting Student-Focused Facilities;
- Strengthen Staff Retention and Excellence.

These division-wide goals continue to be accomplished through enhanced co-curricular experiences, a sustained commitment to student success, exciting facility and service improvements, and increased staffing and financial resources. The Strategic Budget Plan has been the blueprint and primary driver in identifying priorities, developing definitive plans, and providing a justification on how these enhancements result in tangible returns on the investment of resources in Student Affairs programs, services, facilities and staff.

Executive Summary

The following summarizes the highlights of the Division’s important achievements as documented in the full annual reports of the two major units: Dean of Students, and Student Activities and Recreation.

The full annual reports can be viewed at the following websites:
http://www.radford.edu/content/dam/departments/administrative/dos/documents/2013-14%DOS%20Annual%20Report_FINAL_w-cover.pdf, and
Vice President of Student Affairs

The Chief Student Affairs Officer for Radford University is the Vice President of Student Affairs who reports directly to the President of the University. The Division of Student Affairs is organized into a central office and two major functional areas: the Dean of Students Department, and the Department of Student Activities and Recreation, each headed by an Associate Vice President of Student Affairs. Functional areas within the Division encompass the dean of students office, standards and conduct, substance abuse and violence intervention support, residence life and housing, student support services, diversity and inclusion, disability resources, student health and counseling services, student activities, recreation and wellness, student media, student involvement, student leadership, clubs, and organizations, fraternity and sorority life, student center operations, and the student government association.

Central Office of the Vice President

The Central Office for the Division is the Office of the Vice President for Student Affairs. The Vice President provides direct supervision and oversight of the AVP/Dean of Students, the AVP for Student Activities, the Senior Director for Budget and Administration, the Executive Assistant to the Vice President; the programs, services, facilities and staff of the Division; and the budget and personnel administration for 57 fulltime staff, 250 graduate and student employees, 23 facilities, and $11.7 million in annual expenditures. The Vice President serves as a member of the President’s Executive Team (President and Vice Presidents), the President’s Cabinet, and represents the Division in close collaboration with the other Vice Presidential areas and the Academic Affairs Leadership Team. The Division maintains three primary coordination teams: Executive Team (VP, AVPs, Senior Director), Management Team (above plus Department Directors), and a Professional Development Team (cross section of professional and classified staff).

The Senior Director for Budget and Administration is a recent addition to the Student Affairs Executive Team, and provides direct oversight of all budget development and expenditures and human resources administration for the Division. In addition, the Senior Director serves as the contract administrator for the outsourced Health Education, Student Health Services, and Student Counseling Services operations. These outsourced service units operate in close coordination with other departments and staff of the Division and the university and their staff participate in all aspects of the Division.

Associate Vice President for Student Affairs / Student Activities

The Department of Student Activities is responsible for Greek Life, Student Media, Campus Recreation, Radford Student Programming and Campus Events Board, Student Organization Assistance and Resources, LEAD 110 classes and the LEAD Scholar Program, Student Leadership Awards and Ignite Student Leadership Conference, Clubs and Organizations, Student
Activities Accounts, Information and Event Planning, Hurlburt Student Center, Heth Hall and Bondurant Auditorium. At the beginning of this year, the Peters Hall gym and fitness center and Muse Hall fitness and weight room overall facilities management were integrated into the department. Approximately 200 student employees, hundreds of student volunteers, and professional and classified staff enhanced the overall educational experiences of students through the implementation of University-wide programs, the provision of excellent services, and the operation of safe and secure facilities.

Consistent with national best practice models, the Student Activities Department focuses on eight categories of student learning outcomes and seeks to document the achievement of these learning outcomes through the student employees and student volunteers who provide many of the programs and services offered by the department:

- Customer Service
- Teamwork/Group Dynamics
- Communication Skills
- Leadership
- Understanding of Differences/Diversity
- Honesty and Integrity
- Time Management/Organizational Skills
- Personal Development

Greek Life at Radford University promotes the development of leadership and membership skills and establishes high expectations for responsible decision-making, risk reduction, protective behaviors, personal and academic development, physical and emotional wellbeing, and healthy lifestyles among the leaders and members of the coordinating councils and individual fraternities and sororities. Annual achievements include:

- Greek population increased to 1,207 in the spring semester.
- Hosted twelve North-American Interfraternity Conference fraternities (IFC), eight National Panhellenic Conference (NPHC) fraternities and sororities, seven National Panhellenic Conference (NPC) sororities and one Multi-Cultural sorority (NMGC).
- Greek community had a population of approximately 1207 (14.5% of the total undergraduate student population, a 2.8% increase since last year).
- Over $67,000 was raised and donated by the Greek Community to over 40 different charities.
- Panhellenic Council added 272 women
- Interfraternity Council added 189 men this year while expanding two new chapters, Alpha Sigma Phi and Sigma Phi Epsilon
- Over 400 members of the Greek Community volunteered for Freshmen Move-In Day.
- Collected over 5,495 pounds of food for the Radford Food Bank during the Holiday Food Drive campaign.
- The Greek Leadership Training – Executive Seminar Series was initiated with 19 students participating in the seven session program led by the VPSA and Provost, and which included the NIC IMPACT retreat.
Campus Recreation encompasses six program areas: RU Outdoors, Climbing Wall, Intramural Sports, Fitness, Open Recreation, and Sports Clubs. Two graduate assistants and approximately 125 student workers assisted the six professional staff members. Students worked as referees, scorekeepers, supervisors, trip leaders, game field attendants, equipment desk attendants, climbing wall monitors, fitness center monitors, group exercise instructors, and office assistants. Campus Recreation achievements included:

- Provided input in the design and development of the new Intramural Field Complex on the Burlington Building lot which is slated to begin construction in fall 2014.
- Planned and requested operating budget for the New Recreation and Wellness Center due to open in winter 2015.
  - Researched and provided input into the types of equipment to purchase, recruited professional staff to manage the facility, services, and programs, and began planning for opening the facility.
- Overall participation in RU Outdoors reached a three year high with 547 students.
- The climbing wall in Peters Hall hosted its first intercollegiate climbing competition in six years.
- 287 students, an increase of 14%, participated in the intramural flag football program.
- 114 students participated in the (6 vs. 6) dodge ball tournament, a 26% increase.
- Intramural participants increased by 125 for a total of 3,854 participants.
- The unduplicated headcount for the intramural program participation was 1,792 students; approximately 18% of the total student body enrollment.
- The fitness class schedule featured 28 classes per week in the fall, while the spring schedule included 35 classes per week. This was an increase of 4 additional classes per week for each semester compared to the previous year.
  - Student class participants increased by 7% (718 unduplicated headcount) for the total fitness class participation to 11,321.
- Successfully transitioned the operation of Peters Hall and Muse Hall Fitness Centers from Intercollegiate Athletics to Campus Recreation. The recreational facilities consists of a 4,850 square foot fitness center, two multipurpose rooms, an aerobics room and gymnasium housed in Peters Hall; a 3,600 square foot fitness center and 1,450 weight room housed in Muse Hall; and Moffett Field.

Student Center Operations oversees the day-to-day management of the department’s facilities and services including the Information and Event Planning Office, Ticket Office, and Game Room in the Hurlburt Student Center, Heth Hall meeting rooms, and Ken Bondurant Auditorium in Preston Hall. It also provides support and technical services to its student activities constituents and to the entire campus community who utilizes the facilities, both indoors and out. Student employment is an educational and student learning outcomes based program offering “life skills”, on the job training, and skill development to approximately 50 students. Significant accomplishments included:

- 2,259,292 patrons passed through the doors of the Hurlburt Student Center
- The event planning office made 12,850 reservations in 2013-14, an increase of 1,029 over 2012-2013.
- Ticket office conducted 22 event tickets sales.
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- Hosted ACUI qualifying billiards tournament with twelve colleges and universities represented.
- The game room had 208 reservations by clubs and organizations for game room free play.

Student Involvement’s Fall and Spring Club Fairs had more participants than ever before; 20 new student organizations were recognized; CPC approved 99 requests for funding; and Radford After Dark continued to create new Radford University traditions. Additional achievements included:

- Radford After Dark provided funding for student organizations to host 19 late night weekend events in 2013-14.
- Fall Club Fair 2013 - 185 student organizations, ten university departments/offices, and 26 local businesses participated in the event.
- Winter Club Fair 2014 featured a record-high 72 student organizations.
- Leadership Odyssey, the annual orientation program for recognized student organizations, was mandatory this year as part of the registration process. Approximately 350 representatives from 214 organizations attended the program.
- The Club Programming Committee (CPC) approved $83,000 in funding for 99 requests for guest speakers/artists, student travel to conferences, and other on-campus events.
- RU Involved, the web-based information system utilized by student organizations, saw a significant drop in usage. Although the total number of active members increased (from 3,922 to 4,328), the number of visits continued to decline.
- Recognized 249 student clubs and organizations in which students can join and get involved.
- Advised the Student Finance Committee in allocating $1,345,152 budget to student run organizations for student engagement and programs of interest that help support the out-of-the-classroom learning experience and build community.

The Office of Programming and Leadership facilitated the University student awards program and supported the Leadership through Experience, Academics, and Development (LEAD) Scholar Program, which includes our introductory three-credit LEAD 110 course.

- 105 students enrolled in four sections of LEAD 110.
- 47 students are currently enrolled in the LEAD Scholar Program and six students graduated as LEAD Scholars.
- The 13th annual Student Awards Ceremony and Reception was held, and approximately 197 student leaders, family, friends, and university administrators were in attendance.

Radford Student Programming and Campus Events (R-SPaCE) is the all-campus student programming board. R-SPaCE sponsors cultural, educational, social, and entertainment activities for RU and the surrounding communities. This organization has placed emphasis on enhanced diversity and educational programs combined with entertainment, and an outreach effort to collaborate with academics, departments, and other student organizations.

- R-SPaCE sponsored 191 events (56 non-movie and 135 movie showings) with eight being multicultural and 12 being educational.
Student Media groups served to educate, inform, entertain, and inspire the campus community while students received hands-on experience in the realm of media.

- *The Beehive*, the bi-annual yearbook magazine; formerly a traditional yearbook, published two issues, one in the fall and one in the spring.
- *Exit 109*, the annual literary and arts magazine published in the spring semester, printed 1000 copies.
- Radio Free Radford (24-7 internet radio station) had at least six and as many as 20 hosts/DJ’s doing weekly shows throughout the year.
- ROC-TV (aka Radford on Camera, online television programming) produced eight videos and produced a student film festival with 14 film submissions.
- SMADs, student media advertising, raised $21,959 in advertising sales.
- *The Tartan*, the weekly newspaper, published 24 issues.
- Whim (weekly online magazine) published new stories through the website for 22 weeks.

**Associate Vice President for Student Affairs / Dean of Students**

The Associate Vice President for Student Affairs and Dean of Students is responsible for Student Conduct, Advocacy, Behavioral Consultation and Threat Teams, Center for Diversity and Inclusion (CDI), Disability Resource Office (DRO), Office of Housing and Residential Life, Substance Abuse and Violence Education Support services (SAVES), Trio – Student Support Services (SSS) and serves as the primary advisor to the Student Government Association (SGA). Each of these areas and/or functions provides service and support to students with the goal of enhancing their experience outside the classroom, while promoting academic success.

Dr. Irvin Clark joined the Dean of Students Office staff in the role of Associate Vice President for Student Affairs and Dean of Students in October 2013.

This Annual Report reports provide a summary of area highlights and achievements. The individual and collective summaries demonstrate and reinforce a commitment to student service. This commitment is exhibited through research, awareness of best practices, on-going review and enhancement, delivery of service and support, and feedback received.

The Office of the Dean of Students responds to the informational and personal concerns of students and oversees the protection of student rights. The office plays a major role in promoting and upholding the shared values and ideals of the Radford University community.

The office provides a variety of services for students. These include student advocacy services, student conduct services, off-campus student services, student publications, student insurance, information for parents and families, absence notices, references/verifications for graduate school and employment, and serves as primary advisor to the Student Government Association.
A summary of 2013-2014 highlights includes:

- 244 requests for information or assistance from students, faculty, staff and families were fielded through the Associate Dean of Students. This represents a 15% increase in contacts from the previous academic year.
- Presentations were made to the leadership teams of each College to share information on the Behavioral Consultation Team and advocacy services provided by DOS.
- Organized the Student Affairs professional development committee under the leadership of the AVPSA/DOS with the goal of developing skills, core competencies, and personal qualities that will provide the potential for better performance and satisfaction on the job.
- The Dean of Students Office co-organized and co-hosted the Virginia Leadership Academy on the campus of Radford University.
  - The Virginia Leadership Academy (VLA) is an intensive three-day leadership academy that allows newly elected campus leaders and their advisors – from Student Government and other organizations having campus-wide impact at their college or university – to facilitate an exchange of ideas across a diverse group of Student Affairs and Student Leadership experts to newly elected SGA and campus-wide leaders. Twenty-nine (29) students from four Universities participated in the 2014 VLA.
- Reorganization of the Office of the Dean of Students that resulted in the creation of the Office of Student Standards and Conduct with a new Director and Case Manager positions.
- SAVES collaborated with Dr. Matthew Turner’s media class to create promotional and situational videos for Step UP! bystander intervention training
- The Black Alumni track saw a 300% increase in attendance during Alumni weekend

The Center for Diversity and Inclusion (CDI) is an office that is dedicated to promoting inclusiveness on Radford’s campus through programmatic and co-curricular experiences. This office serves as a multicultural resource to students, staff and faculty. CDI offers student organization support, off-campus cultural excursions and innovative campus programs to celebrate diverse cultures and promote a deeper understanding and appreciation for people from all backgrounds. CDI provides a forward thinking and progressive approach to social justice and equality.

- More than 4,219 students, staff and faculty members were in attendance at 60 CDI student organization events and programs that included:
  - Hispanic Heritage Month Programming
  - LGBT Awareness Programming
  - Faith based activities
  - Academic internship experience
  - Culture in the community – 2nd Annual Diversity Reception in collaboration with President Kiley, Disability Resource Office, Diversity and Equity, and Waldron College
  - 1st Annual Martin Luther King Service Day with 50 volunteers servicing 7 locations in the New River Valley
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- 2nd Annual Martin Luther King Cultural Excursion in which more than 35 students traveling to Atlanta, GA to visit the birth home of Dr. King and other historical sites related to Dr. King.
- R.E.D Awards – Recognizing Excellence in Diversity program with 70 people in attendance.
- Multicultural Congratulatory Celebration recognizing graduating students from diverse backgrounds with Dr. Irvin Clark as keynote speaker. 175 people attended.
- Black Alumni Track for Family Weekend saw a 300% increase in attendance.

The Disability Resource Office (DRO) adheres to the guidelines and regulations mandated by The Americans with Disabilities Act of 1990 (ADA) and ensures equal opportunity for persons with disabilities in employment, state and local government services, public accommodations, commercial facilities, and transportation. The space is a comprehensive, full-service office complete with study area, assistive technology lab, and 4 testing rooms.

- The number of students receiving service through the Disability Resources Office again reached an all-time high – 606, a 27% increase over the prior academic year.
- DRO implemented CART (Communication Access Real-time Translation) services for deaf and hard of hearing students who do not use sign language as their primary means of communication.
- The 1st Annual Assistive Technology Open House was held in McConnell Library.
- 606 Students Served – a 27% increase compared to FY2013 and the highest number in the history of serving students.
- Full-time Coordinator of Adaptive Technology position hired.
- In collaboration with IT Enterprise Systems, created a comprehensive database for confidential data storage, accommodation packaging, and reportable data.
- Hosted an April Autism Awareness Interactive Event in the Bonnie to engage students in simulation activities to increase awareness of those living with Autism.
- DRO and RU’s chapter of Autism Speaks U club sponsored the Light It Up Blue to create compassion for those living with Autism.
- 1st Annual Assistive Technology Open House in McConnell Library.
- 1366 tests were proctored, a 79% increase over FY2013.

The Office of Housing & Residential Life supports the academic mission of Radford University and focuses on residential student needs by providing a healthy living environment, enhancing personal development, encouraging respect, and promoting engagement within the community. The residential community consists of 15 residence halls and additional apartment spaces for upper-class students.

- 1526 students, a record number of mutual roommate request, were honored with their requested roommate preference.
103 fewer new freshmen housing applications than fall 2012. This was due to a higher number of local students that did not require housing.

- 60 residential academic suspensions at the end of fall 2012 semester.
- 113 residential students were academically suspended at the end of fall 2013 semester compared to 60 the year before. A Higher number of mid-year academic suspensions were seen due to the new academic suspension policy.
- Washington Hall was successfully renovated on-time and opened for occupancy for fall 2013.
- Collaborated with New Student Programs and the Biology Department led to the implementation of our first true Residential Learning Community scheduled to begin fall 2014.
- 119 Resident Assistant applications for 35 open positions
- Successful recruitment of the new Assistant Director of Retention Programming.
- RHA Winter Wonderland found sponsors for 145 families – 30 more than last year

Substance abuse and sexual/gender violence are serious issues on college campuses across the country. Substance Abuse and Violence Education Support Services (SAVES) believes that educating students on the risks and consequences associated with high risk alcohol and other drug use, violence, sexual aggression issues and other student health issues empowers them to make choices that will keep them safe, healthy, and successful throughout their college experience. SAVES is dedicated to reducing negative consequences related to health, safety, and academic performance associated with high risk alcohol use and creating a campus community of respect in which violence is not sustainable.

- Collaborated with SGA, RU faculty and staff, RUPD, and the Women’s Resource Center to create the Consent Campaign Committee; this committee focuses on educating the RU community and raising awareness of issues of sexual assault and consent while creating a safe and supportive environment for survivors of sexual assault.
- Successful recruitment of the Coordinator of SAVES position which began in mid-August.
- RU Aware referrals increased slightly by 49 over the previous year.
- The Step Up! Bystander Intervention program reached approximately 615 students through 21 programs.

Student Support Services assists Radford University students who are first generation, low income, and/or have documented disabilities and are considered susceptible to attain a baccalaureate degree. This United States Department of Education grant funded program enhances academic skills, develops leadership potential, assists with financial literacy planning, encourages graduate school education, and supports cultural enrichment activities in a comfortable, relaxed environment.

- 205 students were served in 2013-14 with funding for 190 students.
- Student Support Services took a group of students to Washington, DC.
Student Health and Counseling Services

Student health and counseling services is provided by a contractual agreement with Carilion Clinic. Although outsourced, the managers of the respective units participate on the Student Affairs Management Team.

- The Student Health Center’s was successfully reaccredited by the AAAHC in December 2013 and awarded another 3-year accreditation. The Student Health Center maintains a “survey ready” facility at all times.
  - 10,478 patient visits to the Student Health Center
  - Ongoing collaboration with the RU Athletic Department to provide lab and sickle cell testing as well as flu shots for all athletes.
  - Conducted fall and spring Immunization Clinic for all international students
  - Conducted annual seasonal flu clinic for students, faculty and staff
  - Participated in Fall 2013 Open House and Quest
  - Participated in Highlander Days
  - The director gave several presentations to students in the ESHE program as well as peer instructors for University 100.
  - Quality Improvement Committee meets monthly to oversee and measure QI monitors according to criteria and standards developed by Student Health in accordance with the Accreditation Association for Ambulatory Health Care (AAAHC)

- The Student Counseling Center had 4,134 clinical appointments serving 877 students
- The Health Educator provided peer education programs and training, University 100, campus wide events on sexual health, disorder awareness, campus violence, and diversity awareness, stress management, and other general outreach programs for the students, faculty, and staff.