Foreword

In addition to the long-standing Mission statement and annually updated Goals and Objectives, a new Vision statement and set of core values were adopted for the Division during the Division summer retreat. In addition, the Strategic Plan and Six-Year Budget Plan were revised and updated.

Student Affairs Vision: **Preparing Students for Lives of Meaning and Purpose**

Student Affairs Core Values: Student Affairs is guided by a set of shared values which are reflected in our conduct, programs, services, facilities, activities, and organizations. We pursue our mission and vision by keeping these values at the forefront in all that we do.

- **Academic Excellence**
- **Citizenship**
- **Collaboration**
- **Diversity and Inclusiveness**
- **Integrity**
- **Wellbeing**

Student Affairs Mission

**Student Affairs fosters a campus culture and environment that is inclusive, accessible, and values students’ perspectives. Lifelong learning, success and wellbeing are cultivated through citizenship, service, and personal responsibility. This mission is achieved through student engagement in co-curricular experiences nurturing resilience, persistence, and excellence.**

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.

Review of the Student Affairs Strategic Budget Plan by the Management and Executive Management Teams occur annually to ensure budget priorities and initiatives are aligned with division and university goals. The Management Team met three times over the spring/summer 2015 to develop the new vision statement and core values, reevaluate the mission statement, and update the six year strategic budget plan.

2014-15 Student Affairs Annual Report 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 set of annual reports can be viewed at the following websites:

http://www.radford.edu/content/dos/home.html
http://www.radford.edu/content/student-activities/home.html

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 and Recreation, 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 59 fulltime staff, 250 graduate and student employees, 23 facilities, and $11.2 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, and Senior Director), Management Team (above plus Department Directors), and a Professional Development Team (cross section of professional and classified staff).

The primary deliverables from the Vice President’s office include strategic planning, leadership and direction for the AVPs and functional areas; annual budget development strategy for the Division; policy development and securing President’s Cabinet approval; crisis management and coordination; student advocacy and articulation of student issues; review and approval for personnel and budgetary matters; and articulation of plans, issues and concerns to the President and Board of Visitors.

**Associate Vice President for Student Affairs / Student Activities and Recreation**

The Associate Vice President for Student Affairs for Student Activities and Recreation (AVP) reports to the Vice President of Student Affairs and provides direct supervision and oversight of two major functional areas’ programs and services, facilities, $4.8 million operating budget, personnel administration for 26 full-time staff, two part-time 1500 hour wage staff, 350-400 graduate and student employees, four facilities and reservable space in four additional facilities. Four positions report directly to the AVP: Director for Student Involvement, Associate Director of Operations/Facilities, Director for Student Recreation and Wellness, and the Administrative Assistant to the Associate Vice President. The two departments are described below:

- **The Department of Student Activities** encompass Student Involvement (student media, student clubs and organizations, Student Organization Assistance and Resource office (SOAR), student leadership and awards, student programming, fraternity and sorority life), Student Center Operations (Hurlburt Student Center, Bondurant Auditorium, and other non-academic facilities, operations and services), and the administration of Student Finance Committee accounts.

- **The Department of Student Recreation and Wellness** encompass intramural sports, aerobics, fitness and wellness, sports clubs, RU Outdoors, the Student Recreation and Wellness Center and intramural fields operations and services.

The following 2014-15 annual report highlights demonstrate that the Department of Student Activities and the Department of Student Recreation and Wellness were instrumental and
intentional in providing professional guidance, direction, advisement, and mentoring for students that resulted in student engagement through educational, social and service programming, responsive services and quality facilities. Active student engagement in programs, activities, and organizations outside the classroom contributes to students’ commitment to college, student satisfaction, retention, graduation and success.

Consistent with national best practice models, eight categories of student learning outcomes continued to be used as a measure of student development outside of the classroom. These learning outcomes were implemented with the student employees and student volunteers who provided many of the programs and services offered and, in some situations, with program participants. The learning outcomes categories were as follows:

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

The Department of Student Activities implemented the learning outcomes assessments five years ago. With the creation of the Department of Student Recreation and Wellness (formerly Campus Recreation) this past academic year, the focus was on the successful opening and operation of the new Center. Use of the learning outcomes was somewhat limited, but full implementation will occur in 2015-2016 for both the student employees and participants in facility use and programs.

The Associate Vice-President’s office was successful in completing major projects throughout the academic year. A summary of 2014-15 highlights includes:

- Worked with new Campus Recreation staffing reports and budgets that were reassigned from Intercollegiate Athletics to the Student Recreation and Wellness Center (first complete year).
- Completed the Peters Hall Fitness Center renovations that required collaboration with Finance and Administration, Health and Human Performance, Facilities Management, and outside vendors. This project included working with the Peters Hall staff and the department chair and faculty of the Health and Human Performance department to create the budget projections, layout and selection of comparable equipment that would also be installed in the new facility, setting timelines for removal of old equipment, renovation of space and install of new equipment.
- Worked with the new Director of Recreation and Wellness in finalizing the facility requirements as it related to move-in dates, equipment deliveries and placement, punch lists, final equipment ordering, IT install, office moves from the Bonnie, and outside landscaping.
- Provided input and direction in the fast moving design and construction of the intramurals and sports club fields that would occupy the space of the Burlington factory. Worked with Campus Recreation staff and new director, Facilities Management, Finance and Administration, and architects in the design, layout, and functionality of the space. Recommendations of one large field, lighting, restrooms and storage facilities, and fencing were all approved. Project completion anticipated in mid-August 2015.
- Worked with the President’s Office in the planning of a Board of Visitors reception for student leaders in the new Student Recreation and Wellness Center in November 2014. Tours were provided, student groups set up display tables, and BOV members met with approximately 100 student leaders.
- Worked with the President’s Office in arranging a ribbon cutting for students of the new Student Recreation and Wellness Center on December 1, 2014. Approximately 100 students, staff and faculty were in attendance.
- Refined the wording of responsibilities, mission, and goals for the Center for Student Leadership and Community Service proposal.
- Recommended and funding was approved for the Quest socials to be included in the Student Activities administrative budget line to better streamline the contractual obligations and payments.
- Worked with Facilities Management, Finance and Administration, and the President’s Office in the design and renovation of the Bonnie Hurlburt Student Center that included a new AVP office suite, new lounge space, a more functional conference room, storage, and a new SOAR area.
- Collaborated with the Dean of Students in the creation of a professional staff development series called “Breakfast with Champions” for the management team members.
- Provided documentation and proposal that were approved by the President’s Office, Human Resources, and Budget Office for re-alignment of positions and compensation in order to be more competitive with other universities.
- Proposed and gained approval to separate the Campus Recreation Office from Student Activities and created a new Department of Student Recreation and Wellness.
- Collaborated with the Director of Student Involvement and Director of Scholar Citizen Initiative in the initial rewriting of the LEAD Scholar Program in order to establish a connection between the two programs and to better define the learning outcomes for students who enter the program.

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:
The 85th anniversary year of Greek life at Radford University saw many significant accomplishments and milestones, some of which included:

- The successful return of Stomp Fest – Step Show
- The Greek Speaker Series
- The chartering of three organizations: Pi Lambda Phi, Kappa Alpha Psi Fraternity, Inc., and Sigma Gamma Rho Sorority, Inc.
- Chapter anniversaries included: Phi Sigma Sigma’s 25th; Kappa Delta Rho’s 30th; and Alpha Kappa Alpha’s 40th
- The awarding of the President’s Cup to the women of Alpha Sigma Alpha

Over $53,700 was raised and donated to over 115 different charities. Helped to raise almost $20,000 for St. Jude Children’s Research Hospital and was a significant contributor to this year’s Polar Plunge, which raised almost $45,000 for Special Olympics of Virginia. Over 30,700 hours of community service were contributed to the local community.

- Panhellenic Council added 110 women at the formal recruitment period held for the first time since the 1980’s during the fall semester. All seven sororities made quota and were at or above total after the formal recruitment period concluded.
- The IFC men’s numbers increased from 13.4% in spring 2014 to 13.8% in the spring of 2015. 141 men were added, with 87 of them entering during the spring semester.
- The NPHC community continued to grow with 5 out of 8 organizations conducting an Intake process during the course of the academic year, resulting in an increase in the community from 35 in the fall to 51 by then end of the spring semester. For the first time in a number of years the NPHC community followed the revised Intake policy for all NPHC organizations.
- Over 450 Greek members volunteered for Freshmen Move-In Day.
- Collected an overall total of 5,400 lbs of food for the Radford Food Bank during the Holiday Food Drive campaign and during our Greek Week air-bands event.
- Members of the IFC, PC, and NPHC attended and participated in a number of regional and national conferences, institutes and seminars, including the Miseducation of the Black Greek Road Trip Conference, the IFC Academy and the inaugural PC Academy, hosted the NIC’s IMPACT program, the AFLV Central/National Black Greek Leader’s Conference, and the Undergraduate Interfraternity Institute.
- The Greek community participated in National Hazing Prevention Week in the fall. Partnered with RU Athletics to co-sponsor the week’s keynote program, Michelle Guobadia.
- Greek Week highlights included keynote speaker, Dr. Lori Hart with over 790 students in attendance. The Philanthropy Carnival, collected over $300 in donations and which the councils made a match of funds to provide a $1,000.00 for the NRV Women’s Resource Center.
- NPHC hosted the well-known speaker, Dr. Gregory Parks, as part of Black History Month.
This spring the Greek life strategic plan was thoroughly reviewed and revised to reflect the ongoing progress of the Greek Community. The revised plan was submitted to the upper administration on May 1st, and implementation of the plan is scheduled to continue in the coming academic year.

**Student Recreation & Wellness**: This was the inaugural year for the newly formed Department of Student Recreation & Wellness and for the new Student Recreation & Wellness Center (SRWC) that opened on December 1st 2014. The first full semester of operation was spring 2015.

The Department of Student Recreation & Wellness encompasses six program areas: 1) Open Recreation, 2) RU Outdoors, 3) Intramurals, 4) Wellness/Fitness, and 5) Sport 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.

- Moved into the new Recreation and Wellness center from the Bonnie and seamlessly continued operations despite a hasty move, and introduction of a new digital inventory/rental and registration system.
  - Over 119,000 visits in inaugural semester.
  - Approximately 66% of total student body visited SRWC.
  - 81% (2,428/3,000) on-campus residents used SRWC.
  - Over 190 events were scheduled in the SRWC.
- Added “TRX”, boot camp, cycling, and yoga classes to the spring 2015 schedule.
- Spring fitness class schedule for 2015 featured 60 classes per week while the spring 2014 schedule had 35 classes per week. An increase of 25 additional classes per week that totals an additional 350 classes for the semester.
  - Student class participants increased by 29% and raised total fitness class participation to 16,807.
- 528 students were officially on Sport Clubs rosters; 181 members were on “women’s” teams, 247 on “men’s” teams, and 100 on Co-ed teams.
  - The sport club teams participated over a 160 community service events that included Relay for Life, Angel Tree, Toys-for-Tots, local food and clothing drives, and the Polar Plunge.
  - The Sport Clubs end of the year banquet had its largest attendance with 275 attendees.
  - The SCC board logged eight hours weekly to assist club representatives with their organization (operations, community service, and fundraising).
- The Intramural Staff collaborated with Greek Life for the Sundae Fun day 5K and raised over $300 for the Circle of Sisterhood Charity.
Intramural Sports reached the maximum capacity of teams in three of our Leagues during spring semester: Basketball (48 teams), Flag Football (25 teams) and Co-Ed Softball (13 teams) registered.

Intramural sports moved into the SRWC allowing students to engage in free play, register, participate, attend captain’s meeting, practice and have the games all in the same building.

- Assistant Director attended NIRSA: Leaders in Collegiate Recreation (National Intramural-Recreational Sports Association) Conference. This Conference offered numerous educational sessions, roundtable discussions and community service opportunities to broaden overall knowledge, informed the various rule and officer changes, and exchanged ideas with other universities on possible programming opportunities.

- Indoor Soccer was added - 19 teams registered.

- Provided a successful staff training trip to Mexican Hat and Moab Utah over spring break in which eight RU Outdoors staff participated in a week long canoeing and canyoneering expedition.

- Monthly staff trainings were offered to increase professionalism and technical competencies of our student leaders.

- Purchased additional equipment to aid in offering additional programming options and rental equipment. Equipment included: Ten canoes, five mountain bikes, twenty backpacks, and tools necessary to maintain the equipment.

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. Student Center Operations coordinate all aspects of Family Weekend. Significant accomplishments for 2014-15 included:

- Spring 2015 semester had 603,388 patrons/visitors to Hurlburt Student Center
- Major purchases and improvements
  - Bonnie plaza paver project completed.
  - Two trophy cases in main lobby for student organization displays.
  - Digital camera to document departmental activities.
  - Round table carts for proper storage and to prevent injury to student employee and professional staff.
- Hired Program Coordinator for Operations, Education and Training.
- Worked with appropriate committees to update and gain approval for new social and major activities guidelines.
• Assisted in monitoring campus demonstrations motivated by the recently approved new free expression policy.
• Offered twelve “home grown” training programs for student employees that included; resume training, leadership training, managing money and expenses/credit card use, protocol dinner, a cultural program, Ignite Leadership Conference and SASEA meetings.
• Implemented weekly operation assistants staff meeting.
• Increased student involvement in training during spring orientation.
• SASEA (Student Activities Student Employee Association)
  o Continued Employee of the Month award with broader participation across the department. Eight students were given the monthly award and one was named Employee of the Year.
  o Five students and one professional staff attended ACUI regional conference.
  o Hosted one Radford After Dark Silent Disco Party program with 50-60 students participating.
• Completed bowling software upgrade.
• Hosted two ACUI qualifying billiards tournament. Participants included students from Radford University, UNC – Charlotte, Virginia Tech, NC State, Methodist University, Lindenwood University, University of Cincinnati, and West Virginia University
• First time academic bowling class taught by Facilities and Operations staff.
• 221 Game Room reservations.
  o 130 by clubs and organizations
  o 39 by academics to include UNIV 100 classes
  o 38 by conferences
  o The remainder of reservations were made by miscellaneous departments.
• Equipment Technician awarded Distinguished Leader Award.
• Total reservations and bookings 14,354. (An increase of 1,504 over 2013-14).
• Conducted 25 tickets sales events and collected $75,759 in revenue.
• Upgraded EMS laptop, resulting in improved customer service.
• Hired first full-time/classified Assistant Production Manager (was a 1500 hour position).
• A detailed inventory was submitted to the EMS database, old and outdated property was sent to surplus; both aided in improved efficiency; hence, customer service.
• Staff trained on EMS inventory software.
• High end event protocol implemented at Bondurant Auditorium.
• Increased support for admissions office on Saturday mornings to accommodate tour groups.
• Integrated NPHC Step Show into Saturday evening schedule. Seven competitive and two exhibition groups performed.
• Putt the Library Links, an indoor golf course made out of books, was a new and popular event boasting 223 participants.
• Art Department faculty offered a guided tour through university art venues.
SOAR: 2014-2015 was a busy and successful year for student involvement/student organizations. Student Organization Assistance and Resources (SOAR) moved to a larger space on the first floor of the student center. RU Involved received a complete redesign and re-launch with a new vendor. Fall Club Fair and Winter Club Fair each had more organizations participating than ever. The Committee on Clubs and Organizations approved 34 new student organizations, which brings the total number of registered organizations to a record-high 263. Radford After Dark continued to help student organizations create new Radford University traditions. Additional achievements included:

- The Club Programming Committee approved 112 requests for funding from the $83,000 budget.
- Radford After Dark provided funding for student organizations to host 19 late night weekend events in 2014-15.
- Fall Club Fair 2014 - 190 student organizations, twelve university departments and offices, and 32 local businesses participated in the event. R-SPaCE and SOAR co-sponsored a zip-line for students to ride. Approximate 4,000 students, faculty, staff and Radford community members attended Club Fair.
- Winter Club Fair 2015 featured a record-high 90 student organizations held in the new recreation and wellness building.
- Advised the Student Finance Committee in allocating $1,356,692 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.

- 73 students enrolled in four sections of LEAD 110: Emerging Leaders class.
- 31 students were currently enrolled in the LEAD Scholar Program. During May 2014 commencement, eight students graduated as LEAD scholars (compared to six LEAD scholars in the previous year).
- The 14th Annual Student Awards Ceremony was held and approximately 226 student leaders, family and friends, and university administrators were in attendance (197 in 2014). There were nine speakers/presenters and 72 student award winners (49 in 2014). Two new categories were added: The Scholar Citizen graduates and the SALUTE (Veteran’s honorary organization) Awards. These overall awards were presented at the ceremony:
  - Outstanding Student Award, 10 recipients.
  - Outstanding Student Organization, Unsung Hero, Programming Excellence, Community Service Program, and Advisory Excellence, five recipients.
  - Who’s Who Among Students in American Universities and Colleges, twenty-seven recipients.
  - SALUTE Awards, 12 recipients.
Graduating Leadership through Experience, Academics, and Development (LEAD) Scholars, eight LEADers.

Scholar Citizen Graduates, 13 SCI graduates.

H.S. “Buddy” and Janet N. Johnson Outstanding Student Worker Awards, three recipients.

- Uploaded all LEAD Scholar forms to the Student Activities website for students to access information.
- Revived student leadership conference with 90 students registered to attend and 93 students who participated (retained 103% of the students who signed up vs 75% in 2014)
- Hosted first Women in Leadership, Coffee, Tea, and Conversation with Dr. Lea Williams as the guest speaker with 56 students, faculty and staff in attendance.
- Hosted first LEAD Scholar Reception in spring 2015.
- Created partnership between Scholar Citizen Initiative the LEAD Scholar Program
- Established the LEAD Scholar Advisory Board to review and revise the components of the LEAD Scholar Program.
- Used “Guidebook” app for Ignite Student Leadership Conference.
- Used Twitter feed for Ignite Student Leadership Conference.

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 and an outreach effort to collaborate with academics, departments, and other student organizations.

- Held a leadership retreat for R-SPaCE executive officers at the beginning of both the fall and spring semesters.
- Held a new board retreat for the 2015-2016 R-SPaCE executive board.
- Sponsored 52 events with over 6,536 students, faculty and staff in attendance.
- Sponsored 130 movie showings with approximately 3,740 students, faculty/staff and community in attendance.
- Overall, including movies and other events R-SPaCE has hosted 182 events which average about six events per week during the fall and spring semesters.
- Provided and co-sponsored eleven events for the students, six were Educational/Multicultural in nature.
  - Salsa Magic Co-sponsors: La Sociedad Hispania
  - Peace Flags Co-sponsors: Peace Studies Club
  - Movie Showing: Dallas Buyers Club Co-sponsor: Center for Diversity and Inclusion
  - Rap Battle/Spoken Word Co-sponsor: Greek Life
  - Vocal Trash Co-sponsors: Family Weekend/Student Activities
  - Highlighter Glo Party Co-sponsors: RU Hype
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- Olympic snowboarder Kevin Pearce Co-sponsors: Scholar Citizen Initiative and Occupational Therapy Program
- Movie Showing Selma Co-sponsors: Center for Diversity and Inclusion
- Karaoke Night Co-sponsor: Diversity Awareness Programming Board
- Miss Iowa Nicole Kelly Co-sponsor: Scholar Citizen Initiative

- Featured two diverse concerts for the students: All Time Low (alternative/rock) and Big Gigantic and Cherub (Electronic Dance Music).
- R-SPaCE general body members volunteered 2,392 hours.
- Increased Twitter followers by 23 percent.
- Increased R-SPaCE Instagram followers by 30 percent.
- Created an R-SPaCE on-going training program for executive board members.
- Increased event survey completion rate by 34 percent.

**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, published two issues, one in the fall and one in the spring.
- Halle Edwards, the Editor-in-Chief of the Beehive, was recognized as an Outstanding Student--Radford University’s highest honor. This was her second year as an Outstanding Student.
- *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 $21,549 in advertising sales.
- *The Tartan*, the weekly newspaper, published 23 issues, 11 in the fall, 11 in the spring and one in the summer.
- Whim (weekly online magazine) published new stories through the website for 22 weeks.
- Whim began an innovative new video series, “Black Coffee” where they featured student musicians.
Associate Vice President for Student Affairs / Dean of Students

The Associate Vice President for Student Affairs/Dean of Students is responsible for Advocacy, Behavioral Consultation and Threat Management Teams, Center for Diversity and Inclusion (CDI), Disability Resource Office (DRO), Office of Housing and Residential Life (OHRL), Office of Student Standards and Conduct (OSSC), 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.

This Annual Report provides 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 (DOS) 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 direct services for students. These include student advocacy services, off-campus student services, information for parents and families, absence notices, medical withdrawal processes and serves as primary advisor to the Student Government Association (SGA). A summary of 2014-2015 highlights includes:

- Successful reorganization of the Office of the Dean of Students; over 400 requests for student assistance. This demonstrates a 72.5% increase in contacts from the previous academic year.
- Creation of Office of Student Standards and Conduct; over 35 faculty, staff and students trained to participate on the conduct board.
- Designed, published, and distributed University recruitment brochures focusing on the Dean of Student units at Radford University.
- Suicide Prevention Committee convened.
- DOS organized and co-hosted the Virginia Leadership Academy for the 2nd year. 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 the 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-three (23) students from three (3) Universities participated in the 2015 VLA.
Staff Development Committee enjoyed a successful first year by providing nine training events, one support staff recognition program, and the Breakfast with Champions pilot program.

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 cultures represented on RU’s community and across the globe. CDI provides a forward thinking and progressive approach to social justice and equality.

- CDI had more than 10,500 participants attend programs hosted by the office and student groups directly advised. Programs and events included:
  - Latino History Month
  - Mentoring Program
  - Black History Month Initiatives
  - 3rd Annual Diversity Program and Reception hosted by President Kyle
  - Guest Lecturer Tim Wise – “White Like Me”
  - 2nd Annual Drag Show: “Shock Therapy”
  - Black Alumni/Family Weekend
  - CDI and the student organizations under the CDI umbrella offered 3,170 hours of community service during the 2014-2015 academic year
  - Increased Community Partnerships
  - Westside Elementary - more than 100 5th grade students and chaperones. CDI partnered with student leaders and Radford NPHC members to host the students while on campus.
  - Georgetown University college prep program - 14 high school students
  - Washington DC College Prep Program - 12 high school students

The Disability Resource Office (DRO) adheres to the guidelines and regulations mandated by The Americans with Disabilities Act of 1990 (ADA). This law prohibits discrimination 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 four (4) testing rooms. Parent and visitor requests are also supported and coordinated through the DRO.

- DRO again reached new heights serving 637 students; a 5% increase from the previous academic year.
- DRO, Autism Speaks U, and President Kyle invited the campus to the 2nd Annual Meet at the Water Fountain and wear their favorite shade of blue for “Light It Up Blue” in recognition of World Autism Day.
• Fall 2014 DRO hosted “All Access Pass” event. An interactive overview of services provided to faculty, staff, students, parents, and visitors.

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 Radford University residential community consists of 15 residence halls and additional apartment spaces for upper-class students.

• Mutual roommate requests filled 685 rooms for a total of 1,370 students who started with their requested roommate preference.
• End of fall 2014 semester, 3,133 students living on campus for an occupancy rate of 101.2%.
• 161 residential academic suspensions at end of fall 2014 semester compared to 113 fall 2013.
• Retention efforts: Assistant Director for Retention Programming received forty-six (46) requests for wellness checks on students from faculty and advisor.
• 131 academically at-risk students were emailed at mid-terms with resources and requests to meet. 47 met with the Assistant Director for Retention Programming.
• First office to utilize the application and communication tools in the Radius software package for the Resident Assistant selection process.
• Along with New Student Programs and the Department of Biology, created and launched the Biology Connections Residential Learning Community serving 20 students in Stuart Hall.
• Renovation project of Bolling and Pocahontas Residence Halls began.

The Office of Student Standards and Conduct (OSSC) strives to protect the rights of all students; both students going through our conduct process, and those impacted by the actions of other students. OSSC upholds and administers the University’s policies with a focus on academic integrity, student safety, and personal accountability. This is done through a multilevel educational conduct system that is designed to safeguard a student’s rights while ensuring a timely resolution to their cases. The OSSC is responsible for training conduct officers, advocating for victims, adjudicating incidents that occur both, on and off campus, and preforming conduct clearances/checks.

• Creation of the Office of Student Standards and Conduct,
• Approval and implementation of a new set of Standards of Student Conduct, with resolution of conduct issues involving all student organizations including clubs, sports clubs, and Greek letter organizations being placed under the Office of Student Standards and Conduct.
• Staff presented to UNIV 100 classes resulting in students answering post-class assessment at a 93% accuracy rate.
• Over 35 students, faculty and staff were training to serve on conduct boards.
Standing conduct boards were designed to ensure students timely hearings.
Retrained all of the Academic Case Coordinators, about the changes in the standards.
All of the available staff were trained to be “Step UP” presenters.

**Substance abuse and sexual 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 violence issues (sexual assault, dating and domestic violence, stalking, and harassment), bystander intervention, and other student health issues empowers them to make choices that will keep them safe, healthy, and successful throughout their college experience. Substance Abuse and Violence Education Support services (SAVES) is dedicated to reducing negative consequences related to health, safety, and academic performance associated with substance use and/or violence through distinctive campus wide initiatives that address these issues and promote student success.

- Restructuring of RU Aware program resulted in significant decrease in number of carry-over clients from spring to fall semester; down from approximately 50-80 in past years to approximately 20, providing access to services in a more timely fashion.
- Received additional funding from Anheuser Busch for the RU Normal grant/LiveWell social norming campaign.
- Sexual violence advocacy almost doubled since 2012-2013 with 16 clients to 31 clients during 2014-2015.
- Domestic Violence Awareness Month offered an array of programs, including nationally known campaigns such as the Purple Ribbon Campaign, Clothesline Project and The Red Flag Campaign
- Creation of Sexual Assault Awareness Month, offered an array of programs including nationally known campaigns such as the Teal Ribbon Campaign, NO MORE, It’s On Us Campaign, and Clothesline Project

**Student Support Services** was designed to assist Radford University students who are considered susceptible to attain a baccalaureate degree. Part of the gram, which operates under the umbrella of the Federal TRIO programs, and is Financially supported by the United States Department of Education, this grant-funded program that operates under the umbrella of the Federal TRIO programs 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.

- Staff revamped and increased recruitment efforts and refocused energies to build a stronger sense of community between all SSS students.
- Grant proposal submitted for the 2015 grant competition; all eligible “prior experience” points earned (15).
- 98 program participants completed semester individualized service plans to ensure that academic and social needs are being met and strong goals were planned.
● New student organization, “SSS Skills for Success” and student developed mentor program
● Hosted over ten (10) workshops and two (2) signature programs; fall welcome event and graduate banquet at the end of spring 2015.
● Graduate school visits: East Tennessee State University and Virginia Commonwealth University (10 students each trip).
● 28 program participants participated in spring commencement ceremony.

Student Affairs Budget and Administration, and Health and Counseling Services

The Senior Director of Budget and Administration coordinates the budget development and provides oversight of the expenditure and human resource administration for the Division. In addition, the Senior Director is a member of the Executive Leadership Team and 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.

The Senior Director of Budget and Administration position was developed in coordination with the Office of Budget and Financial Planning and the President’s Office during the 2013-14 budget development process. After a lengthy search, the position was filled in October 2014 with Karen Hill. The Senior Director is one of three advisors to the Student Finance Committee that met regularly during fall and spring semesters. In addition, the Senior Director serves on the Management Team and Professional Development Team. A summary of 2014-2015 highlights includes:

● Collaborated with Web Strategy and Interactive Media to develop a division wide accomplishments video that presented statistical accomplishments for each of the Division’s the departments in a fun and entertaining way.
● Began working with Internal Audit on the contract compliance audit for the outsourced health and counseling services.
● Participated on the RFP review committee for the Prevention of Sexual Violence and Substance Abuse program.
● Facilitated conversations with LCI to ensure immunization record compliance for that segment of students on campus.

The Health Educator provides the majority of educational outreach programs for Student Counseling Services and Student Health Services.

● The Health Educator and Peer Health Educator Club members attended the National BACCHUS/NASPA PHE Conference in Orlando, Florida, November 2014 and hosted the Regional PHE Conference at RU in April 2015.
The Health Educator coordinated 131 programs in FY15 of which 80 were in the residence halls, 42 in class rooms, 7 in student booked rooms, and 2 in other venues. At least every resident hall received at least two programs. Program topics included Wellness (University 100) classes that covered stress coping skills, alcohol awareness, drug use, nutrition, and campus resources. Other program topics included nutrition, safety, wellness, bystander intervention, self-esteem/body image, sexual assault/domestic violence, sexual health, exercise and alcohol/drugs.

The Health Educator partnered with SAVES, RUPD, Library, Dean of Students, RU Athletics (Men’s Soccer, Volleyball, Softball), CDI, Women’s Resource Center, Canterbury House, Criminal Justice Department, Health and Human Performance Department, Library Scholar Citizen Initiative, and student clubs and Greek Sorority and Fraternities.

Other student engagement activities included awareness tables on topics such as domestic violence, breast cancer awareness, National Collegiate Alcohol Awareness Week, Red Flag Campaign, Don’t Text and Drive, Gratitude Campaign, Great American Smoke Out, stress, Sexual Health and National Condom Week, Heart Healthy Wear Red Day, Nutrition Week, Sexual Assault Awareness month, kick butts day, Project Clothesline, World Health Day, and It’s On Us Campaign.

Wellness consults and gym orientations at the SRWC were a new service offered by the Health Educator. These one-on-one consultations allow for a more in-depth and individual experience for the student where the Health Educator can focus specifically on their concerns.

Student Counseling Services (SCS): The primary purpose of Student Counseling Services is to assist students with typical student developmental issues and to provide short-term, professional counseling to students with mental health concerns. SCS also provides consultative services to the RU community.

SCS served 878 students this year in comparison with 877 from 2013 - 2014. The past two years fewer students sought services possibly due to SCS implementing more of a MASH unit type of care in which students were stabilized and referred out. Many students report wanting the option of more sessions on the SCS student satisfaction survey. The average number of sessions used was 3.67.

Four hours of psychiatric services were offered for the first time in the summer which was well utilized. Group therapies were provided on stress management and anxiety. Other than for psychiatry appointments, SCS was able to attain the goal of offering an appointment within a five business day period without waiting lists for the entire school year.

Student Counseling Services evaluations indicated that 94% of students surveyed (N=269) rated the care and service they received was good to excellent. 100% of those surveyed indicated that their confidentiality was maintained during their
visit(s), (N=269). 97% indicated the appointment was convenient to their schedule (N=269).

- The SWVA Internship Consortium Agreement was renewed and efforts to seek accreditation by the American Psychological Association (APA) are underway.
- The counseling staff participated in several of the outreach presentations including stress management, residential and peer instructor training and Quest. SCS also participated in a suicide prevention panel and provided outreach following a student death on campus and a faculty member’s traumatic injury.

**Student Health Services (SHS):** The purpose of Student Health Services is to provide comprehensive, cost effective, confidential, caring, and holistic health care to Radford University Students. The Student Health Services is dedicated to promoting healthy lifestyles with an emphasis on education and prevention.

- RUSH continues to maintain a relationship with the Virginia Department of Health to offer free STI testing to students twice a month. During the 2014/2015 school year, RUSH also added onto that MOU with the addition of providing free birth control for uninsured patients through the Virginia Department of Health. A process has been agreed upon and implemented to work jointly in providing those services to patients.
- AAAHC Survey completed in December 2013, and accreditation was awarded on December 30, 2013. Next reaccreditation will be in 2016.
- The Student Health Services received a facility facelift with new paint and doors to close off the waiting room from the treatment area, a glass storefront to protect the staff and provide patient privacy, new chairs for the patient waiting areas, and bulletin boards/brochure holders.
- Student Health Services’ staff continue to provide outreach activities that include presenting and participating in QUEST, University 100 classes, and the Fall Wellness Fair.