



Board of Visitors

Quarterly Meeting

9:00 a.m.**

March 21, 2025

Kyle Hall, Room 340, Radford, VA

DRAFT **MINUTES**

Board Members Present

Mr. Marquett Smith, Rector

Mr. Tyler W. Lester, Vice Rector

Mr. Dale Ardizzone

Ms. Jeanne S. Armentrout

Ms. Joann S. Craig

Ms. Callie Dalton

Mr. William C. Davis

Dr. Betty Jo Foster

Mrs. Jennifer Wishon Gilbert

Mr. George Mendiola, Jr.

Ms. Lisa W. Pompa, via Zoom

Mr. David A. Smith

Mr. Jonathan D. Sweet

Mr. James C. Turk, arrived at 12:05 p.m.

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

Mr. Onajae Edmund, Student Representative (Non-voting Advisory Member)

Ms. Lisa W. Pompa contacted Board of Visitors Rector Marquett Smith prior to the meeting to inform him that a personal matter would prevent her from attending the meeting in person. Ms. Pompa participated by electronic communication from her temporary remote work location in California.

Board Member Absent

Ms. Betsy D. Beamer

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 hard work preparing for the meetings.

Approval of Agenda

Rector Smith asked for a motion to approve the Board of Visitors meeting agenda for March 21, 2025, as published. Ms. Jeanne Armentrout so moved, Dr. Betty Jo Foster seconded, and the motion carried unanimously.

Approval of Minutes

Rector Smith asked for a motion to approve the December 6, 2024 minutes of the Board of Visitors meeting. Ms. Joann Craig so moved, Mr. David Smith seconded, and the motion carried with Mr. Jonathan Sweet abstaining.

The Radford Experience

Students Ella Woods and Wynter O'Toole shared their respective stories about the positive experience each had during the annual Advocacy Day in Richmond on January 29 and 30, 2025.

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.

Government Relations Update

Executive Director of Government Relations and Strategic Initiatives Lisa Ghidotti provided an update on the 2025 General Assembly session and bills, the federal government's impact on Virginia, the upcoming statewide races and the Radford University Government Relations Internship Program.

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 an overview of the process, common themes heard thus far through the process, draft mission and vision statements, draft core values and next steps. The Board of Visitors will be updated again in June and the plan will be voted on at the December 2025 meeting.

Report from the Academic Excellence and Research Committee

Ms. Jeanne Armentrout stated that the Committee met on March 20, 2025 and shared the Committee heard an update from Provost and Senior Vice President for Academic Affairs Bethany M. Usher who provided recent activities and points of pride. The Committee also heard updates on the two-year plan goals, including general education, experiential learning and student outcomes, RISE Quality Enhancement Plan, increasing retention and progression rates and the banded tuition proposal.

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

Action Items

Approval of Faculty Tenure

Ms. Armentrout reviewed the proposed action item with the Board of Visitors. Following discussion,

Rector Smith asked for a motion to approve the resolution. Mrs. Jennifer Wishon Gilbert so moved, Mr. William C. Davis seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment B*** and is made a part hereof.

Approval of M.S. in Clinical Psychology

Ms. Armentrout reviewed the proposed action item with the Board of Visitors. Following discussion, Rector Smith asked for a motion to approve the resolution. Dr. Betty Jo Foster so moved, Ms. Joann Craig seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment C*** and is made a part hereof.

Report from the Business Affairs and Audit Committee

Dr. Betty Jo Foster stated that the Committee met on March 20, 2025, and shared the Committee heard from the Auditor of Public Accounts David Rasnic regarding the ongoing audit of the University's FY 2024 financial statements and the Independent Accountants' Report on Applying Agreed-Upon Procedures Performed on the Intercollegiate Athletics Program as required by the NCAA. University Auditor Margaret McManus presented an oral report on the December 2024 quarterly review of the University Discretionary Fund. She also presented an Information Risk Assessment report on Building Infrastructure Systems, an audit report on FY 2024 University Cash Fund Reviews, and a follow-up audit status report. Vice President Rob Hoover provided an update regarding detailed planning, next steps and the timeline for the Roanoke building plan.

Action Items

Approval of Resolution Certifying Compliance with the Radford University Debt Management Policy

Dr. Foster reviewed the proposed action item with the Board of Visitors. Following discussion, Rector Smith asked for a motion to approve the resolution. Mr. George Mendiola so moved, Ms. Joann Craig seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment D*** and is made a part hereof.

Approval of Resolution for 2025-26 Tuition and Fees

Dr. Foster reviewed the proposed action item with the Board of Visitors. Following discussion, Rector Smith asked for a motion to approve the resolution. Ms. Joann Craig so moved, Mr. Dale Ardizzone seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment E*** and is made a part hereof.

Report from the Enrollment Management and Brand Equity Committee

Mrs. Jennifer Wishon Gilbert stated that the Committee met on March 20, 2025 and the Committee first heard from Associate Vice President for Strategic Communications David E. Perryman who gave a summary of the Perception Study results. He also provided an update on the website analytics and the Radford University Communications Plan.

Vice President Dannette Gomez Beane provided Enrollment Management update, including the spring census numbers show overall enrollment growth with much of the growth in new students in the fall and retention across all populations. Fall to spring retention and graduation of students reached 94% which is the highest since 2018. Over 75 programs have been submitted to Transfer Virginia to be included in the transfer pathways to align more efforts with the state community college system which improves the transferability of credits to Radford University. Applications to graduate programs are also up by 23% with much of the growth in applications to the Physician Assistant program, school and clinical mental health counseling, social work, data and information systems and criminal justice.

Report from the External Engagement Committee

Ms. Lisa Pompa stated that the Committee met on March 20, 2025 and Vice President for Economic Development and Corporate Education Angela Joyner provided an update on the IMPACT Lab action plan for growing non-traditional enrollment and associated revenue. Vice President Joyner announced that IMPACT credit-bearing offerings will transition to Academic Affairs. Non-credit courses will remain within the Economic Development and Corporate Education division and will be incorporated into the continuing education portfolio. The Certification Center officially launched as an authorized Pearson Vue testing center on February 15. Ongoing partnership efforts have resulted in increased work-based learning opportunities, expanded faculty speaking engagements and new collaborative projects, including the Disrupt Up AI Conference, Health Sciences Talent Summit and Regional Talent Summit hosted with Onward NRV.

Ms. Pompa reported that Vice President for Advancement and Alumni Relations Penny Helms White shared the FY25 fundraising totals. As of February 28, a total of \$7.5 million has been secured. Additionally, Rad48 was one of the most successful athletic crowdfunding campaigns to date. Launched at noon on February 4 and closing at noon on February 6, the campaign saw a 43% increase in donors and received gifts from all 50 states. She shared a gap analysis for the division was completed to guide future efforts. As part of the feasibility study for a future athletic campaign, athletic fundraising will be a top priority. In collaboration with Huron GG+A, a draft case statement has been developed for Athletic Fundraising. Vice President White shared the importance of gift planning. Noting that a redesign of the gift planning website will be relaunched in April. A total of \$3.6 million in planned gifts has been documented this fiscal year - the second-highest amount recorded in the past seven years.

Report from the Student Affairs and Athletics Committee

Mr. David Smith stated that the Committee met on March 20, 2025 with Student Government Association President Jada Freeman providing an update on the programs and initiatives the Executive Board, Senate and Cabinet Staff members have planned and collaborated on for the spring semester. Senate continues its legislative work related to safety initiatives and resources through an edition of inSTALLments. The Event Planning Committee is working to raise awareness of Radford University's Career Closet by hosting a Fashion Show.

Mr. David Smith stated that Abbi Green and Meridythe Witt provided an update on their experiences as the Radford University representatives on the State Council of Higher Education for Virginia (SCHEV) Student Advisory Committee this year.

Mr. Smith shared that Vice President for Student Affairs Susan Trageser provided an update on the Division's progress of the Student Employment Initiative. The work on this Enrollment Stabilizing tactic of the two-year goal remains on track toward intended targets. Students employed across the Division of Student Affairs in fall 2024 were retained at 98.4%: 4% higher than the incredibly strong all-campus retention rate of 94%. Vice President Trageser reported that Career and Talent Development has partnered with Student Affairs to launch the initiative campus-wide in the fall.

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. Ms. Craig reported that the Foundation Board met on the past Wednesday. She shared that a copy of the Foundation's 2024 Audit is available upon request and provided a copy of the 2024-25 Foundation Annual Report. She reported that a group of SMIPO students will be going to NYC in early April. The visit will include stops at the BNY Mellon Office and Goldman Sachs. BNY Mellon manages most of the Foundation's investments, and Goldman Sachs has a senior employee who is a Radford alumnus. Dr. Abhay Kaushik, Carter Turner and John Cox will join the group. The Foundation's Executive Committee continues to function as the search committee for the CEO.

position, and they expect to have an announcement this spring. The Committee is chaired by the Foundation Board Chair, Jay Kenslow. Ms. Craig distributed an asset summary report, attached hereto as ***Attachment F*** and made a part hereof.

Report from the Student Representative on the Board

Student Representative to the Board Onajae Edmund shared his continuing work on his mission and objectives of empowering students academically and professionally, providing the tools and skills to properly network, focus on mental health, work on financial literacy and adapt to different circumstances, and creating a space for dialogue and cultural celebration. He provided an overview of the Illuminate Black Student Empowerment Conference that he planned and coordinated.

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 10:55 a.m.

RECONVENED SESSION

Following closed session, public access to the meeting was reconnected. Rector Smith called the meeting to order at 12:55 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. Jeanne Armentrout	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	Abstained
Mr. Marquett Smith	Yes

Other Business

Election of Non-Voting Advisory Student Representative to the Board of Visitors for 2025-2026

Rector Marquett Smith asked for a motion to elect Dominika Butler to serve as the Non-voting Advisory Student Representative to the Board of Visitors for 2025-26. Mr. David Smith so moved, Dr. Betty Jo Foster seconded, and the motion carried unanimously.

Upcoming Call for Nominations for Rector and Vice Rector

Rector Smith stated that he had named Mr. David Smith as Chair of the Nominating Committee and asked Mr. Smith to share more information about the process. Mr. David Smith shared that Ms. Betsy Beamer and Mr. Dale Ardizzone have agreed to serve on the Nominating Committee and shared the importance of the process as well as the roles of these positions. Mr. David Smith stated he will have a call for nominations, which will stay open for 10 days. The Nominating Committee will bring a slate of nominations for consideration to the June Board of Visitors meeting. Mr. David Smith recognized the outstanding work of the current Rector, Marquett Smith and the current Vice Rector, Tyler Lester.

Resolution

Rector Smith stated that the Board of Visitors is reinforcing Radford University's commitment to the Commonwealth and federal government. Rector Smith asked Vice Rector Tyler Lester to read a resolution for consideration by the Board of Visitors. Vice Rector Lester stated that before the Board is a DEI-related resolution stating that Radford University is in compliance with state and federal laws, as well as recent federal directives and that the University is committed to continuing the work to remain in full compliance. Following the reading of the resolution, Rector Smith asked for a motion to approve. Ms. Jeanne Armentrout so moved, Dr. Betty Jo Foster seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment G*** and is made a part hereof.

ANNOUNCEMENTS

2025 Dates

June 5-6, 2025

July 20-22, 2025 Retreat

Sept. 11-12, 2025

Dec. 4-5, 2025

ADJOURNMENT

With no further business to come before the Board, Rector Smith adjourned the meeting at 1:04 p.m.

Respectfully submitted,

Karen Casteale

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

**Board of Visitors Remarks
President Bret Danilowicz
March 21, 2025**

In beginning my report, I'd like to start with addressing the topic of diversity, equity, and inclusion (DEI) as this has been a national and state focus in recent months.

There have been several executive orders from the President of the United States along with guidance through a U.S. Department of Education "Dear Colleague" letter concerning the administration of DEI at any organization that receives Federal funding. Radford University receives federal funding largely through PELL grants to our students. We have reviewed the executive orders and "Dear Colleague" letter, and we believe we are already broadly in compliance with the stated expectations of those orders and letter.

To place our review in context, we have received some guidance from the attorney general's office, kept informed through SCHEV and leadership at other Virginia universities, so we are not proceeding without advice, and we were evaluating the implications of these orders in the most informed way possible.

Through audits of websites and other materials, we are working to ensure all communications, programs, and practices are compliant with these federal directives.

For placing these in the context of Radford University, it is our deeply held value across the institution that we support all students in being successful without discriminating against anyone or any group. In fact, our mission states that we are dedicated to the creation and dissemination of knowledge, empowering students from diverse backgrounds by providing transformative educational experiences, within and beyond the classroom. That is a constructive mission and not discriminatory in focus.

I cannot speak to the years prior to the 1960s, but in recent decades RU has not used race/color/country of origin in admissions or other administrative processes.

All of our organizations, programs and events have always been intended to be open to all students and we will make sure to promote that they are in fact open to all students.

Secretary Guidera's guidance stated that, "Adherence to federal law and the provision of a school environment free from discrimination for every student remains paramount" which is consistent with our beliefs, our mission, and our functioning as an institution of higher education.

We will continue to audit our systems and educate our community proactively to ensure we remain in compliance with current Federal and State requirements and any future changes to those laws.

Moving my report towards university performance areas-

As you heard through committee meetings yesterday, we are making significant leaps forward on all aspects of university operations. While I will take the opportunity to mention some of these accomplishments this morning, those are not my accomplishments. It is through the work of a great leadership team and employees across this remarkable university that have made such significant

strides possible, and they deserve to feel incredibly proud of what they have accomplished to elevate the success of our students. I want to extend my personal appreciation to all Highlander Employees for making these achievements possible.

Enrollment

In previous board meetings, I've said that the best predictor that we have for the next enrollment class is deposits. At this point last year, overall new freshman deposits were up more than 25% over the previous year. Our year-over-year increase this year is 22%, and 43% ahead of where we were at this time in fall 2023. Again, there is always a caveat that we don't know where these numbers will be until students are in their seats in August, but this is a second straight year where new freshmen enrollment is on a sharp upward trend.

This weekend's Highlander Day, when prospective students visit campus, is Radford University's largest ever. So big in fact we had to cap visitors and are now directing additional interested families to visit on a future weekend instead. This is a good problem to have.

Our honors applications are up, showing improvement in quality of applicants as well. Up 52% on honors applications (from 67 to 102), and 17% on deposited honors students (from 71 to 83). So many applicants for honors that we have had to freeze further admissions to honors. Another good problem to have.

Student Success

We have also made very strong progress in our retention and graduation rates. Undergraduates were retained for spring 2025 or graduated in fall 2024 at a rate of 94%, the university's highest rate since 2019.

Rates of employment Radford University graduates are soaring. From the first destination survey, of all undergraduates and graduate students combined (2024 vs. 2023 cohorts), total placement of all Radford graduates increased to 93.36%, and graduates seeking employment dropped to 6.64%. Those are great numbers and appear to be another new record for the university.

Our high-quality academic programs, close relationships between students and faculty, and access to impactful work-based learning appear to be making a difference.

Strategic Planning

The Strategic Planning Committee continues its work towards the goal of presenting a complete draft plan for the quarterly meeting in September. Our second community touchpoint in the planning process occurred this week, during Town Halls held March 18 on the main campus and on March 19 in Roanoke which included a look at draft mission and vision statements and core values. Later in our agenda, co-chairs Angela Joyner and Sharon Roger Hepburn will share additional details on the committee's progress to date.

Government Relations/Legislative Session

This was the 25th year of Radford University's Advocacy Day, which remains one of the longest student-led advocacy events among Virginia public institutions.

55 individuals – including students, staff members and many of our board members – took part in Advocacy Day 2025 activities in Richmond January 29 and 30. Along with our typical Advocacy Day activities, this year's program also included a visit from Governor Glenn Youngkin, who was gracious

with his time and comments to our students. Radford University also received a commending resolution, read in both chambers, recognizing our 25 years of Advocacy Day. We appreciate the contributions of all students and all participants in this year's Advocacy Day.

Lisa Ghidotti will offer a more detailed state and federal Government Relations update shortly.

I do want to personally state that we are greatly appreciative of the partnership that Radford University has with our state delegation, including Senators Hackworth and Suetterlein, and Delegates Ballard and Rasoul.

Establishing a Center for Rural Health Sciences in Roanoke

As we are preparing to consolidate operations in a single health sciences academic facility in Roanoke for which the state budget includes detailed planning funds, we intend to establish a Center for Health Sciences focused on addressing rural health disparities in Virginia that would be housed in the new facility.

Radford University will become the first public institution in the commonwealth with a dedicated center focused on the improvement of rural health outcomes.

The largest health disparities exist in rural parts of Virginia, and this center will create a plan for the state which is focused on developing the talent needed to overcome these challenges.

The Center will recruit students from rural Virginia, have its clinical placements/internships in rural Virginia, with the goal of then retaining these talented graduates as providers in these locations.

The Center will be more than a Radford-only facility. Our intention is to invite universities with programs in health disciplines that we do not currently offer to open satellite programs in the facility focused on rural health necessary to close gaps in rural healthcare.

Athletics Updates

During the February 26 virtual meeting and budget workshop, it was announced that Radford University will be opting in to the proposed terms of the House vs. NCAA class action settlement. Among other changes, this will provide the athletics program with the flexibility to begin sharing revenues directly with student-athletes starting in the 2025-26 academic year.

By opting in to the House settlement terms, Radford University will have to comply with NCAA-mandated roster size limits, which would mean a total decrease of 27 roster spots from this year's totals. We can offset this loss with a targeted increase in roster spots for several teams, including men's and women's cross country, women's indoor and outdoor track and field, and women's lacrosse.

The terms of the House settlement should be finalized on April 7, the date of its final hearing.

On Sunday, we officially welcomed Zach Chu as the ninth coach in Radford men's basketball history. Zach brings a modern, data-driven philosophy of building successful basketball teams to Radford University. His past coaches, in unison, voiced that Zach has not only the tactical and analytical skills needed to help players excel on both offense and defense, but is also an effective teacher and relationship builder who will connect with future Highlanders.

I'll leave other points of pride in athletics to Committee Chair Smith during his Student Affairs and Athletics Committee report

Additional University Updates

Leadership search updates (CHBS, CVPA)

The College of Humanities and Behavioral Sciences has reached the finalist phase of its search for a new dean. Two candidates interviewed with us this week, and two more candidates will interview next week.

The College of Visual and Performing Arts is on a similar timeline for its dean search. Four finalists have been identified, and interviews have been scheduled, beginning next Thursday through April 10.

Future of Talent Summit

Last Thursday, Radford University hosted the second annual Future of Talent Summit at the Artis Center, which brought together local economic organizations, business leaders, local governments and higher education institutions to shape regional workforce strategies for Southwest Virginia. This year's summit theme, *Turning Data into Action*, highlighted the role that data analytics plays in shaping collaborative workforce development strategies, especially those aimed at attracting and retaining top talent in our region.

Last year's Future of Talent Summit was held in the Roanoke Valley, and this year's summit was held in the New River Valley to spotlight the region's emergence as one of the fastest-growing economies in the commonwealth. The summit came to our campus thanks to the efforts of Vice President Joyner and Nichole Hair of the Economic Development and Corporate Education division. It was held in the Artis Center and wow did participants love the Arts Center!

Recent academic pride points

Eminent Professor of Anthropological Sciences, Dr. Donna Boyd, was deployed by the U.S. National Disaster Medical System, Disaster Mortuary Operational Response Team (DMORT) to assist with the collision emergency response in the Jan. 29 collision between American Airlines Flight 5342 and an Army helicopter over the Potomac River near Reagan National Airport. Boyd joined the District of Columbia Office of the Chief Medical Examiner (DC OCME) to lead in the four-day mission to recover and identify victims of the crash. I thank her for her leadership in service through that tragedy.

The Mock Trial team, led by Don Martin, J.D., completed its most decorated season ever. In addition to getting accepted into three invitational tournaments, the team competed in the American Mock Trial Association (AMTA) Charlotte regional in February, where Adam Hamze, Sarah Norman, and Talia Wilson were selected for the competition's Outstanding Witness Awards. Additionally, Radford's team earned the Spirit of AMTA Award, which is given to the team that best exemplifies the ideals of honesty, civility and fair play. They brought our Culture of Care to life at the tournament. Radford then earned a berth into the opening round of the 2025 AMTA national championship, as one of just 18 institutions to compete in a tournament bracket in South Carolina this past weekend.

Reflecting on the past few months, Radford University has achieved extraordinary outcomes in a very short window of time. Students and employees deserve to feel proud of the accomplishments that they have achieved and of the culture of care they are building to support the success of every Highlander.

**RADFORD UNIVERSITY
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE
MARCH 20, 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;

ARTIS COLLEGE OF SCIENCE AND TECHNOLOGY

<u>Name</u>	<u>Department</u>
Sandra Liss	Department of Physics

COLLEGE OF NURSING

<u>Name</u>	<u>Department</u>
Sara Simpson Brown	College of Nursing
Carey A Cole	College of Nursing

COLLEGE OF VISUAL AND PERFORMING ARTS

<u>Name</u>	<u>Department</u>
Bruce Parsons	Department of Design

DAVIS COLLEGE OF BUSINESS AND ECONI

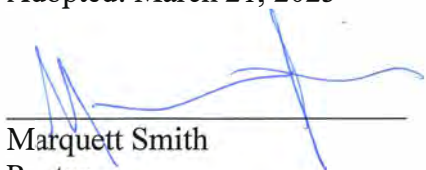
<u>Name</u>	<u>Department</u>
Yiwen Li	Department of Accounting, Finance and Information Systems


WALDRON COLLEGE OF HEALTH AND HUMAN SERVICES

<u>Name</u>	<u>Department</u>
Kimberly Grimes Baskette	RUC-Department of Public Health & Healthcare Leadership
Thomas Scott Castor	RUC-Department of Public Health & Healthcare Leadership
Rebecca F McIntyre	RUC-Department of Public Health & Healthcare Leadership
Sarah E Rakes	School of Social Work
Stephen Michael Glass	RUC-Department of Physical Therapy
Kevin M Parcetich	RUC-Department of Physical Therapy
Kenneth Keith Gentry	Department of Occupational Therapy
Chase Raymond Poulsen	RUC-Department of Clinical Health Professions-Respiratory Therapy
Sara Linkenhoker Nicely	RUC-Department of Physician Assistant

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.

Adopted: March 21, 2025


Marquett Smith
Rector
Board of Visitors


Karen Castele
Secretary to the Board of Visitors
Radford University

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

MARCH 21, 2025

**RESOLUTION TO CREATE A NEW MASTER OF SCIENCE (MS) IN CLINICAL
PSYCHOLOGY DEGREE PROGRAM**

WHEREAS, Faculty Senate approved the creation of the new Master of Science in Clinical Psychology degree program; and

WHEREAS, Southwest Virginia has a severe shortage of mental health resources. Thirty-eight counties and cities in the area, including Giles, Bland, Wythe, Galax City, Grayson, Smyth, Buchanan, Dickenson, Russell, and Tazewell Counties, are all designated as "High Need Mental Health Professional Shortage Areas." Furthermore, Mental Health America ranks Virginia 34th in terms of access to mental health services; and

WHEREAS, jobs in the field of Clinical Psychology are expected to grow in Virginia at a rate of 9%, faster than the average for all occupations; and

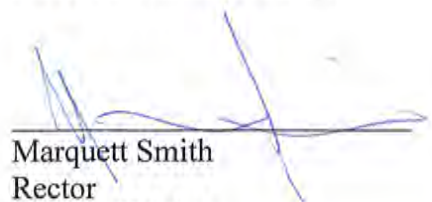
WHEREAS, The American Psychological Association (APA) has developed guidelines and processes for the accreditation of master's-level psychology programs that can lead to licensure, including Clinical Psychology, Counseling Psychology, and School Psychology. The APA Council on Accreditation (APA-COA) is finalizing these guidelines and processes and has initiated a pilot group of programs currently undergoing accreditation; Furthermore, the state legislature and Governor have granted the Virginia Board of Psychology (VABP) authority to license Psychological Practitioners who are graduates of master's programs in Clinical and Counseling Psychology; and


WHEREAS, the new degree program is projected to have a net-neutral effect on the budget and be more cost effective than the PsyD program;

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 Master of Science in Clinical Psychology 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).

Adopted: March 21, 2025


Marquett Smith
Rector
Board of Visitors


Karen Castele
Secretary to the Board of Visitors
Radford University

**Radford University Board of Visitors
Resolution
Compliance with Debt Management Policy**

WHEREAS, the 2005 Session of the General Assembly adopted, and the Governor signed, legislation that provides Radford University and all other public colleges and universities in the Commonwealth the opportunity to attain certain authority and autonomy to manage its academic and administrative affairs more efficiently and effectively through implementation of the Restructured Higher Education Financial and Administrative Operations Act, and

WHEREAS, on June 30, 2005, the Radford University Board of Visitors approved a Resolution of Commitment allowing the University to exercise restructured financial and operational authority as identified in the Restructuring Act, and

WHEREAS, the Governor has established financial and management measures on which annual assessment and certification of institutional performance will be evaluated, and

WHEREAS, the financial and management measures require the Radford University Board of Visitors to approve a Debt Management Policy, and

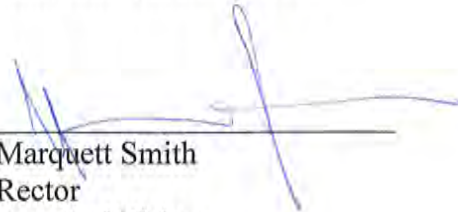
WHEREAS, the Radford University Board of Visitors approved such Debt Management Policy at its March 30, 2007, meeting; revisions to this policy were approved by the Board of Visitors at its August 23, 2007, November 12, 2010, and February 8, 2012 meetings, and


WHEREAS, Schedule A demonstrates that the University meets the requirements outlined in the Debt Management Policy; and

WHEREAS, the Board of Visitors must annually certify Radford University's compliance with the approved Debt Management Policy to the Secretary of Finance for the Commonwealth of Virginia;

NOW, THEREFORE, BE IT RESOLVED, this resolution approved by the Radford University Board of Visitors certifies that the University is in compliance with its Debt Management Policy.

Adopted: March 21, 2025


Marquett Smith
Rector
Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University


RADFORD UNIVERSITY BOARD OF VISITORS
March 21, 2025

Action Item
Recommendation for 2025-26 Tuition and Fees

NOW, THEREFORE, BE IT RESOLVED that the Radford University Board of Visitors approves tuition and fees for the 2025-26 academic year as reflected in the Summary of Proposed 2025-26 Tuition and Fees beginning with the Fall 2025 semester and thereafter until otherwise adjusted by the Board of Visitors.

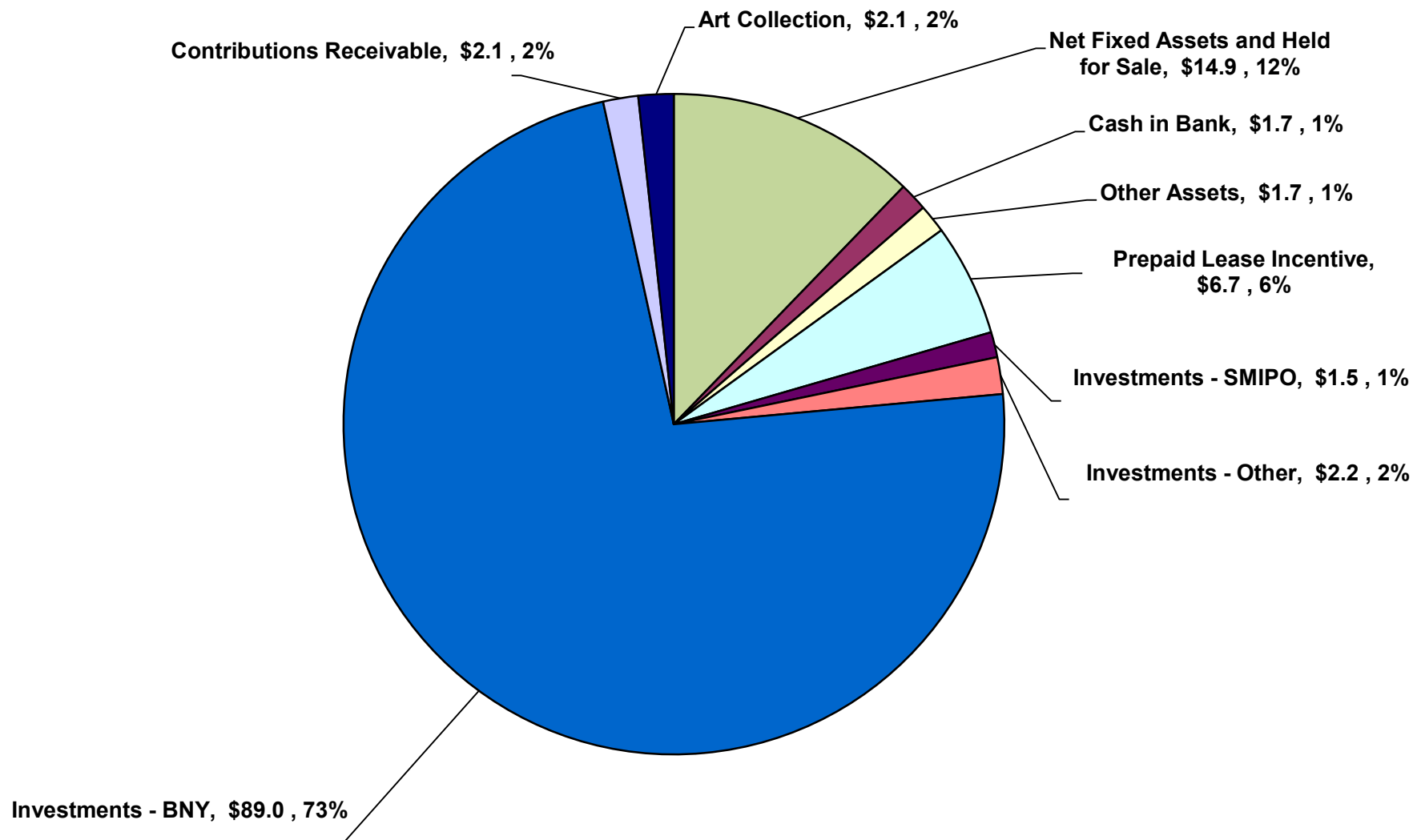
Adopted: March 21, 2025



Marquett Smith
Rector
Board of Visitors

Karen Castele
Secretary to the Board of Visitors
Radford University

Radford University Foundation Asset Composition as of 12/31/2024



(in millions)
Total Assets: \$121.9M

**RESOLUTION OF RADFORD UNIVERSITY SUPPORTING AN ENVIRONMENT
FREE FROM DISCRIMINATION**


WHEREAS, Radford University's mission statement provides that it is dedicated to the creation and dissemination of knowledge, empowering students from diverse backgrounds by providing transformative educational experiences, within and beyond the classroom. As an inclusive university community, Radford University specializes in cultivating relationships among students, faculty, staff, alumni and other partners, and in providing a culture of service, support and engagement; and

WHEREAS, consistent with the January 21, 2025 Executive Order issued by President Donald J. Trump entitled "Ending Illegal Discrimination and Restoring Merit-Based Opportunity," Radford University is committed to adhering to the non-discrimination obligations of institutions receiving federal funds by explaining and reiterating existing legal requirements under Title VI of the Civil Rights Act of 1964, the Equal Protection Clause of the U.S. Constitution, and other federal civil rights laws; and


BE IT RESOLVED, the Radford University Board of Visitors will continue to ensure that only University programs, policies, procedures, and actions that are in compliance with the above-referenced Executive Order and federal and state laws will be sustained. This includes, but is not limited to, admissions, hiring, promotion, compensation, financial aid, scholarships, prizes, administrative support, discipline, housing, graduation ceremonies, and all other aspects of student, academic, and campus life.

BE IT FINALLY RESOLVED, the President shall update the Board of Visitors on compliance with this Resolution within 30 days of the date of this Resolution.

Adopted: March 21, 2025



Marquett Smith
Rector
Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

End of Board of Visitors Materials

