

# Academic Excellence and Student Success Committee

September 2025



Radford  
UNIVERSITY



**Academic Excellence and Student Success Committee**

**8:30 a.m.\*\***

**September 11, 2025**

**Kyle Hall, Room 340, Radford, VA**

**DRAFT**  
**Agenda**

- **Call to Order** Dr. Betty Jo Foster, Chair
- **Approval of Agenda** Dr. Betty Jo Foster, Chair
- **Approval of Minutes** Dr. Betty Jo Foster, Chair
  - June 5, 2025
- **Academic Affairs Update** Dr. Bethany M. Usher, *Provost and Senior Vice President for Academic Affairs*
  - Points of Pride
  - Academic Affairs Overview
  - Two-Year Plan Update
- **Faculty Senate Update** Dr. Matthew Close, *Faculty Representative to the Board of Visitors*
- **Other Business** Dr. Betty Jo Foster, Chair
- **Adjournment** Dr. Betty Jo Foster, Chair

**\*\* All start times for committee meetings are approximate. Meetings may begin either before or after the listed approximate start time as committee members are ready to proceed.**

**Committee Members**

Dr. Betty Jo Foster, Chair

Mr. William Davis, Vice Chair

Ms. Jeanne S. Armentrout

Ms. Joann S. Craig

Mr. Jonathan D. Sweet

Dr. Matthew Close, (Non-Voting Faculty Advisory Representative)

# Meeting Materials



Radford  
UNIVERSITY

# Academic Affairs Report



# Academic Affairs Agenda

- Points of Pride
- Academic Affairs Overview
- Two-Year Plan Updates
- Questions and Conversation



# Academic Points of Pride

# Academic Points of Pride

- MBA (DCOBE) named to Princeton Reviews best Business Schools/Best Online
- McGlothlin Center for Global Education awarded IIE grant for free passports for Pell-eligible students
- University Libraries, through Virtual Library of Virginia, to provide e-textbooks for 100 courses
- Accreditations
  - School Psychology Ed.S. program – 5 years full accreditation
  - JoAnn Bingham Clinical Simulation Center - 5 years for teaching and education





# Academic Points of Pride

- Jason Browning and co-authors published in the prestigious American Journal of Occupational Therapy
- Sara Knoeckle (Nursing) received 2025 Education Award from Virginia Council of Nurse Practitioners
- Jenny Hall (Public Health) had multiple media appearances discussing tick-borne diseases
- With support from VTOP Capacity Building Grant, multiple faculty has become certified as Career Champions

The Issue Is . . .



**Restful Rehabilitation:** Sleep's Essential Role in Occupational Therapy Education, Intervention, and Research

Jason Browning, Rebecca Ludwig, Aaron Eakman, Martha Sanders, Sophie Faulkner, Nabila Enam, Robert D. van der Veen, Donna Latella, Cindy W. Poole, Roxanna M. Bendixen, Amy G. Hartman



**Radford**  
UNIVERSITY



# Radford Hosts 3 Summer Governor's Schools

- Governor's Schools for the Arts and Governor's Schools for the Humanities on Radford campus
- Governor's School for Medicine and Health Sciences on the Roanoke campus



Radford  
UNIVERSITY

# College of Visual and Performing Arts

## Points of Pride



Joan Dickinson received the Arnold P. Friedmann Educator of Distinction Award from Interior Design Educators Council



In only its second season, the Radford Community University Community Symphony grew to over 60 musicians



Radford Dance hosted the Radford Intensive Summer Ballet



# Academic Points of Pride - Abroad



Physician Assistant students completed a clinical rotation in Shirati, Tanzania in June 2025



Radford  
UNIVERSITY



Occupational Therapy students and faculty presented at the German Occupational Therapy Association in May 2025

Radford University students and faculty went to Toronto to participate in Touch Me Now – York Plays 2025, an international medieval drama festival



Radford Amazonian Research Expedition students and faculty conducted research in Peru in July 2025



# Academic Affairs Overview



# Division of Academic Affairs Units

Artis College of Science and Technology

College of Education and Human Development

College of Humanities and Behavioral Sciences

College of Nursing

College of Visual and Performing Arts

Davis College of Business and Economics

Waldron College of Health and Human Services

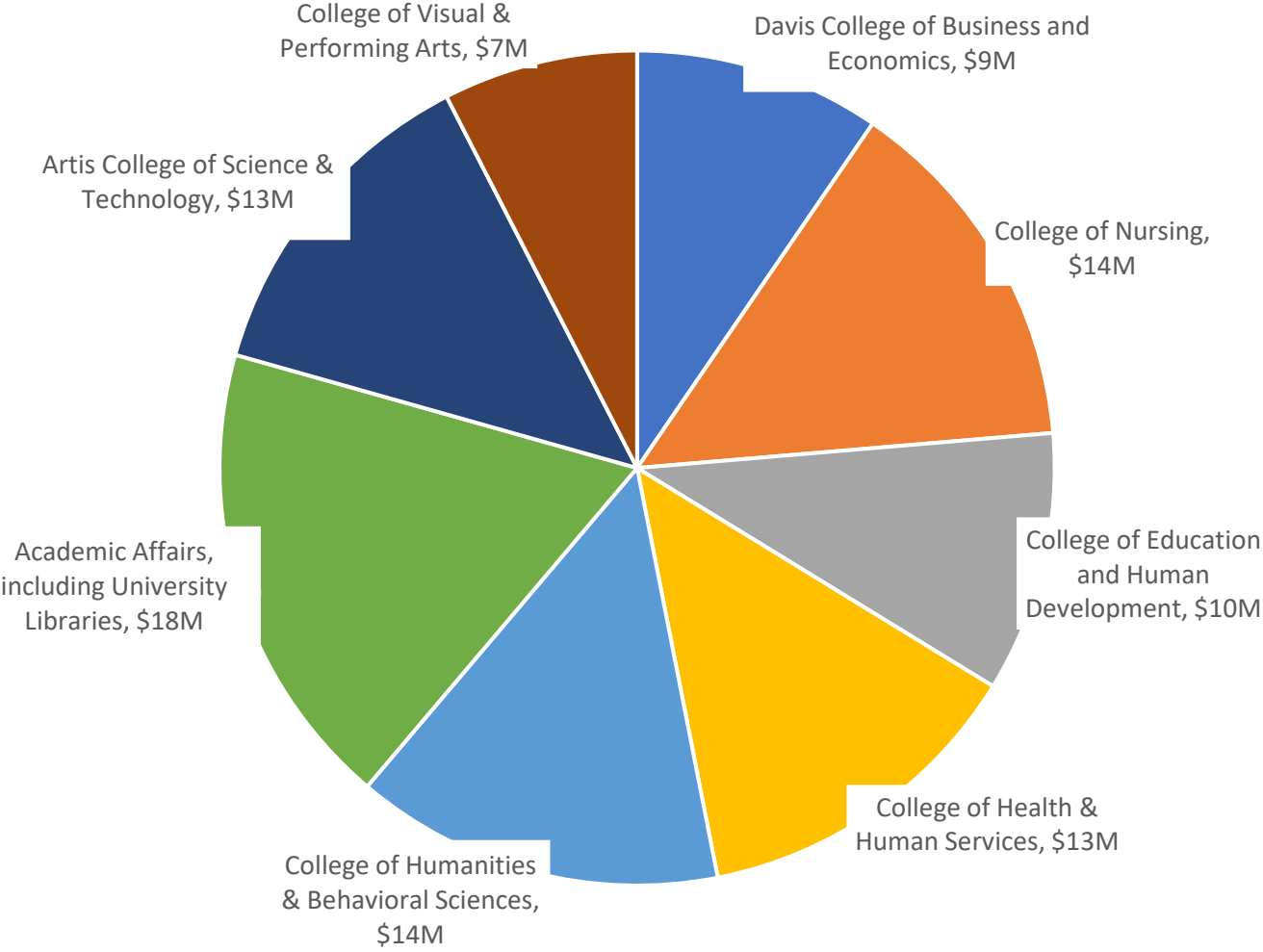


Academic Affairs at Radford University cultivates an inclusive, experiential learning environment that ignites lifelong curiosity and empowers graduates to lead thriving communities through service, research and innovation.

# Academic Affairs Budget and Personnel

<b>FY26 Total Budget: \$98M</b>
E&G Personnel: \$88M (90%)
E&G Non-personnel: \$10M (9%)
Auxiliary: \$1.6 (1%)

<b>Full-time Employees: 656</b>
Teaching and Research Faculty: 429 (65%)
Administrative Professional Faculty: 120 (18%)
Classified Staff: 107 (16%)





# Division of Academic Affairs Priorities

- Contribute to the economic and cultural well-being of the region and the Commonwealth
- Support undergraduate and graduate students across their educational journeys so that they meet their goals and contribute to being leaders of thriving communities
- Offer a portfolio of high-quality academic programs in multiple modalities aligned with our mission and that are regularly updated through a Curriculum Lifecycle process
- Engage all students in experiential education that prepares them to be successful in their first jobs and throughout their careers
- Offer undergraduate degree pathways from high school and community college to Radford University, including the Tartan Transfer with VCCS partners
- Offer accelerated and guaranteed admission graduate advanced degree pathways for Radford students and alumni
- Support the development of Radford University in Roanoke as the premier destination for health education in Virginia.
- Create an engaged, inclusive and supportive community for faculty as teacher-scholars

# Two-Year Strategic Plan: Improve Academic Programming

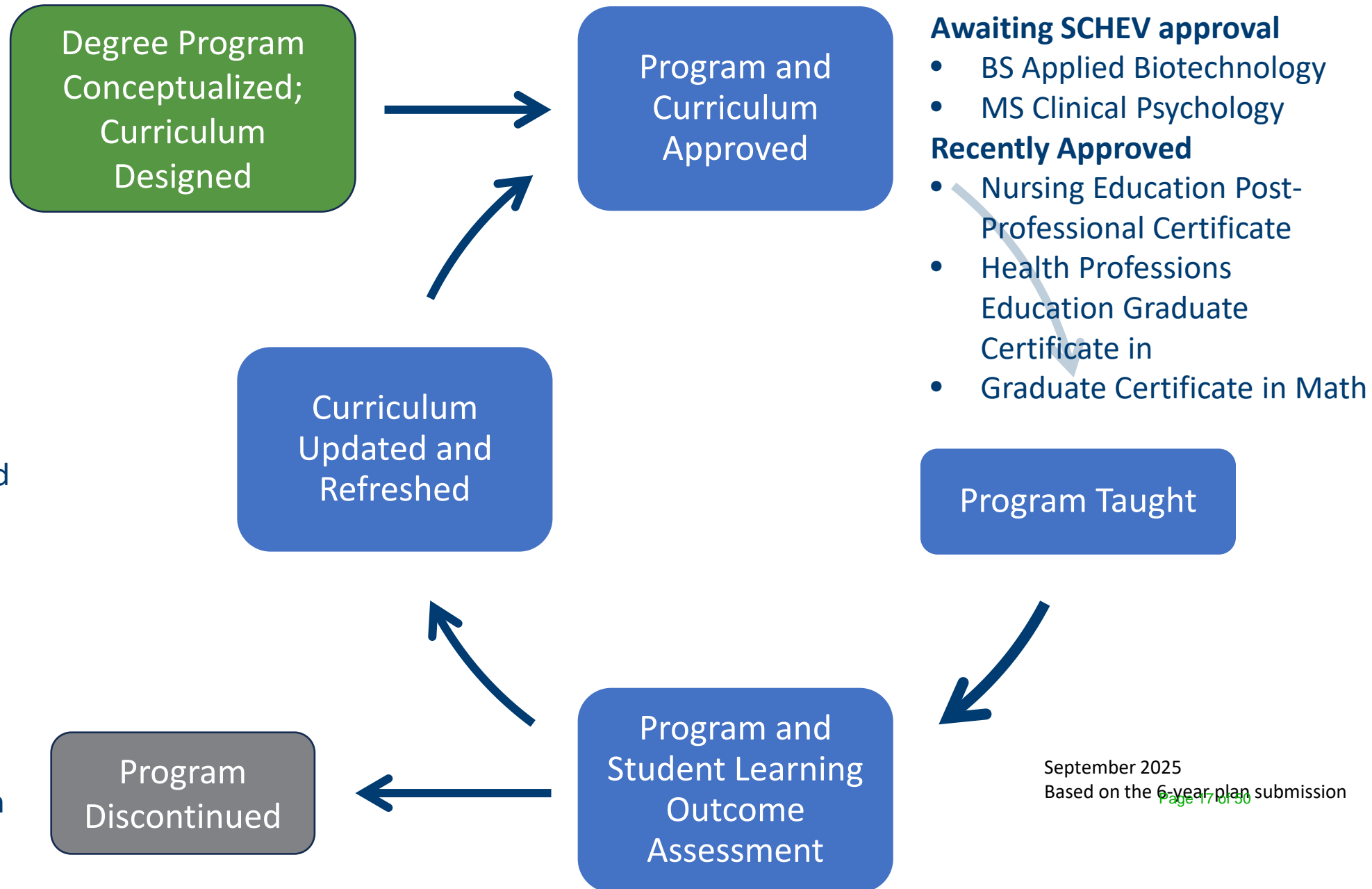
# Curriculum Lifecycle and Academic Portfolio Evolution

## Potential New Programs

- BS Environmental Science
- MSN Clinical Nurse Leadership
- MSN Nursing Education
- Dual-Enrollment Advancement Graduate Certificates
  - English
  - Biology
  - Political Science and Humanities
  - Psychology
  - History
  - Physics

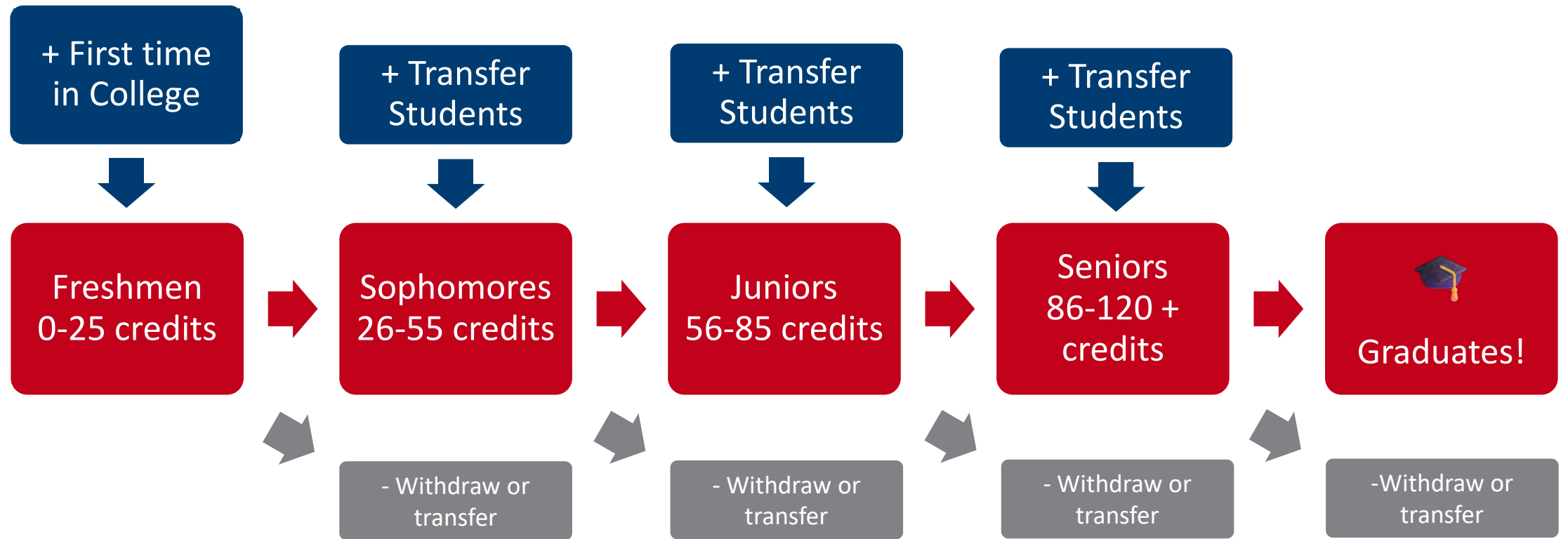
## Discontinue

- BS Biomedical Science
- Mathematics Education Graduate Certificate



# Two-Year Strategic Plan: Increase Retention and Progression Rates

# Undergraduate enrollment calculation



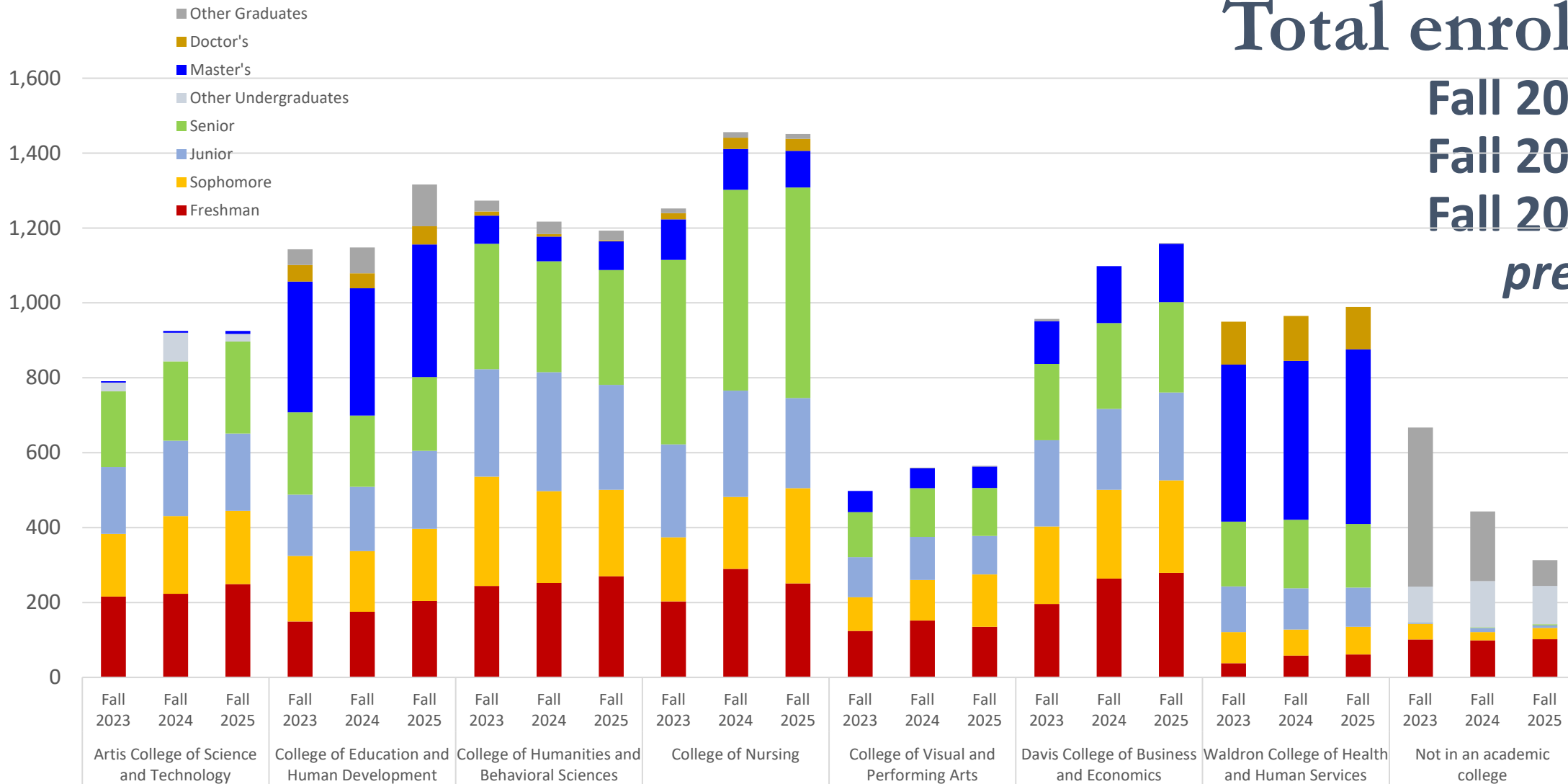
# Total enrollment

Fall 2023: 7531

Fall 2024: 7812

Fall 2025: 7882

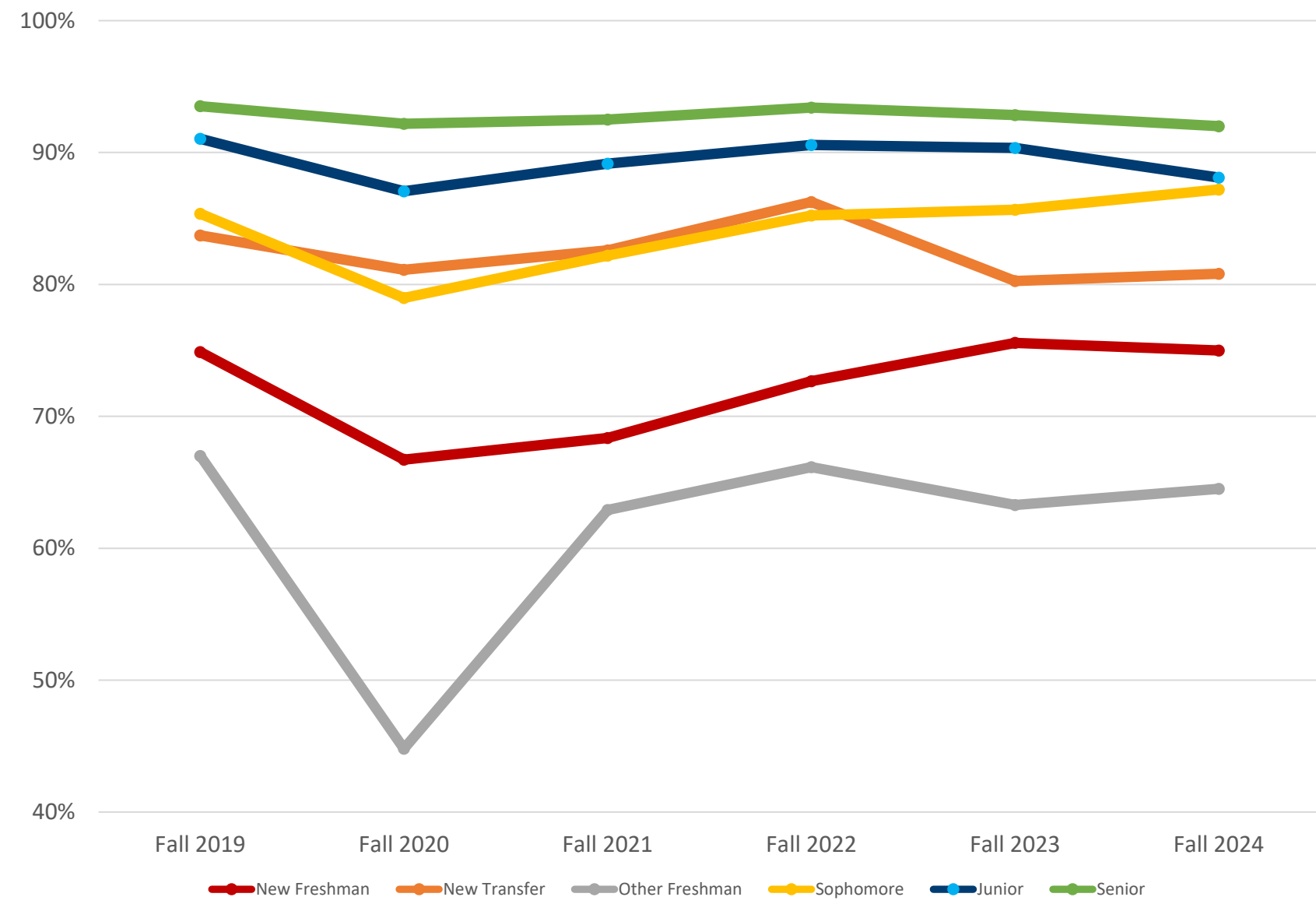
*preliminary*



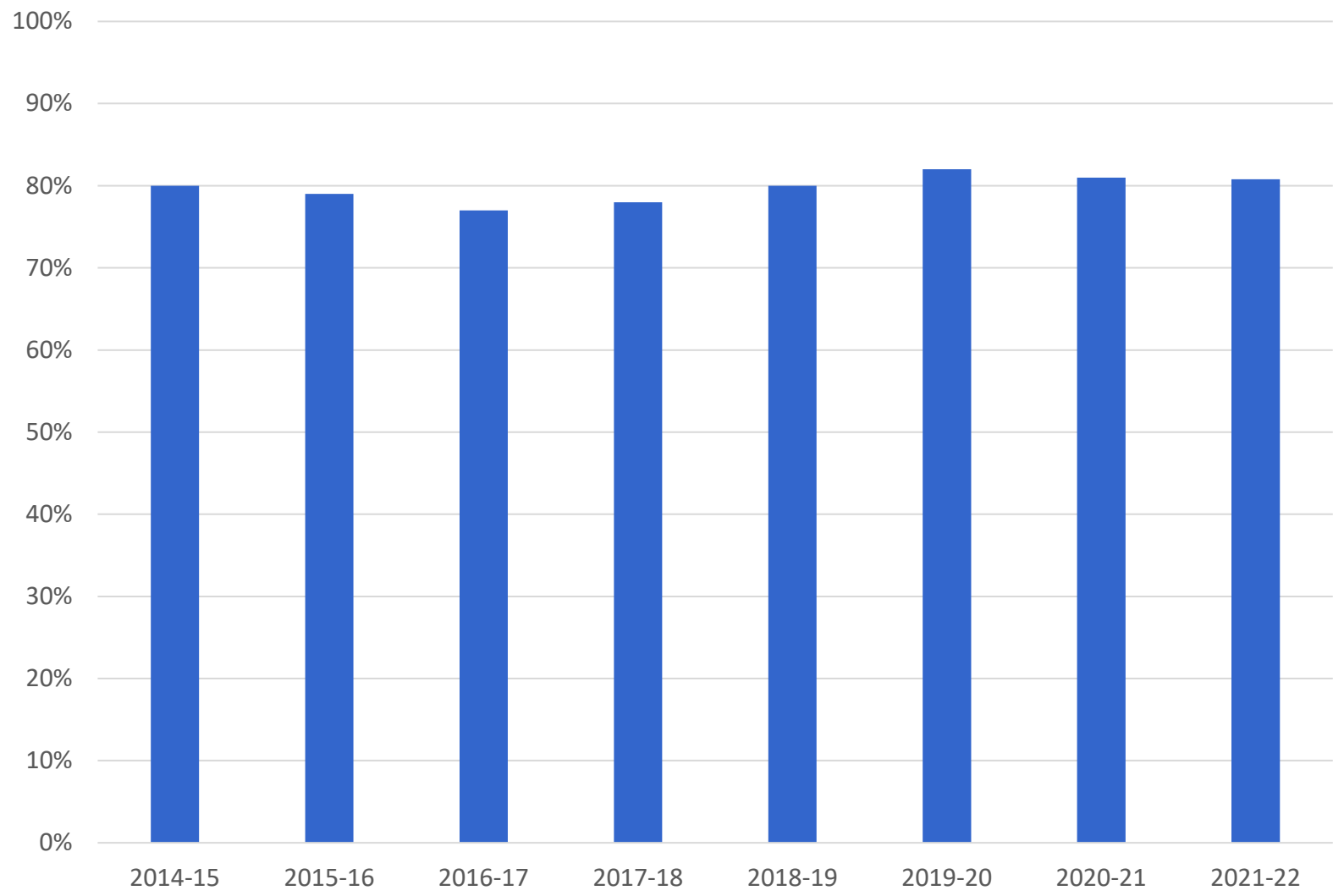


# Undergraduate Retention

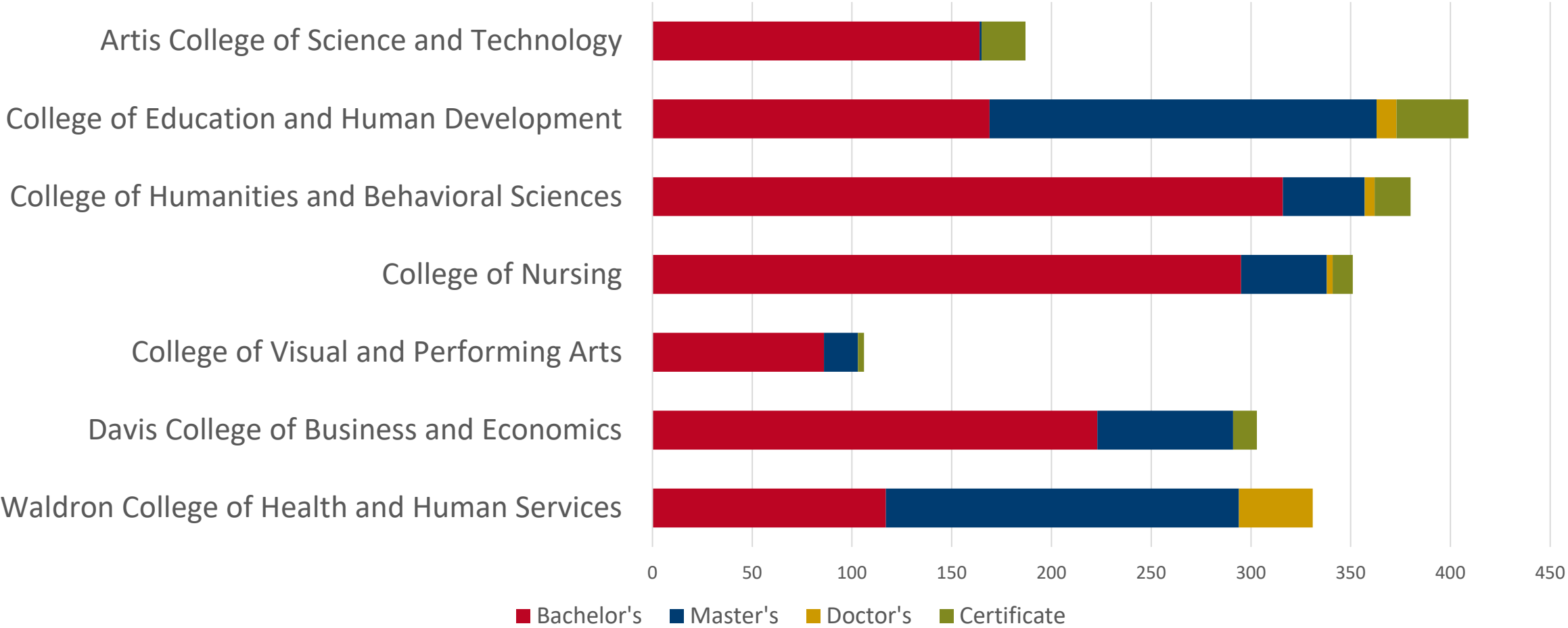
*preliminary*



Master's degree completion in 3 years  
*preliminary*



# 2017 Degrees conferred in 2024-2025 Academic Year

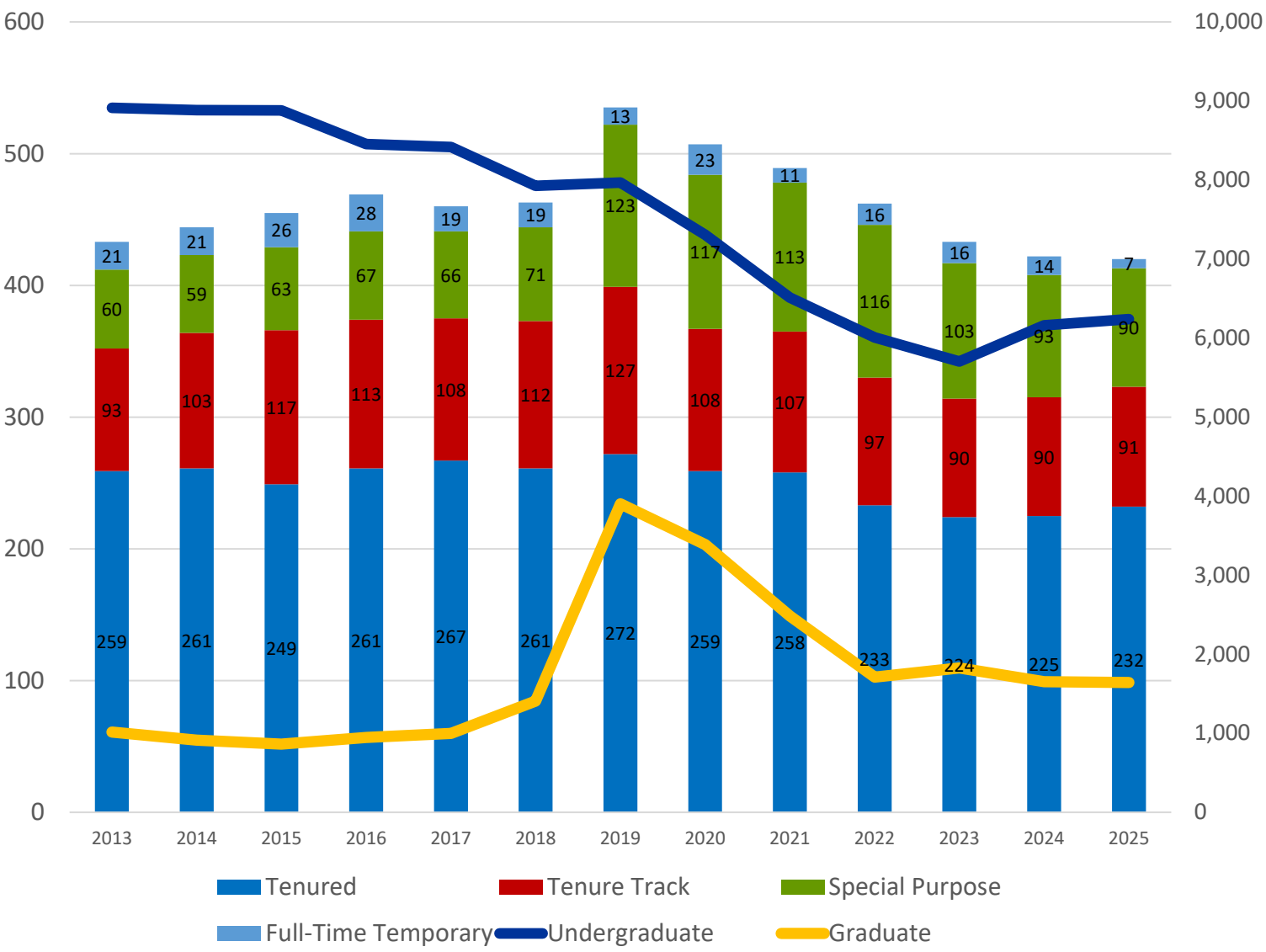
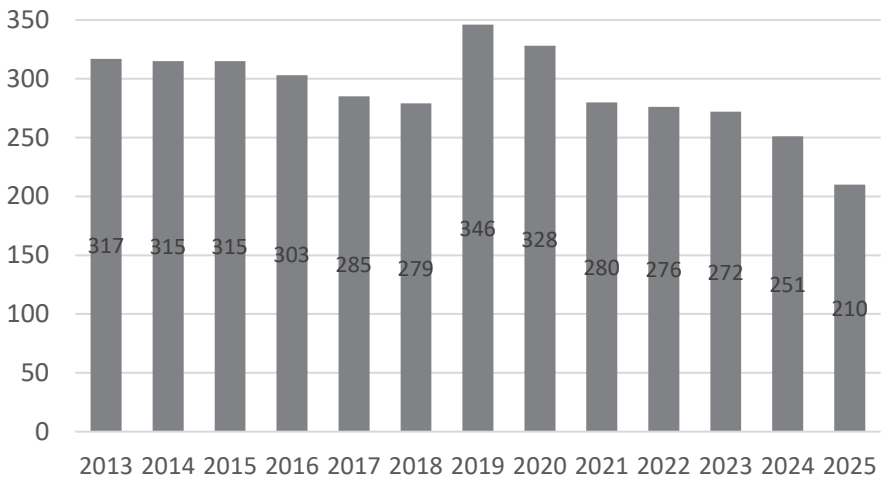


# Two-Year Strategic Plan: Reposition academic programs and administration to increase efficiency and effectiveness

# Faculty and Student Headcount 2013-2025

*preliminary*

Adjunct Faculty Headcount



# Division of Academic Affairs Leadership and Responsibility

Artis College of  
Science and  
Technology  
*Dean Steven  
Bachrach*

College of  
Education and  
Human  
Development  
*Dean Tamara  
Wallace*

College of  
Humanities and  
Behavioral  
Science  
*Interim Dean  
Jeff Aspelmeier*

College of  
Nursing  
*Dean Wendy  
Downey*

College of Visual  
and Performing  
Arts  
*Dean Rachel  
Williams*

Davis College of  
Business and  
Economics  
*Dean Donna  
McCloskey*

Waldron College  
of Health and  
Human Services  
*Dean Kenneth  
Cox*

Provost and  
Senior Vice  
President  
*Bethany M.  
Usher*

Executive  
Assistant to the  
Provost  
*Karen  
Montgomery*

Finance and  
Administration  
*Director  
Adam Neal*

Affairs  
*Associate  
Provost  
Jeanne*  
Career and Talent  
Development

University Libraries  
Center for  
Innovative  
Teaching and  
Learning  
Global Education  
Undergraduate  
research  
Research and  
Sponsored  
Programs

Student  
Success  
*Assistant  
Provost*

Highlander  
Success Center  
Honors College

Curriculum  
*Assistant  
Provost  
Jessica Stowell*

Institutional  
Effectiveness  
Institutional  
Research  
Undergraduate  
Curriculum

Graduate Affairs  
*Interim Assistant  
Provost Agida  
Manizade*

University  
Registrar  
*Katie Piper*

University @  
Roanoke  
*Assistant  
Provost*

Health Sciences  
*Assistant Vice  
President TBD*

Radford Online  
*Assistant Vice  
President TBD*



## Funded Activities by Fiscal Year

Year	Submitted	Funded	Success Rate	\$\$ Awarded
2022	57	45	78.9%	\$7,978,985
2023	68	52	76.5%	\$5,050,273
2024	78	54	69.2%	\$7,222,005
2025	57	48	84.2%	\$8,172,048

- **31.3%** of faculty **submitting** proposals were first-time grant writers; **27%** of **funded** awards were first-timers.
- **13% increase** in total funding compared to FY 2024.
- **21.7%** increase in success rate in securing awards.

# Board Items

# Board Responsibilities for Academic Excellence And Student Success Committee

Approve establishing or  
closing academic degree  
programs

Approve establishing,  
merging, and closing  
schools and colleges

Approve Teaching and  
Research Faculty  
Handbook updates

Approve Faculty Tenure  
(notification of  
promotions)



Advocacy, Support and  
Consultation

Notification of  
Academic program  
name changes

Notification of  
Academic Affairs  
updates and activities

# Discussion

# Minutes



Radford  
UNIVERSITY



**Academic Excellence and Student Success Committee**

**1:00 p.m.**

**June 5, 2025**

**Kyle Hall, Room 340, Radford, VA**

**DRAFT**  
**MINUTES**

**Committee Members Present**

Ms. Betsy D. Beamer, Vice Chair

Mr. Dale S. Ardizzzone

Mr. William C. Davis

Ms. Lisa Pompa

Dr. Matt Close, (Non-Voting Faculty Advisory Representative)

**Committee Member Absent**

Ms. Jeanne S. Armentrout, Chair

**Board Members Present**

Mr. Marquett Smith, Rector

Mr. Tyler W. Lester, Vice Rector

Ms. Joann Craig

Ms. Callie M. Dalton

Mr. William C. Davis

Ms. Jennifer Wishon Gilbert

Mr. George Mendiola Jr.

Mr. Jonathan Sweet

Mr. James C. Turk

**Others Present**

Dr. Bethany Usher, Provost and Senior Vice President for Academic Affairs

Dr. Rob Hoover, Vice President for Finance and Administration

Dr. Angela Joyner, Vice President for Economic Development and Corporate Education

Ms. Penny Helms White, Vice President for Advancement and Alumni Relations

Dr. Dannette Beane, Vice President for Enrollment Management and Strategic Communications

Dr. Susan Trageser, Vice President for Student Affairs

Ms. Karen Castele, Secretary to the Board of Visitors and Special Assistant to the President

Ms. Susan Richardson, University Counsel



### **Call to Order**

Ms. Betsy Beamer, Vice Chair, formally called the meeting to order at 12:46 p.m. in Kyle Hall Room 340 on the campus of Radford University.

### **Approval of Agenda**

Ms. Beamer asked for a motion to approve the June 5, 2025 agenda. Ms. Lisa Pompa so moved, Mr. Dale Ardizzone seconded, and the motion carried unanimously.

### **Approval of Minutes**

Ms. Beamer asked for a motion to approve March 20, 2025 minutes. Ms. Lisa Pompa so moved, Mr. Dale Ardizzone seconded, and the motion carried unanimously.

### **Academic Affairs Updates**

Provost and Senior Vice President for Academic Affairs Bethany M. Usher delivered updates from across Academic Affairs. Provost Usher began by discussing the Academic Points of Pride, including celebrating almost 2,000 graduates who walked across the stage in May. She also shared the many excellent faculty who received awards at the new Academic Affairs Awards Celebration held this past spring.

Provost Usher and Faculty Senate President shared that, working together, a new General Education program has been approved. This new General Education will build on our academic strengths to give an excellent educational foundation to students, meet all state and accreditation requirements, be clearer to students and faculty, facilitate transfer students and promote students *Finding their Place. Here*. The program will go into effect for students entering in Fall 2027, which gives the University time to reorganize the curriculum and the systems and develop RADF101 *Find Your Place* class. The Faculty Senate also passed updates to the current REAL general education program, dubbed REALx, which will be easier for students to navigate and will help with the transition to the new General Education. However, behind the scenes, Radford will have to manage three general education programs simultaneously (REAL, REALx and General Education), which will be a heavy lift for the Academic Affairs team over the next few years.

Provost Usher and Dr. Jeanne Mekolichick shared that research productivity continues to be strong and aligned with our educational mission. New Radford research shows that all of our forms of experiential work-based learning prepare students for success after graduation. 93% of undergraduate students from the class of 2024 who participated in at least one experiential learning activity were successfully placed within their first nine months post-graduation. Early indicators predict that undergraduate retention will be strong, with current students re-enrolled in fall courses and new students signing up for Quest Orientation. Dr. Agida Manizade, of the Office of Graduate Affairs, discussed new programs to track and support graduate student retention, with more graduate students in good academic standing and re-enrolling or graduating each semester.

Academic Affairs has hired Dr. Rachel Williams as the new Dean of the College of Visual and Performing Arts and has active searches for three administrative positions. An update was given on the Dean search for the College of Humanities and Behavioral Sciences, the search for Assistant Vice President for Health Services and Assistant Vice President for Radford Online.

All three searches are being conducted through the Office of the Provost and with the help of Buffkin Baker Search Firm.

In a move for increasing efficiency, the composition of the faculty has shifted from less than 70% to 74.6% tenure-line faculty over the past two years. Although the two-year plan had a goal of 80%, Provost Usher now believes that 75-78% is a more appropriate level moving forward, given the importance of Special Purpose faculty in our Health and Nursing programs. Academic Affairs, Finance and Administration, and Enrollment Management are working together on planning for the Roanoke Health Sciences Center. Academic Affairs has created program portfolio and enrollment projections for in-person programs housed in the new facility. It's important that the center not just be a building, but a center for increasing health and well-being in Southwest Virginia.

Provost Usher thanked the Faculty Senate leadership and Committee Chairs for all their hard work this past year.

### **Information Item**

Provost Usher announced as an informational item the faculty members who were awarded Emeritus Status.

### **Recommendations and Action Items**

Provost Usher discussed the recommendation to approve Resolution on Tenure Recommendations for Dr. Rachel Williams, Dean of the College of Visual and Performing Arts. Ms. Betsy Beamer asked for a motion to approve. Mr. Marquett Smith so moved, Ms. Lisa Pompa seconded, and the motion carried unanimously. A copy of the resolution is hereto attached as **Attachment A** and is made a part hereof.

Provost Usher reviewed the updates for the Teaching and Research Faculty Handbook, including revision to 1.4.1.3 Faculty Issues Committee; revision to 1.8.4 Composition of Faculty Appeals Committee; and revision to 1.9.5 Composition of Faculty Grievance Committee. Copies of the resolutions are hereto attached as **Attachment B, C and D**, respectfully, and are made a part hereof. It was noted by Ms. Betsy Beamer that Attachment C and Attachment D would be revised for tomorrow's vote by the full board. The revision specifies that faculty elected or selected to serve on these two committees are tenured faculty. Ms. Betsy Beamer asked for a motion to approve the three resolutions in a block vote. Mr. William Davis so moved, Mr. Dale Ardizzone seconded, and the motion carried unanimously.

Dr. Jamie Lau, Dr. Jessica Stowell and Provost Usher discussed the resolution to create the new and exciting Bachelor of Science (B.S.) in applied Biotechnology. Ms. Betsy Beamer asked for a motion to approve. Ms. Lisa Pompa so moved, Mr. Dale Ardizzone seconded, and the motion carried unanimously. A copy of the resolution is hereto attached as **Attachment E** and is made a part hereof.

Provost Usher presented the Resolution in Honoring the Naming of the Sandra C. Davis and William C. Davis College of Business and Economics. Ms. Betsy Beamer asked for a motion to approve. Mr. Marquett Smith so moved, Ms. Lisa Pompa seconded, and the motion carried

unanimously. A copy of the resolution is hereto attached as *Attachment F* and is made a part hereof.

### **Faculty Senate Report**

A Faculty Senate Update presentation was provided by Faculty Senate President Matthew Close. Highlights from this report were:

- University Governance
- Curriculum Lifecycle Improvement Task Force
- General Education Improvement
- B.S. in Applied Biotechnology
- Faculty Morale Surveys

### **Adjournment**

Ms. Beamer asked for a motion to adjourn the June 5, 2025, Academic Excellence and Student Success Committee Meeting. The meeting was adjourned at 1:52 p.m.

Respectfully submitted,  
Karen Montgomery  
Executive Assistant to the Provost and Senior Vice President of Academic Affairs

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE  
JUNE 5, 2025**

**RESOLUTION OF TENURE RECOMMENDATIONS**

**WHEREAS**, the tenure-track faculty are appointed initially on one-year contracts and throughout the probationary period, which is normally six years, they are subject to reappointment annually upon recommendation by the Department Personnel Committee, the Department Chair, the College Dean, the Provost, and the President; and

**WHEREAS**, no later than the beginning of the fall semester of the sixth year of full-time appointment, tenure-track faculty are notified by their Department Chairs of their eligibility for consideration for award of tenure and candidates for tenure must submit to their Department Personnel Committees pertinent information regarding their qualification for tenure, including a statement justifying the granting of tenure, all past performance evaluations, including a summary of student evaluations and any peer evaluations, a current curriculum vita, and any other relevant documentation; and

**WHEREAS**, criteria for the award of tenure include: the continuing need for the individual's expertise; the individual's teaching effectiveness; effectiveness as an advisor; professional development; participation in University co-curricular activities; committee work; cooperation with colleagues; and contributions towards the objectives of the department, college, and University; and

**WHEREAS**, upon consideration of the candidate's achievement of the above criteria, the Department Personnel Committee submits its recommendation to the Department Chair, who in turn submits his or her recommendation to the College Dean. The Dean submits his or her recommendation to the Provost, and the Provost submits their recommendation in each case to the President. At each stage, the recommendation is added to the previous recommendations, and all are transmitted to the next level. Copies of each recommendation, together with justification, are sent to the faculty member, who has the right to appeal negative recommendations to the Faculty Grievance Committee; and

**WHEREAS**, the final authority for awarding or denying tenure lies with the Board of Visitors and all of the faculty members listed below have met the criteria for award of tenure;

**COLLEGE OF VISUAL AND PERFORMING ARTS**

<u>Name</u>	<u>Department</u>
Rachel Williams	Department of Art

**THEREFORE, BE IT RESOLVED**, that the Academic Excellence and Student Success Committee recommends that the Board of Visitors approve the faculty Tenure recommendations listed above to become effective the beginning of the 2025-2026 academic year.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**JUNE 5, 2025**

**RESOLUTION TO AMEND THE  
TEACHING AND RESEARCH FACULTY HANDBOOK**

**WHEREAS**, all proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook; and

**WHEREAS**, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University; and

**WHEREAS**, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it; and

**WHEREAS**, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language; and

**WHEREAS**, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

**WHEREAS**, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Radford University hereby approves in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.4.1.3: Faculty Issues Committee** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

---

Motion to Update the Membership Composition of the Faculty Appeals Committee as described in Academic Governance at Radford University

**Referred by:** Faculty Issues Committee

## **MOTION:**

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (~~stricken through~~) in *Section 1.4.1.3 of the T & R Faculty Handbook*.

### **1.4.1.3 Student Evaluations of Faculty**

For courses housed in departments, the Department Personnel Committee is responsible for the ~~administration, collection and delivery~~ **coordination** of the University-wide student evaluations ~~forms~~ for all teaching faculty in the department. **For courses not housed in departments (e.g., courses with a Women's Studies prefix), the Program Director is responsible for the coordination of the University-wide student evaluations. Evaluation results will be distributed electronically to the faculty member who is the subject of the evaluation, the faculty member's Department Chair, and the Chair of faculty member's Department Personnel Committee.** ~~The Personnel Committee is responsible for distribution of the results of student evaluations to the Department Chair and the faculty member who is the subject of the evaluation.~~ The University-wide ~~form~~ **student evaluation**, along with any department-specific additions, shall be considered the official source of student evaluation of teaching. However, use of this **evaluation form** does not preclude the use and report of additional assessments of teaching at the discretion of each faculty member.

~~For courses not housed in departments (e.g., courses with a Women's Studies prefix), the program director is responsible for the administration, collection and delivery of the Universitywide student evaluation forms for all instructors. The program director is responsible for distribution of the results of student evaluations to each instructor's Department Chair, if relevant, and to the faculty member who is the subject of the evaluation. The University-wide form, along with any program specific additions, shall be considered the official source of student evaluation of teaching. However, use of this form does not preclude the use and report of additional assessments of teaching at the discretion of each faculty member.~~

#### **Procedures:**

1. Student evaluations for full-semester courses shall be conducted during the last two weeks of classes. For any course shorter than a full semester, student evaluations shall be conducted during the last week of [that] classes, prior to the day of the final exam. ~~In the case of evaluations of online courses, the faculty member may designate a 24-hour period during the course evaluation time frame.~~
2. ~~The department personnel committee~~ **Department Personnel Committee** or course supervisor shall determine who is responsible for ~~administering~~ **facilitating** the course evaluations. Under no circumstances shall the actual instructor of the course ~~administer~~ **facilitate** their own evaluations.
3. ~~For All evaluations administered in the classroom, the packet of evaluations given to faculty must include the standard university wide instruction statement (see below). All administrators of the evaluations must read the statement aloud. The statement addresses the conditions under which the evaluations are conducted, how they should be completed by students, and why they are important.~~

To ensure standardized administration of student evaluations, ~~PLEASE READ THE FOLLOWING TO THE CLASS~~ **(do not omit or add anything):**

**~~For all evaluations: Please read this before you begin.~~**

*Student evaluations are an important part of each faculty member's overall evaluation. Professors will use comments you make to help them improve their teaching and classroom procedures. You are asked to be honest, professional, and thoughtful in your responses. Please be professional in your evaluation. Offensive comments (whether related to race, gender, age, disability, or culture) reflect poorly on you as an individual and on the Radford University community as a whole. This is not an image that we support or encourage. No discussions should take place while you are completing the evaluation: each student provides his/her independent assessment of the course and the instructor.*

*These evaluations are entirely confidential and they cannot be traced back to the people who complete them. Instructors will not see the results of these evaluations until after course grades have been submitted. Your comments are very important; consider them carefully.*

## Schedules

The schedules for administration of student evaluations are as follows.

- a. Tenured faculty: The Personnel Committee shall ~~administer~~ **coordinate** student evaluations:
  - during the second ~~semester~~ **term** that a tenured faculty member teaches a course, in all sections of that course
  - whenever the most recent evaluations for that course and instructor are more than five ~~semesters~~ **terms** old
- b. All other faculty, **including both full-time and adjunct faculty**: ~~s~~Student evaluations shall be ~~conducted~~ **coordinated** by the Personnel Committee ~~in~~ **for** all courses, ~~every semester~~.

Exceptions to these cycles of student evaluations may be made under the following circumstances.

- a. A faculty member may request that the Personnel Committee ~~conduct~~ **coordinate** student evaluations **to be conducted** in their own courses more frequently.
- b. The President, Provost, Dean, or Chair may request, in writing, that the Personnel Committee ~~conduct~~ **coordinate** student evaluations **to be conducted** for a specific faculty member during any semester or summer session. This provision is not meant to be invoked to cover all faculty or any department's or college's faculty as a whole.

## Distribution and Archiving of Results

The Chair of the Personnel Committee shall insure ~~distribution of~~ numerical and subjective summary data for an evaluated course **is available** to both the faculty member and the Department Chair within 10 days after this material is made available by the Office of ~~Academic Assessment~~ **Institutional Effectiveness and Quality Improvement**.

Summaries of data from student evaluations ~~collected by the Personnel Committee~~ shall be kept by the Chair of the Personnel Committee for 7 years after collection, ~~either in printed or electronic form~~. Original data collection forms, including scan sheets and comments sheets, shall be kept for at least 1



~~year after data collection. All records no longer retained by the department shall be returned to the faculty member.~~

### **Complaint Procedures for Prejudicial Evaluations**

If a faculty member concludes that comments in the student evaluation data point to the presence of prejudicial evaluations, ~~under current E.E.O.C definitions of “prejudicial,”~~ he or she has ~~they have~~ the right to request the actual copies of the evaluations (not the summary statistics). ~~“Prejudicial” as defined by the E.E.O.C. refers to language and actions “based on stereotypes or assumptions about the abilities, traits, or performance of individuals of a certain sex, race, age, religion, or ethnic group, or individuals with disabilities.”~~ Following receipt of the evaluations, the faculty member may ask for a meeting with the ~~department~~ ~~Department chair~~ **Chair** and the chair of the ~~personnel~~ **Personnel committee** **Committee**. If review of the evaluation comments concludes that the evaluations are prejudicial, those evaluations ~~sheets~~ will be removed from the completed ~~forms~~ **evaluations** and the statistics ~~must~~ **will** then be recalculated using the remaining evaluations. If the issue remains unresolved after this meeting, the faculty member may then appeal to the Dean. If this does not lead to resolution of the complaint, the next step is to bring the appeal to the Faculty Appeals committee. These strategies for recourse are necessary and important given the role of student evaluation data in making decisions determining reappointment, tenure, promotion and merit awards.

### **RATIONALE:**

This motion seeks to update handbook language to match current procedures for Student Evaluations of Faculty.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**JUNE 5, 2025**

**RESOLUTION TO AMEND THE  
TEACHING AND RESEARCH FACULTY HANDBOOK**

**WHEREAS**, all proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook; and

**WHEREAS**, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University; and

**WHEREAS**, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it; and

**WHEREAS**, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language; and

**WHEREAS**, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

**WHEREAS**, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Radford University hereby approves in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.8.4, Faculty Appeals** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

---

Motion to Update the Membership Composition of the Faculty Appeals Committee as described in Academic Governance at Radford University

**Referred by:** Governance Committee

**Motion 25-26.01:** The Faculty Senate approves the addition of language (**red type**) and the deletion of language (stricken through) in the Membership Composition of the **Faculty Appeals Committee** in Section 1.8.4 of the *Radford University Teaching and Research Faculty Handbook*.

#### **1.8.4 Composition of Faculty Appeals Committees**

The Faculty Appeals Committee shall consist of ~~ten elected tenured faculty members~~ **one elected tenured faculty member from each academic college**. Representation is as follows: ~~three~~ **one** representatives elected from the College of Humanities and Behavioral Sciences, one from the College of Business and Economics, one from the College of Education and Human Development, one from the College of Visual and Performing Arts, ~~two~~ **one** from the College of Science and Technology, ~~and one~~ from the Waldron College of Health and Human Services, **and one from the College of Nursing**. ~~One~~ **Two** tenured faculty members will be ~~elected~~ **selected** at-large by the ~~University faculty~~ **Faculty Senate Executive Council**.

One alternate member shall be elected to the committee from each college. Colleges should establish procedures to ensure that the alternate is not from the same department as the elected member who may temporarily be replaced. Alternates should be those faculty who received the second highest number of votes and are members of a Department other than that in which the committee member elected serves. ~~One~~ **Two** alternate members shall be ~~selected~~ **selected** for the at-large faculty representatives. ~~This~~ **These** shall be ~~the faculty who received the second highest number of votes in the at-large election and who is a~~ members of ~~a departments~~ other than ~~that~~ those ~~in~~ **from** which the elected at-large members serves.

**Rationale:** In 2024, the School of Nursing was elevated to the College of Nursing which requires a reallocation of seats in the Faculty Appeals Committee to include a member from nursing and an alternate. The 2024-2025 Faculty Senate approved a motion to change the Faculty Appeals Committee composition in the *Internal Governance at Radford University* document, and this *Teaching and Research Faculty Handbook* change follows those approved changes to ensure agreement between the two documents.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**JUNE 5, 2025**

**RESOLUTION TO AMEND THE  
TEACHING AND RESEARCH FACULTY HANDBOOK**

**WHEREAS**, all proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook; and

**WHEREAS**, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University; and

**WHEREAS**, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it; and

**WHEREAS**, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language; and

**WHEREAS**, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

**WHEREAS**, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Radford University hereby approves in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.9.5: Faculty Grievances** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

---

Motion to Update the Membership Composition of the Faculty Appeals Committee as described in Academic Governance at Radford University

**Referred by:** Governance Committee

**Motion 25-26.02:** The Faculty Senate approves the addition of language (red type) and the deletion of language (stricken through) in the Membership Composition of the **Faculty Grievance Committee** in section 1.9.5 of the *Radford University Teaching and Research Faculty Handbook*.

### **1.9.5 Composition of Faculty Grievance Committee**

The Faculty Grievance Committee shall consist of ~~ten~~ **one** elected tenured faculty members. Representation is as follows: ~~three representatives elected from the College of Humanities and Behavioral Sciences, one from the College of Business and Economics, one from the College of Education and Human Development, one from the College of Visual and Performing Arts, two from the College of Science and Technology, and one from the Waldron College of Health and Human Services~~ **each academic college**. ~~One~~ **Two** faculty members will be selected at-large by the ~~University faculty~~ **Faculty Senate Executive Council**.

Elected members and alternates will serve three-year terms. The terms should be staggered so that each year one-third of the members are elected. Members may serve more than one term. One alternate member shall be elected to the committee from each college. Colleges should establish procedures to ensure that the alternate is not from the same department as the elected member who may temporarily be replaced. Alternates should be those faculty who received the second highest number of votes and are members of a Department other than that in which the committee member elected serves. ~~One~~ **Two** alternate members shall be selected for the at-large faculty representative. ~~This~~ **These** shall be the faculty ~~who received the second highest number of votes in the at-large election and who is~~ **a** members of a departments other than that in which the elected at-large members serves.

**Rationale:** In 2024, the School of Nursing was elevated to the College of Nursing which requires a reallocation of seats in the Faculty Grievance Committee to include a member from Nursing and an alternate. The 2024-2025 Faculty Senate approved a motion to change the Faculty Grievance Committee composition in the *Internal Governance at Radford University* document, and this *Teaching and Research Faculty Handbook* change follows those approved changes to ensure agreement between the two documents.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**JUNE 5, 2025**

**RESOLUTION TO CREATE A NEW BACHELOR OF SCIENCE (B.S.) IN APPLIED  
BIOTECHNOLOGY DEGREE PROGRAM**

**WHEREAS**, Faculty Senate approved the creation of the new Bachelor of Science in Applied Biotechnology degree program; and

**WHEREAS**, Southwest Virginia, especially in the Roanoke Valley, is promoting a vision of becoming a biotechnology corridor. Radford University intends to expand its footprint in Roanoke to help support that vision; and

**WHEREAS**, Virginia Western Community College in Roanoke launched a biotechnology associates degree in 2023 and Virginia Tech has a vibrant graduate program at the Fralin Institute in Roanoke. Thus, there exists an opportunity to fill the gap by providing an avenue for students with an associate's degree to obtain a bachelor's degree that can provide entry into industry or an advanced degree; and

**WHEREAS**, jobs in the field of biotechnology are expected to grow in Virginia at a rate of 7.3% and there are 10 jobs in Virginia in related occupations for every graduate from a related degree program in Virginia; and

**WHEREAS**, biotechnology industry leaders have expressed a need for new employees to have a background in science and instrumentation and, especially, industry regulations and intellectual property protection; and

**WHEREAS**, the new degree program is projected to have a minimal effect on the budget;

**NOW, THEREFORE, BE IT RESOLVED**, that the Academic Excellence and Student Success Committee recommends that the Board of Visitors approve the creation of the new Bachelor of Science in Applied Biotechnology degree;

**BE IT FURTHER RESOLVED**, that the President and/or designee(s) are hereby authorized to submit any and all documentation that may be required to receive approval of the new degree program to the State Council of Higher Education for Virginia (SCHEV) and the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

---

Selected text from the SCHEV Proposal

### **Duplication**

There is currently only one degree program at the bachelor's level using the 26.1201 CIP code in Virginia Public Institutions, namely at James Madison University.

### **Relationship to and Effect on Existing Degree Programs**

Radford University offers an array of Bachelor of Sciences degrees in the physical and biological sciences. The closest degree program is the B.S. in Biology. The current Bachelor's degree in Biomedical Sciences is slated to be terminated, with a biomedical sciences concentration added to the biology degree. All of the physical and biological science degree programs offered at main campus of Radford University include a research component, whether as part of a class and/or directly supervised by a faculty mentor.

The proposed Applied Biotechnology degree will be offered as a two-year junior and senior program exclusively in Roanoke. It is designed for transfer students from a community college, particularly Virginia Western, or for students who begin at main campus. The curriculum includes some advanced biotechnology instrumentation and techniques with a strong focus on industry and government regulations, best practices, and intellectual property. A key component is the required internship, which can take advantage of the growing presence of biotechnology companies in the Roanoke and New River Valleys and research programs at Virginia Tech. This curriculum complements the programs at main campus, offering an alternative, more professional-oriented degree, that may prove enticing for health science students who find the more research-oriented degree programs to be less of interest.

### **Program Distinctions:**

- **Accreditation:**
  - None applicable
- **Certificates:**
  - There are a number of certificate opportunities that can be combined or incorporated into the program. We will explore those that best complement the program and offer significant value to our students. Examples include Institutional Review Board (IRB), Institutional Animal Care and Use Committee (IACUC), Good Clinical Practice (GCP), Good Laboratory Practice (GLP), Good Manufacturing Practice (GMP), and Biosecurity and Biosafety.

### **Employment Outcomes:**

- Graduates from the Applied Biotechnology program will be very well prepared for entry-level positions in a laboratory in the biotechnology, pharmaceutical, or chemical manufacturing industries. They will be trained in best practices, regulation, and intellectual property issues that are distinct from any other program in our region.



The institution has analyzed the effect of student enrollment and determined that the program will not negatively impact the resources available to other degree programs. Collaborative opportunities for students and faculty across programs may increase, particularly in interdisciplinary training settings, especially once the new facility in Roanoke is completed.

## ROI

SCHEV has a new requirement that degree program proposals use “return on investment” from the Foundation for Research on Equal Opportunity at <https://freeopp.org/roi-landing/>

As there are so few current programs of this nature in Virginia, there is no ROI data to report. These are the ROI data for public institutions in other states with Bachelor degree programs in Biotechnology:

State	Institution	Earnings 1 year after completion	Earnings 10 years after completion	Return on investment (assuming on-time graduation)	Return on investment (including risk of dropping out)
CA	California State Polytechnic University-Pomona	43,449	87,614	987,064	617,241
CA	California State University-Northridge	40,399	80,580	851,517	418,894
CA	California State University-San Marcos	43,449	72,226	616,977	266,873
CA	University of California-Davis	50,236	94,278	1,170,750	974,330
KY	University of Kentucky	27,351	48,151	52,368	-12,597
MA	Worcester State University	51,692	89,181	1,013,735	705,151
NE	University of Nebraska at Omaha	39,724	65,193	411,693	240,319
NJ	Rutgers University-New Brunswick	48,246	92,482	1,006,588	891,253
TX	University of Houston	36,481	77,233	727,668	429,005
UT	Utah Valley University	45,862	74,751	574,495	137,851

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**JUNE 5, 2025**

**RESOLUTION TO HONOR THE NAMING OF THE  
COLLEGE OF BUSINESS AND ECONOMICS  
AS THE**

**SANDRA C. DAVIS AND WILLIAM C. DAVIS COLLEGE OF BUSINESS AND ECONOMICS**

**WHEREAS**, Sandra C. Davis and William C. “Jack” Davis have demonstrated exceptional leadership, philanthropy, and commitment to higher education and the advancement of Radford University; and

**WHEREAS**, Mrs. Davis, a successful entrepreneur and alumna of the University of Virginia’s School of Bank Management, co-founded BCR Property Management in 1981 and has made a lasting impact on the New River Valley community through her business, civic involvement, and service; and

**WHEREAS**, Mrs. Davis and her late husband, Patrick D. Cupp, were long-term and generous supporters of Radford University, whose contributions helped to establish the Patrick D. Cupp Stadium and resulted in the creation of scholarships at Radford University in his memory; and

**WHEREAS**, Mr. Davis is a distinguished historian and retired professor at Virginia Tech, where he directed the Virginia Center for Civil War Studies and was twice nominated for the Pulitzer Prize in History, and where he authored or edited more than 40 books and numerous screenplays; and

**WHEREAS**, the Davises are esteemed members of the philanthropic community, having served on numerous boards and steering committees, including Radford University’s TOGETHER Campaign Steering Committee, and are recognized members of the President’s Circle at Radford; and

**WHEREAS**, in 2018, Sandy and Jack Davis made a transformational commitment of \$8 million to Radford University in support of student scholarships in the College of Visual and Performing Arts and the College of Business and Economics, leading to the naming of the Sandra C. Davis and William C. Davis College of Business and Economics and the Sandra C. Davis and William C. Davis Performance Hall in the Covington Center; and

**WHEREAS**, the Davises’ gift is one of the most significant in Radford University’s history and exemplifies their belief in the power of education, the importance of student support, and their long-standing dedication to the University’s mission; and

**WHEREAS**, Mrs. Davis has further demonstrated her commitment to Radford University through her service as a former member of the Board of Visitors and her ongoing involvement in university events, campaigns, and community initiatives, including her leadership in the New River Valley region, where she was recognized as Citizen of the Valley in 2024;

**WHEREAS**, Mr. Davis has further demonstrated his commitment to Radford University through his service as a current member of the Board of Visitors;

**NOW, THEREFORE, BE IT RESOLVED**, that the Radford University Board of Visitors formally recognizes and honors Sandra C. Davis and William C. Davis for their outstanding contributions to the University and the broader community; and

**BE IT FURTHER RESOLVED**, that the Board recognizes the official naming of the **Sandra C. Davis and William C. Davis College of Business and Economics** as a lasting tribute to their extraordinary generosity, leadership, and impact on generations of students to come.

## End of Board of Visitors Materials

