Contents
Overview of Area........................................................................................................................................3
Mission/Vision........................................................................................................................................3
  Personnel Changes and Highlights ........................................................................................................3
  Major Accomplishments and Highlights ............................................................................................4
  Retention/Student Success ................................................................................................................4
  Goals for Academic Year 2018-2019 ................................................................................................6
  Professional Staff Involvement ........................................................................................................6
    RU Involvement ...............................................................................................................................6
    Presentations/Instruction ................................................................................................................6
    Membership in Organizations/Leadership ........................................................................................6

Fraternity and Sorority Life ....................................................................................................................8
Overview of Area........................................................................................................................................8
Mission/Vision........................................................................................................................................8
  Personnel Changes and Highlights ....................................................................................................8
  Major Accomplishments and Highlights ..........................................................................................8
  Retention/Student Success ................................................................................................................9
  Key Performance Indicators and Data ..............................................................................................9
  Goals for Academic Year 2018-2019 ................................................................................................11
  Professional Staff Involvement .........................................................................................................12
    RU Involvement ...........................................................................................................................12
    Presentations/Instruction ................................................................................................................12
    Membership in Organizations/Leadership ......................................................................................12

Student Life .........................................................................................................................................13
Overview of Area....................................................................................................................................13
Mission/Vision.......................................................................................................................................14
  Personnel Changes and Highlights ..................................................................................................14
  Retention/Student Success ...............................................................................................................15
  Key Performance Indicators and Data .............................................................................................16
  Goals for Academic Year 2018-2019 .............................................................................................29
Center for Diversity and Inclusion

Overview of Area
The Center for Diversity and Inclusion is considered a home away from home promoting intercultural engagement through educational and social programming to enhance the quality of students Radford University experience. This office serves as a multicultural resource to students, staff, and faculty. We offer student organization support, off-campus cultural excursions and innovative campus programs to celebrate cultures represented within RU’s campus community and across the globe. Through our facility, programming, and services provided we engage the university community promoting holistic student development.

Mission/Vision
Mission
The Center for Diversity and Inclusion seeks to explore and encourage diversity to promote a deeper understanding and appreciation for people from all backgrounds. We will collaborate with other offices on campus and in the greater Radford community, to provide engaging social and educational programs that create a safe space and multicultural environment for students, staff, and faculty.

Vision
The Center for Diversity and Inclusion envisions Radford University as a multicultural institution that provides a forward thinking and progressive approach to social justice and equality. Through our commitment to educating students, staff, and faculty on issues of diversity, we hope to promote global citizenry that will encourage the fostering of inclusive communities both on campus and in the world.

Personnel Changes and Highlights
LaShan Lovelace served as the Interim Director of CDI and the Assistant Director of Greek Life for the academic year and successfully navigated both offices. He formed lasting relationships with students and served as a positive role model and mentor.

Diane Nape has completed her first academic year as account/office manager of CDI. She brings great energy to the center and has developed lasting relationships with students. One of many of Diane’s significant accomplishments was the implementation of the CDI Vanguard Student Leadership medallion.

The Assistant Director position is currently vacant; the goal is to fill the position by August 2018.
Major Accomplishments and Highlights

1. New leadership in CDI maintained established relationships with students, faculty, and staff while seamlessly continuing to preserve the family-like atmosphere CDI provides.
2. CDI hosted numerous events focused on personal and leadership development while incorporating cultural learning (Dine on Diversity, Black History Month Dinner, Hispanic Heritage Month Dinner, Coming Out Day Booth).
3. CDI staff worked as a unified team for MLK Day of Service collaborating with several offices and departments on campus with over 250 volunteers.
4. CDI had the highest participation recorded for the Multicultural Congratulatory Ceremony in May 2018, while effectively running the ceremony in an organized and timely manner.
5. CDI had record attendance of faculty and staff at the first Snack on Diversity. This initiative focuses on various areas on diversity and inclusion.

Retention/Student Success

- CDI provides interactive, education, and engaging programs to build affinity for Radford University and promote student intercultural engagement.
- Early and continued communication to students, specifically students of color and student of diverse backgrounds by US Mail, Quest Interactions and Social Media.
- CDI provides peer mentoring programs focused on holistic student development (Brother4Brother, P.R.E.T.T.I Women).
- CDI offers free resources that promote student success (laptop loaner program, free printing, computer lab, study lounge).
Key Performance Indicators and Data

*Data reflects the 2017-18 academic year, due to office transition the prior year tangible assessment numbers could not be obtained.*
Goals for Academic Year 2018-2019

1. Increase collaboration with academic affairs and alumni relations.
2. Increase social media presence promoting a greater outreach to the campus community.
3. Create monthly newsletter to educate, highlight event re-caps, and promote upcoming events.
4. Increase measures of collecting and recording assessment data and student feedback.
5. Increase programming focus regarding retention and first-generation student experience.
6. Increase outreach to the following populations: Asian, White, and International Students.

Professional Staff Involvement

RU Involvement

- Fall Move-In Volunteer Committee
- Student Affairs Leadership Team
- Student Life Leadership Team
- Sexual Assault and Violence Prevention Team
- Anti-Hazing Task Force
- Alcohol and Drug Awareness Task Force
- Radford Joint Commission
- Diversity and Equity Action Committee
- Various Job Search Committees
- Student Conduct Board

Presentations/Instruction

- UNIV 100: Center for Diversity & Inclusion
- CDI Leadership Retreat
- CDI Office Ambassador Training
- Dine on Diversity
- Safe Zone Training
- LGBTQ+ Educational Panel
- Board of Visitors Presentations
- Resident Director (RD) & Resident Assistant (RA) Training

Membership in Organizations/Leadership

- National Association of Student Personnel Administrators (NASPA)
- American College Personnel Association (ACPA)
- Association for Student Conduct Administration (ASCA)
- Association of Fraternity & Sorority Advisors (AFA)
- National Association of Diversity Officers in Higher Education (NADOHE)
- American Association of Blacks in Higher Education (AABHE)
Fraternity and Sorority Life

Overview of Area
The Radford University Fraternity and Sorority Life (FSL) community is comprised of 24 general fraternities and sororities. The organizations fall under the governance of three different coordinating councils - Interfraternity Council (IFC), National Pan-Hellenic Council (NPHC), and the Panhellenic Council (PC).

Mission/Vision
The mission of Radford University’s Greek Life is to inspire and nurture a positively engaged collegiate experience within our community by creating lifelong friendships through scholarship, leadership, brotherhood/sisterhood, and service.

Personnel Changes and Highlights
LaShan Lovelace appointed Interim Assistant Director of Fraternity and Sorority Life- July 2017
Charity Hibbard hired as Graduate Assistant for Fraternity and Sorority Life- August 2017
Dr. Kate Steiner appointed Director of Fraternity and Sorority Life-June 2018

Major Accomplishments and Highlights
1. Move-In Days over 200 Greek Life members participated in helping new and returning students move into their residence halls for the 2017-2018 school year.
2. The inaugural Greek Convocation took place on August 30, 2017, to kick off the semester introducing new staff and vision for Greek Community.
3. Fall and Spring Club Fair was a great event for Greek Life organizations to make their presence known on campus in addition to all other student organizations on Moffett Lawn and MAAC courts. All Greek Letter organizations were represented as well as the FSL Office.
4. The National Pan-Hellenic Council (NPHC) attended the Roadtrip conference in Washington D.C. This conference focused on individual and chapter development, offering sound resources and training.
5. The Panhellenic Council (PC) executive board attended AFLV, February 2018, where the council won an award for self-governance.
6. Over $10,000 raised during the Greek Life challenge in collaboration with Radford University Annual Giving to support various Greek Life foundation and scholarships.
7. The National Pan-Hellenic Council (NPHC) participated in CIAA Education Day in Salem, VA promoting the importance of higher education.
8. The Panhellenic Council (PC) was recognized by the City of Manassas for their philanthropic efforts to help underserved K-12 students.
Retention/Student Success

- Fraternity and Sorority Life builds affinity to Radford University and Greek Organizations by creating a sense of community and belonging.
- Intentional social programming (Take Back the Night, St. Jude Up ‘til Dawn, Radford Gives Back) to build community and relationships. Additionally, these opportunities give students positive interactions with the campus.
- Fraternity and Sorority Life and Greek-lettered organizations help students meet the challenge of balancing academics while gaining the most from their collegiate experience.

Key Performance Indicators and Data

<table>
<thead>
<tr>
<th>Fraternity &amp; Sorority Life by the Numbers</th>
<th>2014-15</th>
<th>2015-16</th>
<th>2016-17</th>
<th>2017-18</th>
</tr>
</thead>
<tbody>
<tr>
<td>Panhellenic Council (PC) Recruitment</td>
<td>272</td>
<td>151</td>
<td>196</td>
<td>175</td>
</tr>
<tr>
<td>Interfraternity Council (IFC) Recruitment</td>
<td>189</td>
<td>141</td>
<td>134</td>
<td>180</td>
</tr>
<tr>
<td>National Pan-Hellenic Council Recruitment (NPHC)</td>
<td>26</td>
<td>17</td>
<td>13</td>
<td>50</td>
</tr>
<tr>
<td>Number of Chapters</td>
<td>28</td>
<td>28</td>
<td>26</td>
<td>24</td>
</tr>
<tr>
<td>Total Greek Membership</td>
<td>1107</td>
<td>1001</td>
<td>988</td>
<td>1150</td>
</tr>
</tbody>
</table>
**In years prior, the philanthropy dollars were recorded as Fraternity and Sorority Life totals. The 2016-17 is broken up into councils and totaled as Fraternity and Sorority Life. This charting formula offers a better way of seeing each council’s contribution to raising money for their philanthropic causes.**
Goals for Academic Year 2018-2019

1. Develop Fraternity/Sorority Life educational programming series, (FSL 101, 201, 301, and 401) to support and education students throughout their undergraduate experience and to support the transition into Graduate/Alumni membership to enhance alumni engagement. (Supports Strategic Plan, Philanthropic Giving and Alumni Engagement and Student Success, Goal 3.)

2. Fully implement Event Registration Process, including TIPS certification for all community members, and additional risk management prevention education as needed for members and officers.

3. Intentionally engage FSL Alumni and Advisors, through training and development of an advisory council, which will meet at least twice each semester.
Professional Staff Involvement

RU Involvement

- Sexual Assault and Violence Prevention
- Anti-Hazing Task Force
- Alcohol and Drug Awareness Task Force
- Radford Joint Commission
- Diversity and Equity Action Committee
- Alpha Phi Alpha Fraternity, Incorporated (Primary advisor)

Presentations/Instruction

- UNIV 100: Greek Life Do’s and Don’ts
- Greek Life Student Leadership Retreat
- RoadTrip Conference: NPHC at a PWI
- Greek Life Convocation
- Recruitment Kickoff
- Greek Life Winter Retreat
- Greek Life President’s Council
- Safe Zone Training
- TIPS Training
- You Are Flammable: Recognizing, Addressing, and Preparing for Burnout; Kappa Kappa Gamma International Convention, June 21, 2018, Denver, CO.

Membership in Organizations/Leadership

- National Association of Student Personnel Administrators (NASPA)
- Association for Fraternity and Sorority Advisors (AFA)
- Association of Fraternal Leadership and Values (AFLV)
- Association for Student Conduct Administration (ASCA)
- American Association of Blacks in Higher Education (AABHE)
- American College Personnel Association (ACPA)
- Association for Fraternity and Sorority Advisors (AFA)
  - Assistant Editor, Oracle Research Journal
- Association of Fraternal Leadership and Values (AFLV)
  - Director of Educational Programs AFLV-Central and National Black Greek Leadership Conference.
Student Life

Overview of Area

Student Life oversees a wide variety of areas which serve to engage, develop and support students. R-SPaCE (Radford Student Programming and Campus Events) the premiere campus programming board, plans and implements approximately 200 events per academic year for the Radford University community. This area works with a leadership development program called the LEAD Scholar Program. The program is a leadership development program at Radford University. Students in the program develop their leadership skills via academic coursework, workshop and conference attendance, community service and participating in student leadership. Along with the leadership program, we offer a leadership conference for students each year to provide an opportunity for students to explore and further develop their leadership skills. We offer an opportunity to recognize the hard work and determination of our high achieving students via an annual awards ceremony. Student Life oversees 270 registered student organizations, the RUInvolved online platform, SOAR (Student Organization Assistance and Resources), Club Programming Committee, the Committee on Clubs and Organizations, Club Fair and officer training and support. Another area under student life and activities is Student Media. These groups serve to educate, inform, entertain, and inspire the campus community while students receive hands-on experience in the field of media. RU’s Student Media organizations include:

- *The Beehive* (bi-annual yearbook magazine; formerly a traditional yearbook)
- *Exit 109* (annual literary and arts magazine published each spring)
- Radio Free Radford (24-7 internet radio station)
- ROC-TV (aka Radford on Camera, online television programming)
- SMADs (advertising group)
- *The Tartan* (weekly newspaper)
- Whim (weekly online magazine)

This year also saw a renewed focus on the community service and engagement opportunities for students. During 2017-2018 academic year the focus was on research and data to formulate a robust community engagement and service program.

Student Life and academic programs has partnered over the past academic year and is moving forward in the implementation of a graduate distinction program – Citizen Leader.
Mission/Vision

Student Life

Our student-centered facilities, services and programs provide diverse experiences to further intellectual, civic and social development while promoting a sense of community, collaboration and engagement.

Student Media

The official, school-sponsored student media of RU have been established as forums for student expression and as voices in the uninhibited, robust, free and open discussion of issues. Each medium should provide a full opportunity for students to inquire, question and exchange ideas. Content should reflect all areas of student interest, including topics about which there may be dissent or controversy.

Personnel Changes and Highlights

1. Jessica Twiest was promoted to Associate Director for Student Life.
2. Geoff White was appointed the interim chairperson of the Club Programming Committee and assisted with RUInvolved new platform roll out.

Major Accomplishments and Highlights

Programming (R-SPaCE)

1. R-SPaCE attended and presented two sessions at the regional Association of College Unions International (ACUI) Conference in Baltimore, Maryland.
2. Accepted two students into R-SPaCE for academic credit-based internships for the fall semester.
3. Recruited, hired and trained new marketing interns for R-SPaCE.

Student Awards

4. Three new awards were created during 2017-2018. The Highlander Spirit Award, the Rising Star Award and the Diversity, Equity & Inclusion Award.
5. The 18th Annual Student Awards Ceremony was held and approximately 78 student leaders, family/friends, and university administrators were in attendance. There were six speakers/presenters and 31 student award winners.

Student Activities/Student Life

6. Fall Club Fair 2017: 286 registered student organizations as well as campus offices were represented at Club Fair.
7. Winter Club Fair 2018: 115 registered clubs and organizations participated in Winter Club Fair 2018. Attendance was 1,900 students plus.
8. The Club Programming Committee funded 87 events during the 2017-18 Academic Year—35 relating to student travel, while supporting 52 co-curricular events.

9. Radford on Camera produced 32 videos.

10. Five student leaders attended the Fall Associated Collegiate Press/College Media Advisers Conference in Dallas, Texas.

11. Highlander Student Media sponsored local news anchor Brittny McGraw during the School of Communications’ COMS Week

**Community Service**

12. Radford Gives Back (October 24th & 25th, 2017) was a huge success with over 15,000 items donated and approximately 250 volunteers assisting throughout the two days.

**Student Media**

13. Radford on Camera produced 49 videos (4-year average: 51).

14. Highlander Student Media relocated to campus fall 2017; occupying a newly renovated space in the basement of Tyler Hall.

15. Exit 109 held a writers’ workshop fall 2017 at McConnell Library.

16. The Tartan produced every issue in full color.

17. Five student leaders attended the fall 2017 Associated Collegiate Press/College Media Advisers Conference in Dallas, Texas.

18. Highlander Student Media sponsored local news anchor Brittny McGraw during the School of Communications’ COMS Week

**Club Programming Committee**

19. CPC funded 87 events during the 2017-18 Academic Year—35 travel, and 52 on-campus events.

**Retention/Student Success**

The Student Life office has a deep impact on the success and retention of our students. Through involvement in clubs and organizations and other activities; students can connect with the campus community. Research tells us that engagement outside of the classroom plays a role in students finding success and graduating.

By developing their leadership skills, exploring social and cultural diversity and gaining valuable skills like those all-important "soft skills" they will be better prepared to graduate and secure employment.

Our department also offers our student leaders and employees opportunities to develop their skills in management, leadership, motivation, and other professional development activities.
Graduating seniors, when asked to respond to the statement, “My on-campus employment/involvement with the department provided me a continuous connection to the campus community,” answered with an average Likert score of 6.2 out of 7 (7 being the highest).

By providing funding for students to travel to attend professional conferences and implement co-curricular events, the Club Programming Committee provides ways for participants to feel more connected to the university community, increasing the likelihood they will remain at Radford University.

**Key Performance Indicators and Data**

**Three Year Comparison Event Satisfaction Survey 2015-2018**

<table>
<thead>
<tr>
<th>Satisfaction Survey</th>
<th>2015-2016</th>
<th>2016-2017</th>
<th>2017-2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Number of Surveys</strong></td>
<td>2108</td>
<td>1724</td>
<td>1688</td>
</tr>
<tr>
<td><strong>Male</strong></td>
<td>467</td>
<td>347</td>
<td>426</td>
</tr>
<tr>
<td><strong>Female</strong></td>
<td>1560</td>
<td>1215</td>
<td>841</td>
</tr>
<tr>
<td><strong>Undergrad</strong></td>
<td>1986</td>
<td>1632</td>
<td>1569</td>
</tr>
<tr>
<td><strong>Graduate</strong></td>
<td>43</td>
<td>52</td>
<td>8</td>
</tr>
<tr>
<td><strong>Faculty</strong></td>
<td>16</td>
<td>13</td>
<td>7</td>
</tr>
<tr>
<td><strong>Staff</strong></td>
<td>0</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td><strong>Off Campus</strong></td>
<td>714</td>
<td>522</td>
<td>452</td>
</tr>
<tr>
<td><strong>On Campus</strong></td>
<td>1355</td>
<td>1050</td>
<td>749</td>
</tr>
</tbody>
</table>
## Event Survey Snapshot 2017-2018

<table>
<thead>
<tr>
<th>Type</th>
<th>Event</th>
<th>Attendance # of Respondents</th>
<th>Very Satisfied</th>
<th>Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Novelties</strong></td>
<td>Terrariums</td>
<td>178</td>
<td>84.70%</td>
<td>13.24%</td>
</tr>
<tr>
<td></td>
<td>Speed Sketchers</td>
<td>93</td>
<td>78.48%</td>
<td>17.72%</td>
</tr>
<tr>
<td></td>
<td>Infuser Water Bottles</td>
<td>176</td>
<td>50%</td>
<td>38.71%</td>
</tr>
<tr>
<td></td>
<td>Leather Bracelets</td>
<td>119</td>
<td>61.97%</td>
<td>29.58%</td>
</tr>
<tr>
<td></td>
<td>Bear Factory</td>
<td>92</td>
<td>71.74%</td>
<td>22.83%</td>
</tr>
<tr>
<td></td>
<td>Street Signs</td>
<td>149</td>
<td>34.55%</td>
<td>49.09%</td>
</tr>
<tr>
<td></td>
<td>Bear Factory</td>
<td>104</td>
<td>82.22%</td>
<td>17.77%</td>
</tr>
<tr>
<td></td>
<td>Wax Hands</td>
<td>89</td>
<td>74.46%</td>
<td>21.28%</td>
</tr>
<tr>
<td></td>
<td>Phone Stands</td>
<td>109</td>
<td>72.50%</td>
<td>22.50%</td>
</tr>
<tr>
<td></td>
<td>Terrariums</td>
<td>449</td>
<td>80.45%</td>
<td>19.54%</td>
</tr>
<tr>
<td><strong>Performers</strong></td>
<td>Haley Klinkhammer</td>
<td>130</td>
<td>75%</td>
<td>25%</td>
</tr>
<tr>
<td></td>
<td>Carlos Gomez</td>
<td>76</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ebony Stewart</td>
<td>82</td>
<td>77.19%</td>
<td>22.81%</td>
</tr>
<tr>
<td></td>
<td>Micheal C. Anthony</td>
<td>114</td>
<td>89.13%</td>
<td>6.52%</td>
</tr>
<tr>
<td></td>
<td>Karaoke</td>
<td>175</td>
<td>67.57%</td>
<td>24.32%</td>
</tr>
<tr>
<td></td>
<td>Daniel Martin</td>
<td>37</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mission ImpROVable</td>
<td>16</td>
<td>66.67%</td>
<td>20%</td>
</tr>
<tr>
<td></td>
<td>Radford's Got Talent</td>
<td>195</td>
<td>64.15%</td>
<td>30.18%</td>
</tr>
<tr>
<td><strong>Diversity</strong></td>
<td>Taste of the Carribian</td>
<td>298</td>
<td>40%</td>
<td>48%</td>
</tr>
<tr>
<td></td>
<td>Diversity University</td>
<td>50</td>
<td>84.78%</td>
<td>8.69%</td>
</tr>
<tr>
<td></td>
<td>Elizabeth Acevedo</td>
<td>44</td>
<td>0%</td>
<td>15.79%</td>
</tr>
<tr>
<td></td>
<td>Natural Hair Panel</td>
<td>44</td>
<td>62.50%</td>
<td>25%</td>
</tr>
<tr>
<td></td>
<td>Tamika Mallory</td>
<td>50</td>
<td>80.95%</td>
<td>9.52%</td>
</tr>
<tr>
<td><strong>Late Night</strong></td>
<td>Campus Pub</td>
<td>92</td>
<td>60%</td>
<td>31.42%</td>
</tr>
<tr>
<td></td>
<td>Haunted House and Escape</td>
<td>206</td>
<td>62.50%</td>
<td>24.10%</td>
</tr>
<tr>
<td></td>
<td>Game Night</td>
<td>89</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Semester Kick-Off</td>
<td>50</td>
<td>50%</td>
<td>31.255</td>
</tr>
<tr>
<td></td>
<td>Reality Escape</td>
<td>80</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>80's Skate Night</td>
<td>127</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Cinema</strong></td>
<td>Beauty and the Beast</td>
<td>117</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Spare Parts</td>
<td>11</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Moonlight</td>
<td>74</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Meet the Robinson</td>
<td>41</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Three Year Comparison Student Volunteer Hours for Programming (R-SPaCE) 2015-2018

Total Number of Student Volunteer Hours 2017-2018: 794.5

Ignite Student Leadership Spring 2018 Survey Results

<table>
<thead>
<tr>
<th>Survey Results</th>
<th>Satisfied</th>
<th>Very Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feeling of being able to demonstrate the Ability to Convey Respect, Sensitivity, and Tolerance</td>
<td>17</td>
<td>31</td>
</tr>
<tr>
<td>Feeling of being able to recognize how your role fulfills the mission of your organization</td>
<td>20</td>
<td>27</td>
</tr>
<tr>
<td>Feeling of being able to demonstrate an understanding of the balance between academics and outside</td>
<td>20</td>
<td>30</td>
</tr>
</tbody>
</table>
Three Year Comparison of SOAR Usage 2015-2018

<table>
<thead>
<tr>
<th>Semester</th>
<th># of people</th>
<th>b/w</th>
<th>color</th>
<th>banner</th>
<th>poster</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spring 2018</td>
<td>1809</td>
<td>25843</td>
<td>3492</td>
<td>125</td>
<td>251</td>
</tr>
<tr>
<td>Fall 2017</td>
<td>1883</td>
<td>26696</td>
<td>2873</td>
<td>230</td>
<td>261</td>
</tr>
<tr>
<td>Spring 2017</td>
<td>1710</td>
<td>25930</td>
<td>2731</td>
<td>262</td>
<td>211</td>
</tr>
<tr>
<td>Fall 2016</td>
<td>1733</td>
<td>28597</td>
<td>2917</td>
<td>263</td>
<td>260</td>
</tr>
<tr>
<td>Spring 2016</td>
<td>1629****</td>
<td>25296</td>
<td>3312</td>
<td>226</td>
<td>196</td>
</tr>
<tr>
<td>Fall 2015</td>
<td>1845</td>
<td>26606</td>
<td>3299</td>
<td>312</td>
<td>281</td>
</tr>
</tbody>
</table>

****Club Fair was cancelled and not rescheduled

Three Year Comparison SOAR Office Visits (2015-2018)

![SOAR Visits](chart.png)
Three Year Comparison Fall Club Fair Participation (2015-2018)

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
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<tbody>
<tr>
<td>Chamber Business</td>
<td>32</td>
<td>20</td>
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<tr>
<td>RU Offices</td>
<td>29</td>
<td>33</td>
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<tr>
<td>Student Organizations</td>
<td>215</td>
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</table>

Three Year Comparison Fall Club Fair Participation (2015-2018)

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
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<tbody>
<tr>
<td>Chamber Business</td>
<td>32</td>
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<tr>
<td>RU Offices</td>
<td>29</td>
<td>33</td>
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<tr>
<td>Student Organizations</td>
<td>215</td>
<td>210</td>
<td>220</td>
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</table>
Three Year Comparison Winter Club Fair Participation (2016-2018)

Winter Club Fair Participation

- **Student Organizations**

<table>
<thead>
<tr>
<th>Year</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>120</td>
<td>132</td>
<td>118</td>
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</table>
Goals for Academic Year 2018-2019

1. Create and publish a new handbook for student organization advisors. (Student Affairs Goal 1C).
2. Create and publish a new marketing manual for student organizations. (Student Affairs Goal 1A, 1B)
3. Educate clubs and organizations as it relates to the "new" RUInvolved platform. Continue to expand use of RUInvolved through collaboration with other departments and offices. (Student Affairs Goal 1C)
4. Emphasize the importance of reporting community service hours. (Student Affairs Goal 1A, 1B, 1C)
5. Increase student involvement in R-SPaCE. (Student Affairs Goal 1-2, SS2.A)
6. Implement the Citizen Leader graduation distinction program/Spring 2018. (Student Affairs Goal 2, SEG 8.A, SS 2.C)
7. Review peer institutions and data as it relates to engagement and service.
8. Consolidate awards ceremonies to be more inclusive and efficient in recognizing student leaders. (Student Affairs Goal 2-3, SS 2.D)
9. Increase social media presence for leadership through targeted marketing initiatives. (Student Affairs Goal 3, SS2.B, SEG 8.A)
10. Develop event selection rubrics that tie into the student learning outcomes. (Student Affairs Goal 1-2, SEG 8.A, SS 1.B)
12. Conduct training sessions for audio/visual equipment usage and software (InDesign, Illustrator, etc.) for Student Media staff members. (Student Affairs Goal 1B)
13. Attend training seminars and conferences offered by various student and professional media associations, such as: Online News Association, College Media Advisers, and/or Associated Collegiate Press. (Student Affairs Goal 1B)
14. Continue the series of professional development activities focused on industry professionals sharing their knowledge and experience with students. (Student Affairs Goal 1A, 1B, 1C)
15. Train Student Media Leaders on website security. (Student Affairs Goal 1B)
16. Student Media groups will continue promoting their publications simultaneously and cooperatively through the unified banner of “Highlander Student Media.” (Student Affairs Goal 1A, 1B).
17. CPC will examine the feasibility of increasing funding limits for travel opportunities, as well as for on-campus co-curricular events. (Student Affairs Goal 1A, 1B).
18. CPC will stop limiting food allocation to $149. Students will have to adhere to Radford University Food and Beverage policies; CPC will fund up to $149 for off-campus food vendors. Increase funding for on-campus food vendor Chartwells. (Student Affairs Goal 1A, 1B).

Professional Staff Involvement

RU Involvement
- COCO (Committee on Clubs and Organizations), Chair
- MLK Day of Service Committee
- Ignite! Student Leadership Conference Committee, Chair
- Student Awards Committee, Chair
- University Performance Series Committee
- Social event planner- Quest (2011-2017)
- R-SPaCE selection committee, Chair
- R-SPaCE Executive Cabinet, Chair
Student Activities and Facilities Committee
MLK Service Day Volunteer Coordinator
AP Faculty Grievance Committee
Social Media Users Group
Move-In Events Committee, Chair
Move-In Volunteers Committee
AP Senator
Parking Committee
Club Programming Committee Chair
Student Media Committee
Ignite Leadership Conference Committee

Presentations/Instruction

- Instructor, LEAD 110
- Presenter, ACUI Region VII Conference
  - Bridging The Gap - Teamwork Between Programming and Operations
  - Adjust Your Organization Members’ Altitude
  - Practice Makes Perfect: Creating a Cohesive Unit
- Presenter, Resident Assistant Training
- Presenter, R-SPaCE Fall Retreat
- Presenter, R-SPaCE Spring Retreat
- Presenter, R-SPaCE New Board Retreat
- Presenter, R-SPaCE Recharge
- Keynote Speaker, NRHH induction ceremony
- Presenter, Quest Assistant Training
- Presenter, Quest Student Experience Session
- Co-taught LEAD 110

Membership in Organizations/Leadership

- National Association for Campus Activities (NACA)
- Association of College Unions International (ACUI)
- Sigma Sigma Sigma Sorority
- Member College Media Advisers
- Advisor, R-SPaCE
- Advisor, LEAD Scholar Student Organization
- Planning Committee, Pulaski County Walking and Biking Trail
- College Media Advisers, Member
Bonnie Hurlburt Student Center and Operations

Overview of Area

Functional areas under the Bonnie Hurlburt Student Center & Operations include: The Hurlburt Student Center (Information Office, Game Room, Main Office, Bonnie Auditorium, and Operations), Heth Hall, Bondurant Auditorium, and several outdoor spaces i.e. Heth Lawn and Bonnie Plaza.

Mission

Our student-centered facilities, services and programs provide diverse experiences to further intellectual, civic, and social development while promoting a sense of community, collaboration and engagement.

Personnel Changes and Highlights

1. Sally Cox retired from Radford University in February; Kim Twiest and Margie Christianson assumed the duties in the Information & Event Planning Office. Facility scheduling moved to the newly created Centralized Scheduling Office.
2. The Bondurant Auditorium staff now manage the Bonnie Auditorium.

Major Accomplishments and Highlights

1. Working with the Bonnie Hurlburt Student Center Student Advisory Committee and campus partners, several areas in the Bonnie Hurlburt Student Center have a “new look” and “function.” The second floor main lounge area has a relaxation station area; complete with a Lego wall, wired junction furniture and a Meditation and Prayer Room. On the first floor, a new commuter lounge was created, the Game Room got a “facelift,” SOAR has been moved to the second floor across from R-SPaCE to encourage collaboration and painting and new carpet was installed in the Heth meeting rooms. The changes were made to better serve our student population with a focus on retention and success.
2. The department piloted an online professional development training program for student employees. Students also attended the Jumpstart Conference, were required to submit their Focus II Assessment and meet with their career advisor as well as create a sample cover letter. Student employees also participated in a service project.
3. A total of 574 families visited the campus for Family Weekend 2017; 91% of parents/families surveyed rated the weekend as very good or excellent.
4. The Bondurant Auditorium stage rigging system and fire curtain were replaced as well as a new HD laser projector and projection screen.
5. Working with the campus safety office, staff developed and instituted an OSHA-compliant Aerial Work Platform training program for Bondurant Auditorium student employees.

**Retention/Student Success**

Bonnie Hurlburt Student Center and Operations contributes to retention by providing students flexible employment opportunities that also support student learning through a professional development program. It also partners with academic areas to offer internships, field experience, and other experiential learning opportunities for students.

The student center provides resources and spaces for extracurricular as well as academic events and activities. These spaces are regularly assessed and updated to meet changing student needs.
Key Performance Indicators and Data

Hurlburt Student Center Patrons

<table>
<thead>
<tr>
<th>Year</th>
<th>Patrons</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-16</td>
<td>1,160,836</td>
</tr>
<tr>
<td>2016-17</td>
<td>928,131</td>
</tr>
<tr>
<td>2017-18</td>
<td>911,781</td>
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</table>

Bondurant Auditorium Patrons

<table>
<thead>
<tr>
<th>Year</th>
<th>Patrons</th>
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</thead>
<tbody>
<tr>
<td>2015-16</td>
<td>78,275</td>
</tr>
<tr>
<td>2016-17</td>
<td>79,125</td>
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<tr>
<td>2017-18</td>
<td>87,840</td>
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</table>

Game Room Patrons

<table>
<thead>
<tr>
<th>Year</th>
<th>Patrons</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-16</td>
<td>78,870</td>
</tr>
<tr>
<td>2016-17</td>
<td>67,410</td>
</tr>
<tr>
<td>2017-18</td>
<td>53,398</td>
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</tbody>
</table>
On a scale of 1 to 10, please rate your overall experience in Heth Hall.

On a scale of 1 to 10, please rate your overall experience with Family Weekend.
Goals for Academic Year 2018-2019

1. Assess the usage of the reconfigured Bonnie Hurlburt Student Center determining utilization and its relation to student retention and success.
2. Continue facility furniture upgrades for the first floor of the Bonnie Hurlburt Student Center; purchase meeting room chairs for Heth Hall; purchase LED cyclorama lights for Bondurant Auditorium to replace the current 25-year-old set; replace the old cyclorama on the Bondurant Auditorium stage.
3. Evaluate and refine student employee training so that all service area training is consistent throughout the department. Ensure training will better facilitate students’ ability to demonstrate and build on competency in technical, professional and “soft” skills.
4. Consolidate operations and activities (formerly “student life”) into one comprehensive department.

Professional Staff Involvement

RU Involvement

- Director for Student Recreation and Wellness Center Search Committee Chair
- Coordinator for Student Life Search Committee Chair
- Ignite Leadership Conference Search Committee
- Halfway There Celebration Committee
- Bonnie Hurlburt Student Center Student Advisory Board
- Student Awards Committee
- AOD Counselor Search Committee
- Assistant Director for Student Conduct search committee
- Conduct Board
- Commuter Student Taskforce
- Student Life Student Employee Orientation Co-Chair
- Scholarship Committee
- Assistant Director for Student Life Search Committee
- Campus Scheduling Manager Search Committee
- Freshman Convocation Committee
- Move-in Committee
- Citizen Leader Graduation Distinction Program Committee
- Student Affairs Executive Committee
- Student Affairs Leadership Team
- Student Life Executive Committee
- Highlander Festival Committee
- Winter/spring Commencement Assistant
• CSES Advisor Committee
• Associate VP for Student Life search committee

**Presentations/Instruction**

• Kim Twiest “Bridging the Gap Between Operations and Campus Programming Boards”
  ACUI Region VII – Baltimore Maryland
• Margie Christianson: True Colors Assessment: Fall Student Employee Orientation
• Doug Mead- Aerial Work Platform Training
• Ryan Gross- Theatre Safety Presentation for DNCE 100-Freshman Seminar
• Parents as Partners (QUEST)

**Membership in Organizations/Leadership**

• ACUI Region VI/ member
• ACUI – National/member
• NRV Mobilize
• VACHUO
• National Association for Professional Administrators (NASPA)
• Virginia Association for Professional Administrators (VASPA)
Student Recreation and Wellness

Overview of Area

The Department of Student Recreation & Wellness provides a variety of programs, facilities, services and events to promote health and wellness on campus. We oversee multiple recreational facility areas and are comprised of the following areas:

- **Facilities & Operations**
  - Employs 73 student employees as Service Desk, Basketball Attendants, Floor Attendants, Supervisors, and Graduate Assistants.
  - Offering operations of the Student Recreation & Wellness Center, Peters Hall Recreational Facilities, the Student Outdoor Recreation Complex, and the Christiansburg Aquatic Center.

- **Outdoor Programs**
  - Employs 26 student employees as Trip Leaders, Office Assistants, Climbing Wall Managers/Attendants, Office Managers, and Staff Trainers.
  - Offering community service, adventure-based trips, indoor climbing services, nationally recognized certifications, outdoor equipment rental, trip planning assistance, and student leadership development.

- **Intramural Sports**
  - Employs 50 student employees as Scorekeepers, Officials, and Supervisors.
  - Offering leagues, tournaments, individual events, open play/clinics, special events, partnerships, and student leadership development.

- **Sports Clubs**
  - Employs 5 student employees as President, Vice President, Secretary, Treasurer, and Social Media of Sports Clubs Council.
  - Offering 19 sports clubs and student leadership development.

- **Wellness & Fitness Programs**
  - Employs 55 student employees as Group X Instructors, Personal Trainers, Fitness Specialists, Fitness Assistants, FitWell Supervisors, and a Marketing Manager.
  - Offering group fitness classes, personal training, weight room staffing and services, wellness programs, special events, training courses, workshop series, nationally accredited certifications, and student leadership development.

Mission

Through our facilities, services, and programs we engage the university community in a wide array of inclusive opportunities for social interaction, improved health, and overall well-being.
Major Accomplishments and Highlights

1. We were able to provide professional development travel opportunities for 33 student employees by taking them to the VRSA conference, AORE conference and Fitness Expo this year.

2. **(Outdoor Programs)** Radford University was awarded $1,090.00 in grant funding by the Outdoor Foundation and competed in the ONCC. Radford placed 13th out of 92 schools competing in the Outdoor Nation Campus Challenge, 1st out of the 8 participating Virginia schools and 3rd out of the schools competing in the Mid-Atlantic Region.

3. **(Intramural Sports)** Intramural Sports had 4,146 total participations, with six partnerships across campus and three new program initiatives.

4. **(Sports Clubs)** Sports Clubs participated in 247 hours of community projects and the Skeet & Trap Club placed 9th in the Division 3 National Championship.

5. **(Fitness)** The Group X program had 12,808 participations in our fitness classes with 2,590 unique users (~28.3% of the student body). Personal Training took on 201 sessions resulting in $3,519 in revenue.

6. **(Facilities)** The Student Recreation & Wellness Center served 188,571 visits during the 2017-2018 academic year with 7,121 unique visitors (75.6% of the student body).

Retention/Student Success

Student Recreation & Wellness has a significant impact on student retention and success. Through our programs and services, we engage with over 75.6% of the student body. Students attribute these top health and wellness benefits to their participation in campus recreation facilities and programs:

1. Feeling of wellbeing (91%)
2. Overall health (91%)
3. Fitness level (90%)
4. Physical Strength (89%)
5. Stress management (86%)
6. Athletic ability (85%)
7. Weight control (84%)
8. Self-confidence (83%)
9. Balance/coordination (80%)
10. Concentration (75%)

Our programs and facilities also provide several student learning outcomes that will provide them with skills that they can use after college. Nationally, 64% of students report that campus recreation has provided them with skills needed after college.
In addition to our participant experience, our student employees receive added benefits such as management skills, leadership development, time management, and other professional development. Student leaders are engaged in personal and professional development throughout the year, dramatically improving his or her employability after graduation and creating a connection to Radford.
For the 2017-2018 academic year, we were able to work with the Office of Institutional Research to show a correlation in Student Recreation & Wellness Center facility usage and retention.

n=7,296 users
Low Participation – 1-7 visits
Mid Participation – 8-25 visits
High Participation – 26+ visits
Key Performance Indicators and Data

Facilities and Operations

The Student Recreation & Wellness Center is a major attractor for students and we served about 77.65% of the student body this year. According to the 2014 Forrester Report, 68% of students report that campus recreation facilities influenced their decision to attend a specific college or university while 74% of students reported that campus recreation facilities influenced their decision to stay at a college or university.
### Event Reservations in the SRWC

<table>
<thead>
<tr>
<th></th>
<th>2015-2016</th>
<th>2016-2017</th>
<th>2017-2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Event Reservations in the SRWC</td>
<td>321</td>
<td>331</td>
<td>440</td>
</tr>
</tbody>
</table>
Programs

Our program areas engage students in a variety of activities that promote wellness. According to the 2014 Forrester Report, 62% of students report that campus recreation programs influenced their decision to attend a specific college or university while 67% of students reported that campus recreation programs influenced their decision to stay at a college or university.
### Goals for Academic Year 2018-2019

1. (SEG 8.A) Align student recruitment, academic outreach and retention activities to enhance access, inclusiveness and student success.

2. (SS 1.B) Provide enhanced resources for student academic and emotional support, thereby recognizing the interdependence and importance of academic and emotional support services.

3. (SS 1.C) Examine the courses with high DFW rates to determine the best strategy for improving course outcomes, achieving success and providing access to appropriate academic support.

4. (SS 2.D) Encourage communication and regular dialogue among residential life, academic affairs and student affairs to enhance student retention.

5. (SS 2.B) In order to facilitate communication about campus events, all relevant social media sites will be updated with information about campus events and programming.
Professional Staff Involvement

RU Involvement

- Search Committees
  - AVP Student Life Search Committee
  - Health Educator Search Committee
  - Assistant Director for Student Life Search Committee (Chair)
  - Student Life Coordinator Search Committee
  - Assistant Director for Greek Life Search Committee
  - Director for Greek Life Search Committee
  - Greek Life Coordinator Search Committee (Chair)
  - Director of Student Recreation & Wellness Search Committee

- Planning Committees
  - Halfway There Planning Committee
  - Sophomore Year Experience Planning Committee
  - Move In Madness Planning Committee 2017
  - Student Life Orientation Training Committee
  - Health Fair Planning Committee
  - Move In Events Planning Committee 2018
  - Student Athletes Appeals Committee

- Advising
  - Rock Climbing Club Advisor
  - FitWell Club Advisor
  - Women's Club Basketball Advisor and Coach
  - St. Jude's Executive Board Committee Advisor
  - Alpha Sigma Alpha Advisor
  - Men's Club Volleyball Advisor

- Teams
  - Critical Incident Response Team

- Campus Initiatives
  - Health & Wellness Task Force
  - Intercollegiate Athletic Committee

Presentations/Instruction

- UNIV 100: Introduction to Higher Education, Introduction to Recreational Sports
- RCPT 210: Introduction to Recreation Parks and Tourism
- Climbing Wall Instructor Certification Course
- American Canoe Association Swiftwater Rescue Course
- Leave No Trace Trainer Course
- UNIV 100, PI Training & HLTH 200: Benefits of Getting Active
• ESHE 496: Personal Training Preparation Course
• FitWell Workshop Series: Adulting 101, Goal Setting, Stress Management, various fitness formats
• VRSA Conference at JMU: Evaluating Your Evaluation Process presentation
• Fitness Expo Conference at UNCG: Revamp Your Student Evaluations presentation
• Student Affairs Staff Retreat: Health and Wellness
• VRSA Conference at JMU: Control Your Destiny (Club Sports)
• QUEST: parent and student information sessions
• CPR/AED, First Aid certifications

**Membership in Organizations/Leadership**

• New River Valley Regional Commission: Renew the New Committee
• Virginia Adventure Education Conference Attendee
• Association for Outdoor Recreation and Education: National Conference Planning Committee, National Conference Attendee
• American Alpine Club: Certification Program Provider
• American Mountain Guides Association: Certification Program Provider
• American Canoe Association: Certification Program Provider
• Leave No Trace Center for Outdoor Ethics: Certification Program Provider
• Emergency Care and Safety Institute: Certification Program Provider
• National Intramural Recreational Sports Association (NIRSA), Virginia Recreational Sports Association (VRSA)
• American Council on Exercise (ACE)
• National Strength and Conditioning Association (NSCA)
• Southeast Collegiate Fitness Expo, conference planning committee
• Fitness Expo Presentation Selection Committee, Member
• Rape, Aggression, Defense (RAD) Organization

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