ANNUAL REPORT
2016-2017 Academic Year

PREPARING STUDENTS
for lives of meaning and purpose.
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2016-2017 Annual Report

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Student Affairs Mission, Vision, Goals and Objectives

The Office of Student Life, the Department of Student Activities and the Department of Student Recreation and Wellness mission statements, goals, and objectives supported the following Division of Student Affairs Mission, Vision, Goals and Objectives.

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

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

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

Student Affairs Mission

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

* The Division will incorporate the Social Change model in pursuit of this vision and mission.

Student Affairs Goals and Objectives

Division Goal 1 PROVIDE A DIVERSE AND DISTINCTIVE RADFORD STUDENT EXPERIENCE

- Addresses RU 7-17 Strategic Directives 1.1, 1.2, 2.1, 2.3, 3.1, 3.2, 4.2, 4.4, 4.5

Division Objectives

A. Support and enhance a campus culture and co-curriculum characterized by inquisitiveness, active engagement, diverse perspectives, access and inclusion, social justice, character development, personal responsibility, and global citizenship
B. Sustain distinctive programmatic initiatives and advise an inclusive array of student organizations that promote student engagement, cultivate leadership, and empower self-governance
C. Build a sense of campus community through collaborative partnerships to support student participation, inquiry, self-reflection, learning, innovation, development, and success

Division Goal 2 PROMOTE STUDENT DEVELOPMENT, RETENTION, GRADUATION, AND SUCCESS

- Addresses RU 7-17 Strategic Directives 1.1, 2.1, 2.3, 4.2, 4.5
Division Objectives

A. Provide and assess programs, services, applied learning opportunities, and learning outcomes promoting continuous improvement

B. Enhance student skills and expectations for responsible decision-making, risk reduction, protective behaviors, personal and academic development, physical and emotional wellbeing and healthy lifestyles

C. Implement extended student transition programs leading to matriculation and early intervention programs to enhance academic preparation and social integration

Division Goal 3  PROVIDE SAFE, ACCESSIBLE, AND INVITING STUDENT-FOCUSED FACILITIES THAT ENHANCE STUDENT LIFE

- Addresses RU 7-17 Strategic Directives 1.1, 2.3, 2.4, 4.3, 4.4, 4

Division Objectives

A. Develop and implement best practice models from benchmark institutions for facility staffing, equipment, maintenance, renovation and operation plans consistent with universal building design

B. Incorporate an array of accessible and accommodating housing options into facility renovation and construction planning that prepare students for increasingly independent living

C. Provide student facilities and educational programs that engage students in intentional learning experiences and learning communities

Division Goal 4  STRENGTHEN STAFF RETENTION AND EXCELLENCE

- Addresses RU 7-17 Strategic Directives 1.1, 1.2, 4.5

Division Objectives

A. Recruit, hire and retain talented and diverse staff dedicated to excellence and student learning, development and success

B. Provide and support a stimulating professional climate for students and staff with an emphasis on continuing staff development, involvement with RU and community councils, professional association membership, conference presentations, and leadership opportunities

C. Continue to explore, develop, and implement long range staffing, competitive compensation, and organizational structure to support and sustain quality, continuity of programs and services, and staff excellence

Updated July 24, 2015
Office of Student Life

Office of Student Life Professional Staff

Associate Vice President for Student Life
Ken Bonk  Hurlburt 232  831-5197  kjbonk

Assistant to Associate Vice President for Student Life
Angela Arnold  Hurlburt 230  831-7125  aarnold18

Professional Involvement

RU Committee Involvement
- ACCE-Access to Community College Education Consortium
- Budget Summit
- CDI Administrative Assistant Search
- Coca Cola Budget
- Early Admission Summer Program Goals
- Joint Commission
- Orientation/Move-In Weekend
- Protocol Dinner Planning
- Radford Gives Back
- SACS Fifth Year Review Planning Team
- Strategic Planning Task Force for Retention
- Student Affairs Executive Council
- Student Affairs Retreat/Workshop
- Student Affairs Scholarship
- Student Affairs Vision, Mission, and Student Learning Outcomes
- Welcome to RU Move-In

National/Regional/Local Conference/Workshop/Webinar Attendance
- Cardinal Training
- COGNOS Training
- LEAD 365
- NASPA Lead Initiative for Civic Learning and Democratic Engagement monthly seminar
- Professional Development-Micro-aggressions
- SA Professional Development Workshops
- Security Awareness Training (MOAT)
- SPCC Card Holder training
- Title IX Training
- VA Chief Student Affairs Officers Meeting
- Advocacy Day trainer and staff representative - Bonk
- Authored blog for NASPA Knowledge Community-Services and Democratic Engagement - Bonk
- Instructor, LEAD 110 - Bone
- NASPA Region 3, Treasurer - Bone
- Protocol Dinner Host - Bone

Membership in Organizations
- ACUI
- NASPA-Knowledge Community-Service and Democratic Engagement
- Virginia Student Services Conference
Executive Summary

Office of Student Life
The Associate Vice President in the Office of Student Life oversaw two major functional areas: The Department of Student Activities and the Department of Student Recreation and Wellness until January 1, 2017 when a Student Activities department restructure created the Engagement and Intercultural Development department and the Bonnie Hurlburt Student Center and Operations department. The Office of Student Life was responsible for the oversight and administration of the department’s community service component.

Functional areas within the former Department of Student Activities encompassed student media, student clubs and organizations, SOAR, student leadership and awards, student programming, fraternity and sorority life, the Hurlburt Student Center/Bondurant Auditorium and other non-academic facilities, operations and services, and the administration of Student Finance Committee accounts. These areas remain in place within the new structure.

Functional areas within the Department of Student Recreation and Wellness encompassed intramurals, aerobics, fitness/wellness, sports clubs, RU Outdoors, Student Recreation and Wellness Center and sports clubs/intramurals fields, operations and services.

The full annual reports can be viewed on the following pages or at the following websites:
http://www.radford.edu/content/student-life/home.html
http://www.radford.edu/content/recreation/home.html

The Associate Vice President for Student Life
The Associate Vice President provided direct supervision and oversight to the Director for Student Involvement, (Director of Engagement and Intercultural Development), Associate Director for Operations/Facilities, (Director of the Bonnie Hurlburt Student Center and Operations) and the Director for Student Recreation and Wellness, and the Administrative Assistant to the Associate Vice President; the programs, services, facilities and staff of the departments that included 29 fulltime staff, 2-1500 hour staff, 200-300 graduate and student employees, five facilities, and scheduling space in four additional facilities; and $4.8 million in annual expenditures.

Annual Reports
The following three reports from Engagement and Intercultural Development, Bonnie Hurlburt Student Center Operations, and Student Recreation and Wellness demonstrate that these three departments were instrumental and intentional in providing professional guidance, direction, advisement, and mentoring for students that resulted in student engagement through educational, social and service programming, responsive services and quality facilities.

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

• Communication Skills
Office of Student Life Highlights

In addition to the departmental annual reports, the Office of Student Life was successful in completing major projects throughout the academic year.

- Worked with the Interim Vice President for Student Affairs in the restructuring of the Department of Student Activities into two distinctive units.
- Worked with University Relations to create the first “Service” brochure.
- Worked with a variety of constituents to collect and report “service” data. (i.e. hours of volunteerism, community service).
- Additional job responsibilities included oversight of the Center for Diversity and Inclusion, and staff supervision as well as the community service initiative.
- Collaborated with departments, colleges and student organizations to increase major community service projects from two in the 2015 fall semester to six in the 2016 fall semester (including the first ever Radford University Plant-a-Thon). In the spring semester the projects increased from two in 2016 to four in 2017.
- In fall 2016 developed the first database through RUInvolved to successfully collect outside the classroom and service learning in classroom service hours. Worked with Institutional Research to codify and verify.
- Organized a Student Affairs staff service project with Radford Fairlawn Daily Bread during winter break 2016.
- Partnered with the Scholar Citizen Initiative-(SCI) in the creation of a presentation for the Board of Visitors relating to the collaboration between Student Affairs and Academic Affairs in the area of Community Service/Engagement. Presentation submitted but postponed until September due to limited presentation timeline and multiple Student Affairs presentations.
- Coordinated the Highlander Kids Festival and the Radford Gives Back Campaign as part of the President’s Inauguration.
- Organized and collaborated with faculty, staff, students and community in re-energizing and expanding the BE SEEN series.

Community Service

SERVICE prepares students to become effective, inspiring leaders in their communities and professions by providing them with service opportunities that complement their academic experience. Student Life has been constantly adding to the service agency directory of nonprofit organizations and schools that will help students apply their skills to areas such as housing and homelessness, race and ethnicity, food, health, youth the environment, animal shelters, veterans, medical research, senior citizens and many more.

The following statistics reflects the number of “reported” community service hours in which students were involved throughout the 2016-2017 academic year. It is a goal of Student Life to have all students/clubs/organizations report all of their community service hours through RUInvolved; the university’s on line engagement platform.
Fall semester 2016
24,367 total hours
1,748 unique participants
7,795 total entries
105 unique organizations
217 unique events

Spring semester 2017
6,559 total hours
1,181 unique participants
3,678 total entries
46 unique organizations
59 unique events

Combined Fall & Spring Semesters
30,926 total hours
2,221 unique participants
11,473 total entries
124 unique organizations
276 unique events
Department of Student Life Report

Purpose

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 Life Professional Staff

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Office</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asst. Dir. Facilities &amp; Fitness</td>
<td>Aspelmeier, Kim</td>
<td>SRWC 211</td>
<td>831-5297</td>
<td>kjaspelme</td>
</tr>
<tr>
<td>Intramural Coordinator</td>
<td>Becoat-Wade, Trumaine</td>
<td>SRWC 214</td>
<td>831-5044</td>
<td>ekoch</td>
</tr>
<tr>
<td>Equipment Technician</td>
<td>Boone, Jim</td>
<td>Hurlburt 224</td>
<td>831-7126</td>
<td>jboone10</td>
</tr>
<tr>
<td>Asst. Dir. Outdoor Programs</td>
<td>Borak, Andy</td>
<td>SRWC 105</td>
<td>831-6012</td>
<td>aborak</td>
</tr>
<tr>
<td>Coord. Outdoor Programs</td>
<td>Breig, Stephanie</td>
<td>SRWC 104</td>
<td>831-7752</td>
<td>sbreig</td>
</tr>
<tr>
<td>Program Coord. for Ops, Education &amp; Training</td>
<td>Christianson, Margie</td>
<td>Hurlburt 219</td>
<td>831-6380</td>
<td>mchristianso2</td>
</tr>
<tr>
<td>Associate Director</td>
<td>Coughlin, Alice</td>
<td>Hurlburt 220</td>
<td>831-5708</td>
<td>atcoughli</td>
</tr>
<tr>
<td>Information and Event Planning Manager</td>
<td>Cox, Sally</td>
<td>Hurlburt 104</td>
<td>831-5420</td>
<td>skcox</td>
</tr>
<tr>
<td>Coord. for Greek Life</td>
<td>Damron, Amy</td>
<td>Hurlburt 218</td>
<td>831-7282</td>
<td>adamron3</td>
</tr>
<tr>
<td>Office Manager</td>
<td>Epperly, Donna</td>
<td>SRWC 208</td>
<td>831-5369</td>
<td>depperl</td>
</tr>
<tr>
<td>Asst. Dir. for CDI</td>
<td>Fajardo, Natalie</td>
<td>Heth 157</td>
<td>831-7736</td>
<td>nfajardo2</td>
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<tr>
<td>Asst. Dir. Wellness &amp; Fitness</td>
<td>Greenlee, Liz</td>
<td>SRWC 253</td>
<td>831-7772</td>
<td>egreenlee</td>
</tr>
<tr>
<td>Assistant Theatre Production Manager</td>
<td>Gross, Ryan</td>
<td>Preston Stage Office</td>
<td>831-5908</td>
<td>rgross10</td>
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<td>Account Manager</td>
<td>Koch, Liz</td>
<td>Hurlburt 216</td>
<td>831-5044</td>
<td>ekoch</td>
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<tr>
<td>Asst. Dir for Student Involvement</td>
<td>Leonard, John</td>
<td>Hurlburt 217</td>
<td>831-6379</td>
<td>jcleonar</td>
</tr>
<tr>
<td>Coord. for Student Orgs</td>
<td>Litvak, Ben</td>
<td>Hurlburt 115</td>
<td>831-7276</td>
<td>blitvak</td>
</tr>
<tr>
<td>Asst. Dir. for Greek Life</td>
<td>Marias, Robert</td>
<td>Hurlburt 211</td>
<td>831-5941</td>
<td>rmarias</td>
</tr>
<tr>
<td>Wellness Coord. (Carilion Employee)</td>
<td>McCann, Jordan</td>
<td>SRWC 254</td>
<td>831-6281</td>
<td>jmccann998</td>
</tr>
<tr>
<td>Theatre Production Manager</td>
<td>Mead, Doug</td>
<td>Preston Stage Office</td>
<td>831-5588</td>
<td>rmead</td>
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<tr>
<td>Director of SR&amp;W</td>
<td>Miller, Barry</td>
<td>SRWC 209</td>
<td>831-7633</td>
<td>bmiller18</td>
</tr>
<tr>
<td>Account Manager/Office Manager</td>
<td>Nape, Diane</td>
<td>Heth 157</td>
<td>831-6343</td>
<td>dnape</td>
</tr>
<tr>
<td>Facilities Coordinator</td>
<td>Pace, Jason</td>
<td>SRWC 212</td>
<td>831-6157</td>
<td>jpace</td>
</tr>
<tr>
<td>Acct./Office Mgr.</td>
<td>Perdue, Peggy</td>
<td>Hurlburt 215</td>
<td>831-6019</td>
<td>pperdue</td>
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<tr>
<td>Asst. Dir. Sports Clubs</td>
<td>Ridpath, Foster</td>
<td>SRWC 210</td>
<td>831-6506</td>
<td>fridpath</td>
</tr>
<tr>
<td>Asst. Dir. Intramural Sports</td>
<td>Thomas, Jermaine</td>
<td>SRWC 207</td>
<td>831-6499</td>
<td>jthomas23</td>
</tr>
<tr>
<td>Dir. for CDI</td>
<td>Townsend, Crasha</td>
<td>Heth 157</td>
<td>831-5938</td>
<td>ctownsend3</td>
</tr>
<tr>
<td>Asst. Dir. for Programming &amp; Leadership</td>
<td>Twiest, Jessica</td>
<td>Hurlburt 212</td>
<td>831-5255</td>
<td>jtwiest</td>
</tr>
<tr>
<td>Game Room Manager</td>
<td>Twiest, Kim</td>
<td>Hurlburt 135</td>
<td>831-7602</td>
<td>kharris13</td>
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</tbody>
</table>
Professional Staff Involvement

RU Committee Involvement
- 2016 Ignite Student Leadership Conference Planning
- 2017 Student Orientation
- 2018 Southeast Collegiate Fitness Expo Planning
- Administrative/Professional Faculty Senate
- AOD Task Force
- AP Faculty Grievance
- BE SEEN
- Blue Ribbon
- Bonnie Student Center Student Advisory
- Bookstore Advisory
- Campus Space Reservation & Use Policy Formation
- CDI Administrative Assistant Search
- Club Programming
- Clubs and Organizations
- Conduct Board
- Critical Incident and Response Team (member and training)
- Diversity and Equity Action Internal Governance
- Emergency Preparedness
- Engagement and Student Success (Retention)
- Faculty Awards
- Fall Move-In
- Family Weekend
- First Generation Retention
- Health & Wellness - Healthy Body/Healthy Minds
- Highlander Festival
- Information Technology Advisory Council
- Move in Madness Planning
- Outstanding Student Awards
- Parking
- Performing Arts Series
- Professional Staff Development Team Member
- Radford After Dark
- Radford After Dark Funding
- Radford University Emergency Building Coordinator (RUEBC)
- Resident Director Search
- Retention and Sophomore Year Subgroup
- RUInvolved Technical
- RUInvolved Users Group
- SA Ops Orientation
- Scholar Citizen Initiative Steering
- Scholarship
- Conference Services Manager Search
- Sexual Assault and Violence Prevention
- Staff Development
- Strategic Planning
- Student Activities and Facilities
- Student Affairs Leadership Team
- Student Athlete Appeals
- Student Awards
- Student Evaluation of Faculty
- Student Life Exec. Team
- Student Media
- Student Orientation Planning
- Suicide Prevention (JED)
- UnityFest Planning
- UNIV 100 Advisory
- Women’s and Gender Studies Advisory
National/Regional/Local Conference/Workshop/Webinar Attendance

- “Building Team Players”-August Our Turn
- “When Race and Other Difficult Conversations Enter the Classroom”-August Our Turn
- 17 Digital Communication Tips for 2017 by Ed Cabellon (Bridgewater State University)
- 2017 Southeast Collegiate Fitness Expo at JMU
- ACE Webinar
- Active Shooter Presentation
- ACUI Region VII 2016 Regional Conference “Navigating the Current” University of Pittsburgh
- Appalachian Population Professional Development
- Association for Fraternity and Sorority Advisors (AFA) Drive-In Conference
- Bullet Journaling Our Turn Session
- CDI- Safe Zone Training
- Climbing Wall Association Webinar
- COGNOS Training
- College Media Association annual fall conference
- Critical Race Theory in Education Association conference
- Disrupting Your Privilege
- Effective Strategies to Support our Students Language-Learning Disabilities Prof. Development
- NIRSA National Conference
- E-VA, Banner, Cardinal, and Vendor Training
- FLSA Training-RU Human Resources
- Funds Handling, It’s Required
- GroupEx Pro Webinar
- How Censorship on Campus Harms us All
- How to Think Like Sherlock: Teaching Your Student Staff to Be Professional Problem Solvers
- Intramural Roundtable: What’s on Your Mind?
- Islam and Islamophobia by Dr. Amer Ahmed
- JMU Facility Visit
- Lee Hartman & Sons 2016 Technology Expo
- Les Mills - Managing your Instructor Releases Webinar
- Les Mills - Maximizing Attendance Webinar
- Les Mills - The Cycle Opportunity Webinar
- Leveling Up the University Experience
- Leveraging Campus Employment Webinar
- Microphone Techniques for Theatrical Productions-Shure USA Webinar
- Microsoft Office Training-RU IT
- Mindfulness Conference
- Mindfulness Retreat
- Micro-Aggression Professional Development
- NASPA National Conference
- National Conference on Student Leadership
- OrgSync Training Conference
- Outdoor Nation Campus Challenge Webinar
- PCI DSS Annual Training
- PCI Training
- PeopleAdmin Training for supervisors
- Personnel Lift Training (Genie Lift)
- POUND Instructor Training
- Procurement and Contract Training
- Professional Development for your Career by Earl Cabellon (Univ. of Maryland-College Park)
• Professional Development: Linked In
• RA Training
• Region II Member Network Connection Meeting
• ROADTrip Conference (NPHC/Multicultural Greeks)
• RU IT Security Training
• Site Visit to JMU for Scheduling
• Site Visit to Virginia Tech’s Breakzone
• Southwest Virginia Outdoor Expo
• SPCC Training
• Suicide Prevention - Colorado State
• Theory of Play Workshop
• Safe Zone Workshop

Presentation/Instruction
• ACA Swift Water Rescue Certification Provider - Breig
• AMGA Instructor Certification Provider - Borak
• Bowling Class - Coughlin
• Circle of Change Leadership Conference - Fajardo
• Design on a Dime: Game Room Edition presented at the ACUI Region VII 2016 Regional Conference - Christianson, K. Twiest
• ECSI First Aid CPR Provider - Borak
• Emergency Care CPR/AED, FA - Ridpath, Greenlee, Thomas, Becoat-Wade, Pace, Aspelmeier, Miller, Borak, and Breig
• ESHE 341 - Legal Issues in Sport Management - Borak
• ESHE 390 - Kinesiology - Miller
• ESHE 496 Group Exercise Instructor Course - Greenlee
• ESHE 496 Personal Training Course - Greenlee
• Guest Lecturers: History Department, Sociology classes, University 100 classes - White, Fajardo and Townsend
• Instructor, Functional Fitness Staff - Ridpath
• Instructor, LEAD 110: Emerging Leadership - J. Twiest and Leonard
• Instructor, TRX - Ridpath
• Instructor, UNIV 100: Introduction to Higher Education - Fajardo, Townsend, Becoat-Wade and Borak
• LEAD 110 - Borak
• Library Conference - Townsend
• LNT Instructor Certification Provider - Borak
• Moderator, ACUI Community of Practice Town Hall meetings - Leonard
• NASPA National Conference - Full Day Pre-conference presentation Experiences of Women of Color in Higher Education: - Townsend
• Our Turn: Strengths-Based Leadership - Greenlee
• Photoshop for Beginners - Christianson
• Presenters: Leadership Odyssey, Quest Assistant Training,
International Student Orientation, Greek Life Leaders Retreat, multiple trainings for Housing and Residential Life Staff, student retreats - Leonard, J. Twiest, Damron, Litvak, Fajardo and Townsend
- Quest - Miller, Greenlee, Thomas, Becoat-Wade, and Ridpath
- Quest Parents Session Presenter - Coughlin
- RA Training - Greenlee, Thomas, Becoat-Wade, Coughlin, Christianson, and J. Twiest
- RCPT 110 - Borak
- RCPT 200 - Borak
- RCPT 423 - Aspelmeier
- Residence Hall FitWell Presentation - Greenlee
- Resume Workshop - Christianson
- Safe Zone - Fajardo and Townsend
- Work Life Balance - Christianson and Coughlin

National/Regional/Local Leadership Roles/Advisement
- ACUI Community of Practice - Litvak and Leonard
- Administrative/Professional Faculty Senate - Leonard
- African Student Association, Advisor – Fajardo
- Alpha Sigma Alpha Advisor - Ridpath
- AreUHype, Advisor - Townsend
- Association for Outdoor Recreation and Education National Conference Advisory Committee - Borak
- Billiards Club, Advisor - Litvak
- Black Student Alliance, Advisor - Fajardo
- Bowling Club Advisor - K. Twiest
- College Media Association Peer Mentorship Program - White
- Crisis Intervention Response Team – Miller, Greenlee, and Coughlin
- Diversity Awareness Programming Board, Advisor - Townsend
- FitWell Leadership Team Retreat - Greenlee
- Highlander House Cup Challenge – Becoat-Wade
- Highlander Steppers, Advisor - Townsend
- Ladies of Value and Empowerment, Advisor - Townsend
- LEAD Scholar Student Organization, Advisor - J. Twiest
- Men of Standards, Advisor - Townsend
- Men’s Club Volleyball Advisor - Thomas
- NAACP, co-Advisor - Townsend
- NASPA, National Knowledge Community Chair - Townsend
- New River Valley Regional Planning Commission Outdoor Expo Planning Board - Borak
- NIRSA Recreational Sports Journal - Editorial Review Board - Miller
- Phi Beta Sigma Fraternity, Inc., Advisor - Townsend
- Pretii Women, Advisor - Townsend
- Radford University Climbing Club Advisor - Borak
- Radford University SCUBA Club Advisor - Borak
- Renew the New River Clean Up Planning Board - Borak
- Showing Up for Racial Justice - Townsend
- Ski and Snowboard Club Advisor – Thomas
- Sports Club Council Advisor - Ridpath
• Student Activities Student Employee Association Advisor - Christianson and Litvak
• Student Life Retreat - Greenlee
• Virginia Adventure Education Conference Advisory Board - Borak

• Women’s Club Basketball Coach/Advisor – Becoat-Wade
• Zeta Phi Beta Sorority, Inc., Advisor - Townsend

Membership in Organizations
• 3rd United States Regular Infantry Reenactors
• ACUI Region VII
• American Alpine Club (AAC)
• American Canoe Association (ACA)
• American Council on Exercise (ACE)
• American Mountain Guides Association (AMGA)
• American Red Cross (ARC)
• Associated Collegiate Press
• Association for Experiential Education- (AEE)
• Association for Outdoor Recreation and Education (AORE)
• Association of College Unions International-ACUI
• Boy Scouts of America
• Climbing Wall Association (CWA)
• College Media Association
• Emergency Care and Safety Institute (ECSI)
• Functional Movement Systems (FMS)
• International Mountain Biking Association (IMBA)
• Leave No Trace Center for Outdoor Ethics (LNT)
• NAACP
• National Association for Campus Activities (NACA)
• National Association of Student Personnel Administrators (NASPA)
• National Intramural Recreational Sports Association (NIRSA)
• National Posture Institute (NPI)
• National Speleological Society (NSS)
• National Strength and Conditioning Association (NSCA)
• NPHC
• Shawsville Ruritan Club - past President
• Sigma Sigma Sigma Sorority
• TIPS (Training for Intervention Procedures - Alcohol Awareness)
• Wilderness Education Association (WEA)
• Zeta Phi Beta Sorority, Inc.
Engagement and Intercultural Development

Overview of Area
Engagement and Intercultural Development serves the students outside of the classroom, to provide opportunities to grow personally, professionally and culturally through intentional interactions and hands on experiences shared with peers, faculty and staff. On Dec. 7, 2016, the Division of Student Affairs restructured areas that merged the Center for Diversity and Inclusion under the umbrella of Student Life thus becoming Engagement and Intercultural Development.

The Engagement and Intercultural Development Department offers programmatic and student leadership and development opportunities that exist within six functional areas: Student Media, Greek Life, Student Leadership, Center for Diversity and Inclusion, Student Clubs and Organizations and R-SPaCE

Mission/Vision
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.
Vision: Preparing Students for Lives of Meaning and Purpose
Slogan: Define Yourself

Major Accomplishments and Highlights
1. Live-streamed the MLK Celebration, yielding over 84k in viewshippership, and more than 600 in person attendees. Program was a partnership with entities across campus including Scholar-Citizen Initiative, McConnell Library, Diversity Awareness Programing Board and Zeta Phi Beta Sorority, Inc.
2. Expansion and growth in all areas of the student experience to include: Greek Life (increased representation of NPHC), 247 clubs and organizations registered. Highlander Media increased media output,
3. Highlander Student Media moved in to their new office space in Tyler Hall, after years of being off-campus.
4. R-SPaCE won two awards at the National Association for Campus Activities (NACA) regional conference held fall 2016.
5. The Center for Diversity and Inclusion benefited from the increase in visibility in its new location in Heth Hall, The Center saw over 6000 unique visitors during the academic year.

2016-2017 Goals and Objectives
There were no previously established goals for the collective area; however, under each functional area, there have been goals identified.
Personnel Changes and Highlights

- Crasha Townsend named Director of Engagement and Intercultural Development.
- Five staff members left during the academic year.
- Diane Nape joined the department June 2017 as the Office and Account Manager for Engagement and Intercultural Development.
- John Leonard named Associate Director.
- Staff member John Leonard received the Administrative and Professional Excellence Award.
- R-SPaCE graduate assistant Julia Hoffman won the Willard and Spackman Scholarship in the amount of $2,000.00 from the American Occupational Therapy Foundation.
- Diversity Awareness Programming Board won four awards at the Recognizing Excellence in Diversity annual awards program.
Student Involvement

Overview of Area
Student Involvement includes over 270 student organizations, the RUInvolved online platform, SOAR (Student Organization Assistance and Resources), Club Programming Committee, Committee on Clubs and Organizations, Club Fair & Winter Club Fair, Leadership Odyssey, and Radford After Dark programs.

Mission/Vision
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.

Major Accomplishments and Highlights
1. Club Fair 2016: 210 registered student organizations participated in Club Fair. There were 33 additional tables for university offices/departments, 20 for local businesses/vendors, three for community service partners, and one for a Ferris wheel, bringing the total of unique offerings to 266.
2. Winter Club Fair 2017: 132 organizations signed up to participate in Winter Club Fair 2017 – the largest number of participants in the event’s history. More organizations wanted to participate but some had to be turned away due to space restrictions. *There is not a large enough indoor space on campus to accommodate all the organizations that want to participate in this event.*
3. RUInvolved: The online student involvement platform experienced a significant increase in traffic this year. The total number of sessions increased by 39% (from 50,788 last year to 70,357 this year).
4. Club Programming Committee: During the 2016-2017 school year, CPC awarded funding to 52 requests from organizations for on-campus events and funded 48 student travel opportunities.

5. The Committee on Clubs and Organizations: (COCO) approved the registration of 30 new organizations, bringing the current total of registered student organizations to 274.

The new organizations are:

<table>
<thead>
<tr>
<th>American Choral Directors Association</th>
<th>Global Medical Brigades</th>
<th>Men’s Basketball Club</th>
<th>Secular Philosophy and Atheism Club</th>
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<tbody>
<tr>
<td>Chi Upsilon Sigma</td>
<td>Graduate Student Club</td>
<td>MTG Club (Magic: The Gathering)</td>
<td>Sigma Delta Pi (Spanish Honorary)</td>
</tr>
<tr>
<td>Cinema Society</td>
<td>Help Save the Next Girl</td>
<td>NAMI on Campus (National Alliance on Mental Illness)</td>
<td>Surge Campus Ministry</td>
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<tr>
<td>College Republicans</td>
<td>Highlander Elite Modeling</td>
<td>Omicron Delta Kappa (Leadership Honorary)</td>
<td>Ujamaa West African Dance Club</td>
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<tr>
<td>Creative Writers Guild</td>
<td>Highlanders for Christ</td>
<td>Painters’ Circle</td>
<td>Xclusive Division</td>
</tr>
<tr>
<td>Curl Talk</td>
<td>Intervarsity Christian Fellowship</td>
<td>Physical Therapy Club</td>
<td></td>
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<tr>
<td>CPVA Ambassadors</td>
<td>Love Your Melon Campus Crew</td>
<td>Pi Lambda Phi</td>
<td></td>
</tr>
<tr>
<td>Future Social Studies Teachers Club</td>
<td>Makers Club</td>
<td>Real Food Club</td>
<td></td>
</tr>
</tbody>
</table>

**2016-2017 Goals and Objectives**

1. Develop simple checklists to help students plan and execute events, including lists for funding applications, event planning, and permit acquisition. *Completed.*

2. Update the handbook for starting a new organization and revise the sample constitution. Create a checklist for constitution requirements and establish clear evaluation criteria. *Completed.*

3. Update the Student Organization/Club manual for the new school year to include new publicity guidelines. *Completed.*

4. Recruit, hire, and train a new graduate assistant to assist with Club Programming Committee, SOAR, and Radford After Dark. *Completed.*

5. Design a new layout for Club Fair to accommodate moving to new location, Moffett Lawn, due to construction happening on the Heth Lawn. *Completed.*

6. Research and provide new food options for Club Fair. *Completed.*
7. Purchase a camera capable of filming high-definition videos and use it to expand video instruction on aspects of student organization procedures. **Partially completed.**
8. Assist organizations with planning, promoting, and hosting at least 20 Radford After Dark events during the school year. **Not completed.**
9. Survey student leaders to find out what kinds of workshops they would like included in the SOAR Workshop Wednesdays series. **Completed and ongoing.**
10. Investigate sound muffling possibilities in the new Student Recreation and Wellness Center for Winter Club Fair 2017. **Completed.**
11. Offer and promote a weekly session in SOAR for help completing Club Programming Committee and Radford After Dark applications. **Partially completed.**
12. Collaborate with Residential Life and New Student Programs to train professional and student staff (including resident assistants, resident directors, Quest assistants, and peer instructors) and expand their presence on RUInvolved. **Completed.**
13. Use RUInvolved for volunteer sign-up to assist Dean of Students Office with planning fall move-in. **Completed.**
14. Reevaluate the community service umbrella on RUInvolved and explore creating a new umbrella to provide a resource for other offices on campus. **Completed.**
15. Develop and implement a marketing plan for the Student Involvement Record on RUInvolved. **Not completed.**
16. Work with the Career Center to integrate the Student Involvement Record on RUInvolved with that department’s mission of helping students realize their career potential and aspirations and fostering a campus-wide commitment to the career development of students. **Not completed.**
17. Collaborate with the Career Center and Student Activities Operations to promote and carry out the annual Volunteer and Service Fair. **Completed.**
18. Assist R-SPaCE in finding an amusement attraction for Club Fair and acquiring all necessary inspections and permits. **Completed.**
19. Heavily promote the Be S.E.E.N. first six weeks programming series on RUInvolved and social media. **Completed.**
20. Create new Workshop Wednesday sessions based on feedback and suggestions collected from students. **Completed.**
21. Assist with planning, promoting, and executing Ignite Student Leadership Conference. **Completed.**
Key Performance Indicators and Data

SOAR Visitation
- Fall
- Spring

<table>
<thead>
<tr>
<th>Year</th>
<th>Fall</th>
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<tr>
<td>2014-2015</td>
<td>1309</td>
<td>1199</td>
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<tr>
<td>2015-2016</td>
<td>1626</td>
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<tr>
<td>2016-2017</td>
<td>1710</td>
<td>1753</td>
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RULInvolved Sessions
- Fall
- Spring

<table>
<thead>
<tr>
<th>Year</th>
<th>Fall</th>
<th>Spring</th>
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<tr>
<td>2014-2015</td>
<td>22,726</td>
<td>5,538</td>
</tr>
<tr>
<td>2015-2016</td>
<td>27,290</td>
<td>5,318</td>
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<tr>
<td>2016-2017</td>
<td>38,874</td>
<td>6,583</td>
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</table>

Winter Club Fair Participation
- Student Organizations

<table>
<thead>
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<th>Year</th>
<th>Number</th>
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<tbody>
<tr>
<td>2014</td>
<td>72</td>
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<tr>
<td>2015</td>
<td>90</td>
</tr>
<tr>
<td>2016*</td>
<td>120</td>
</tr>
<tr>
<td>2017</td>
<td>132</td>
</tr>
</tbody>
</table>
Goals for Academic Year 2017-2018

1. Create and publish a new handbook for student organization advisors.
2. Recruit, hire, and train a new graduate assistant to assist with student awards, SOAR, and Radford After Dark.
3. Create and publish a new marketing manual for student organizations.
4. Continue to expand use of RUInvolved through collaboration with other departments and offices; place special emphasis on reporting community service hours.
5. Continue to work with the Career Center to integrate the Student Involvement Record on RUInvolved with the center’s mission of helping students realize their career potential and aspirations. Develop marketing plan for the SIR and help the Career Center foster a campus-wide commitment to the career development of students.

Proposed Improvements/Changes to Be Implemented in 2017-2018

- Create manual for advisors of student organizations.
- Create short videos containing procedural instructions to be posted on RUInvolved.
- Investigate further streamlining procedures for contracts and purchases.
- Revise checklists to help students plan and execute events.
- Expand video instruction on student organization procedures, post on RUInvolved.
- Conduct formal survey of students to improve content for SOAR Workshop Wednesdays series.
- Assist with planning, promoting, and executing Ignite Student Leadership Conference.
- Explore improvements to the Student Awards program and offerings.
- Recruit, hire, and train new Coordinator of Student Organizations.
Highlander Student Media

Overview of Area
Student Media 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)

Mission/Vision
It is the policy of Radford University and the RU Student Media Committee that 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.

Major Accomplishments and Highlights
1. Radford on Camera produced 67 videos, far exceeding the output of recent years.
2. The Tartan shifted to a tabloid-style format in the spring, printing in full color. This change was well received, and resulted in a savings.
3. Highlander Student Media was positively mentioned in a “Best universities in Virginia” article, as well as the Radford Alumni Magazine.
4. Radford on Camera began producing videos for clients, adding another option for raising revenue.
5. Highlander Student Media moved in to their new office space in Tyler Hall.
Key Performance Indicators and Data

Number of ROC-TV videos produced

- 2014-15: 3 videos
- 2015-16: 85 videos
- 2016-17: 67 videos

2016-2017 Goals and Objectives

1. Produce The Beehive, The Tartan, Whim, Exit 109 on deadline. **Completed.**
2. Continue to provide daily content on Radio Free Radford. **Completed.**
3. Provide online television content through ROC-TV. **Completed.**
4. Continue to foster student involvement in all Student Media organizations. **Completed.**
5. Publish several full-color issues of The Tartan—possibly every issue. **Completed.**
6. Continue ROC-TV’s production schedule, producing at least 15 videos per semester, with regular segments (such as Black Coffee, Campus Questions, The ROC-TV Vlog, etc.). **Completed.**
7. Continue collaboration among Student Media groups, providing multi-media support across media platforms. **Completed.**
8. Continue creating crossover material among all Highlander Student Media organizations. **Completed.**
9. Conduct training sessions for audio/visual equipment usage and software (Indesign, Illustrator, etc.) for Student Media staff members. **Completed.**
10. Continue the standard of learning through Student Media; maximizing learning by ensuring students are responsible for content and editorial decisions. **Completed.**
11. Continue to sell ads through Student Media Advertising that stimulate economic success in the community. **Completed.**
12. Raise $40,700 in advertising revenue. **Not Completed.**
13. Raise advertising revenue through online, Exit 109, and the Beehive in addition to Tartan sales. **Completed.**
14. Continue to seek faculty cooperation in helping to recruit and train Student Media participants. **Completed.**
15. Use SOAR office for at least one event, possibly a creative arts seminar or Student Media alumni gathering. **Not Completed.**
16. RFR to do at least two live remote broadcasts. **Completed.**
17. Continue to survey the campus population. **Completed.**
18. Attend training seminars and conferences offered by various Student and professional media associations, such as (but not necessarily) Online News Association, College Media Advisers, and/or Associated Collegiate Press. **Completed.**

19. Have the Student Media Committee meet three times each semester. **Completed.**

20. Move from facilities in 512 Davis Street to new facilities in the lower level of Tyler Hall. **Completed.**

### 2017-2018 Goals

1. Increase readership of Whim through social media and alternative content.
2. Publish every issue of The Tartan in full color.
3. Conduct training sessions for audio/visual equipment usage and software (Indesign, Illustrator, etc.) for Student Media staff members.
4. Raise $17,575 in advertising revenue.
5. Raise advertising revenue through online, Exit 109, and the Beehive in addition to Tartan sales.
6. RFR to do at least two live remote broadcasts.
7. Whim to produce regular podcasts.
8. Attend training seminars and conferences offered by various Student and professional media associations, such as (but not necessarily) Online News Association, College Media Advisers, and/or Associated Collegiate Press.
9. Begin series of professional development activities focused on industry professionals sharing their knowledge and experience with students.

### Proposed Improvements/Changes to Be Implemented in 2017-2018

- Use Highlander Student Media website and subsidiaries to better promote the organization.
- Continue to foster student involvement in all Student Media organizations.
- Increase efforts to advertise/solicit submissions. Evaluate submission policy.
- Train Student Media Leaders on website security.
- Exit 109 to begin soliciting submissions in the Fall semester and receive a substantial number of submissions by December.
- RFR to continue to provide Rock and Rap through Promo Only music service.
- Survey the campus population as to its musical tastes, as well as its desire for other programming.
- Have the Student Media Committee meet three times each semester.
- ROC-TV to produce at least three newscasts using the School of Communications’ TV studio.
- Revise and expand cooking show.
- Increase staff size.
- Continue to increase quality of writing and editing, especially concentrating on the News section.
- Student Media groups will continue promoting their publications simultaneously and cooperatively through the unified banner of “Highlander Student Media.”
- Monitor the Grade Point Averages (GPA) of all Student Media leaders.
- Further revise Student Media Bylaws for accuracy and clarity, seeking input from faculty advisers and Student Media leaders.
Leadership and Programming

Overview of Area
Leadership and Programming involves working directly with R-SPaCE (Radford Student Programming and Campus Events). This student organization plans and implements approximately 200 events per academic year for the Radford University community. The LEAD Scholar Program is a premier 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, a leadership conference is offered for students each year to provide an opportunity for them to explore and further develop their leadership skills. Lastly, students in this program are recognized as it relates to academic involvement and community service.

Mission/Vision
Radford Student Programming and Campus Events organizes, and promotes entertaining and educational activities; which offers the Radford community new experiences and different perspectives.

Major Accomplishments and Highlights
1. R-SPaCE won two awards at the National Association for Campus Activities (NACA) regional conference held fall 2016.
2. Accepted two students into R-SPaCE for academic credit based internships each semester.
3. Spring concert was sold-out with a total of 2,496 tickets purchased.
4. Provided and co-sponsored eighteen events for the students, seven were Educational/Multicultural in nature.
5. Created assessments for program requirements for LEAD Scholar Program through RUInvolved.
6. Revived student leadership conference with 112 students in attendance.
7. The 17th Annual Student Awards Ceremony was held and approximately 149 student leaders, family/friends, and university administrators attended.

2016-2017 Goals and Objectives
1. Create a LEAD Scholar leadership sessions calendar so students can plan ahead in attending. Completed.
2. Implement a leadership based reading series/program for the R-SPaCE executive board. Completed.
3. Accept two students for academic credit based internships each semester. Completed.
4. Increase followers and likes on Facebook, Instagram and other social media. Ongoing.
5. Review best practices at other peer institutions to develop a more succinct LEAD Scholar tiered system open to all students, including transfers. Partially Completed and Ongoing.
6. Review Ignite Student Leadership Conference (timeline, sessions, service, etc.) to increase participation. Completed.
7. Develop event selection rubrics that tie into the student learning outcomes. Not Completed.
8. Increase programming that promotes national awareness days/weeks/months. Ongoing.
9. Co-sponsor one additional late night event per semester. Completed.
11. Enhance student academic and leadership excellence by offering additional categories for the annual student awards ceremony. Not Complete.
12. Revise the student awards application criteria. Ongoing.
14. Revise the Student Awards Ceremony to create an auspicious event that recognizes and celebrates student achievements. Completed.
15. Move all student award applications from Qualtrics to RUInvolved. Completed.
17. Create student award certificates to be framed. Completed.
20. Create assessments for LEAD Scholar workshops through RUInvolved. Completed.
22. R-SPaCE will implement points system to hold themselves accountable as employees and leaders. Completed.
23. R-SPaCE will implement leadership opportunities for general body members. Completed.
24. The R-SPaCE board will analyze their function via a SWOT analysis and use this information to form short and long-term goals. Not Completed.
25. Create and implement campus wide satisfaction survey to assist with overhauling R-SPaCE programming. Ongoing.
Key Performance Indicators and Data

R-SPaCE General Body Volunteer Hours

Student Leadership Involvement 3 Year Comparison

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<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>Lead 110 Emerging</td>
<td>102</td>
<td>91</td>
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<td>Leadership Class</td>
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<td>Enrollments</td>
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<tr>
<td>LEAD Scholar</td>
<td>31</td>
<td>70</td>
<td>41</td>
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<td>Program Participants</td>
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<td>Ignite Student</td>
<td>93</td>
<td>66</td>
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<td></td>
</tr>
<tr>
<td>Participants</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>
Goals for 2017-2018

1. Review best practices at other peer institutions to develop a more succinct leadership program open to all students, including transfers.
2. Develop event selection rubrics that tie into the student learning outcomes.
3. Offer two events per year that is specifically selected by students via social media and online polls.
4. Enhance student academic and leadership excellence by offering additional categories for the annual student awards ceremony.
5. Build stronger relationship with Recreation Parks and Tourism department to encourage students in the special events concentration to be involved in R-SPaCE.
6. Provide additional leadership activities for students to develop their skills.
7. The R-SPaCE board will analyze their function via a SWOT analysis and use this information to create short and long-term goals.
8. R-SPaCE will use the MBTI assessment to provide insight into the boards personality traits and styles.
9. Recruit, hire, and train new staff for R-SPaCE and Leadership Programs.

**Proposed Improvements/Changes to Be Implemented in 2017-2018**
- R-SPaCE will create and execute needs assessment for their programs to provide information on student needs.
- Student Awards Ceremony will be moved to earlier date in spring semester.
- Additional leadership events will be added during the academic year.
- Complete the streamlining process for contracts and purchases.
- Increase social media presence for leadership through targeted marketing initiatives.
- Continue to increase programming that promotes awareness and understanding of diversity in all forms.
Mission/Vision
We seek to explore and encourage diversity to promote a deeper understanding and appreciation for people from all backgrounds. We collaborate with others 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. 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.

Major Accomplishments and Highlights
1. Increase in student use of space and participation at programs and events.
2. Increase in collaborations:
   - LGBTQIA –Increased involvement with Spectrum, LGBTQIA organization for Ally Week (Spectrum panel, Drag show, Transformation event). Organization also uses Center for Diversity and Inclusion office for office hours and recognizes the office as a safe space.
   - Latino Heritage Month increase collaboration- RU International Office, Office of High Impact Practice’s, Department of Foreign Language and Literature, Criminal Justice, Political Science, Latino Student Alliance, Spanish Honor Society, Sigma Delta Pi, Xi Iota Chapter, Pragda, Ministry of Education, Culture and Sports of Spain, and Spain Arts and Culture

Student delegation attending the National Conference on Student Leadership
4. Increase in trainings for faculty, staff and students: Provided 25 trainings for academic departments, on-demand diversity training for residence halls and student groups, departmental diversity training requests, and campus-wide events.


6. Increase in student’s aspiration to serve in leadership positions. Evident by more students running for positions and sustained involvement in organizations throughout the year.

**Key Performance Indicators and Data**

![CDI Guest Visits](chart1)

![CDI Program Attendance](chart2)
Goals for Academic Year 2016-2017

1. Increased web presence Completed.
   a. Maintain updated website (diagnostics and events)
   b. Increased social media presence (Snapchat, Twitter, fb, blog)
   c. Live stream events (YouTube and Facebook), monitoring virtual attendance

2. Project Walking Billboards Completed.
   a. Provide branded giveaways for students to increase awareness of CDI’s new location and resources

3. Strategic and consistent in brand treatment and identity in what is offered through programs, events and publicity that is disseminated by both the office and student groups. Ongoing.

4. Create dedicated Diversity and Inclusion email blasts similar to RU Connected and athletics email to entire university system. Not completed.

5. Create cultural magazine to address issues and relevant topics geared towards underrepresented groups. Not completed.


7. Provide tutoring opportunities for students, and be intentional in assisting students with peer based study groups. Completed.

8. Early communication to all Students of Color (SOCs) through:
   - GPA Checks
   - Have You Connected – checks

9. Highlight Office Resources Completed.
   a. Read & Book of the Month
   b. Laptop Loaner Program
   c. Student Staff Members
   d. Students of the Month: Leadership, Service, Student Group Member
b. CDI Light Ryder - An opportunity to get to know students, share cultural information, and events through giving them rides to class on a golf cart. This will occur 1-2 a month.

c. Cultural Cache – Vlogging – Meeting students where they are in the virtual world. Interacting with students through videos and vlogging on a variety of topics.

d. Global Café – An opportunity for students to learn about cultures from around the world, to create global citizens and global competency.

e. Diversity2Go – on-demand training sessions on a variety of diversity topics, where student groups, staff and faculty can request trainings

10. Provide cultural excursions that expose students to culture and diversity beyond the walls of the institution. Completed.

11. Research, develop and implement a peer mentoring program that works for Radford underrepresented group. Not Completed.

12. Staff development around areas of retention Ongoing.

13. Provide streaming/online opportunities to connect and engage with the Radford community and extension centers. Completed.

14. Continue to develop relationships with local and neighboring high schools to increase college access and further recruitment efforts. Completed.

15. Create events that will increase awareness of global issues and concerns that impact the student experience. Completed.

16. Connect alum and incoming/current students through events in concert with alumni relations and development. Completed.

17. Intentional outreach and invitations to alum for events that will be of interest. Completed.

18. Connect with Black Alumni throughout the year through social media and quarterly newsletter. Partially Completed.


**Goals for Academic Year 2017-2018**

1. Increase collaboration with Campus Stakeholders and with City of Radford.

2. Increase diversity awareness training with academic affairs and student affairs

3. Increase outreach to Roanoke Higher Education Center (RHEC) and other entities within New River Valley area.

4. Incorporate faculty involvement with CDI events, cultural month committees, and retention efforts.

5. Increased communication and outreach to faculty, to provide greater exposure to CDI and encourage interaction between faculty and students.

   a. Send monthly updates to campus community, both internal and external

6. Work with Institutional Research to create and execute campus climate, needs, and wants for campus community

7. Create events that will increase awareness of global issues and concerns that impact the student experience.

8. Connect alum and incoming/current students through events with alumni relations and development.
9. Intentional outreach and invitations to alum for events that will be of interest.
10. Connect with Black Alumni throughout the year through social media and quarterly newsletter.
11. Explore interest with current Latino students to start a Latino Alumni Network.

**Proposed Improvements/Changes to Be Implemented in 2017-2018**

- Reach out to International Student Affairs Council to collaborate on future events
- Identify and train student ambassadors to assist with trainings to keep pace with current needs of training requests.
- Continue and increase collaborations with faculty, staff, and non-profit/s to keep pace with current needs of training requests.
- Increase professional/student staff to keep pace with increase of retention efforts, programs, and trainings.
Greek Life

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.

Major Accomplishments and Highlights
1. Approximately 300 Greek Life members attended for the PhiredUp! Recruitment Training (for IFC/PC organizations) to learn about best practices for recruitment and trainings for the upcoming year.
2. Move-In Days over 200 Greek Life members participated in helping new and returning students move into their residence halls for the 2016-2017 school year.
3. NPHC held “Meet the Greeks” on January 24 and had over 150 students in attendance to learn more about the active organizations on campus. They invited Chi Upsilon Sigma Sorority, Inc. as well to assist in reaching out to women on campus for the Latina sorority.
4. Greek Week 2017 was successful, with over 800 students participating throughout the week. Greek Life collaborated with several different offices and departments on campus to bring a more inclusive atmosphere to Greek Week. The Greek Week speaker was Tim Mousseau speaking on sexual assault awareness as a collaborative effort between the Dean of Students Office, Student Government Association, and the Substance Abuse and Violence Education Office during Sexual Assault Awareness Week.
5. For the spring semester, the Greek Life community expanded with the reinstatement of; Chi Upsilon Sigma Sorority, Inc. – Alpha Sigma Colony and Sigma Gamma Rho Sorority, Inc.
Key Performance Indicators and Data

Greek Life Philanthropy Dollars Reported

Greek Life Community Service Hours Reported
Goals for Academic Year 2017-2018

2. Hire and train a new Coordinator for Greek Life Programs 2017-2018.
3. Hire and train a new Graduate Assistant for Greek Life 2017-2018.
4. Coordinate with other university departments/areas to provide programs and resources to the Greek Life community to continue addressing the key issues of health, alcohol, drugs, sex, and safety.
5. Develop and implement specific resources for councils and chapters to utilize for leadership and member education purposes.
6. Update the Greek life website to make it more relevant and informative for students, faculty/staff, alumni/ae, national headquarters, and perspective students and parents.

Proposed Improvements/Changes to Be Implemented in 2017-2018

- New recruitment policies to streamline communication
- Pre-plan events in the summer and winter breaks to ensure paperwork and advertisements for such events are sent out in a timely fashion.
- Increase the number of Greek Life organizations
- Increase the overall number of Greek Life students
- Improve upon current grade point averages to increase membership in Greek Life honor societies (i.e. Order of Omega, Gamma Sigma Alpha, and Rho Lambda)
- Continued and consistent training/education of the Greek community will occur and focus on areas of high risk behaviors, including hazing, alcohol misuse and abuse, sexual assault awareness, and other such topics.
- The Greek life office will continue to work with faculty/staff and administrators responsible for teaching the Greek leadership class spring semester to ensure that the vision and values of the Greek community are clearly and consistently communicated to the students and the campus community at large.
- Identify additional leadership training opportunities for the Greek community.
Bonnie Hurlburt Student Center and Operations

Overview of Area
The Bonnie Hurlburt Student Center and Operations professional staff, along with a student staff consisting of approximately 50 students, is responsible for overseeing the day-to-day management of the department’s facilities and the services it offers. Facilities and services that fall within the realm of the Bonnie Student Center and Operations include the Hurlburt Student Center, Heth Hall, Ken Bondurant Auditorium in Preston Hall, the Information and Event Planning office, Ticket Office, Game Room, Heth and Hurlburt plazas, and other non-academic spaces. The department is also responsible for coordinating all aspects of Family Weekend.

The Bonnie Hurlburt Student Center and Operations staff is dedicated to delivering “top notch” customer service to the entire campus community and beyond. We provide the tools and training our student employees need to help them find success both on the job and in the classroom, and the real life experience that our graduates can take with them after completing their college career.

Mission/Vision
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.
Major Accomplishments and Highlights
1. Student Activities was restructured into two separate departments, Engagement and Intercultural Development and Bonnie Hurlburt Student Center and Operations.
2. Created Bonnie Hurlburt Student Center Student Advisory Committee. The committee devised a facility improvement plan for the Bonnie Hurlburt Student Center.
3. Coordinating with the School of Communications, two students worked as student center marketing interns this academic year. One student completed a non-credit internship assisting with the coordination of Family Weekend. Eight students completed field experience with the student center this academic year as part of the Recreation, Parks, and Tourism program.
4. Re-evaluated student training program and piloted a new structure for the program that included six workshops and a mock-interview component.
5. In response to survey and employee feedback, new upgrades were made to the Bonnie Hurlburt Student Center and Heth Hall, including: new carpet in Heth Hall meeting rooms and accent walls were added; radio communications were updated to a digital system; more advanced traffic monitoring software was installed; the Bonnie Dining Stage was updated; removed and replaced 6-foot round tables with updated 5-foot rounds. All of these projects greatly improve the facility environment.
6. Upgraded the Point of Sale software for the Game Room to better track facility usage.
7. Upgraded Game Room: purchased new billiards cues, pins, shelving, and added additional games such as air hockey, more ping-pong, and a 60-game arcade station.
8. Arranged professional safety inspection of theatrical rigging system in Bondurant Auditorium that resulted in the securing of funds to replace existing rigging.
9. New Genie lift was secured for use in Bondurant Auditorium.

Personnel Changes and Highlights
1. Alice Coughlin was named Director of the newly restructured Bonnie Hurlburt Student Center and Operations department. In May of 2017, she was appointed Interim Associate Vice President for Student Life.
Key Performance Indicators and Data

Non-Academic Space and Student Center Utilization

### Non-Academic Space Reservations

<table>
<thead>
<tr>
<th>Year</th>
<th>Reservations</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014-15</td>
<td>14,354</td>
</tr>
<tr>
<td>2015-16</td>
<td>14,952</td>
</tr>
<tr>
<td>2016-17</td>
<td>14,966</td>
</tr>
</tbody>
</table>

### Hurlburt Student Center Patrons

<table>
<thead>
<tr>
<th>Year</th>
<th>Patrons</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014-15</td>
<td>603,388</td>
</tr>
<tr>
<td>2015-16</td>
<td>1,160,836</td>
</tr>
<tr>
<td>2016-17</td>
<td>928,131</td>
</tr>
</tbody>
</table>
Hurlburt Student Center and Heth Facility and Service Satisfaction

On a scale of 1 to 10, please rate your overall experience in the Hurlburt Student Center.

On a scale of 1 to 10, please rate your overall experience in Heth Hall.

Student staff was knowledgeable of policies, rules and/or equipment operation.
The Game Room Utilization and Satisfaction

Game Room Reservations

<table>
<thead>
<tr>
<th>Year</th>
<th>2014-15</th>
<th>2015-16</th>
<th>2016-17</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>175</td>
<td>252</td>
<td>172</td>
</tr>
</tbody>
</table>

Game Room Patrons

<table>
<thead>
<tr>
<th>Year</th>
<th>2014-15</th>
<th>2015-16</th>
<th>2016-17</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>77,920</td>
<td>78,870</td>
<td>67,410</td>
</tr>
</tbody>
</table>

On a scale of 1 to 10, please rate your customer service experience with the Game Room.

- 10% of customers rated their experience as 1.
- 80% of customers rated their experience as 2.
- 10% of customers rated their experience as 3.
- 0% of customers rated their experience as 4.
- 0% of customers rated their experience as 5.
- 0% of customers rated their experience as 6.
- 0% of customers rated their experience as 7.
- 10% of customers rated their experience as 8.
- 10% of customers rated their experience as 9.
- 10% of customers rated their experience as 10.
Ticket Office Utilization and Satisfaction

Tickets Sold:
- 2014-15: 6174
- 2015-16: 6168
- 2016-17: 9372

Ticket Sale Revenue:
- 2014-15: $75,457
- 2015-16: $64,115
- 2016-17: $96,772

Was the ticket purchasing process user friendly?
- 2014-15: 100%
- 2015-16: 100%
- 2016-17: 100%
Ken Bondurant Auditorium Utilization and Satisfaction

![Bar chart showing Patron and Reservation statistics for 2014-15, 2015-16, and 2016-17.]

On a scale of 1 to 10, please rate your overall experience in Bondurant Auditorium.

![Bar chart showing overall satisfaction ratings for 2014-15, 2015-16, and 2016-17.]
Family Weekend Satisfaction

On a scale of 1 to 10, please rate your overall experience with Family Weekend.

- Poor
- Fair
- Good
- Very Good
- Excellent

2014-15, 2015-16, 2016-17
Goals for Academic Year 2017-2018

1. Increase programming, and in person and social media traffic in the Game Room; utilize applied learning opportunities as a means to do so.
2. Evaluate student employee training so that all service area training is consistent throughout the department and will better facilitate students’ ability to demonstrate and build on competency in technical and professional skills “to be job ready”.
4. Work with Facilities Management in the installation of rigging system.

Proposed Improvements/Changes to Be Implemented in 2017-2018

• Evaluate training program to ensure it is meeting the needs of student employees to be job ready.
• Revise the scope of the Student Activities Student Employee Association in order to align with departmental restructure.
• Support university initiatives regarding student retention. Waive fees in the Game Room so that those in the Radford University community can utilize the facility at no cost.
• Explore different options to increase patron numbers in Game Room.
• A safety training program for students will be instituted in consultation with the RU Safety Office.
• Work with appropriate departments, administrators and vendors to improve the interior space in the student center in a way that supports retention, academic success, and promotes student-faculty engagement.
Department of Student Recreation & Wellness

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.

Overview
The Department of Student Recreation & Wellness, the Student Recreation & Wellness Center (SRWC), and Student Outdoor Recreation Complex (SORC) is in the second full year of operation.

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

Five graduate assistants and approximately 135 student workers assisted 10 professional staff members. Students work as referees, scorekeepers, supervisors, trip leaders, game field attendants, equipment desk attendants, climbing wall monitors, fitness center monitors, group exercise instructors, and office assistants.
Facilities and Open Recreation Program

2016-2017 Highlights

1. Second full academic year of operation for SRWC.
2. Second year of operation for SORC.
3. Over 200,000 visits to SRWC.
4. 7,183 distinct students (~78% of student body) visited the SRWC.
5. Over 150 special events were scheduled in the SRWC.

Key Performance Indicators and Data

SRWC Statistics: August 20th 2016 - May 10th 2017

- Total Number of Visits: 207,339 (Fall and Spring); 8,026 Summer 2016
  Total visits coming from the various class levels:
  
<table>
<thead>
<tr>
<th>Class Level</th>
<th>Total Visits</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Freshman</td>
<td>43,541</td>
<td>21%</td>
</tr>
<tr>
<td>Sophomore</td>
<td>55,981</td>
<td>27%</td>
</tr>
<tr>
<td>Junior</td>
<td>49,761</td>
<td>24%</td>
</tr>
<tr>
<td>Senior</td>
<td>53,908</td>
<td>26%</td>
</tr>
<tr>
<td>Graduate</td>
<td>4,147</td>
<td>2%</td>
</tr>
</tbody>
</table>

- **Average number of visits**: ~29 visits per year per distinct user.
- **Distinct Users**: 7,183 (~78% of student body)

  Freshman – 1435 (20%)
Sophomore – 1752 (24%)
Junior – 1704 (24%)
Senior – 2011 (28%)
Graduate – 302 (4%)

- Gender:
  Female Visits: 92,293 (44.5%)
  Distinct Female Users: 4,125 (57.4%)
  Male Visits: 115,046 (55.5%)
  Distinct Male Users: 3,058 (42.6%)

Time of day usage summary Fall and Spring Semesters:

<table>
<thead>
<tr>
<th>Time</th>
<th>Total Visits</th>
<th>% of total</th>
</tr>
</thead>
<tbody>
<tr>
<td>6:00AM - 6:59AM</td>
<td>1951</td>
<td>0.9%</td>
</tr>
<tr>
<td>7:00AM - 7:59AM</td>
<td>3536</td>
<td>1.7%</td>
</tr>
<tr>
<td>8:00AM - 8:59AM</td>
<td>3206</td>
<td>1.6%</td>
</tr>
<tr>
<td>9:00AM - 9:59AM</td>
<td>5909</td>
<td>2.9%</td>
</tr>
<tr>
<td>10:00AM - 10:59AM</td>
<td>8205</td>
<td>4.0%</td>
</tr>
<tr>
<td>11:00AM - 11:59AM</td>
<td>11049</td>
<td>5.3%</td>
</tr>
<tr>
<td>12:00PM - 12:59PM</td>
<td>12281</td>
<td>5.9%</td>
</tr>
<tr>
<td>1:00PM - 1:59PM</td>
<td>12514</td>
<td>6.0%</td>
</tr>
<tr>
<td>2:00PM - 2:59PM</td>
<td>13786</td>
<td>6.7%</td>
</tr>
<tr>
<td>3:00PM - 3:59PM</td>
<td>18551</td>
<td>9.0%</td>
</tr>
<tr>
<td>4:00PM - 4:59PM</td>
<td>21308</td>
<td>10.3%</td>
</tr>
<tr>
<td>5:00PM - 5:59PM</td>
<td>22005</td>
<td>10.6%</td>
</tr>
<tr>
<td>6:00PM - 6:59PM</td>
<td>21858</td>
<td>10.5%</td>
</tr>
<tr>
<td>7:00PM - 7:59PM</td>
<td>18746</td>
<td>9.0%</td>
</tr>
<tr>
<td>8:00PM - 8:59PM</td>
<td>17595</td>
<td>8.5%</td>
</tr>
<tr>
<td>9:00PM - 9:59PM</td>
<td>12456</td>
<td>6.0%</td>
</tr>
<tr>
<td>10:00PM - 10:59PM</td>
<td>2368</td>
<td>1.1%</td>
</tr>
</tbody>
</table>

- SRWC Reservations:
Over 150 reservations were scheduled in the SRWC during the Fall 2016 semester and 181 reservations were scheduled in Spring 2017 semester. That included 15 late night programs, student organization meetings, Fear to Freedom, Radford Gives Back, Radford High School Prom, Governor’s School programs, Boys State Athletic events and more. There were 20 clubs and organizations that reserved space for the semester. The fitness studio space had 785 drop-in-use reservations.
• **Peters Hall Activity Space:**
  Peters Hall gymnasium and activity rooms are utilized during evening hours for practice by Sports Clubs and activity based recognized clubs & organizations. Men’s and Women’s Club Volleyball and Women’s Club Basketball schedule 20 hours per week in the gymnasium. Seven recognized activity based clubs and organizations scheduled over 25 hours per week. Peters Hall gymnasium was reserved for three late night events.

• **SORC:**
  - There were 4 special events scheduled on the SORC totaling 15 hours
  - Sports Clubs utilized the SORC with weekly practices. Each of the 9 teams averaged 4 to 6 hours of practice time, 4 nights a week.
  - Sports Clubs hosted 6 weekend games/tournaments
  - Men’s Ultimate hosted a regional tournament during the spring 2017 semester.
  - Intramural programming scheduled two fields Monday-Thursday for 24 hours per week.
  - Intramurals also scheduled 20 hours of additional programming on Saturdays.
  - Southwest VA RUSH soccer scheduled 25 dates generating $7000 in rental revenue.
  - Conference Services scheduled the SORC for Boys State and Capital Lacrosse.
  - Athletics (Women’s LAX, Men’s Soccer), scheduled 15 hours a week for practices during non-peak hours.

**Goals for Academic Year 2017-2018**
- Continue to enhance facility student staff trainings devoted to technical, leadership, and inter/intra personal skills.

**Proposed Improvements/Changes to Be Implemented in 2017-2018**
- Prepare student staff members for future facility related positions within a recreation environment.
Fitwell Program

Overview of Area

The FitWell Program Area is comprised of two primary programs and a variety of services. The Group X program (Fitness Classes) offers about 60 weekly classes, multiple trainings/certifications/workshops, a training course (ESHE 496), private fitness classes, and special events. The Strength & Conditioning program provides trained fitness specialists who oversee the weight room, personal training, fitness assessments, exercise consultations, weight room orientations, workshops, a personal training course (ESHE 496), and special events.

In addition, the area employs approximately 50 student employees, 7 faculty/staff employees, and provides services to over 2,566 unique student participants (27.3% of the student population). The Fitwell Program is in its second year so all data reflects the past two years.

FitWell Mission Statement

Our mission is to create healthier, happier, and more successful students at Radford University.

Major Accomplishments, Highlights and Personnel Changes

- The FitWell staff expanded to include a Fitness Leadership Team (student supervisors), a marketing assistant, personal trainers, and fitness assistants.
- The Group X Program also known as group exercise fitness classes had a total of 14,039 participants with 2,557 unique users and 1,692 classes.
- Launched a fee-based Personal Training program and conducted 59 initial consultations that resulted in 30 unique paying clients attending 341 individual paid sessions, this generated $5,740 in revenue.

New Positions

- Fitness Assistants
- Personal Trainers
• Fitness Supervisors (Group X Supervisor, Personal Training Supervisor, Fitness Specialist Supervisor, Fitness Assistant Supervisor)
• Faculty/Staff Fitness Instructor

Collaborated with:
• Nutrition and Dietetics Department – free counseling
• Counselor Education – mindfulness classes
• Relay for Life – offered fitness activities
• Residential Life – various educational materials and presentations
• New Student Programs & UNIV 100
• Health 200 & HEHP – presentations on offerings
• Athletic Training Program – mock interviews

### Employee Statistics

<table>
<thead>
<tr>
<th></th>
<th>2015-2016</th>
<th>2016-2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td>43 unique employees</td>
<td>59 unique employees (increased by 16)</td>
</tr>
<tr>
<td>Group X Instructors</td>
<td>25</td>
<td>31 (increased by 6)</td>
</tr>
<tr>
<td>Fitness Specialists</td>
<td>18</td>
<td>25 (increased by 7)</td>
</tr>
<tr>
<td>Interns</td>
<td>3</td>
<td>1 (decreased by 2)</td>
</tr>
<tr>
<td>Fitness Assistants</td>
<td>0</td>
<td>23 (increased by 23)</td>
</tr>
<tr>
<td>Personal Trainers</td>
<td>2</td>
<td>15 (increased by 13)</td>
</tr>
<tr>
<td>Fitness Supervisors</td>
<td>0</td>
<td>4 (increased by 4)</td>
</tr>
</tbody>
</table>

### Key Performance Indicators and Data

#### Group X Program Usage

<table>
<thead>
<tr>
<th></th>
<th>2015-2016</th>
<th>2016-2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Participations</strong></td>
<td>13,504</td>
<td>14,039</td>
</tr>
<tr>
<td><strong>Unique Users</strong></td>
<td>1,496*</td>
<td>2,557</td>
</tr>
<tr>
<td><strong>Demographics</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>5.76% male</td>
<td>8.93% male</td>
</tr>
<tr>
<td></td>
<td>94.24% female</td>
<td>91.07% female</td>
</tr>
<tr>
<td></td>
<td>18.4% freshmen</td>
<td>24.89% freshmen</td>
</tr>
<tr>
<td></td>
<td>14.88% sophomore</td>
<td>18.99% sophomore</td>
</tr>
<tr>
<td></td>
<td>20.39% junior</td>
<td>20.44% junior</td>
</tr>
<tr>
<td></td>
<td>20.92% senior</td>
<td>24.06% senior</td>
</tr>
<tr>
<td></td>
<td>7.08% graduate</td>
<td>5.68% graduate</td>
</tr>
<tr>
<td></td>
<td>18.33% other</td>
<td>5.94% other</td>
</tr>
</tbody>
</table>

*Unable to combine data from Fall 2015 and Spring 2016 due to multiple data collection programs.
### By Semester

<table>
<thead>
<tr>
<th></th>
<th>Fall 2015</th>
<th>Spring 2016</th>
<th>Fall 2016</th>
<th>Spring 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Participations</strong></td>
<td>5660 (7.12 per class)</td>
<td>7844 (9.58 per class)</td>
<td>5398 (6.49 per class)</td>
<td>8641 (10.05 per class)</td>
</tr>
<tr>
<td><strong>Unique Users</strong></td>
<td>1446</td>
<td>1516</td>
<td>1705</td>
<td>1597</td>
</tr>
<tr>
<td><strong>Class Offerings</strong></td>
<td>793 57 Weekly</td>
<td>819 57 Weekly 24 Formats</td>
<td>832 57 Weekly 23 Formats</td>
<td>860 60 Weekly 27 Formats</td>
</tr>
<tr>
<td><strong>Demographics</strong></td>
<td>Data not available</td>
<td>5.76% male 94.24% female 18.4% freshmen 14.88% soph 20.39% junior 20.92% senior 7.08% graduate 18.33% other</td>
<td>9.83% male 90.17% female 20.18% freshmen 20.98% soph 20.16% junior 24.06% senior 6.14% graduate 8.48% other</td>
<td>8.38% male 91.62% female 27.81% freshmen 17.75% soph 20.61% junior 24.06% senior 5.4% graduate 4.37% other</td>
</tr>
</tbody>
</table>
Private Group X Classes Highlights
Spring 2017 was the first semester we offered private fitness classes in order to meet the needs of the students on campus. Clients included National Student Speech-language Hearing Assoc., Tri Sigma, Delta Zeta, and Theta Chi Chapter of Alpha Kappa Alpha.
# Group X Participant Survey

<table>
<thead>
<tr>
<th></th>
<th>2015-2016</th>
<th>2016-2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Response Rate</strong></td>
<td>323 responses total</td>
<td>920 responses total</td>
</tr>
<tr>
<td></td>
<td>Fall 2015 - data not available</td>
<td>Fall 2016 - 311 responses</td>
</tr>
<tr>
<td></td>
<td>Spring 2016 - 323 responses</td>
<td>510 participants</td>
</tr>
<tr>
<td></td>
<td>381 participants</td>
<td>60.1% response rate</td>
</tr>
<tr>
<td></td>
<td>84.78% response rate</td>
<td>Spring 2017 - 609 responses</td>
</tr>
<tr>
<td></td>
<td></td>
<td>948 participants</td>
</tr>
<tr>
<td></td>
<td></td>
<td>64.2% response rate</td>
</tr>
<tr>
<td><strong>Summary Findings</strong></td>
<td></td>
<td>Over the last year, we collected</td>
</tr>
<tr>
<td></td>
<td></td>
<td>significantly more surveys and</td>
</tr>
<tr>
<td></td>
<td></td>
<td>gathered more authentic feedback</td>
</tr>
<tr>
<td></td>
<td></td>
<td>as the quality of the program</td>
</tr>
<tr>
<td></td>
<td></td>
<td>increased.</td>
</tr>
<tr>
<td><strong>Overall Instructor Assessment</strong></td>
<td>Positive (4.97)</td>
<td>Positive (4.92)</td>
</tr>
<tr>
<td></td>
<td>Approachable (4.96)</td>
<td>Approachable (4.91)</td>
</tr>
<tr>
<td></td>
<td>Professional (4.95)</td>
<td>Professional (4.92)</td>
</tr>
<tr>
<td></td>
<td>Motivating (4.93)</td>
<td>Motivating (4.86)</td>
</tr>
<tr>
<td></td>
<td>Knowledgeable (4.93)</td>
<td>Knowledgeable (4.88)</td>
</tr>
<tr>
<td></td>
<td>Organized and Prepared (4.92)</td>
<td>Organized and Prepared (4.82)</td>
</tr>
<tr>
<td></td>
<td>Easy to follow (4.8)</td>
<td>Easy to follow (4.68)</td>
</tr>
<tr>
<td><strong>Overall Format Assessment</strong></td>
<td>Safe (4.97)</td>
<td>Safe (4.94)</td>
</tr>
<tr>
<td></td>
<td>Effective (4.97)</td>
<td>Effective (4.91)</td>
</tr>
<tr>
<td></td>
<td>A good workout (4.95)</td>
<td>A good workout (4.9)</td>
</tr>
<tr>
<td></td>
<td>Fun (4.9)</td>
<td>Fun (4.89)</td>
</tr>
</tbody>
</table>
Personal Training Services
This was the inaugural year for officially offering fee-based personal training services.

Utilization Numbers

<table>
<thead>
<tr>
<th></th>
<th>Fall 2016</th>
<th>Spring 2017</th>
<th>Total 2016-2017</th>
<th>2015-2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Personal Trainers</strong></td>
<td>10 (5 certified)</td>
<td>11 (7 certified)</td>
<td>N/A</td>
<td>8 (2 certified)</td>
</tr>
<tr>
<td><strong>Revenue Generated</strong></td>
<td>$3,071.00</td>
<td>$2,669</td>
<td>$5,740</td>
<td>N/A</td>
</tr>
<tr>
<td><strong>Unique Clients</strong></td>
<td>14</td>
<td>17</td>
<td>30</td>
<td>27</td>
</tr>
<tr>
<td><strong>Gender Use</strong></td>
<td>8 female 6 male</td>
<td>10 female 7 male</td>
<td>19 female 11 male</td>
<td>23 female 4 male</td>
</tr>
</tbody>
</table>

Goals for Academic Year 2017-2018

- Expand department campaign for fitness education on campus outside of official programs.
- Develop and implement a robust social media campaign with regularly scheduled posts on fitness education, health education, and fitness motivation.
- Create and distribute general fitness education promotional materials around campus.
- Promote holistic wellness concepts and raise awareness for over-exercise, eating disorders, and other body image issues.
- Present and speak to campus groups about fitness and wellness topics.
- Re-brand the FitWell Program area for both participants and employees.
- Refine the website to make it more user-friendly, easier to navigate, and aesthetically pleasing.
- Create program-wide materials including a promotional brochure, employee handbook, staff orientation materials, and other promotional materials.
- Enhance the fitness areas including studio space, weight room, and office space.
- Collaborate with the FitWell Club to promote fitness and wellness.
- Develop team camaraderie and leadership opportunities within our staff.
- Continue to develop the FitWell leadership team and student leadership positions to offer experience and ownership in programming, professionalism, and administrative skills.
- Have student attend the 2018 Southeast Collegiate Fitness Expo at UNC Greensboro as a team bonding experience and professional development.
- Provide social opportunities, communication options, and incentive programs to encourage teamwork, positive reinforcement, and pride in their positions.
Proposed Improvements/Changes to Be Implemented in 2017-2018

- Improve the quality of the Group X program.
- Expand the class offerings to include more cardio options, conditioning training, mind/body, and explore with cultural options while maintaining popular strength training, cycle, yoga, and Zumba classes.
- Recruit qualified instructors by hosting certification trainings, workshops, training discounts, and continue to develop the Group Fitness course.
- Evaluate and provide progressive feedback for current instructors to continually improve upon their teaching skills.
- Continue to assess the program, instructors, and processes through participant surveys, e-mails, events, and in-person conversations.
- Grow the Personal Training services.
- Generate $6,000 in revenue through personal training services.
- Recruit certified personal trainers through the ESHE 496 course and the Health and Human Performance department.
- Promote Personal Training services through events, marketing materials, social media, and in-person interactions.
- Improve the quality of our trainers through evaluations, workshops, trainings, conferences, and presentations.
- Collect assessments to determine the success and quality of the program through client surveys, e-mails, marketing campaigns, etc.
- Determine efficient and compliant procedures for University processes (hiring process, payroll, Title IX, purchasing, etc.).
Outdoor Programs

The Department of Student Recreation and Wellness is home to the Outdoor Programs office that offers a wide variety of outdoor and adventure based activities for Radford University students and the surrounding community. Through the use of a "Full Value Contract", we place an emphasis on fulfilling the personal goals of the participants and creating an environment in which participants feel free to express themselves by establishing expectations for the group as a whole. Participants are encouraged to challenge themselves to a level that they feel comfortable with; this is meant to encourage personal growth while providing emotional support through "Challenge by Choice" environment.

Mission
To provide outdoor adventures, promote healthy self-discovery, and unlock student leadership potential.

Goal
To provide challenging and fun outdoor experiences which enhances one's personal growth and skills while emphasizing a respect and awareness of our natural resources.

2016-2017 Highlights
1. Provided a successful expeditionary trip to Central Arizona where eight Radford University Students participated in a twelve-day long Rock Climbing and Backpacking experience.
2. Implemented a new service oriented program called Adventures for Change where Outdoor Programs collaborates with local outdoor recreational organizations and provides service opportunities for RU Students in the form of trail maintenance, river clean up, invasive species removal, and trash collection.
3. Expanded our rental equipment fleet by offering stand up paddleboards, kayaks, and mountain bikes.
4. Participated in the third annual Southwest Virginia Outdoor Expo as a vendor allowing us to create numerous networking opportunities.
5. Ranked 28th out of 89 schools in the national Outdoor Nation Campus Challenge. Radford University had 307 challenge participants with 1403 outdoor activities logged over a 3-week period.

**Key Performance Indicators and Data**

### Outdoor Programs Trips Participation

**3 Year Comparison**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Trips</td>
<td>58</td>
<td>83</td>
<td>112</td>
</tr>
<tr>
<td>Number of Participants</td>
<td>515</td>
<td>493</td>
<td>518</td>
</tr>
</tbody>
</table>

### Fall 2016 Programs

<table>
<thead>
<tr>
<th>Fall 2016 Programs</th>
<th>Number of Offerings</th>
<th>Spring 2017 Programs</th>
<th>Number of Offerings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meet the Staff</td>
<td>1</td>
<td>Meet the Staff</td>
<td>0</td>
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<tr>
<td>Day Hike</td>
<td>11</td>
<td>Day Hike</td>
<td>9</td>
</tr>
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<td>Rock Climbing</td>
<td>6</td>
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<td>2</td>
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<tr>
<td>Canoeing</td>
<td>3</td>
<td>Canoeing</td>
<td>2</td>
</tr>
<tr>
<td>Caving</td>
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<td>Caving</td>
<td>6</td>
</tr>
<tr>
<td>Backpacking</td>
<td>3</td>
<td>Backpacking</td>
<td>3</td>
</tr>
<tr>
<td>Kayaking</td>
<td>1</td>
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<td>0</td>
</tr>
<tr>
<td>Mountain Biking</td>
<td>4</td>
<td>Mountain Biking</td>
<td>3</td>
</tr>
<tr>
<td>Paddle Boarding</td>
<td>0</td>
<td>Paddle Boarding</td>
<td>1</td>
</tr>
<tr>
<td>Whitewater Rafting</td>
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<td>Whitewater Rafting</td>
<td>1</td>
</tr>
<tr>
<td>Horseback Riding</td>
<td>2</td>
<td>Horseback Riding</td>
<td>2</td>
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<tr>
<td>SCUBA Diving</td>
<td>1</td>
<td>SCUBA Diving</td>
<td>0</td>
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<td>Treetop Canopy Tour</td>
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<td>Treetop Canopy Tour</td>
<td>0</td>
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<td>Skydiving</td>
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<td>Skydiving</td>
<td>1</td>
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<td>AMGA CWI Course</td>
<td>1</td>
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<td>Activity</td>
<td>Fall Participation</td>
<td>Spring Participation</td>
<td></td>
</tr>
<tr>
<td>-------------------------------------</td>
<td>--------------------</td>
<td>----------------------</td>
<td></td>
</tr>
<tr>
<td>Kayak Roll Clinic</td>
<td>2</td>
<td>0</td>
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<tr>
<td>Intro to: Leave No Trace</td>
<td>1</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Intro to: Backpacking</td>
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<td></td>
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<td>Intro to: Outdoor Cooking</td>
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</tr>
<tr>
<td>Intro to: Mountain Biking</td>
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<td>1</td>
<td></td>
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<tr>
<td>Intro to: Rock Climbing</td>
<td>4</td>
<td>1</td>
<td></td>
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<tr>
<td>Intro to: Orienteering</td>
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<td>0</td>
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</tr>
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<td>Skiing</td>
<td>0</td>
<td>5</td>
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</tr>
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<td>Paintball</td>
<td>1</td>
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<td>Special Events</td>
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</tr>
<tr>
<td>Expedition</td>
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<td>1</td>
<td></td>
</tr>
<tr>
<td>Climbing Competition</td>
<td>1</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Adventures for Change</td>
<td>3</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>ACA Swift Water Course</td>
<td>1</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>First Aid CPR Course</td>
<td>1</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>LNT Trainer Course</td>
<td>1</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Freshman Orientation Program</td>
<td>0</td>
<td>0</td>
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</tr>
<tr>
<td>Combination Courses</td>
<td>0</td>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>

**Outdoor Program Trips Fall Participation**
- Male – 153
- Female – 86
- Total – 239

**Outdoor Program Trips Spring Participation**
- Male – 172
- Female – 107
- Total – 279

**Hours of Direct Student Contact Time**
Average of 14.61 hours per student

**Hours of Direct Student Contact Time**
Average of 17.56 hours per student
Climbing Wall Fall Participation

<table>
<thead>
<tr>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>312</td>
<td>160</td>
<td>472</td>
</tr>
</tbody>
</table>

Climbing Wall Spring Participation

<table>
<thead>
<tr>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>231</td>
<td>130</td>
<td>361</td>
</tr>
</tbody>
</table>

2016-2017 Outdoor Program Assessment Results

<table>
<thead>
<tr>
<th>Program</th>
<th>Fall Surveys</th>
<th>Spring Surveys</th>
<th>Total Surveys Collected</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trips Programming</td>
<td>132</td>
<td>67</td>
<td>199</td>
</tr>
<tr>
<td>Climbing Wall</td>
<td>3</td>
<td>5</td>
<td>8</td>
</tr>
</tbody>
</table>

Outdoor Programs Trips Details and Assessment

- The most highly attended program events were Adventures for Change (92 participants), caving (56 participants), and skiing (50 participants).
- 63% of students attending Outdoor Program trips were male and 37% were female.
- Participant percentages were as follows: 35% freshman, 16% sophomore, 29% junior, 18% senior, 1% graduate, faculty/staff 0%, and other 1%.
- The 518 student participating in Outdoor Programs during the academic year received a total of 8154 hours of contact time. On average, each student that participates on a program trip with Outdoor Programs receives 15.75 hours of contact time. Contact time is face to face personal interaction time with staff of Radford University.
Student Staff Ratings

<table>
<thead>
<tr>
<th></th>
<th>Excellent</th>
<th>Good</th>
<th>Adequate</th>
<th>Poor</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dependability</td>
<td>92%</td>
<td>8%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Communication</td>
<td>96%</td>
<td>4%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Professionalism</td>
<td>92%</td>
<td>8%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Program Knowledge</td>
<td>96%</td>
<td>4%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Helpfulness</td>
<td>94%</td>
<td>6%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Addresses Concerns / Risk</td>
<td>98%</td>
<td>2%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Management</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Quality of Instruction</td>
<td>95%</td>
<td>5%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Length and Location of Trip</td>
<td>91%</td>
<td>9%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Climbing Wall Program Details and Assessment

- Over the academic year, 833 participants utilized the climbing wall.
- 65% of the students using the wall were male and 35% were female.
- 100% of students stated they would like to see the University’s climbing wall expand by adding designated bouldering and sport climbing sections.
- Students noted they would like to see the climbing wall open earlier

Student Staff Ratings

<table>
<thead>
<tr>
<th></th>
<th>Excellent</th>
<th>Good</th>
<th>Adequate</th>
<th>Poor</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dependability</td>
<td>86%</td>
<td>14%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
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<tr>
<td>Communication</td>
<td>82%</td>
<td>10%</td>
<td>8%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Professionalism</td>
<td>70%</td>
<td>19%</td>
<td>11%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Program Knowledge</td>
<td>85%</td>
<td>10%</td>
<td>5%</td>
<td>0%</td>
<td>0%</td>
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<tr>
<td>Helpfulness</td>
<td>89%</td>
<td>11%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Addresses Concerns</td>
<td>75%</td>
<td>25%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Atmosphere and Experience</td>
<td>98%</td>
<td>2%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Points of Interest

- Since the opening of the Student Recreation and Wellness Center, participation numbers at the climbing wall have dropped drastically. Because it is located in an academic building and in a low traffic area, particularly during hours of operation, climbing wall usage is anticipated to continually drop.
- The implementation of an online trip survey for Spring 2017 resulted in fewer programmatic surveys to be completed.
- Analysis of a seven year period has revealed that programming approximately 60 trips a year (30 per semester) will provide the best participant to trip ratio

Current Program Areas:

- Rental Equipment
- Adventures for Change
- Climbing Wall Programming
- Private Group Programming
- Outdoor Adventures Trips Programming
- Certification Programs
- Trip Planning and Resource Center and Consultation
Anticipated Additional Programming Areas:
- Retail Sales
- Summer Camp Programs
- Outdoor Orientation Programs

2016-2017 Goals and Objectives
The RU Outdoors Program will focus on the following Division of Student Affairs objectives in 2016-2017.

1. Introduce at least two new program ideas to the student body. **Completed.**
2. Increase student participation and involvement by 5%. **Completed.**
3. Increase participation in outdoor programs through use of the On Campus Challenge program. **Completed.**
4. Implement a new community service initiative (Adventures for Change). **Completed.**
5. Collaborate with other university or local organizations to provide differentiated program offerings. **Completed.**
6. Host monthly staff trainings devoted to technical, leadership, and inter/intra personal skills. **Completed.**
7. Evaluate training standards for student employees leading outdoor program trips and create an updated assessment process for student leaders that reflect the student learning outcomes and retention tracking. **Completed.**

Goals for Academic Year 2017-2018
- Increase student involvement by 2%
- Broaden alumni and student outreach through use of the Outdoor Nation Campus Challenge
- Foster a culture of service through outdoor programming with the local community
- Develop a culture of risk management through use of simulations and trainings throughout the year
- Encourage student development and networking opportunities through the AORE national conference
- Offer students several opportunities to obtain national and internationally recognized certifications relevant to the outdoor industry
- Research additional artificial climbing wall options with the intent to increase participation numbers and student interest.

- **Proposed Improvements/Changes to Be Implemented in 2017-2018**
- Hire a full time outdoor professional to allow for additional programming, and logistic support.
- Use Outdoor Nation Outdoor Campus Challenge and other marketing techniques to boost awareness of Outdoor Programs and recreational opportunities in the local area.
- Build awareness of Outdoor Programs through online search engine optimization and reaching out to local programming organizations for networking.
Intramural Program

2016-2017 Highlights

- Introduced 2 new programs
- 5K Run by the River had 81 participants - first year with Faculty/Staff Teams
- Male unique participation rose by ~100 students
- Created All-Star games for top performers in Indoor Soccer and Basketball.

2016-2017 Goals and Objectives

1. Introduce at least one new program to the student body. *Completed.*
2. Built a competitive dorm competition at the beginning of the school year in collaboration with Residential Life. *Completed – the Highlander Hall Cup Challenge*
3. After losing nearly a third of our experienced workers due to graduation, focus on strengthening the returners and hiring a solid young group to develop for the upcoming years. *Completed.*
4. Continue utilizing some training techniques acquired at the NIRSA Conferences. *Completed.*
5. Provide opportunities for student workers to learn rules/regulations, customer services practices and operational strategies that may benefit post college. *Ongoing.*
Key Performance Indicators and Program Statistics

**FALL 2016 PARTICIPATION**

<table>
<thead>
<tr>
<th>Event</th>
<th>Males</th>
<th>Females</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Midnight</strong> Glow Run</td>
<td>3</td>
<td>8</td>
<td>11</td>
</tr>
<tr>
<td>Men’s and Women’s Football</td>
<td>254</td>
<td>244</td>
<td>498</td>
</tr>
<tr>
<td>Indoor Soccer Tournament</td>
<td>117</td>
<td>76</td>
<td>193</td>
</tr>
<tr>
<td>Dodge Ball Tournament</td>
<td>93</td>
<td>28</td>
<td>121</td>
</tr>
<tr>
<td>Men’s and Women’s Flag Football Tournament</td>
<td>55</td>
<td>31</td>
<td>86</td>
</tr>
<tr>
<td>Men’s and Women’s Soccer</td>
<td>237</td>
<td>188</td>
<td>425</td>
</tr>
<tr>
<td>Men’s and Women’s Softball</td>
<td>198</td>
<td>33</td>
<td>231</td>
</tr>
<tr>
<td>Men’s and Women’s Basketball</td>
<td>254</td>
<td>28</td>
<td>282</td>
</tr>
<tr>
<td><strong>Co-Ed Volleyball</strong></td>
<td>56</td>
<td>83</td>
<td>139</td>
</tr>
<tr>
<td><strong>Co-Ed Basketball</strong></td>
<td>39</td>
<td>29</td>
<td>68</td>
</tr>
<tr>
<td><strong>5K Run by the River</strong></td>
<td>27</td>
<td>42</td>
<td>69</td>
</tr>
<tr>
<td><strong>FALL TOTAL</strong></td>
<td>1,363</td>
<td>790</td>
<td>2,123</td>
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</table>

**SPRING 2017 PARTICPATION**

<table>
<thead>
<tr>
<th>Event</th>
<th>Males</th>
<th>Females</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 Point Competition</td>
<td>26</td>
<td>17</td>
<td>43</td>
</tr>
<tr>
<td>6 vs 6 Dodge Ball Tournament</td>
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<td>0</td>
<td>78</td>
</tr>
<tr>
<td>8 Ball Tournament</td>
<td>4</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Basketball League</td>
<td>290</td>
<td>173</td>
<td>463</td>
</tr>
</tbody>
</table>
### Bubble Soccer Tournament
- 15
- 22
- 37

### Co-Ed Softball League
- 146
- 109
- 255

### Flag Football League
- 276
- 79
- 355

### Free Throw Competition
- 21
- 19
- 40

### Indoor Soccer League
- 126
- 15
- 141

### Kickball Tournament
- 23
- 6
- 29

### MW Volleyball League
- 41
- 175
- 216

### Ping Pong Tournament
- 3
- 0
- 3

### Powerlift Competition
- 77
- 7
- 84

### Sand Volleyball Tournament
- 15
- 9
- 24

### Soccer League
- 186
- 56
- 242

### Sundae Funday 5K
- 6
- 46
- 52

### Spring Total
- 1,333
- 734
- 2,067

### Fall Total
- 1,363
- 790
- 2,153

### Annual Total
- 2,696
- 1,524
- 4,220

### 2016-2017 Intramural Assessment Results

<table>
<thead>
<tr>
<th>Program</th>
<th>Fall 2016 Surveys</th>
<th>Spring 2017 Surveys</th>
<th>Total Surveys Collected 2016 - 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intramurals</td>
<td>112</td>
<td>140</td>
<td>252</td>
</tr>
</tbody>
</table>

**Intramurals Program Assessment**
- 91% of those surveyed preferred an evening event (6-11 PM) to afternoon events (3-6 PM).
- 71% of respondents preferred Saturday over Sunday events.
- 67% of respondents were male while 33% were female.

### Student Staff Ratings

<table>
<thead>
<tr>
<th></th>
<th>Excellent</th>
<th>Good</th>
<th>Adequate</th>
<th>Poor</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dependability</td>
<td>65%</td>
<td>31%</td>
<td>4%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Communication</td>
<td>74%</td>
<td>23%</td>
<td>3%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Professionalism</td>
<td>73%</td>
<td>23%</td>
<td>4%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Program Knowledge</td>
<td>69%</td>
<td>29%</td>
<td>2%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Helpfulness</td>
<td>75%</td>
<td>19%</td>
<td>6%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Addresses Concerns</td>
<td>71%</td>
<td>25%</td>
<td>4%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Intramural Program Overall</td>
<td>62%</td>
<td>34%</td>
<td>4%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

### 2017-2018 Goals and Objectives

- Introduce at least one new program to the student body.
- Collaborate with other campus areas (i.e. Greek Life) to provide programs.
- Continue to strengthen the young core group of student employees through various initiatives and utilize outside sources to assist with their professional development.
- Provide additional officiating opportunities (additional campus events, community leagues, and middle / high school games).
Sports Clubs Program

The Sport Clubs program continued serving over 500 club athletes. This program area is expanding across the country and growth in this program is expected. This program is student driven and based on their collective interests in participating in a regional sport conference. Sports can vary during any given semester. The ability to host Sport Club events on campus will provide greater exposure for Radford University.

2017-2018 Highlights

1. 502 students were officially on Sport Clubs rosters.
2. The sport club teams participated in over a 160 community service events that included Relay for Life, Angel Tree, Toys for Tots, local food and clothing drives, and the Polar Plunge.
3. The SCC (Sports Club Council) created a new member leader orientation that was put to use during the spring semester
4. The SCC social media pages were built and now have traction for getting information quicker to the students and recruits
5. The SCC logged 12 hours weekly to assist club representatives with their organization (operations, community service, and fundraising) and took on new responsibilities for promotions.

2016-2017 Goals and Objectives

1. Add 1-2 additional clubs. Not completed. Men’s Basketball and Fishing Club are on their way for Fall 2017.
2. Create the new Sports Club office in the SRWC and use additional space for clubs to meet and have study hall. **Completed.**

3. Club officers will assist with creating and growing our social media platform to reach new members and future students. **Completed.**

4. Have the ESHE department assist with weight training and metabolic conditioning for the Sports Club Program. **Ongoing. Rugby team has received assistance; would like to include more clubs 2017/2018**

### Program Statistics

**Sport Club Participation 3-Year Comparison**

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Sport Clubs</th>
<th>Sport Club Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014-2015</td>
<td>22</td>
<td>528</td>
</tr>
<tr>
<td>2015-2016</td>
<td>21</td>
<td>535</td>
</tr>
<tr>
<td>2016-2017</td>
<td>19</td>
<td>502</td>
</tr>
<tr>
<td>Club Name</td>
<td>Total</td>
<td></td>
</tr>
<tr>
<td>---------------------------</td>
<td>-------</td>
<td></td>
</tr>
<tr>
<td>Women’s Soccer</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>Men’s Lacrosse</td>
<td>36</td>
<td></td>
</tr>
<tr>
<td>Swimming</td>
<td>32</td>
<td></td>
</tr>
<tr>
<td>Women’s Lacrosse</td>
<td>27</td>
<td></td>
</tr>
<tr>
<td>Tennis</td>
<td>24</td>
<td></td>
</tr>
<tr>
<td>Women’s Ultimate</td>
<td>31</td>
<td></td>
</tr>
<tr>
<td>Hockey</td>
<td>28</td>
<td></td>
</tr>
<tr>
<td>Skeet &amp; Trap</td>
<td>22</td>
<td></td>
</tr>
<tr>
<td>Billiards</td>
<td>16</td>
<td></td>
</tr>
<tr>
<td>Men’s Ultimate</td>
<td>39</td>
<td></td>
</tr>
<tr>
<td>Women’s Volleyball</td>
<td>22</td>
<td></td>
</tr>
<tr>
<td>Softball</td>
<td>17</td>
<td></td>
</tr>
<tr>
<td>Redcoats</td>
<td>20</td>
<td></td>
</tr>
<tr>
<td>Men’s Volleyball</td>
<td>24</td>
<td></td>
</tr>
<tr>
<td>Baseball</td>
<td>28</td>
<td></td>
</tr>
<tr>
<td>Women’s Basketball</td>
<td>19</td>
<td></td>
</tr>
<tr>
<td>Bowling</td>
<td>15</td>
<td></td>
</tr>
<tr>
<td>Men’s Rugby</td>
<td>39</td>
<td></td>
</tr>
<tr>
<td>Men’s Soccer</td>
<td>32</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>502</strong></td>
<td></td>
</tr>
</tbody>
</table>
**Sports Club Representative Survey Results**

<table>
<thead>
<tr>
<th>Student Staff Ratings</th>
<th>Excellent</th>
<th>Good</th>
<th>Adequate</th>
<th>Poor</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>How would you rate your ability to find information you need on the Club Sports webpage?</td>
<td>18%</td>
<td>68%</td>
<td>10%</td>
<td>4%</td>
<td>0%</td>
</tr>
<tr>
<td>How would you rate the ease of completing the forms required by Club Sports for club activities?</td>
<td>21%</td>
<td>65%</td>
<td>14%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>How would you rate the timeliness of receiving a response to a question from the Club Sports Office?</td>
<td>60%</td>
<td>35%</td>
<td>5%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>How would you rate the overall performance of the Club Sports Office?</td>
<td>40%</td>
<td>57%</td>
<td>3%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>How satisfied are you with your experience in Club Sports?</td>
<td>58%</td>
<td>40%</td>
<td>2%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Freshman</th>
<th>Sophomore</th>
<th>Junior</th>
<th>Senior</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>3%</td>
<td>14%</td>
<td>43%</td>
<td>40%</td>
<td>0%</td>
</tr>
</tbody>
</table>

**Goals for Academic Year 2017-2018**

1. Add 1-2 additional clubs.
2. Have three orientation new member training seminars.
3. Sponsor two speakers from campus (safety/police) to address Sports Club members.
4. Train SCC board members with TIPS (Training for Intervention Procedures)
5. Continue growing our social media platform to recruit new members and future students

**Proposed Improvements/Changes to Be Implemented in 2017-2018**

- Sport Club Council: add additional survey questions in relation to gaining social media involvement and new leader orientation
Professional Development Committee

The Professional Development Committee is responsible for ensuring that adequate opportunities for staff development exist. At present, the responsibilities of the Professional Development Committee are:

- Plans and conducts activities for all employees that lead to enhanced student success
- Provides a forum for explorative and open discussion of new and innovative procedures and strategies
- Supports technology innovation and training
- Develops a process to distribute information to staff on workshops, seminars and available resources related to staff and instructional improvement
- Provides programs for community awareness
- Develops a comprehensive staff development plan
- Fulfills committee obligations to college strategic planning
- Provides and conducts programs/activities which supports diversity and inclusion

Radford University’s Student Affairs Professional Development Committee provided 12 training events, two community service opportunities and one support staff recognition program during the 16-17 academic year. Committee members were volunteers from the Student Affairs Division. Events were provided with no budget and in conjunction with existing resources. The provision for continued professional development opportunities within student affairs for its employees is essential for their effectiveness in advancing student success. Our professional development committee was proactive in identifying university needs and encouraging employees to explore ideas and competencies that facilitate continuous improvement at the organizational and individual levels. The committee provided workshops and speakers on the following topics:

1. Mindfulness and Meditation
2. Appalachian Student Population
3. Emerging Women Leaders
4. Safe Zone Training
5. Green Zone training
6. Learning Assistive Technology Tools
7. Micro-aggressions
8. Effective Strategies to Support our Students with Language-Learning Disabilities
9. Social Justice and Islamophobia
10. Impacting Pedagogy: Diversity in the Classroom
11. Social Media: Linked In
Department of Student Life Student Employment/Involvement Self–Assessment Results

Please respond to the following statements as it related to your overall student experience at Radford University.

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Somewhat Agree</th>
<th>Neutral</th>
<th>Somewhat Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>6</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

My on campus employment/involvement with the department provided me a continuous connection to the campus community.

7(22) 6(15) 5(5) 4(1) 3(0) 2(0) 1(0)

I would recommend seeking employment/involvement with the department to other students.

7(30) 6(12) 5(1) 4(0) 3(0) 2(0) 1(0)

My employment/involvement provided me the opportunity to take my classroom learning and apply it in an experiential setting.

7(14) 6(12) 5(11) 4(3) 3(3) 2(0) 1(0)

The professional staff provided me with training, tools, and guidance I needed to be successful in my position within the department.

7(21) 6(18) 5(3) 4(1) 3(0) 2(0) 1(0)

My campus employment/involvement taught me skills that will assist me in gaining employment and finding success upon my graduation from Radford University.

7(23) 6(11) 5(8) 4(1) 3(0) 2(0) 1(0)

Please think back and reflect upon your employment/involvement experience with the department. Knowing what you know now about learning outcomes, please rate your abilities as they were at the beginning of your employment/involvement. Then rate your abilities as you currently perceive them.

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Somewhat Agree</th>
<th>Neutral</th>
<th>Somewhat Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>6</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

**Communication Skills**

I am confident in my communication skills and feel that I am able to discuss/resolve problems in a professional manner.
Health & Wellness
I am confident that I maintain health and wellness behaviors that positively reflect upon the quality of my work and life styles.

Beginning 7(12) 6(13) 5(9) 4(6) 3(1) 2(0) 1(1) N/A(0)
End 7(23) 6(14) 5(2) 4(2) 3(1) 2(0) 1(0) N/A(0)

Personal Growth
I am confident in my ability to make educated decisions based on observation, experience, reflection, reasoning, and communication.

Beginning 7(9) 6(13) 5(14) 4(6) 3(0) 2(1) 1(0) N/A(0)
End 7(26) 6(15) 5(1) 4(1) 3(0) 2(0) 1(0) N/A(0)

Teamwork/Collaboration
I am believe that I work well with others and can facilitate positive work environments through interaction with individuals and groups.

Beginning 7(8) 6(21) 5(7) 4(6) 3(0) 2(0) 1(1) N/A(0)
End 7(23) 6(18) 5(1) 4(0) 3(0) 2(0) 1(0) N/A(1)

Leadership
I am confident in my leadership skills and can effectively execute daily responsibilities and tasks in a professional manner.

Beginning 7(9) 6(11) 5(13) 4(6) 3(2) 2(1) 1(1) N/A(0)
End 7(25) 6(17) 5(0) 4(1) 3(0) 2(0) 1(0) N/A(0)

Social Responsibility
I believe that I am actively aware of social conditions and contribute to make positive change within the respective communities- be it local, regional, national, global.

Beginning 7(5) 6(14) 5(13) 4(8) 3(2) 2(0) 1(1) N/A(0)
End 7(18) 6(20) 5(4) 4(1) 3(0) 2(0) 1(0) N/A(0)

Appreciation of Differences
I believe I am respectful, receptive, and sensitive when I work with others who are different from me.

Beginning 7(14) 6(21) 5(6) 4(1) 3(0) 2(0) 1(1) N/A(0)
End 7(35) 6(7) 5(1) 4(0) 3(0) 2(0) 1(0) N/A(0)