



Quarterly Meeting  
9:00 a.m.\*\*  
June 6, 2025  
Kyle Hall, Room 340, Radford, VA

**DRAFT**  
**MINUTES**

**Board Members Present**

Mr. Marquett Smith, Rector  
Mr. Tyler W. Lester, Vice Rector  
Mr. Dale Ardizzzone  
Ms. Betsy D. Beamer  
Ms. Joann S. Craig  
Ms. Callie M. Dalton  
Mr. William C. Davis  
Dr. Betty Jo Foster  
Mrs. Jennifer Wishon Gilbert  
Mr. George Mendiola, Jr.  
Ms. Lisa W. Pompa  
Mr. David A. Smith  
Mr. Jonathan D. Sweet  
Mr. James C. Turk  
Dr. Matthew Close, Faculty Representative (Non-voting Advisory Member)  
Mr. Onajae Edmund, Student Representative (Non-voting Advisory Member)

**Board Member Absent**

Ms. Jeanne S. Armentrout

**Others Present**

Dr. Bret Danilowicz, President  
Ms. Karen Castele, Secretary to the Board of Visitors and Special Assistant to the President  
Dr. Dannette Gomez Beane, Vice President for Enrollment Management and Strategic Communications  
Dr. Rob Hoover, Vice President for Finance and Administration  
Dr. Angela Joyner, Vice President for Economic Development and Corporate Education  
Ms. Susan Richardson, University Counsel  
Dr. Susan Trageser, Vice President for Student Affairs  
Dr. Bethany Usher, Provost and Senior Vice President for Academic Affairs  
Ms. Penny Helms White, Vice President for Advancement and Alumni Relations

### **Call to Order**

Rector Marquett Smith called the quarterly meeting of the Radford University Board of Visitors to order at 9:00 a.m. in Room 340 in Kyle Hall. Rector Smith welcomed everyone to the meeting and expressed his appreciation for the work preparation. He specifically thanked the catering and information technology staff for their work for the Board meetings.

### **Approval of Agenda**

Rector Smith asked for a motion to approve the Board of Visitors meeting agenda for June 6, 2025, as published. Ms. Betsy Beamer so moved, Dr. Betty Jo Foster seconded, and the motion carried unanimously.

### **Approval of Minutes**

Rector Smith asked for a motion to approve the March 21, 2025 minutes of the Board of Visitors meeting. Ms. Joann Craig so moved, Mr. David Smith seconded, and the motion carried unanimously.

### **The Radford Experience**

Rising junior Joshua Czorapinski, a biomedical science and chemistry major, presented his experience of finding his place at Radford through research, specifically he provided an overview of his ongoing work to study beta-glucuronidase and the protein's role in human recovery from chemotherapy treatments. Professor of Chemistry Kim Lane provided information on the work-based learning opportunities in the Department of Chemistry.

### **President's Report**

President Bret Danilowicz provided a report to the Board of Visitors on recent university activities. A copy of the report is attached hereto as ***Attachment A*** and is made a part hereof.

### **Strategic Plan 2026-2031 Update**

Strategic Planning Committee Co-chairs Dr. Angela Joyner and Dr. Sharon Roger Hepburn provided an update to the Board of Visitors including progress to date, proposed edits to the Mission Statement and next steps for the Implementation Planning Team. The draft strategic plan will be presented at the September Board of Visitors meeting and voted on in December. Rector Smith asked for a motion to approve the Mission Statement as edited. Mr. Tyler Lester so moved, Mr. Jonathan Sweet seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment B*** and is made a part hereof.

### **Report from the Academic Excellence and Research Committee**

Ms. Betsy Beamer stated that the Committee met on June 5, 2025 and shared the Committee heard Academic Affairs updates from Provost Bethany Usher including Points of Pride, general education updates, and research productivity.

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.

Faculty Representative to the Board of Visitors Matthew Close reported on recent Faculty Senate motions and the work of the Senate.

### **Action Items**

#### **Approval of Teaching and Research Faculty Tenure**

Ms. Beamer reviewed the proposed action item with the Board of Visitors. Rector Smith asked for a

motion to approve the resolution. Mr. William C. Davis so moved, Mr. Dale Ardizzone seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment C*** and is made a part hereof.

**Approval of Changes to the Teaching and Research Faculty Handbook, Section 1.4.1.3 Faculty Issues; Section 1.8.4 Composition of Faculty Appeals Committees; and Section 1.9.5 Composition of Faculty Grievance Committee**

Ms. Beamer reviewed the proposed action items with the Board of Visitors and requested that if there were no objections, the handbook revisions would be voted on in a block vote. Rector Smith asked for a motion to approve the resolution. Mrs. Jennifer Wishon Gilbert so moved, Mr. Dale Ardizzone seconded, and the motion carried unanimously. Copies of the resolutions are attached hereto as ***Attachment D, E and F*** and is made a part hereof.

**Approval of the Creation of the Bachelor of Science in Applied Biotechnology Degree Program**

Ms. Beamer reviewed the proposed action item with the Board of Visitors. Rector Smith asked for a motion to approve the resolution. Dr. Betty Jo Foster so moved, Mr. Tyler Lester seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment G*** and is made a part hereof.

**Approval of Resolution Honoring the Naming of the College of Business and Economics as the Sandra C. Davis and William C. Davis College of Business and Economics**

Ms. Beamer reviewed the proposed action item with the Board of Visitors. Rector Smith asked for a motion to approve the resolution. Ms. Lisa Pompa so moved, Mr. David Smith seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment H*** and is made a part hereof.

**Report from the Business Affairs and Audit Committee**

Dr. Betty Jo Foster stated that the Committee met on June 5, 2025, and shared the Committee heard from the Auditor of Public Accounts David Rasnic regarding the University's FY 2024 financial statement audit, for which the University will receive an unmodified opinion. University Auditor Margaret McManus presented an oral report on the March 2025 quarterly review of the University Discretionary Fund. She also presented three audit reports on IT Audit of Account Management for the Cloud-Hosted Application – Automatic Data Processing (ADP); IT Audit of Titanium – Center for Assessment & Psychological Services; IT Audit of Titanium – Student Counseling Services, and a follow-up audit status report. Associate Vice President for Facilities Management Jorge Coartney provided an update on active Capital Projects. These projects included Chick-fil-A, Esports, Tyler and Norwood, the Co-Gen Project, Dalton Hall, Roanoke Innovation Corridor, Amphitheater, and the Infrastructure Project. Vice President for Finance and Administration Rob Hoover presented an update on the positive progress towards the division's two-year goals. He also presented an overview of the Six-Year Plan, a financial update for fiscal year 2025, and a review of the 2025 legislative actions.

**Report from the Enrollment Management and Brand Equity Committee**

Mrs. Jennifer Wishon Gilbert stated that the Committee met on June 5, 2025 and the Committee first heard from Vice President for Enrollment Management and Strategic Communications Dannette Gomez Beane began who provided an overview of the Pell Initiative for Virginia (PIV) and Institution-wide Barrier Removal (IwBR). Vice President Dannette Gomez Beane also provided an Enrollment Management update, stating that deposits are tracking closely with Fall 2024. Freshman deposits show a slight increase, while transfer deposits show a slight decline. Due to improved retention rates, total enrollment across all levels is projected to exceed the stabilization target and reflect moderate growth. Vice President Dannette Gomez Beane provided an update on the University Communication Plan and introduced new team members.

### **Report from the External Engagement Committee**

Ms. Lisa Pompa stated that the Committee met on June 5, 2025 and Vice President for Economic Development and Corporate Education Angela Joyner provided an update on the IMPACT Lab, including the establishment of a strategic collaboration with VDOE that successfully enrolled 334 early childhood educators in non-credit education offerings. Vice President Joyner also shared an overview of events happening in Economic Development, including CoWorks @THE HUB recently celebrated its grand opening. The Talent Connect Summit was held on April 24, 2025 at Radford University with the primary purpose of connecting students with employers, particularly those receiving IT certifications. Vice President Joyner shared details about the riverfront amphitheater proposal currently underway. The project objectives include creating a versatile outdoor venue for programming, boosting economic impact in the region, providing hands-on learning experience for students, and increasing opportunities for small businesses and entrepreneurs. A joint work between the university, the city of Radford, regional economic development groups and tourism organizations are currently working through the proposal details for the next phase of the project. The next steps include refining venue design, developing proforma assumptions, and finalizing programming inputs to proceed to the next.

Ms. Pompa reported that Vice President for Advancement and Alumni Relations Penny Helms White provided an update on the Athletic Feasibility Study. The final report, prepared by Huron | GG+A, is anticipated this fall and will serve as a guide for the next steps in the university's fundraising strategy. Vice President White shared that, as of April 30th, Radford University has secured a total of \$8.9 million in fundraising for FY25. Notably, there is a positive trend in both documented planned gifts and cash contributions, reflecting strong donor confidence and increased engagement. In support of efforts to engage students prior to graduation, the university introduced a new event this year: Tartan Toast & Tailgate. Held during a baseball game at Sherman Carter Memorial Baseball Stadium, the event featured BBQ, lawn games, and a celebratory toast led by President Danilowicz, welcoming graduating seniors into the alumni community. To enhance the donor pipeline, the university has begun reimagining its Annual Giving program to align with industry best practices. Carolyn Clayton, Director of Annual Giving, provided an overview of the restructuring efforts aimed at increasing donor participation, retention, and impact. The target for FY25 is to raise \$1 million and engage 3,000 unduplicated donors, with an emphasis on alumni donor retention.

### **Report from the Student Affairs and Athletics Committee**

Mr. David Smith stated that the Committee met on June 5, 2025 with Vice President Susan Trageser sharing that SGA President Jada Freeman could not be at the meeting however share an update on Jada's impactful work throughout the year. In a Student Affairs update, Vice President Trageser reported the Division is on track and continuing to make progress on four (4) goals in the University's two-year plan. These include utilizing Selu as a space for well-being; providing space and programs for students to de-stress, reset and re-center; documenting engagement in programs and events; and improving the quality of service provided to students. The Highlander Pantry continues to support the well-being of community members with increased usage. The Compass Program is an initiative supported by a \$1.19 million grant awarded by SCHEV, spanning four (4) years. The program and its staff are "dedicated to supporting the retention and graduation of Pell Eligible undergraduates at Radford University" and "serves as a one-stop advocate to navigate university systems from application to graduation." Vice President Trageser announced that Radford University has officially been named 2025's Top Adventure College by the Blue Ridge Outdoors Magazine!

Mr. David Smith reported that Director of Athletics Robert Lineburg reported that this was the second semester that all 16 varsity programs earned a team GPA of at least 3.0 or higher! Fall semester was highlighted by an overall department GPA of 3.50 and 82% of all student-athletes earning 3.0 GPA or higher. 67% of all student-athletes earned a 3.4 GPA or higher and there are 61 student-athletes with a perfect 4.0 GPA. After 18 months of planning, Athletics is finalizing the strategic plan for the next five (5) years with priorities focusing on four (4) key areas: Student-Athlete Experience, Competitive

Excellence, Resource Development and Community Engagement. Mr. Lineburg reported on competitive excellence by highlighting Women's Golf winning the Big South Championships (First Ever) and advancing to the NCAA Tournament in Charlottesville, VA. Under first year head coach, Kevin Fagan, the softball program won the regular-season title and advanced to the semi-finals of the Big South Tournament. Mr. Lineburg provided an update on all external revenue streams including sponsorship revenue of \$408,750 and \$2,368,227 so far in the FY25 Fund Drive with over 1,400 donors.

#### **Report from the Radford University Foundation**

Ms. Joann Craig, Representative to the Radford University Foundation Board of Directors, provided an update on recent Foundation news and activities. President Danilowicz and John Cox shared the ribbon cutting duties on Wednesday at the Highlander Hotel. The Radford Chamber of Commerce organized the event in celebration of the Highlander becoming a Hilton property. This is a major move for the hotel. At a special board meeting last week, the Foundation Board approved the recommendation of the Executive Committee, and they named Foundation CFO Derek Neal as the new Foundation CEO. Derek will succeed John Cox, who is retiring at the end of June. Derek has been with the foundation for more than 10 years, and John is retiring after almost 15 years. The next Foundation Board meeting is scheduled for June 19. The preliminary work for the fiscal 2025 audit will start in late June, with most of the work to be done in September. Ms. Craig distributed an asset summary report, attached hereto as ***Attachment I*** and made a part hereof.

#### **Report from the Faculty Representative on the Board**

Faculty Senate Matthew Close provided the Board of Visitors members with the results of the 2024 Faculty Morale Survey, including the background of the faculty morale surveys, information about the 2024 survey and the 2024 result, trend and next steps. Areas of improvement will be identified and efforts made to make positive changes. Dr. Close acknowledged the work of the 2024-25 Campus Environment Committee and the Office of Institutional Effectiveness and Quality Improvement.

#### **Report from the Student Representative on the Board**

Student Representative to the Board Onajae Edmund shared his work for the year, including the challenges and suggestions for improving student engagement. He thanked the Board members for the tremendous experience he had during the year and that it had made an impact on the direction of his career.

#### **Closed Session**

Rector Smith requested a motion to move into closed session. Mr. Tyler Lester made the motion that the Radford University Board of Visitors convene a closed session pursuant to **Section 2.2-3711 (A) Items 1, 2 and 8** under the Virginia Freedom of Information Act for the discussion of personnel matters, more specifically related to the president's employment agreement and performance plan, the discussion of scholastic records, more specifically interviews of student representative candidates and for consultation with legal counsel. Mrs. Jennifer Wishon Gilbert seconded. With all in favor, the Board of Visitors went into closed session at 11:10 a.m.

#### **RECONVENED SESSION**

Following closed session, public access to the meeting was reconnected. Rector Smith called the meeting to order at 12:50 p.m. On the motion made by Mr. Tyler Lester and seconded by Mrs. Jennifer Wishon Gilbert, the following resolution of certification was presented.

#### **Resolution of Certification**

BE IT RESOLVED, that the Radford University Board of Visitors certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements under this chapter were discussed in the closed meeting to which this certification resolution applies, and

(ii) only such public business matters as were identified in the motion by which the closed session was convened were heard, discussed or considered by the Board.

| Roll Call                    | Vote |
|------------------------------|------|
| Mr. Tyler Lester             | Yes  |
| Mr. Dale Ardizzone           | Yes  |
| Ms. Betsy Beamer             | Yes  |
| Ms. Joann S. Craig           | Yes  |
| Ms. Callie Dalton            | Yes  |
| Mr. William C. Davis         | Yes  |
| Dr. Betty Jo Foster          | Yes  |
| Mrs. Jennifer Wishon Gilbert | Yes  |
| Mr. George Mendiola          | Yes  |
| Ms. Lisa Pompa               | Yes  |
| Mr. David A Smith            | Yes  |
| Mr. Jonathan Sweet           | Yes  |
| Mr. James Turk               | Yes  |
| Mr. Marquett Smith           | Yes  |

### **Other Business**

#### **Approval of Evaluation and Compensation**

Rector Smith asked for a motion to approve the resolution for the 2024-25 Performance Plan and compensation for President Danilowicz. Ms. Betsy Beamer so moved, Mr. Dale Ardizzone seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment J*** and is made a part hereof.

#### **Approval to Adopt Bylaws**

Rector Smith asked for a motion to approve the current Bylaws, specifically Section 3 (E) Individual Member(s) Participation via Electronic Communications and Section 3 (F) All-Virtual Meetings. Mrs. Jennifer Wishon Gilbert so moved, Mr. Jonathan Sweet seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment K*** and is made a part hereof.

#### **Approval to Suspend Bylaws – Officers**

Rector Smith asked for a motion to suspend Section 4(B) of its Bylaws as it relates to the timeline for nominations and elections of officers for 2025-2026. Mr. William C. Davis so moved, Mr. Jonathan Sweet seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment L*** and is made a part hereof.

#### **Approval of Restructuring the Athletic Program**

Rector Smith asked for a motion to approve the restructuring of the athletics program. Ms. Joann Craig so moved, Dr. Betty Jo Foster seconded, and the motion carried with Mr. David Smith abstaining. A copy of the resolution is attached hereto as ***Attachment M*** and is made a part hereof.

#### **Approval of Update to Procedures for Public Comment**

Rector Smith asked for a motion to approve the update for the Procedures for Tuition Notice and Public Comment. Mr. David Smith so moved, Mr. Tyler Lester seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment N*** and is made a part hereof.

#### **Approval of Employment Agreement**

Rector Smith asked for a motion to approve an early extension to President Bret Danilowicz's employment agreement. Mr. Dale Ardizzone so moved, Mr. George Mendiola seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment O*** and is made a part hereof.

### **Approval of Resolutions**

The Board of Visitors presented and approved a resolution of appreciation to Marquett Smith, Tyler Lester and Lisa Pompa as their term on the board ends June 30, 2025. Mr. George Mendiola made a motion to approve, Mr. Jonathan Sweet seconded, and the motion carried unanimously. A copy of the resolutions is attached hereto as ***Attachment P*** and is made a part hereof.

### **ANNOUNCEMENTS**

#### **2025 Dates**

July 20-22, 2025 Retreat

Sept. 11-12, 2025

Dec. 4-5, 2025

#### **2026 Dates**

Feb. 25, 2026 Budget Workshop (8:30 a.m.)

March 19-20, 2026

June 4-5, 2026

July 19-21, 2026, Retreat

Sept. 10-11, 2026

Dec. 3-4, 2026

### **ADJOURNMENT**

With no further business to come before the Board, Rector Smith adjourned the meeting at 1:19 p.m.

Respectfully submitted,

Karen Castele

Secretary to the Board of Visitors and Special Assistant to the President

**Board of Visitors Remarks  
President Bret Danilowicz  
June 6, 2025**

At this time last year, I began by saying a pause for celebration was in order. I believe that sentiment still holds true today.

We have made significant strides—hitting ambitious enrollment, philanthropic, and operational targets—positioning Radford University on a stable and upward trajectory as we look toward the adoption of a new six-year strategic plan in 2026.

And this is a season of celebration. More than 1,900 students earned their Radford degrees during our winter and spring commencements. I'd like to acknowledge the incredible work of our faculty, staff and our students that resulted in these life-changing outcomes. I also want to share a special thanks to you, our board members, for your help in advancing student success, access, and affordability initiatives that helped make these graduations possible.

---

**Progress on the Two-Year Plan**

A key driver of our progress has been the leadership of our vice presidents—many of whom were new to their roles a year ago. Their collaboration has produced meaningful and measurable results. The full updates are in your Two-Year Plan Progress Report, but highlights include:

- Extending Radford Tuition Promise benefits to over **2,200 students**, driving new student and transfer enrollment growth.
- Achieving a **94% fall-to-spring retention rate**—our highest since 2019.
- **Completing the TOGETHER Campaign**, exceeding our goal by raising **over \$106 million**.
- Boosting **brand perception by 16%**.
- Increasing the percentage of students engaging in high-impact experiential learning to **81% of the Class of 2025**.
- Launching the **CoWorks model @ The HUB**, offering competitively priced co-working space and linking entrepreneurs with university talent.



- Encouraged more students to utilize university programming that helps them with well-being, and there was a 211% increase in participants.
- Successfully restructured and streamlined the Division of Academic Affairs.
- Placed the university in a “Healthy” fiscal position, ending the last fiscal year close to budget but with less expenditure and more revenue than budgeted resulting in additional carry forward funds.

These achievements lay a solid foundation as we transition from our Two-Year Plan to a 6-year strategic plan we aim to finalize in December. The 6-year the Strategic Planning process has reached its midpoint, and Drs. Angela Joyner and Sharon Roger Hepburn will share a more detailed update of the plan’s status at the conclusion of my report. To meet timing requirements, you will vote today on the university’s revised mission statement, which will then be submitted to SCHEV for final approval and will be included with the completed strategic plan. Our proposed mission statement better defines Radford University’s purpose and describes why we exist in a more concise and memorable way. The draft strategic plan remains on track to be presented for your input during the September meeting and a vote for its approval will be scheduled for this coming December.

---

## Government Relations and State Budget Wins

Our state and federal outreach, led very effectively by **Lisa Ghidotti**, has positioned Radford well.

The amended 2024–26 biennium budget, signed by Governor Youngkin last month, includes key investments:

- One-time funding
  - **\$2.1M** for **nursing workforce initiatives**
  - **\$1.8M** in operational support to **maintain affordability**
  - **\$609K** in **need-based financial aid**
- Authorization and funding for **planning a Roanoke Health Sciences Academic Building**.
- Approval to move forward on the **Dalton Hall renovation**.
- University employees will receive a **1.5% bonus this month**, and a **3% raise in FY26** was included in last year’s state budget.

This month, we'll host **Virginia Boys State**, bringing together state leaders, judges, and attorneys. Later in June, we'll welcome **local and regional economic development leaders** for a luncheon featuring **Congressman Morgan Griffith**. Meanwhile, the **Council of Presidents** continues to meet quarterly with the Governor to address shared higher ed priorities.

As in past years, I will visit General Assembly members across the Commonwealth this summer and fall to share updates, discuss 2026 session priorities, and better understand workforce needs in their districts.

---

### **University Recognition and Leadership**

Radford University was recently designated as an **"Opportunity College and University – Higher Access, Higher Earnings"** by the Carnegie Classification system—placing us among just **379 U.S. institutions** recognized for both access and strong postgraduate outcomes.

With **94% of our graduates** employed or in graduate school within six months, we are delivering on the promise of higher education—helping students achieve rewarding careers and meaningful lives.

I'm also pleased to welcome **Dr. Rachel Marie-Crane Williams** as the new **Dean of the College of Visual and Performing Arts**, starting July 10. She joins us from the University of North Carolina School for the Arts.

Thank you to **Dr. Tim Channell**, who served admirably as interim dean of CVPA and led the college through its transition to the Artis Center. I also want to thank **Dr. Jeff Aspelmeier** for continuing his role as interim dean of the College of Humanities and Behavioral Sciences as the permanent search pauses until fall 2025.

---

### **Athletics and Student Distinction**

It was a standout spring for Highlander Athletics:

- **Women's Golf** won its first-ever Big South Championship and competed in an NCAA Regional.
- **Softball** claimed its fifth regular-season title under new head coach **Kevin Fagan**.
- **Baseball** qualified for the Big South tournament for the first time since 2019.

- **Marley Krach** and **Cassie Barbato** earned the **George R. Christenberry Award** for academic excellence—the top honor for grades in the Big South.

And in true Highlander fashion, we were voted **Top Adventure College** by *Blue Ridge Outdoors Magazine*! This recognition reflects the incredible work of **D.J. Preston** and the Student Recreation and Wellness team. It also amplifies our appeal to prospective students drawn to academic rigor *and* outdoor adventure.

---

### **Board Acknowledgements**

In closing, I want to thank each of you for your service this year. Your commitment to Radford University and the spirit of collaboration you bring are essential to our continued success.

A special note of thanks to **Onajae Edmund**, our outgoing Student Representative. Your insight and leadership have been invaluable. We wish you the best as you continue your journey in dance, teaching, and perhaps one day, higher education leadership.

**Radford University Board of Visitors  
Resolution**

**June 6, 2025**

**Approval of Mission Statement**

**WHEREAS**, Radford University has started the planning process for a new six-year strategic plan that will guide the direction of the institution through 2031; and

**WHEREAS**, as part of the planning process, the Mission Statement was reviewed and edited as it will serve as the foundation for the strategic plan; and

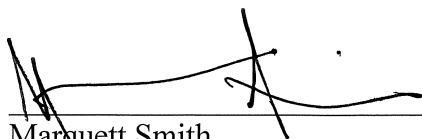
**WHEREAS**, the proposed Mission Statement is:

**Radford University: Empower Brighter Futures, Build Stronger Communities**

Radford University empowers lifelong success through inclusive education, innovation and collaboration. We foster personal growth, professional development and community impact while building strong partnerships and addressing societal needs;

**NOW THEREFORE BE IT RESOLVED**, the Radford University Board of Visitors hereby considers and passes this resolution to adopt the Radford University Mission Statement for further review and subsequent consideration by the State Council of Higher Education for Virginia and/or the Virginia General Assembly.

Approved: June 6, 2025



Marquett Smith  
Rector  
Radford University



Karen Castele  
Secretary to the Board of Visitors  
Radford University

**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

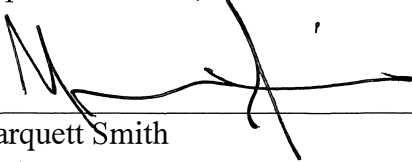
**WHEREAS**, the final authority for awarding or denying tenure lies with the Board of Visitors and all of the faculty members listed below have met the criteria for award of tenure;

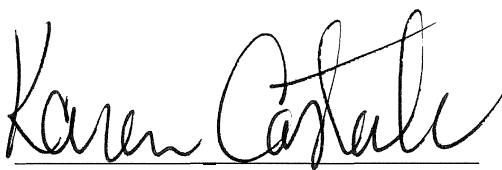
**COLLEGE OF VISUAL AND PERFORMING ARTS**

| <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.

Approved: June 6, 2025

  
\_\_\_\_\_  
Marquett Smith  
Rector  
Radford University

  
\_\_\_\_\_  
Karen Castele  
Secretary to the Board of Visitors  
Radford University

**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.

Approved: June 6, 2025



Marquett Smith  
Rector  
Radford University



Karen Castele  
Secretary to the Board of Visitors  
Radford University

**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*.

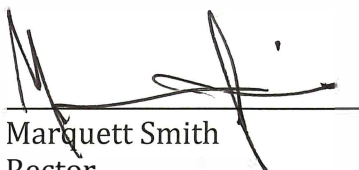
#### 1.8.4 Composition of Faculty Appeals Committees

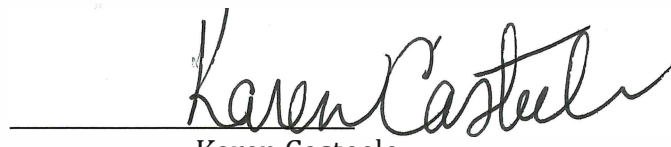
The Faculty Appeals Committee shall consist of ~~ten elected tenured faculty members~~ **one elected tenured faculty member from each academic college**. Representation is as follows: ~~three~~ **one** representatives elected from the College of Humanities and Behavioral Sciences, one from the College 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~~ **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.

Approved: June 6, 2025

  
Marquett Smith  
Rector  
Radford University

  
Karen Castele  
Secretary to the Board of Visitors  
Radford University

**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*.

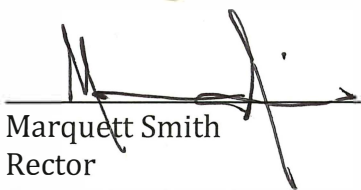
### 1.9.5 Composition of Faculty Grievance Committee

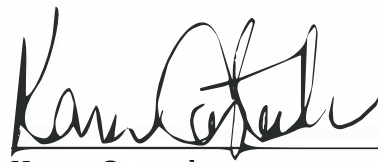
The Faculty Grievance Committee shall consist of ~~ten~~ **one** elected tenured faculty members. Representation is as follows: ~~three representatives elected from the College of Humanities and Behavioral Sciences, one from the College of Business and Economics, one from the College of Education and 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~~ **from each academic college. One Two** ~~tenured~~ **tenured** 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~~ **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 are 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.

Approved: June 6, 2025

  
Marquett Smith  
Rector  
Radford University

  
Karen Casteale  
Secretary to the Board of Visitors  
Radford University

**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

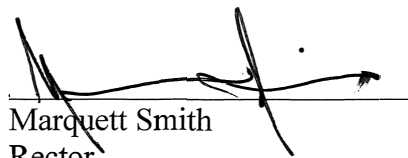
**WHEREAS**, the new degree program is projected to have a minimal effect on the budget;

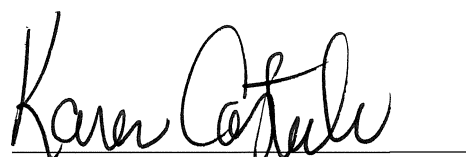
**NOW, THEREFORE, BE IT RESOLVED**, that the Academic Excellence and Student Success Committee recommends that the Board of Visitors approve the creation of the new Bachelor of Science in Applied Biotechnology degree;

**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).

---

Approved: June 6, 2025

  
Marquett Smith  
Rector  
Radford University

  
Karen Castele  
Secretary to the Board of Visitors  
Radford University

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

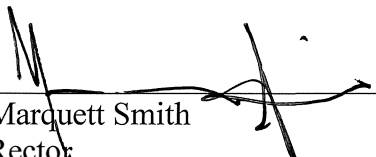
**WHEREAS**, Mrs. Davis has further demonstrated her commitment to Radford University through her service as a former member of the Board of Visitors and her ongoing involvement in university events, campaigns, and community initiatives, including her leadership in the New River Valley region, where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

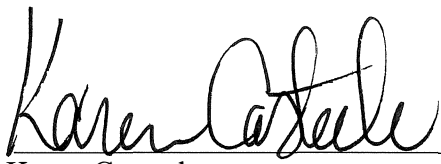
**WHEREAS**, Mr. Davis has further demonstrated his commitment to Radford University through his service as a current member of the Board of Visitors;

**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

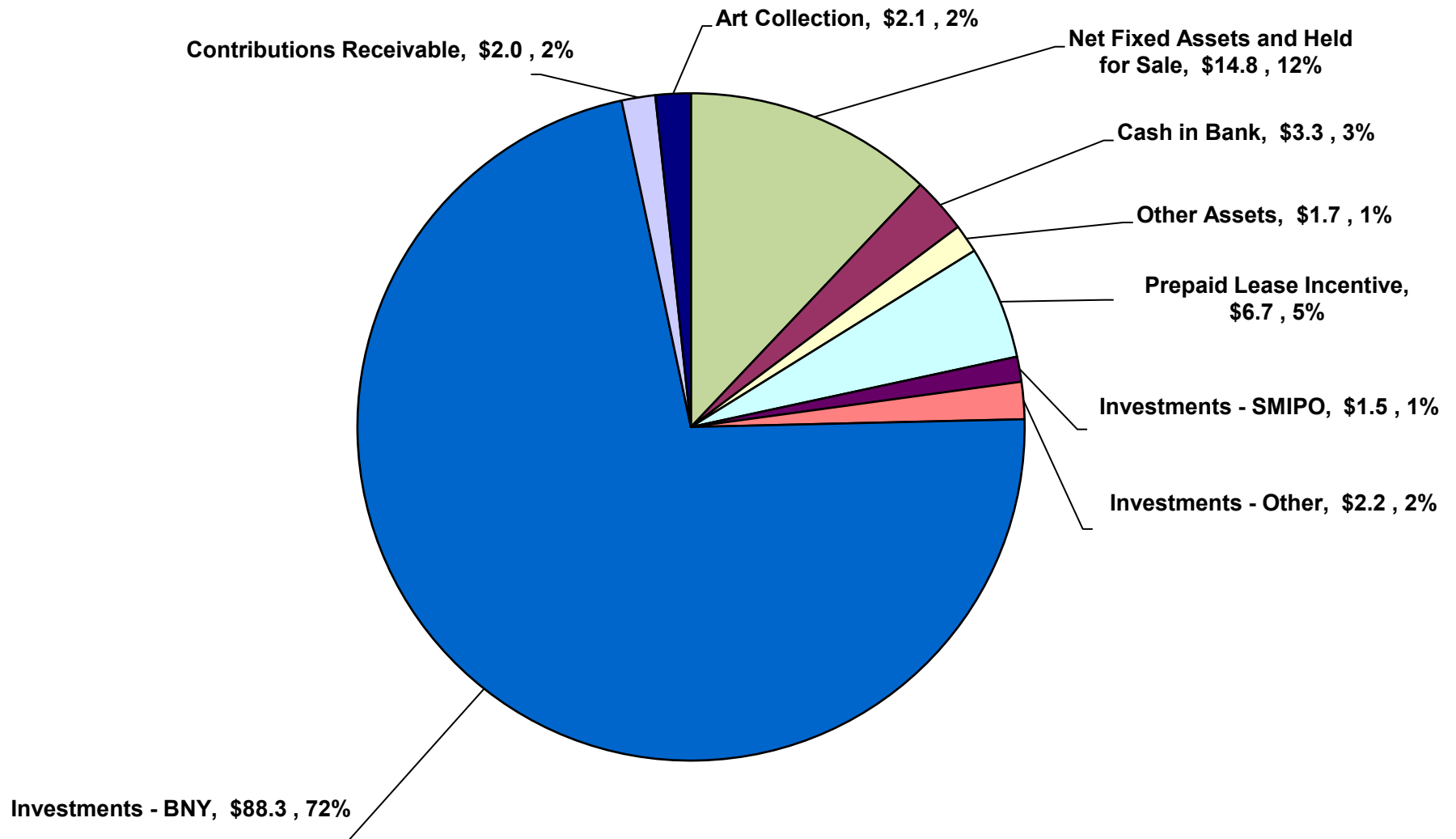
**BE IT FURTHER RESOLVED**, that the Board recognizes the official naming of the **Sandra C. Davis and William C. Davis College of Business and Economics** as a lasting tribute to their extraordinary generosity, leadership, and impact on generations of students to come.

Approved: June 6, 2025

  
\_\_\_\_\_  
Marquett Smith  
Rector  
Radford University

  
\_\_\_\_\_  
Karen Castele  
Secretary to the Board of Visitors  
Radford University

# Radford University Foundation Asset Composition as of 3/31/2025



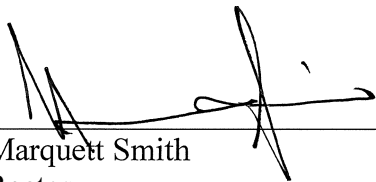

(in millions)  
**Total Assets: \$122.6M**

**Radford University Board of Visitors  
Resolution**

**Performance Plan for 2024-2025  
President Bret Danilowicz**

**Now Therefore Be It Resolved**, that the Board of Visitors hereby approves payment for the completion of President Bret Danilowicz's 2024-2025 Performance Plan, as discussed in closed session on June 6, 2025, and that said performance plan pursuant to Section E of the Employment Agreement with President Bret Danilowicz, dated December 7, 2021, is considered a personnel record.

Approved: June 6, 2025

  
\_\_\_\_\_  
Marquett Smith  
Rector  
Radford University  
\_\_\_\_\_  
Karen Castele  
Secretary to the Board of Visitors  
Radford University

**Radford University Board of Visitors  
Resolution**

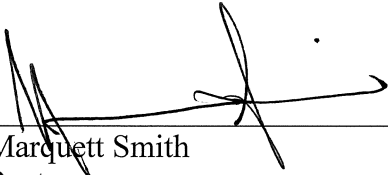
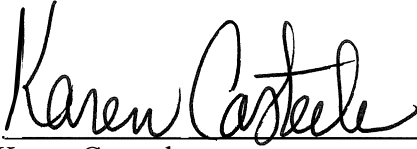
**Adopt Bylaws**

**June 6, 2025**

**WHEREAS**, Code of Virginia §2.2-3708.3(D), amended by the General Assembly in 2024, requires the Board of Visitors to adopt, at least once annually, the Bylaws or a policy that complies with the requirements within the Code section for members participating remotely or for all-virtual meetings;

**THEREFORE BE IT RESOLVED** that the Board of Visitors approves the current Bylaws, specifically Section 3 (E) Individual Member(s) Participation via Electronic Communications and Section 3 (F) All-Virtual Meetings as written and acknowledges they meet the stated requirements.

Approved: June 6, 2025

  
\_\_\_\_\_  
Marquett Smith  
Rector  
Radford University  
\_\_\_\_\_  
Karen Castele  
Secretary to the Board of Visitors  
Radford University

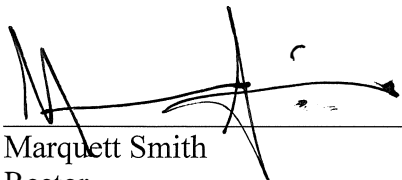
**Radford University Board of Visitors  
Resolution**

**June 6, 2025**

**Suspension of Bylaws – Officers**

**Now Therefore Be It Resolved**, the Board of Visitors hereby suspends Section 4(B) of its Bylaws as it relates to the timeline for nominations and elections of officers for 2025-2026. The approved suspension of this specific section will allow the nominations and elections process to take place at a later date than prescribed by the Board of Visitors Bylaws.

Approved: June 6, 2025

A handwritten signature in black ink, appearing to read 'Marquett Smith', written over a horizontal line.

Marquett Smith  
Rector  
Radford University

A handwritten signature in black ink, appearing to read 'Karen Castele', written over a horizontal line.

Karen Castele  
Secretary to the Board of Visitors  
Radford University

**Radford University Board of Visitors  
Resolution**

**June 6, 2025**

**Restructuring of Athletic Program**

**WHEREAS**, Radford University has a proud tradition of competing in collegiate athletics as a member of the Big South Conference; and

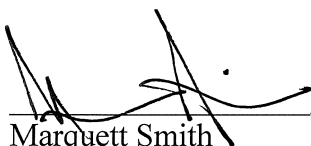
**WHEREAS**, Radford University Athletics Department is restructuring its athletics program with the intent to grow its NCAA Division I intercollegiate program by offering high-quality sports that appeal to a greater number of student-athletes; and

**WHEREAS**, the restructuring includes three steps: establishing distance-focused intercollegiate men's indoor and outdoor track and field programs for the 2025-26 academic year, creating women's flag football as a club sport in fall 2025, and discontinuing the intercollegiate men's and women's tennis programs; and

**WHEREAS**, the decision to discontinue tennis at Radford University was a difficult decision as the tennis student-athletes have admirably represented Radford University since 1974;

**NOW THEREFORE BE IT RESOLVED**, the Radford University Board of Visitors approves the restructuring of the athletics program as outlined above.

Approved: June 6, 2025



Marquett Smith  
Rector  
Radford University



Karen Castele  
Secretary to the Board of Visitors  
Radford University

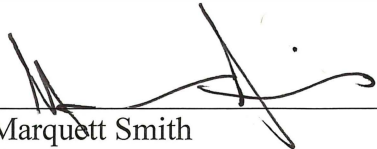
## Radford University Board of Visitors

### Procedures for Tuition Notice and Public Comment


In accordance with Code of Virginia, §23.1-307(D) and (E), Radford University will provide public notice at least 30 days prior to considering an increase of undergraduate tuition or mandatory fees. The public notice will also identify a date, time and location for a Budget Presentation to be followed by a time period for public comment. The notice will also include guidelines for providing public comment.

- The Budget Presentation and Public Comment Session will be scheduled to allow for sufficient time for both the presentation and public comment. The timeframe may vary depending on the amount of information to be presented and anticipated number of speakers.
- The public can sign up to speak at the Public Comment Session by emailing [bov@radford.edu](mailto:bov@radford.edu). This is available from the time of public notice until noon the day prior to the Public Comment Session.
- Written comments may be sent to [tuition@radford.edu](mailto:tuition@radford.edu). This is available from the time of public notice until three days prior to vote to allow time for compiling information and making copies to be available to the Board members.
- A written copy of the comments is requested, but not required.
- Anyone who has not signed up to speak by the deadline may sign-in at the Public Comment Session. If time permits, they will be given an opportunity to speak.
- At least three Board of Visitors members will be in attendance, either virtually or in person.

Approved: June 6, 2025



Marquett Smith  
Rector  
Radford University



Karen Castele  
Secretary to the Board of Visitors  
Radford University



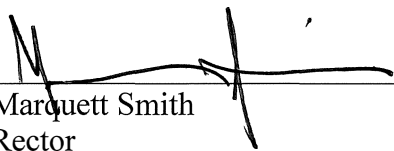
**Radford University Board of Visitors**

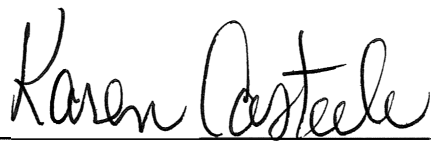
**Resolution  
June 6, 2025**

**Employment Agreement  
President Bret Danilowicz**

**Now Therefore Be It Resolved**, pursuant to the discussion in closed session, the Board of Visitors hereby approves an early extension to President Bret Danilowicz's employment agreement and authorizes the Rector to execute the agreement.

Approved: June 6, 2025

  
\_\_\_\_\_  
Marquett Smith  
Rector  
Radford University

  
\_\_\_\_\_  
Karen Castele  
Secretary to the Board of Visitors  
Radford University



## Resolution Recognizing Marquett Smith

**WHEREAS**, Mr. Marquett Smith is a loyal and dedicated alumnus of Radford University, a member of the class of 1985, having earned a Bachelor of Science in Marketing; and

**WHEREAS**, Mr. Smith had a distinguished and fulfilling career with Verizon Wireless, where he served as Area Vice President of Customer Experience, Region President and Vice President of Enterprise Services and at one time was responsible for leading a team of over 4,800 customer service professionals and operational responsibility for a \$2.8 billion revenue stream; and

**WHEREAS**, Mr. Smith's legacy at Radford University will be felt in multiple ways, including the Marquett '85 and Rhonda Smith Scholarship and Book Fund and the Cassidy Achievement Resources and Equality Fund (C.A.R.E.) in honor of their daughter Cassidy Smith, Class of 2019. The C.A.R.E. fund is an endowment created to assist students in immediate personal need; and

**WHEREAS**, Mr. Smith was recognized for his continued alumni engagement in 2019 with the Outstanding Alumni Service Award for his exceptional contributions to furthering the mission of the university; and

**WHEREAS**, Mr. Marquett Smith served the Commonwealth of Virginia with distinction as a member of the Radford University Board of Visitors from July 2021 to June 2025; and

**WHEREAS**, Mr. Smith served one term as Rector from 2024 to 2025, Vice Rector from 2023 to 2024, Chair of the Business Affairs and Audit Committee from 2022 to 2023 and as a member of the Executive Committee from 2022 to 2025; and

**WHEREAS**, whether as a student, alumnus or Board member, Mr. Smith will always be known as one of Radford's greatest cheerleaders. Mr. Smith's thoughtful leadership as a Davis College Advisory Board member, Radford University Foundation Board member or a Board of Visitors member has brought positive momentum in the years ahead for our students, faculty and staff;

**NOW, THEREFORE BE IT RESOLVED**, that on this sixth day of the month of June in the year two thousand twenty-five, the Radford University Board of Visitors does hereby consider and pass this resolution of commendation and appreciation for service and contribution to the Radford University Board of Visitors, the Radford University students, faculty and staff and the many contributions to national and regional communities, and furthermore that this resolution be preserved in perpetuity in permanent business records of the Radford University Board of Visitors and a copy be presented to Marquett Smith.



## Resolution Recognizing Tyler W. Lester

**WHEREAS**, Mr. Tyler W. Lester is a loyal and dedicated alumnus of Radford University, a member of the class of 2015, having earned a Bachelor of Science in Political Science; and

**WHEREAS**, Mr. Lester has been an engaged alumnus and shared his enthusiasm for Radford University in Southwest Virginia and across the state having been an Alumni Admissions Ambassador and involved in the Virginia Highlands Radford Alumni Chapter; and

**WHEREAS**, Mr. Lester, while being a budding meteorologist at an early age, also became interested in politics while a student; and

**WHEREAS**, Mr. Lester began his political career as a Field Representative to U.S. Rep. Morgan Griffith, later as Legislative Aide to then-Delegate Todd Pillion and currently serves as Legislative Director to Virginia Senator Todd Pillion who represents District 6 in Southwest Virginia; and

**WHEREAS**, as a Radford University student, Mr. Lester participated in Advocacy Day and then less than 10 years later, was sharing his experiences with students on what to expect at the General Assembly Building during trainings and hosting students with Senator Pillion on their visits to Richmond; and

**WHEREAS**, Mr. Lester served the Commonwealth of Virginia with distinction as a member of the Radford University Board of Visitors from 2022 to 2025 when appointed to fill an unexpired term; and

**WHEREAS**, Mr. Lester served as Vice Rector in 2024-25, Chair of the Business Affairs and Audit Committee in 2023-24 and the Executive Committee in 2023-25. Mr. Lester also served as the Vice Chair of the External Engagement Committee in 2022-23; and

**WHEREAS**, while thought of as mature beyond his years, Mr. Lester is also known as setting the fashion statement for Board members with all things tartan;

**NOW, THEREFORE BE IT RESOLVED**, that on this sixth day of the month of June in the year two thousand twenty-five, the Radford University Board of Visitors does hereby consider and pass this resolution of commendation and appreciation for service and contribution to the Radford University Board of Visitors, the Radford University students, faculty and staff and the many contributions to national and regional communities, and furthermore that this resolution be preserved in perpetuity in permanent business records of the Radford University Board of Visitors and a copy be presented to Tyler W. Lester



## Resolution Recognizing Lisa W. Pompa

**WHEREAS**, Ms. Lisa W. Pompa is a loyal and dedicated alumna of Radford University, a member of the class of 1986, having earned a Bachelor of Science in Biology; and

**WHEREAS**, Ms. Pompa, with nearly four decades of extensive experience in pharmaceutical and commercial biotech industries, is Senior Director at US Gene Therapy Treatment Center - Ocular with Spark Therapeutics, a leader in gene therapy for rare genetic illness; and

**WHEREAS**, Ms. Pompa has demonstrated her support for her alma mater through active participation and engagement - as a member of the Radford University Alumni Association Board from 2017 to 2022, an Alumni Admissions Ambassador, an active member with the Tidewater Alumni Chapter and as a sponsor for the Radford Tidewater Chapter Golf Tournament; and

**WHEREAS**, Ms. Pompa shares her passion for Radford University with family members- husband Russell from the Class of 1984, daughter Danielle from the Class of 2018 and her son-in-law Zach also from the Class of 2018; and

**WHEREAS**, the Pompas established an endowed scholarship, the *Pompa 757 Excellence Scholarship*, which supports high-achieving students from the Tidewater area and have supported a variety of initiatives within academic programs, student affairs, athletics and several other scholarships, including the Alumni Association Board of Directors Endowed Scholarship; and

**WHEREAS**, Ms. Pompa has served the Commonwealth of Virginia with distinction as a member of the Radford University Board of Visitors from July 2021 to June 2025, serving in leadership roles as chair of the External Engagement Committee and member of the Executive Committee for two years and vice chair of the Academic Excellence and Student Success Committee for one year; and

**WHEREAS**, while we thank Ms. Pompa for her service on the Board of Visitors, we are forever thankful for her commitment to Radford University and desire to make the Radford experience meaningful for every student;

**NOW, THEREFORE BE IT RESOLVED**, that on this sixth day of the month of June in the year two thousand twenty-five, the Radford University Board of Visitors does hereby consider and pass this resolution of commendation and appreciation for service and contribution to the Radford University Board of Visitors, the Radford University students, faculty and staff and the many contributions to national and regional communities, and furthermore that this resolution be preserved in perpetuity in permanent business records of the Radford University Board of Visitors and a copy be presented to Lisa W. Pompa.

End of Board of Visitors Materials

