

# RADFORD UNIVERSITY

Board of Visitors

**QUARTERLY MEETING  
9:00 A.M.  
APRIL 23, 2021  
JOSEPH P. SCARTELLI ATRIUM  
COVINGTON CENTER, RADFORD, VA**

**DRAFT  
MINUTES**

**BOARD MEMBERS PRESENT**

Mr. Robert A. Archer, Rector  
Mr. James R. Kibler, Vice Rector  
Dr. Thomas Brewster  
Dr. Jay A. Brown  
Ms. Krisha Chachra  
Dr. Rachel D. Fowlkes  
Dr. Susan Whealler Johnston  
Mr. Mark S. Lawrence  
Dr. Debra K. McMahon  
Ms. Nancy Angland Rice  
Mr. David A. Smith  
Ms. Georgia Anne Snyder-Falkingham  
Ms. Lisa Throckmorton  
Dr. Katie Hilden, Faculty Representative (Non-voting Advisory Member)

**BOARD MEMBERS ABSENT**

Mr. Gregory A. Burton  
Ms. Karyn K. Moran  
Ms. Samantha Powell, Student Representative (Non-voting Advisory Member)

**OTHERS PRESENT**

Dr. Brian O. Hemphill, President  
Ms. Karen Casteel, Secretary to the Board of Visitors and Special Assistant to the President  
Mr. Craig Cornell, Vice President for Enrollment Management  
Dr. Lyn Lepre, Provost and Vice President for Academic Affairs  
Ms. Wendy Lowery, Vice President for Advancement and University Relations  
Mr. Chad A. Reed, Vice President for Finance and Administration and Chief Financial Officer  
Ms. Ashley Schumaker, Chief of Staff and Vice President for Strategic Operations  
Dr. Susan Trageser, Vice President for Student Affairs  
Mr. Allen T. Wilson, Assistant Attorney General, Commonwealth of Virginia

**CALL TO ORDER AND OPENING COMMENTS**

Rector Robert A. Archer called the quarterly meeting of the Radford University Board of Visitors to order at 8:59 a.m. in the Joseph P. Scartelli Atrium of the Covington Center.

Rector Archer began the meeting by welcoming everyone and thanking the Board of Visitors members for their continued focus and hard work on behalf of Radford University, especially during this time of planning for the leadership transition at the University. Rector Archer thanked those involved in the second successful public comment session on tuition and fees held on campus on April 5, 2021, with a special thank you extended to Vice President for Finance and Administration and Chief Financial Officer Chad A. Reed for his presentation on budget projections and recommendations. Rector Archer added that the Board continues to be very aware of the impact of tuition and fees on the students and their families. Rector Archer said that it important that we continue to thank all involved in dealing with the on-going pandemic in a most successful manner.

Rector Archer stated that, in recognition of this Board meeting being the last one for President Hemphill, he would like to recognize and thank him and his family for their leadership and outstanding accomplishments while at Radford University by setting a course of continued growth and greatness in to the future. Rector Archer added that there is on-going work to establish a presidential search committee, retain a search firm and establish a workable timeline, with the goal of locating and retaining the very best president possible. In closing, Rector Archer congratulated Dr. Katie Hilden on her re-election as Faculty Senate President for the upcoming year.

### **APPROVAL OF AGENDA**

Rector Archer asked for a motion to approve the Board of Visitors meeting agenda for April 23, 2021, as published. Dr. Susan Whealler Johnston so moved, Mr. Mark S. Lawrence seconded, and the motion carried unanimously.

### **APPROVAL OF MINUTES**

Rector Archer asked for a motion to approve the February 12, 2021 minutes of the Board of Visitors meeting. Mr. Lawrence so moved, Ms. Nancy Angland Rice seconded, and the motion carried unanimously.

### **RECOGNITION**

Rector Archer invited former Vice President for Information Technology and Chief Information Officer Danny Kemp and President Hemphill to join him at the front of the room. Rector Archer began by sharing that Mr. Kemp retired from Radford University in June 2020 and, due to the pandemic, the Board of Visitors has been unable to properly recognize him until this meeting. Rector Archer asked Mr. James R. Kibler to read the Resolution Recognizing Danny M. Kemp. Following the reading, Mr. Kibler asked for a motion to approve the resolution. Mr. Lawrence made the motion, Dr. Jay A. Brown seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment A*** and is made a part hereof.

Rector Archer invited Director of Athletics Robert Lineburg to the podium who then introduced newly hired Men's Basketball Head Coach Darris Nichols, a Radford native who has spent the past six seasons as an assistant coach at the University of Florida. Coach Nichols stated he looks forward to being surrounded by great people and feels the love and support for the basketball program.

### **PRESIDENT'S REPORT**

President Brian O. Hemphill, Ph.D. began his final report by acknowledging the Radford family, comprised of talented students, world-class faculty, dedicated staff, and passionate alumni, for their amazing work and incredible progress over the past five years. He shared that following a special

remembrance, he would highlight a number of accomplishments and highlights from the 2020-2021 academic year.

President Hemphill began by paying a heartfelt tribute to George M. Harvey, Sr., who passed away in February 2021, and reflected on his friendship with Mr. Harvey and what it had meant to him. President Hemphill stated that, without question, our campus, community, and Commonwealth mourn the loss of a business pioneer, family man, and incredible friend. Mr. Harvey served as a successful business owner and caring community leader with unbelievable distinction for more than 70 years. He will forever be remembered as a true statesman and beloved Highlander.

Mr. Harvey was publicly recognized by the University during the Spring 2017 Commencement for his many contributions and was awarded an honorary Bachelor of Business Administration degree in recognition of his lifetime achievement in the business sector and faithful service to his local community. In 2018, Mr. Harvey received yet another honor as the University proudly dedicated and officially opened the Harvey Knowledge Center, which is located on the fourth floor of McConnell Library and represents a combination of the Harvey Learning Center, established in 1997, and the Warren P. Self Learning Assistance Resource Center, or LARC.

Following a moment of silence in remembrance of Mr. Harvey, President Hemphill provided an update on the hotel project. Following more than a year of planning, demolition of the four existing structures on the hotel site, at the intersection of Tyler Avenue and Calhoun Street, has officially begun to make way for The Highlander. He added that the hotel, with 125 rooms, is designed to reflect the local region and its rich history, as well as Radford University's tradition of hard work. In addition, it will provide amenities not available at current area hotels, such as a stunning rooftop steakhouse and bar that will overlook campus with a backdrop of the Blue Ridge Mountains. A highlight of the structure will be a 4,000-square-foot conference space that will accommodate 250-300 people, allowing the University to potentially host large-scale events, such as business expos and conferences. President Hemphill added that demolition is scheduled to be completed by the end of May 2021 with construction to immediately follow. A formal groundbreaking event is planned for June 15, 2021, and the hotel will be completed in late 2022.

President Hemphill updated the Board of Visitors on a variety of academic accolades and recent rankings recently received that spotlight the high-quality degree program offerings, including the Radford University and Radford University Carilion Nursing: Post-Licensure (RN to BSN) programs have been ranked as the best online nursing programs in the Commonwealth of Virginia by registerednursing.org; U.S. News & World Report has listed the Davis College of Business and Economics' Part-time Master of Business Administration (MBA) program in its 2022 Best Part-time MBA rankings; for the second consecutive year, Intelligent.com has ranked Radford University's fully online math education program on its listing of the best online master's in mathematics degree programs; the University's five online bachelor's degree programs ranked No. 19 out of 50 in a nationwide listing of the Best Online Colleges and Universities for 2021 by College Consensus, a college ratings website that aggregates publisher rankings and student reviews; and Radford University has been named a 2021 Top Adult Degree Program institution by Abound, a college guidance system for degree-seeking adults.

President Hemphill stated that, throughout the 2020-2021 academic year, Radford University has been proactive and thoughtful about the planning and response to the COVID-19 global health pandemic. The Fall 2020 semester presented a number of barriers and challenges as a majority of students returned to campus for an in-person experience. The Fall 2020 semester was defined by the continued offering of

testing, as well as direct care for impacted individuals. The Spring 2021 semester was marked by continued testing, but also included the availability and administration of vaccines for faculty and staff, as well as students. President Hemphill added that the University's success in the Spring semester can be attributed to the care and compassion demonstrated by all Highlanders, as well as the hard work of the COVID-19 Working Group, which recently prepared and distributed detailed operational plans for Summer and Fall 2021. Our success was also made possible due to our strong partnership with the New River Health District.

In closing, President Hemphill shared that the University community is looking forward to celebrating the Class of 2020 and Class of 2021 with in-person ceremonies to be held from April 29, 2021 through May 2, 2021. A copy of the report is attached hereto as ***Attachment B*** and is made a part hereof.

## **REPORT FROM THE ACADEMIC EXCELLENCE AND RESEARCH COMMITTEE**

Dr. Thomas Brewster, Chair, stated that the Academic Excellence and Research Committee met on April 22, 2021 and brought forth the following action items for consideration.

### **ACTION ITEMS**

#### **Recommendation to Approve Teaching and Research Faculty Tenure for 2021-2022**

Dr. Brewster presented the recommendation from the Committee for Approval of Teaching and Research Faculty Tenure for the 2021-2022 academic year. Following discussion, Rector Archer asked for a motion to approve the resolution. Ms. Rice so moved, Mr. Kibler seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment C*** and is made a part hereof.

#### **Recommendation to Approve Discontinuance of the Post Graduate Certificate of Gerontology**

Dr. Brewster presented the recommendation for the Discontinuance of the Post Graduate Certificate of Gerontology. Following discussion, Rector Archer asked for a motion to approve the resolution. Mr. Kibler so moved, Mr. Lawrence seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment D*** and is made a part hereof.

#### **Recommendation to Approve Discontinuance of the Post-Baccalaureate Certificate in Music Pedagogy**

Dr. Brewster presented the recommendation for the Discontinuance of the Post-Baccalaureate Certificate in Music Pedagogy. Following discussion, Rector Archer asked for a motion to approve the resolution. Mr. Kibler so moved, Ms. Rice seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment E*** and is made a part hereof.

#### **Recommendation to Approve to Separate the School of Nursing from the Waldron College of Health and Human Services as a Stand-Alone Academic Unit**

Dr. Brewster presented the recommendation for Approval to Separate the School of Nursing from the Waldron College of Health and Human Services as a Stand-Alone Academic Unit. Following discussion, Rector Archer asked for a motion to approve the resolution. Mr. Lawrence so moved, Dr. Rachel D. Fowlkes seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment F*** and is made a part hereof.

Dr. Brewster reported that Faculty Senate President Katie Hilden provided a Faculty Senate update, including Faculty Senate had considered and passed 157 motions to date; the Course Minimums Committee is meeting; results of the Faculty Morale Survey and initiatives for 2021-2022. Dr. Hilden

also shared information about the collaborative and worthwhile work of the Department of Sociology and the Division of Student Affairs' Helping Eradicate Homelessness through Resources Opportunities and Supplies program (HEHROS) in establishing a Food Pantry on main campus. Dr. Brewster added that Provost Lepre discussed the faculty members who will be promoted effective Fall 2021 and the faculty who were awarded emeriti status this academic year. Dr. Brewster also shared that Executive Director of General Education Nicole Hendrix, Ph.D. provided an update and discussion on the new REAL curriculum, including the REAL curriculum sets Radford University apart and offers something no other institution in the Commonwealth has to offer.

### **REPORT FROM THE ADVANCEMENT, UNIVERSITY RELATIONS AND ENROLLMENT MANAGEMENT COMMITTEE**

Ms. Lisa Throckmorton stated that the Committee met April 22, 2021 and shared the following information.

Ms. Throckmorton reported that Vice President for Enrollment Management Craig Cornell shared freshmen applications for main campus continue to follow national trends, however, a strong pool of students has allowed a stronger admit percentage this year, being up 6% compared to last year. Ms. Throckmorton added that following 2019 benchmarks, it is expected we will see a freshman class ranging from approximately 1,400-1,450. Ms. Throckmorton shared that main campus is seeing an increase in new transfer applications allowing for larger percentage of admits and growing deposit numbers and overall RUC enrollment growth from previous year was shared. Ms. Throckmorton summarized the Division of Enrollment Management's student communications and activities. She also shared that Vice President Cornell distributed a packet of the communication and recruitment materials that an entering student at main campus would receive.

Ms. Throckmorton stated that Vice President for Advancement and University Relations Wendy Lowery reported on the successes in working with VisionPoint and that Radford is significantly out performing benchmarks on Instagram and Facebook. Ms. Throckmorton shared updates on new marketing efforts for Radford University Carilion and that the design team in University Relations won a Gold Addy for the Radford University Brand Guide. Ms. Throckmorton also shared updates on fundraising, including the current overall giving is the largest amount raised in one fiscal year in University history.

### **REPORT FROM BUSINESS AFFAIRS AND AUDIT COMMITTEE**

Mr. Mark Lawrence, Vice Chair, stated that the Committee met April 22, 2021 and shared the following information.

Mr. Mark Lawrence reported that the Committee first heard from Zachary Borgerding, with the Auditor of Public Accounts, who provided a status update of their audit of the University's FY 2020 financial statements. Mr. Lawrence stated that University Auditor Margaret McManus presented an oral report on the review of the University Discretionary Fund expenditures for the quarter ended March 31, 2021 and that 100% of the fund's expenditures were reviewed and found to be in compliance with the Board of Visitors' guidelines. Mr. Lawrence also shared that Vice President for Finance and Administration and Chief Financial Officer Chad A. Reed provided an update on capital projects currently in progress, including the Center for Adaptive Innovation and Creativity and the hotel project, the Highlander.

## **ACTION ITEMS**

### **Adoption of the Investment of Employee Benefit Funds Policy and Retirement Administrative Committee Charter**

Mr. Lawrence presented the recommendation for the Adoption of the Investment of Benefits Funds Policy and Retirement Administrative Committee Charter. Following discussion, Rector Archer asked for a motion to approve the resolution. Mr. Kibler so moved, Mr. Lawrence seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment G*** and is made a part hereof.

### **Approval of the 2021-2022 Tuition and Fees**

Mr. Lawrence presented the recommendation for the Approval of the 2021-2022 Tuition and Fees. Following discussion, Rector Archer asked for a motion to approve the resolution. Mr. Kibler so moved, Dr. Johnston seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment H*** and is made a part hereof.

## **REPORT FROM THE GOVERNANCE, ADMINISTRATION AND ATHLETICS COMMITTEE**

Dr. Jay A. Brown, Chair, stated that the Committee met April 22, 2021 and shared the following information.

Dr. Brown reported that Director of Athletics Robert Lineburg shared news and updates with the Committee, including the naming of Darris Nichols as the eighth Men's Basketball Head Coach in program history. Dr. Brown continued with an update of the overall records of the athletic teams, including several academic accolades. Dr. Brown reported that as of March 25, Radford Athletics has secured over \$2.1 million dollars in new gifts and pledges for the 2020-21 Fund Drive and this includes a new \$1 million partnership, which will be announced over the summer. Dr. Brown shared the success of the RAD48 campaign, which was the first athletics-only giving challenge. Dr. Brown concluded his report by sharing upcoming Athletic events.

## **REPORT FROM THE STUDENT SUCCESS COMMITTEE**

Dr. Debra K. McMahon stated that the Committee met April 22, 2021 and shared the following information.

Dr. Mahon stated that the Committee first heard from Student Government President Chris Davis, who shared updates on the initiatives for the 2020-2021 academic year, including the Executive Board receiving Trauma Informed Care training. Dr. McMahon shared that Ms. Grace Hurst, as the SCHEV Student Representative, provided information on the focus of the SCHEV Student Advisory Council this past year. The members organized into two committees and worked on financial aid eligibility, expansion of the Virginia Talent and Opportunity Partnership, increasing vaccine awareness, and raising awareness of the Student Advisory Council. Dr. McMahon also shared that Vice President for Student Affairs Susan Trageser, Ed.D. provided updates on current collaborations, programs and initiatives. Dr. McMahon shared that 600 new freshmen achieved the Dean's List and that each student received a personal video message from the Deans and an achievement certificate. Dr. McMahon also stated that the Committee learned that faculty and staff have volunteered 4500 hours to assist the Virginia Department of Health at the vaccination clinics held at the Dedmon Center. Dr. McMahon reported that the Student Counseling Services (SCS) and SAVES hosted many events this semester to raise awareness of suicide prevention, sexual assault, stalking, domestic violence and alcohol abuse and that Trauma Informed Care training will be offered this summer for interested

faculty and staff. Dr. McMahon closed by stating that she looks forward to seeing how the Trauma Informed Care will positively impact our students and make a difference on campus.

### **REPORT FROM THE STUDENT REPRESENTATIVE TO THE BOARD**

Rector Archer stated that Student Representative to the Board Samantha Powell was unable to be at the meeting, and there would be no report provided.

### **REPORT ON THE RADFORD UNIVERSITY FOUNDATION**

Dr. Fowlkes, Representative to the Radford University Foundation Board of Directors, provided an update on recent Foundation news and activities.

Dr. Fowlkes began her report by stating that the Foundation closed on a sale of nearly \$17 million worth of student housing. The properties were sold to the University and was discussed in the Business Affairs and Audit Committee. Dr. Fowlkes added that in spite of this sale, the total assets of the Foundation are still over \$116 million. Investment returns during the current fiscal year helped offset the impact of the sale. Dr. Fowlkes added that the Foundation closed on the hotel project last week and demolition has started. The groundbreaking ceremony is scheduled for June 15, 2021, and the hotel is expected to open in late 2022. Dr. Fowlkes stated that the Foundation Annual Report should go to print by early next week, and the next Foundation Board of Directors meeting will be on June 15, 2021. Dr. Fowlkes distributed an asset summary report, attached hereto as ***Attachment I*** and made a part hereof.

### **2018-2023 RADFORD UNIVERSITY STRATEGIC PLAN UPDATE**

Chief of Staff and Vice President for Strategic Operations Ashley Schumaker provided a mid-term progress report on the 2018-2023 Radford University Strategic Plan. Chief of Staff Schumaker began by stating the Board of Visitors approved the plan in December 2017, which included a bold vision, ambitious goals and detailed strategies. She added that, since the implementation in January 2018, work has been heavily focused on transparency with regular progress reports provided, as well as annual reports organized by the focal areas of the strategic plan. Chief of Staff Schumaker continued by discussing a featured accomplishment in each focal area. She described the highlight for the Academic Excellence and Research focal area was the merger with Jefferson College of Health Sciences resulting in the creation of Radford University Carilion. Chief of Staff Schumaker continued by sharing details of the 3Rs (Responsive, Resilient, Real) campaign under the Brand Identity focal area and the Vinod Chachra IMPACT Lab under the Economic Development and Community Partnerships focal area. In the Philanthropic Giving and Alumni Engagement area, the historic fundraising efforts were highlighted, as well as the Capital Campaign launch. Chief of Staff Schumaker continued by discussing the featured accomplishment of the Strategic Enrollment Growth focal area, which was the Highlander Distinction Program, a \$13 million investment for incoming students which was created in December 2019. With student success as the foundation of the mission of the University, the creation of the Academic Success Center provides engagement and support for students across the campus. This highlight in the Student Success focal area came to life in Fall 2020 and was an outcome of the Retention Summit in January 2019. A copy of the report is attached hereto as ***Attachment J*** and is made a part hereof.

### **CLOSED SESSION**

Rector Archer requested a motion to move into closed session. Dr. Brewster made the motion that the Radford University Board of Visitors convene a closed session pursuant to Section 2.2-3711 (A) Item 1, 7 and 11 under the Virginia Freedom of Information Act for the discussion of personnel matters; consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the

negotiating or litigating posture of the public body; and the discussion or consideration of honorary degree. Ms. Rice seconded the motion. The Board of Visitors went into closed session at 10:49 a.m.

### **RECONVENED SESSION**

Following closed session, public access to the meeting was reconnected. Rector Archer called the meeting to order at 1:05 p.m. On the motion made by Dr. Brewster and seconded by Mr. Lawrence, the following resolution of certification was presented.

#### **Resolution of Certification**

BE IT RESOLVED, that the Radford University Board of Visitors certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements under this chapter were discussed in the closed meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion by which the closed session was convened were heard, discussed or considered by the Board.

Roll Call	Vote
Mr. James R. Kibler, Vice Rector	Yes
Dr. Thomas Brewster	Yes
Dr. Jay A. Brown	Yes
Ms. Krisha Chachra	Yes
Dr. Rachel D. Fowlkes	Yes
Dr. Susan Whealler Johnston	Yes
Mr. Mark S. Lawrence	Yes
Dr. Debra K. McMahon	Yes
Ms. Nancy Angland Rice	Yes
Mr. David A Smith	Yes
Ms. Georgia Anne Snyder-Falkingham	Yes
Ms. Lisa Throckmorton	Yes
Mr. Robert A. Archer, Rector	Yes

The resolution of certification was unanimously adopted.

### **CLOSED SESSION**

Rector Archer requested a motion to move into a second closed session. Dr. Brewster made the motion that the Radford University Board of Visitors convene a closed session pursuant to Section 2.2-3711 (A) Item 3 under the Virginia Freedom of Information Act for the discussion or consideration of the acquisition of real property for a public purpose, or the disposition of publicly held real property, where discussion in an open meeting would adversely affect the bargaining position or negotiation strategy. Ms. Rice seconded the motion. The Board of Visitors went into closed session at 1:08 p.m.

### **RECONVENED SESSION**

Following closed session, public access to the meeting was reconnected. Rector Archer called the meeting to order at 1:16 p.m. On the motion made by Dr. Brewster and seconded by Mr. Lawrence, the following resolution of certification was presented.

#### **Resolution of Certification**

BE IT RESOLVED, that the Radford University Board of Visitors certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements under this chapter were discussed in the closed meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion by which the closed session was convened were heard, discussed or considered by the Board.

Roll Call	Vote
Mr. James R. Kibler, Vice Rector	Yes
Dr. Thomas Brewster	Yes
Dr. Jay A. Brown	Yes
Ms. Krisha Chachra	Yes
Dr. Rachel D. Fowlkes	Yes
Dr. Susan Whealler Johnston	Yes
Mr. Mark S. Lawrence	Yes
Dr. Debra K. McMahon	Yes
Ms. Nancy Angland Rice	Yes
Mr. David A Smith	Yes
Ms. Georgia Anne Snyder-Falkingham	Yes
Ms. Lisa Throckmorton	Yes
Mr. Robert A. Archer, Rector	Yes

The resolution of certification was unanimously adopted.

## **ACTION ITEMS**

### **Student Representative to the Board of Visitors**

Rector Archer asked for a motion to elect Ms. Grace Hurst to serve as the Non-voting Advisory Student Representative to the Board of Visitors for 2021-2022. Dr. Debra McMahon so moved, Ms. Lisa Throckmorton seconded, and the motion carried unanimously.

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

Rector Archer asked for a motion to approve the Performance Plan Update for 2020-2021 for President Hemphill. Mr. Lawrence so moved, Ms. Chachra seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment K*** and is made a part hereof.

### **Approval of Bylaws Amendments**

Rector Archer called upon Assistant Attorney General Wilson to review the proposed Bylaws amendments. Mr. Wilson explained that the proposed updates make the Bylaws consistent with current Code of Virginia requirements for members participation by electronic communications and cleans up other language regarding positions that are no longer current. Rector Archer asked for a motion approve the Bylaws Amendments. Dr. Brown so moved, Mr. Lawrence seconded, and the motion carried unanimously. A copy of the proposed changes and resolution are attached hereto as ***Attachment L and M***, respectively, and made a part hereof.

## **Radford University Foundation Memorandum of Understanding**

Rector Archer called upon Assistant Attorney General Allen T. Wilson, who provided background information of the Memorandum of Understanding with the Radford University Foundation, including the explanation of why the Board policy needs to be revoked and replaced. A copy of the resolution is attached hereto as ***Attachment N*** and is made a part hereof.

**Recommendation of Honorary Degree**

Rector Archer asked for a motion to approve the honorary degree to be awarded at the 2021 Spring Commencement ceremony on April 30, 2021. Mr. Kibler so moved, Mr. Lawrence seconded, and the motion carried unanimously.

**Recommendation to Adopt the First Amendment to the Radford University Qualified Governmental Excess Benefit Arrangement**

Rector Archer asked for a motion for approval to adopt the First Amendment to the Radford University Qualified Governmental Excess Benefit Arrangement. Dr. Brown so moved, Mr. Kibler seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment O*** and is made a part hereof.

**Recommendation to Approve the Strategic Budget Reduction Plan**

Rector Archer asked for a motion to approve the strategic budget reductions as presented and discussed in closed session. Mr. Lawrence so moved, Ms. Rice seconded, and the motion carried unanimously.

**Election of Rector and Vice Rector for 2021-2022**

Dr. Johnston reported to the Board of Visitors that the Governance, Administration and Athletics Committee, serving as the Nominations Committee, was bringing forward nominations for Rector and Vice Rector for 2021-2022 with Mr. Robert A. Archer as Rector and Dr. Jay A. Brown as Vice Rector. Dr. Johnston asked for any other nominations from the floor. After hearing none, Dr. Johnston stated that before Rector Archer could be re-elected, the Bylaws would need to be suspended to allow Rector Archer to serve a third consecutive term. Dr. Johnston asked Dr. Brewster to read the resolution to suspend the Bylaws. Following the reading, Dr. Johnston asked for a motion to approve the resolution. Mr. Lawrence so moved, Dr. McMahon seconded and the motion passed unanimously. Dr. Johnston then asked for a motion to re-elect Robert A. Archer as Rector of the Radford University Board of Visitors for 2021-2022. Dr. Brewster so moved, Mr. Lawrence seconded, and the motion passed unanimously. Dr. Johnston asked for a motion to elect Dr. Jay A. Brown as Vice Rector of the Radford University Board of Visitors for 2021-2022. Dr. McMahon so moved, Mr. Kibler seconded, and the motion passed unanimously. A copy of the resolution is attached hereto as ***Attachment P*** and is made a part hereof.

**OTHER BUSINESS**

**Recognition**

Rector Archer recognized Samantha Powell, who served as the Non-voting Advisory Student Representative to the Board of Visitors for 2020-2021. Vice President Trageser accepted the plaque on Ms. Powell's behalf.

### **Approval of Resolutions**

Rector Archer asked Mr. Lawrence to please read a resolution of appreciation to Mr. James R. Kibler, as his current term on the Board of Visitors expires June 30, 2021. A copy of the resolution is attached hereto as ***Attachment Q*** and is made a part hereof. Additionally, the Board of Visitors recognized Mr. Gregory A. Burton and Ms. Karyn Moran, whose also have terms on the Board of Visitors expiring on June 30, 2021. Copies of the resolutions are attached hereto as ***Attachment R and S***, respectfully, and are made a part hereof. Rector Archer asked for a motion to approve the resolutions. Dr. Brown so moved, Ms. Georgia Anne Snyder-Falkinham seconded, and the motion carried unanimously.

### **Other Recognition**

Rector Archer asked Chief of Staff Ashley Schumaker to come forward. Rector Archer expressed that the Board of Visitors wanted Ashley to know how much they appreciated her hard work on behalf of the University and presented her with a framed photo collage of projects completed while at Radford with a plaque which reads:

“Sometimes you are lucky enough to work with people who can make dreams a reality. Ashley Schumaker is one of those people. The Radford University Board of Visitors recognizes Ashley for her unwavering support, enduring dedication, contagious passion and limitless hard work on behalf of Radford University’s mission and our valued current and future generations of students.”  
Presented with heartfelt gratitude and best wishes in future endeavors by the Radford University Board of Visitors, April 23, 2021

The Rector then asked President Hemphill to come forward. Rector Archer again expressed to President Hemphill his gratitude for his leadership and historic accomplishments while at Radford University and presented him with his Presidential Medallion framed with a plaque which reads:  
“An inspiring leader of great integrity with true compassion for all Highlanders”  
Presented with grateful appreciation by the Radford University Board of Visitors, April 23, 2021

Rector Archer asked Ms. Krisha Chachra to read the resolution honoring President Hemphill. Mr. Kibler made the motion to approve the resolution, Mr. Lawrence seconded, and the motion passed unanimously. A copy of the resolution is attached hereto as ***Attachment T*** and is made a part hereof.

President Hemphill extended a heartfelt thank you to Board of Visitors for their support during his presidency and for the recognition received at the meeting. He continued by providing accolades to the team that will be in place after he leaves and who will continue the great work of the University.

### **ANNOUNCEMENTS**

Rector Archer announced the upcoming meeting dates.

August 8-10, 2021 Retreat

September 9-10, 2021

December 2-3, 2021

**ADJOURNMENT**

With no further business to come before the Board, Rector Archer adjourned the meeting at 2:20 p.m.

Respectfully submitted,

Karen Casteel

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

**RADFORD  
UNIVERSITY**  
Board of Visitors

**RESOLUTION RECOGNIZING  
DANNY M. KEMP**

**WHEREAS**, Danny M. Kemp became a beloved member of the Radford family in 2006 bringing a diverse skillset, respected character and proficient leadership style to creatively transform the information technology enterprise in meeting the growing demands of the future; and

**WHEREAS**, Mr. Kemp received a Bachelor of Science and Master of Business Administration from Mississippi State University and spent over 26 years as their Director of Information Systems before going to Wake Forest University as their Director of Software Solutions; and

**WHEREAS**, Mr. Kemp provided vision, leadership, coordination and strategic planning for all aspects of information technology pertaining to academic, administrative and research needs of the University; and

**WHEREAS**, Mr. Kemp was responsible for the University-wide technology infrastructure, the development and support of information systems and technology support for faculty, students and staff, including infrastructure, enterprise systems, technology support services, web and mobile technologies, printing services, information security, electronic engineering and communication services, information technology planning, policy and compliance and project management; and

**WHEREAS**, during his tenure at Radford, Mr. Kemp saw significant growth and changes where his proven record of careful planning, effective engagement and results-driven approach led to successes in the Division of Information Technology and across the entire University; and

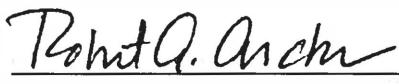
**WHEREAS**, Mr. Kemp was always willing to go the extra mile to finish a project early or extend a helping hand to others, all while sharing a warm and comforting smile to all of those who came into contact with him; and

**WHEREAS**, Mr. Kemp served the campus, the community, the region and the Commonwealth of Virginia with distinction, integrity, passion and pride; and

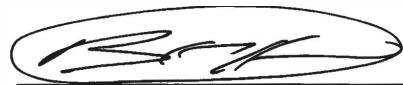
**WHEREAS**, Mr. Kemp created opportunities for past, present and future generations of Highlander students, faculty and staff through strategic planning and expanded investments in technology initiatives and programs, while demonstrating an in-depth understanding of emerging technologies and their applicability to higher education in both learning and working environments; and

**WHEREAS**, Mr. Kemp retired from Radford University, following an exemplary career spanning five decades of dedicated service and in full recognition of a meaningful career comprised of effective and thoughtful decision-making and sound leadership;

**NOW, THEREFORE BE IT RESOLVED**, that on this twenty-third day of the month of April in the year two thousand twenty-one, the Radford University Board of Visitors does hereby consider and pass this resolution of commendation and appreciation for the extraordinary service Mr. Danny M. Kemp has rendered to Radford University, to higher education and to the Commonwealth of Virginia, and furthermore that this resolution be preserved in perpetuity in the permanent business records of the Radford University Board of Visitors and a copy presented to Mr. Kemp.



Robert A. Archer  
Rector



Brian O. Hemphill, Ph.D.  
President

# RADFORD UNIVERSITY

Brian O. Hemphill, Ph.D.  
President

## MEMORANDUM

TO: Members of the Board of Visitors

FROM: Brian O. Hemphill, Ph.D.   
President

DATE April 23, 2021

RE: President's Report

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I would like to begin my final report by acknowledging the Radford family, comprised of talented students, world-class faculty, dedicated staff, and passionate alumni, for their amazing work and incredible progress over the past five years. Following a special remembrance, I will highlight a number of accomplishments and highlights from the 2020-2021 academic year.

### **Remembering George M. Harvey, Sr.**

On February 26, 2021, Radford University shared the news of the passing of George M. Harvey, Sr., a business owner, community leader, and University supporter. In celebrating George's life and legacy, the University pays tribute to his long and successful business career, family dedication, and community involvement. After serving in the U.S. Army and taking classes at the National Business College in Roanoke, George was always self-employed. He began his professional career owning a service station, then a used car dealership, gas distributorship, and a new car business. With each business success, he would use his profits to invest in the next and even more successful business.

In 1959, George founded what we know today as Harvey's Chevrolet. In 1989, TIME Magazine named George a Quality Dealer Award finalist, and his selection was announced by TIME Magazine at the National Automobile Dealers Association (NADA) Convention in New Orleans on January 28, 1989. He was only one of 10 dealers nationwide to be named a finalist for his outstanding business performance and exceptional community service. In addition to being a successful businessman, George was fully dedicated to his family and the community. He held positions on boards of directors in the areas of healthcare, banking, education, and community organizations. He proudly and skillfully served as the second president of the Radford University Foundation Board of Directors and was a current member of the Capital Campaign Steering Committee.

Over the years, I became close friends with George. Without question, our campus, community, and Commonwealth mourn the loss of a business pioneer, family man, and incredible friend. George served as a successful business owner and caring community leader with unbelievable distinction for more than 70 years. He will forever be remembered as a true statesman and beloved

**President's Report**

April 23, 2021

Page 2

Highlander. The Radford family will deeply miss George, his warm personality, and his engaging stories. His monumental legacy will live on through his loving family and our fond memories!

During the Spring 2017 Commencement, George was publicly recognized by the University for his many contributions. On Moffett Lawn in front of more than 10,000 attendees, I bestowed upon George an honorary Bachelor of Business Administration degree in recognition of his lifetime achievement in the business sector and faithful service to his local community. Immediately after receiving his honorary degree, George took to the podium to share his passion for Radford University and its mission of access and opportunity. He said, "The most important part of Radford University is its students. Radford University is here to give all of the students a quality education at a reasonable price. To me, that is the number one priority." His commitment to students was followed by his passion for the institution. He added, "We want the University to prosper and grow!"

In 2018, the year after George earned an honorary degree, George received yet another honor as the University proudly dedicated and officially opened the Harvey Knowledge Center, which is located on the fourth floor of McConnell Library and represents a combination of the Harvey Learning Center, established in 1997, and the Warren P. Self Learning Assistance Resource Center, or LARC. The Harvey Knowledge Center provides an array of helpful resources for both students and faculty, including small and private study areas, one-on-one academic coaching, study groups, and other forms of group collaboration and workshops designed to help students become lifelong learners.

In reflecting on George's legacy and impact, his career and life truly embodied his unwavering commitment to serving others. There is no way the Radford family could adequately express its everlasting appreciation and sincere gratitude for George, but we certainly took advantage of several opportunities to highlight his larger than life accomplishments and his love for his wife Juanita, children, grandchildren, and extended family of loved ones. George's unwavering dedication to the community and the institution had no limit! As a campus and a community, we are better because George was a part of our journey. As an individual, my life has forever been positively impacted by my close friendship with George in recent years and in his final days. We express our deepest condolences to the Harvey family. However, as a Radford family, we find comfort in knowing that George's family will carry on his far-reaching impact and undeniable legacy.

**Hotel Project Update**

Following more than a year of planning, demolition of four existing structures on the hotel site, at the intersection of Tyler Avenue and Calhoun Street, has officially begun to make way for The Highlander, the highly anticipated hotel to be constructed right off Radford University's main campus. The project is a joint effort between the University and the Radford University Foundation to bring an upscale, full-service boutique hotel to the area.

The Highlander, with 125 rooms, is designed to reflect the local region and its rich history, as well as Radford University's tradition of hard work. In addition, it will provide amenities not available

at current area hotels, such as a stunning rooftop steakhouse and bar that will overlook campus with a backdrop of the Blue Ridge Mountains. A highlight of the structure will be a 4,000-square-foot conference space that will accommodate 250-300 people, allowing the University to potentially host large-scale events, such as business expos and conferences.

The team of private companies, working with Radford University and the Radford University Foundation, have partnered to deliver this project including:

- S.B. Ballard, of Virginia Beach, as the general contractor;
- Blur Workshop, of Atlanta, Georgia, as the designer;
- Preston Hollow Capital, of Dallas, Texas, as the capital partner; and
- Aimbridge Hospitality, of Arlington, Texas, the largest third-party management company in the U.S., as the manager of the hotel.

Demolition is scheduled to be completed by the end of May 2021 with construction to immediately follow. With a formal groundbreaking event planned for June 15, 2021, the hotel will be completed in late 2022.

### **Academic Accolades and Recent Rankings**

Radford University has received a variety of academic accolades and recent rankings that spotlight our high-quality degree program offerings. Highlights are as follows.

- The Radford University and Radford University Carilion Nursing: Post-Licensure (RN to BSN) programs have been ranked as the best online nursing programs in the Commonwealth of Virginia by registerednursing.org.
- U.S. News & World Report has listed the Davis College of Business and Economics' Part-time Master of Business Administration (MBA) program in its 2022 Best Part-time MBA rankings.
- For the second consecutive year, Intelligent.com has ranked Radford University's fully online math education program on its listing of the best online master's in mathematics degree programs.
- The University's five online bachelor's degree programs ranked No. 19 out of 50 in a nationwide listing of the Best Online Colleges and Universities for 2021 by College Consensus, a college ratings website that aggregates publisher rankings and student reviews.
- Radford University has been named a 2021 Top Adult Degree Program institution by Abound, a college guidance system for degree-seeking adults.

### **Combating COVID-19**

Throughout the 2020-2021 academic year, Radford University has been proactive and thoughtful about the planning and response to the COVID-19 global health pandemic. The Fall 2020 semester presented a number of barriers and challenges as a majority of students returned to campus for an in-person experience. The Fall semester was defined by the continued offering of testing, as well as direct care for impacted individuals. The Spring 2021 semester was marked by continued testing, but also included the availability and administration of vaccines for faculty and staff, as well as students. Our success in the Spring semester can be attributed to the care and compassion demonstrated by all Highlanders, as well as the hard work of the COVID-19 Working Group,

which prepared and distributed detailed operational plans for Summer and Fall 2021. Our success was also made possible due to our strong partnership with the New River Health District.

I am pleased to share that, as part of the current semester, the University has administered a total of 6,906 tests with 117 positives, representing an overall positivity rate of 1.69 percent. For the most recent reporting period, April 12-18, 2021, Radford University administered 395 tests with five positives, representing a weekly positivity rate of 1.27 percent.

As this week represents the last week of classes, the following highlights are provided from the Spring 2021 semester. The overall positivity rate ranged from a low of 1.34% to a high of 1.82%. The number of campus-based administered tests ranged from a low of 270, as part of weekly testing, to a high of 1,492, as part of re-entry testing. The number of positive results ranged from a low of two to a high of 23. The weekly updates will continue for two weeks with the final update, including exit testing results, to be shared on May 4, 2021.

Again, the Radford family is to be acknowledged and celebrated for the responsiveness and resiliency demonstrated throughout this semester and the entire year. Students, faculty, and staff truly displayed a remarkable amount of care and diligence in following COVID-19 protocols and being extremely mindful of the health, safety, and well-being of our campus and our community!

### **Celebrating the Class of 2020 and 2021**

Radford University is looking forward to celebrating the Class of 2020 and 2021 with in-person ceremonies to be held from April 29, 2021 through May 2, 2021. As part of next week's ceremonies, there will be lot to celebrate!

The main campus Class of 2020 stands strong at 1,971 graduates with 1,644 receiving undergraduate degrees and 327 receiving graduate degrees. The Radford University Carilion, or RUC, Class of 2020 includes 408 graduates with 313 at the undergraduate level and 95 at the graduate level. The main campus Class of 2021 stands strong at 1,524 graduates with 1,188 receiving undergraduate degrees and 336 receiving graduate degrees. The RUC Class of 2021 includes 239 graduates with 165 at the undergraduate level and 74 at the graduate level. The youngest graduate is 19 years of age, and the oldest graduate is 75 years of age. A total of 22 students will be celebrating their graduation and birthday on the same day, while 34 sets of twins will share their special moment together, and 1,151 students become the first in their family to graduate from college!

Health and safety are of the greatest concern and, in order to have a successful in-person experience, several Commonwealth of Virginia mandates and Radford University protocols will be instituted by the University and followed by all participations throughout the celebrations. Graduates, who are planning to participate in one of the ceremonies, were required to pre-register themselves as well as their guests, which is limited to a total of four. We look forward to this long-awaited and much-anticipated milestone for our graduates and their families!

Mr. Rector and members of the Board, this concludes my report.

**RADFORD UNIVERSITY BOARD OF VISITORS**  
**RESOLUTION OF TENURE RECOMMENDATIONS**

**April 23, 2021**

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

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

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

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

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

**ARTIS COLLEGE OF SCIENCE AND TECHNOLOGY**

Name	Department
Amy M. Balija	Department of Chemistry

**COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT**

Name	Department
Ryan C. Smith	School of Teacher Education and Leadership

**COLLEGE OF HUMANITIES AND BEHAVIORAL SCIENCES**

Name	Department
Jamie Lynn McDaniel	Department of English
Melinda A. Cruz	Department of Psychology
Nicholas A. Lee	Department of Psychology
Pei-Chun Tsai	Department of Psychology
Joanna M. Hunter	Department of Sociology

**COLLEGE OF VISUAL AND PERFORMING ARTS**

Robyn Lynn Berg                          Department of Theatre

**DAVIS COLLEGE OF BUSINESS AND ECONOMICS**

Can Dogan	Department of Economics
Jae Hwan Jeong	Department of Management

**WALDRON COLLEGE OF HEALTH AND HUMAN SERVICES**

Name	Department
Shala Christine Cunningham	Department of Physical Therapy-RUC
William H. Kolb	Department of Physical Therapy-RUC
Wendy Rogister Downey	School of Nursing
Marjorie Higgins Young	School of Nursing

**THEREFORE, BE IT RESOLVED**, it is recommended that the Board of Visitors approve the faculty Tenure recommendations listed above to become effective the beginning of the 2021-2022 academic year.

Approved: April 23, 2021

Robert A. Archer  
Rector  
Radford University Board of Visitors

Karen Casteel  
Secretary to the Board of Visitors  
Radford University

**RADFORD UNIVERSITY BOARD OF VISITORS**

**RESOLUTION FOR DISCONTINUANCE OF THE  
POST GRADUATE CERTIFICATE OF GERONTOLOGY**

**APRIL 23, 2021**

**WHEREAS**, the School of Nursing in the Waldron College of Health and Human Services (WCHHS) at Radford University proposes to discontinue the Post Graduate Certificate of Gerontology; and

**WHEREAS**, the purpose of the Graduate Gerontology Certificate was to prepare individuals to meet the growing needs, in multiple disciplines, of an aging population that they may serve in the future;

**HOWEVER**, the availability of this certificate and the curriculum did not attract any students and no student has ever enrolled for the certificate; and

**WHEREAS**, in the four years during which the post-baccalaureate certificate has been available and in the Graduate College catalog no student has enrolled;

**NOW, THEREFORE, BE IT RESOLVED**, a decision has been made to discontinue the certificate and remove it from the Radford University degree inventory; and it is further

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

Approved: April 23, 2021



Robert A. Archer  
Rector  
Radford University Board of Visitors



Karen Casteel  
Secretary to the Board of Visitors  
Radford University

### ***Proposed Intent to Discontinue***

Radford University is discontinuing the Post-Baccalaureate Certificate in Gerontology (CIP code: 30.1101).

### ***Background***

In November 2014, the Association for Gerontology in Higher Education (AGHE) adopted gerontology competencies for undergraduate and graduate education. These competencies were designed to unify approaches to the discipline of gerontology. The School of Nursing, located in the Waldron College of Health and Human Services at Radford University initiated a Post-Baccalaureate Certificate in Gerontology spring 2016 that addressed the competencies. The purpose of the Graduate Gerontology Certificate is to prepare individuals to meet the growing needs, in multiple disciplines, of an aging population that they may serve in the future. The program is designed for graduate students wishing to work in the field of gerontology/aging or community members wishing to expand their career options within a gerontology focus.

The availability of this certificate and the curriculum however did not attract any students. No student ever enrolled for the certificate.

### ***Rationale for Intent to Discontinue***

In the four years during which the post-baccalaureate certificate has been available and in the Graduate College catalog no student has enrolled. A decision therefore has been made to discontinue this certificate and remove it from the Radford University degree inventory.

### ***Critical Shortage***

This post-baccalaureate certificate is not in a critical shortage area.

### ***Teach-out Plan***

No new students are currently enrolled in the Gerontology certificate program A teach out plan is not needed.

### **“Stopped-out” Students**

Institutional records do not indicate that any students have “stopped-out” of the certificate program. No plan is needed to notify students.

RADFORD UNIVERSITY BOARD OF VISITORS

**RESOLUTION FOR DISCONTINUANCE OF THE  
POST-BACCALAUREATE CERTIFICATE IN MUSIC PEDAGOGY**

**APRIL 23, 2021**

**WHEREAS**, the Department of Music in the College of Visual and Performing Arts (CVPA) at Radford University proposes to discontinue the Post-Baccalaureate Certificate in Music Pedagogy; and

**WHEREAS**, the purpose of the certificate was to prepare teachers to take graduate coursework in music to enhance their professional development and acquire the latest skills and knowledge in music pedagogy; and

**WHEREAS**, the Post-Baccalaureate Certificate in Music Pedagogy was initiated in 2010 and no student were ever enrolled in the certificate program;

**HOWEVER**, the availability of this certificate and the curriculum did not attract any students and no student has ever enrolled for the certificate; and

**NOW, THEREFORE, BE IT RESOLVED**, a decision has been made to discontinue the certificate and remove it from the Radford University degree inventory; and it is further

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

Approved: April 23, 2021



Robert A. Archer  
Rector  
Radford University Board of Visitors



Karen Casteel  
Secretary to the Board of Visitors  
Radford University

### ***Proposed Intent to Discontinue***

Radford University is proposing the discontinuance of the Post-Baccalaureate Certificate in Music Pedagogy (CIP code: 50.0912). The certificate is located in the College of Visual and Performing Arts.

### ***Background***

The Post-Baccalaureate Certificate in Music Pedagogy was initiated in 2010. No students were ever enrolled in the certificate program. In fall 2020, faculty members along with the College's administration discussed options. It was determined that the certificate program be discontinued.

### ***Rationale for Intent to Discontinue***

The purpose of the Post-Baccalaureate Certificate in Music Pedagogy was to prepare teachers to take graduate coursework in music to enhance their professional development and acquire the latest skills and knowledge in music pedagogy. The certificate was never approved by the National Association of Schools of Music so no students were ever enrolled.

### ***Critical Shortage***

The program is not in a critical shortage area.

### ***Teach-out Plan***

No students are enrolled in the Music Pedagogy certificate program. A teach-out plan is not needed.

### ***“Stopped Out” Students***

Institutional records indicate that no students have “stopped out” of the certificate program. No plan is needed to notify students.

**RADFORD UNIVERSITY BOARD OF VISITORS**

**RESOLUTION TO RECOMMEND SEPARATION OF THE SCHOOL OF NURSING  
FROM WALDRON COLLEGE AS A STAND-ALONE ACADEMIC UNIT**

**APRIL 23, 2021**

**WHEREAS**, the School of Nursing in the Waldron College of Health and Human Services (WCHHS) at Radford University proposes to separate the School of Nursing from Waldron College of Health and Human Services as a stand-alone Academic Unit; and

**WHEREAS**, the proposed organizational change is necessary because of the following: the increased complexity in function and governance of the Radford University School of Nursing post-merger, as well as the increased number and size of academic programs; and

**WHEREAS**, the School of Nursing is currently too large and complex to function as a college department or school within another academic unit; and

**WHEREAS**, the undergraduate and graduate nursing programs require accreditation by multiple state and national organizations. accreditations of degree programs, concentrations, and the simulation centers. The School of Nursing's current structure requires that all the functions (admissions, progressions, graduations, curriculum, etc.) for each degree program and concentration to be ratified at the degree level, the school level, and the college level. These duplicative functions are increasingly complex to manage across multiple instructional sites; and

**WHEREAS**, the proposed change would streamline the function of the Radford University School of Nursing and improve the responsiveness to the dynamic nature of the healthcare industry needs related to nursing education; and

**WHEREAS**, the proposed organizational change is necessary because of the following: the increased complexity in function and governance of the Radford University School of Nursing post-merger, as well as the increased number and size of academic programs.;

**NOW, THEREFORE, BE IT RESOLVED**, that the President and/or his designee(s) are hereby authorized to submit any and all documentation that may be required to receive approval of the Separation of the School of Nursing from the Waldron College of Health and Human Services as a stand-alone Academic Unit, to the State Council of Higher Education of Virginia (SCHEV) and the Southern Association of Colleges and Schools Commission on Colleges.

Approved: April 23, 2021

  
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Robert A. Archer  
Rector  
Radford University Board of Visitors

  
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Karen Casteel  
Secretary to the Board of Visitors—  
Radford University

**RADFORD UNIVERSITY BOARD OF VISITORS**

**April 23, 2021**

**Action Item**

**Adoption of the Investment of Employee Benefit Funds Policy and Retirement  
Administrative Committee Charter**

**Item:**

Adoption of the Investment of Employee Benefit Funds Policy and Retirement Administrative Committee Charter.

**Background:**

The University currently offers employees access to invest in a voluntary supplemental deferred savings plan (403(b)) as a workplace benefit. The Investment of Employee Benefit Funds Policy for Radford University provides policy direction and procedural guidelines for the selection, management, and ongoing monitoring of investment options with respect to the employee benefit plan. Currently, this policy only applies to the Radford University Supplemental 403(b) Plan as referenced in supplement A of the Retirement Administrative Committee Charter.

The policy includes strategic objectives and a framework that promotes investment oversight and administration of the employment benefit plan including the following:

- Establishes the roles and responsibilities of the Retirement Administrative Committee as investment fiduciary and the Investment Consultant/Advisor who assists in the fulfillment of the Committee's duties;
- Identifies appropriate investment asset classes for inclusion in the menu of investment options;
- Establishes a prudent process for selecting appropriate investment options to be made available for participant direction;
- Designates an investment option to which all assets will be directed in the absence of a positive election by a participant or beneficiary;
- Establishes a prudent process by which selected investment options generally will be monitored for compliance with this policy; and
- Develops methods for adding new investment options and for replacing existing investment options that do not comply with the terms of this policy.

The Retirement Administrative Committee Charter sets forth the authority and responsibilities of the Committee with respect to the 403(b) benefit plan. The Charter defines the composition of the committee and designates the Vice President for Finance and Administration & Chief Financial Officer as the plan administrator that is responsible for facilitating and supervising the daily operation and administration of the Plan. The Committee serves as the fiduciary responsible for the investment of the assets of the Plan.

The Committee shall provide written annual reports to the Board highlighting the key actions performed under its authority as further outlined in the Charter.

**Action:**

Radford University Board of Visitors adoption of the Investment of Employee Benefit Funds Policy and Retirement Administrative Committee Charter, as presented.

**Radford University Board of Visitors**

**RESOLUTION**

**Adoption of the Investment of Employee Benefit Funds Policy and Retirement  
Administrative Committee Charter**  
**April 23, 2021**

Adoption of the Investment of Employee Benefit Funds Policy;

**WHEREAS**, the Board of Visitors of Radford University has overall responsibility with respect to the employee Supplemental 403(b) Plan sponsored by Radford University; and

**WHEREAS**, the Investment of Employee Benefit Funds Policy for Radford University (University) provides policy direction and procedural guidelines for the selection, management, and ongoing monitoring of investment options with respect to the employee benefit plan; and

**WHEREAS**, the Policy establishes the roles and responsibilities of the Retirement Administrative Committee as investment fiduciary and the Investment Consultant/Advisor who assists in the fulfillment of the Committee's duties; and

**WHEREAS**, the Board of Visitors has delegated oversight to the Vice President for Finance and Administration & Chief Financial Officer as Plan Administrator for the employee benefit plan under this policy; and

**WHEREAS**, the Board of Visitors has further delegated to the Retirement Administrative Committee the authority and full responsibility for the prudent management of investments for the employee benefit plan under this policy; and

**WHEREAS**, the Retirement Administrative Committee shall provide written annual reports to the Board highlighting the key actions performed under its authority provided.

**NOW THEREFORE, BE IT RESOLVED** that the Radford University Board of Visitors does hereby officially adopt the Investment of Employee Benefit Funds Policy and Retirement Administrative Committee Charter.

Approved: April 23, 2021



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Robert A. Archer  
Rector  
Radford University Board of Visitors



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Karen Casteel  
Secretary to the Board of Visitors  
Radford University

**RADFORD UNIVERSITY BOARD OF VISITORS**  
**Resolution**  
**April 22, 2021**

**Approval of 2021-22 Tuition and Fees**

**NOW, THEREFORE, BE IT RESOLVED** that the Radford University Board of Visitors approves tuition and fees for the 2021-22 academic year as reflected in the Summary of Proposed 2021-22 Tuition and Fees beginning with the Fall 2021 semester and thereafter until otherwise adjusted by the Board of Visitors.

Approved: April 23, 2021



Robert A. Archer  
Rector  
Radford University Board of Visitors



Karen Casteel  
Secretary to the Board of Visitors  
Radford University

Radford University Board of Visitors - Business Affairs and Audit Committee  
 April 22, 2021  
 Recommendation for 2021-22 Tuition & Fees

**Schedule B**  
**Summary of Proposed 2021-22 Tuition and Fees**

	<u>Approved</u> <u>2020-21</u>	<u>Proposed</u> <u>2021-22</u>	<u>Dollar</u> <u>Change</u>	<u>Percent</u> <u>Change</u>
<b>Radford University</b>				
<b>Undergraduate<sup>1</sup></b>				
<b>In-state Undergraduate (full-time)</b>				
Tuition	\$7,922	\$7,922	\$0	
Mandatory Technology Fee <sup>2</sup>	58	96	38	
Mandatory Comprehensive Fee <sup>2</sup>	3,436	3,524	88	
<b>Total In-state Undergraduate</b>	<b>\$11,416</b>	<b>\$11,542</b>	<b>\$126</b>	<b>1.10%</b>
Room - Standard Double	5,495	5,660	165	
Board - 19 Meal Plan	4,356	4,487	131	
<b>Total In-state Undergraduate Living in University Housing</b>	<b>\$21,267</b>	<b>\$21,689</b>	<b>\$422</b>	<b>1.98%</b>
<b>Out-of-state Undergraduate (full-time)</b>				
Tuition	\$19,557	\$19,557	\$0	
Mandatory Capital Fee <sup>2</sup>	447	447	0	
Mandatory Technology Fee <sup>2</sup>	58	96	38	
Mandatory Comprehensive Fee <sup>2</sup>	3,436	3,524	88	
<b>Total Out-of-state Undergraduate</b>	<b>\$23,498</b>	<b>\$23,624</b>	<b>\$126</b>	<b>0.54%</b>
Room - Standard Double	5,495	5,660	165	
Board - 19 Meal Plan	4,356	4,487	131	
<b>Total Out-of-state Undergraduate Living In University Housing</b>	<b>\$33,349</b>	<b>\$33,771</b>	<b>\$422</b>	<b>1.27%</b>

<sup>1</sup>Full-time tuition rates are based on 12-16 credit hours.

<sup>2</sup>For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed up to the annualized rates for mandatory fees.

Radford University Board of Visitors - Business Affairs and Audit Committee  
 April 22, 2021  
 Recommendation for 2021-22 Tuition & Fees

	<u>Approved</u> <u>2020-21</u>	<u>Proposed</u> <u>2021-22</u>	<u>Dollar</u> <u>Change</u>	<u>Percent</u> <u>Change</u>
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**Graduate<sup>1</sup>**

**In-state Graduate (full-time)**

Tuition	\$8,915	\$8,915	\$0	
Mandatory Technology Fee <sup>2</sup>	58	96	38	
Mandatory Comprehensive Fee <sup>2</sup>	3,436	3,524	88	
<b>Total In-state Graduate</b>	<b>\$12,409</b>	<b>\$12,535</b>	<b>\$126</b>	<b>1.02%</b>

**Out-of-State Graduate (full-time)**

Tuition	\$17,441	\$17,441	\$0	
Mandatory Capital Fee <sup>2</sup>	447	447	0	
Mandatory Technology Fee <sup>2</sup>	58	96	38	
Mandatory Comprehensive Fee <sup>2</sup>	3,436	3,524	88	
<b>Total Out-of-state Graduate</b>	<b>\$21,382</b>	<b>\$21,508</b>	<b>\$126</b>	<b>0.59%</b>

<sup>1</sup> Full-time tuition rates are based on 12-16 credit hours.

<sup>2</sup> For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed up to the annualized rates for mandatory fees

**Per Credit Hour Rates<sup>1</sup>**

**Tuition (per credit hour)**

*Undergraduate*

In-state	\$329	\$329	\$0	0.00%
Out-of-state	814	814	0	0.00%

*Graduate*

In-state	\$371	\$371	\$0	0.00%
Out-of-state	726	726	0	0.00%
Virginia Educator	284	284	0	0.00%

**Other Mandatory Fees (per credit hour)**

Technology Fee	\$3	\$4	\$1	33.33%
Capital Fee (out-of-state only)	19	19	0	0.00%
Online Program Fee	25	0	(25)	-100.00%
Comprehensive Fee <sup>2</sup>	143	147	4	2.81%
Online Comprehensive Fee <sup>2</sup>	0	30	30	N/A

<sup>1</sup> Summer III tuition and mandatory fees are charged at regular academic year rates.

<sup>2</sup> The Comprehensive fee applies to seat based programs, whereas the Online Comprehensive fee applies to select differential programs that are offered fully online. The Online Comprehensive fee is assessed on a per credit hour basis in lieu of the Comprehensive fee.

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	<b>Approved 2020-21</b>	<b>Proposed 2021-22</b>	<b>Dollar Change</b>	<b>Percent Change</b>
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**Differential Tuition & Fees<sup>1</sup>**

**RN to BSN<sup>2</sup>**

**In-State (per credit hour):**

Tuition	\$329	\$299	(\$30)	
Program Fee	63	0	(63)	
Mandatory Technology Fee	3	4	1	
Mandatory Online Program Fee	25	0	(25)	
Mandatory Online Comprehensive Fee	0	30	30	
<b>Total In-state RN to BSN</b>	<b>\$420</b>	<b>\$333</b>	<b>(\$87)</b>	<b>-20.71%</b>

**Out-of-State (per credit hour):**

Tuition	\$329	\$299	(\$30)	
Program Fee	63	0	(63)	
Mandatory Technology Fee	3	4	1	
Mandatory Online Program Fee	25	0	(25)	
Mandatory Online Comprehensive Fee	0	30	30	
<b>Total Out-of-state RN to BSN</b>	<b>\$420</b>	<b>\$333</b>	<b>(\$87)</b>	<b>-20.71%</b>

**Master of Occupational Therapy (MOT)**

**In-State (per credit hour):**

Tuition	\$376	\$376	\$0	
Program Fee	63	63	0	
Mandatory Technology Fee	3	4	1	
Mandatory Comprehensive Fee	143	147	4	
<b>Total In-state Graduate MOT</b>	<b>\$585</b>	<b>\$590</b>	<b>\$5</b>	<b>0.86%</b>

**Out-of-State (per credit hour):**

Tuition	\$587	\$587	\$0	
Program Fee	63	63	0	
Mandatory Capital Fee	19	19	0	
Mandatory Technology Fee	3	4	1	
Mandatory Comprehensive Fee	143	147	4	
<b>Total Out-of-state Graduate MOT</b>	<b>\$815</b>	<b>\$820</b>	<b>\$5</b>	<b>0.62%</b>

<sup>1</sup> For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed up to the annualized rates for mandatory fees.

<sup>2</sup> Proposed rates in accordance with 7-week term online campus expansion program. Absent 7-week term structure prior year rates would apply.

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**Differential Tuition & Fees<sup>1</sup>**

**Master of Fine Arts in Design Thinking (MFA)**

**In-State (per credit hour):**

Tuition	\$744	\$744	\$0	
Mandatory Technology Fee	3	4	1	
Mandatory Online Program Fee	25	0	(25)	
Mandatory Online Comprehensive Fee	0	30	30	
<b>Total In-state MFA</b>	<b>\$772</b>	<b>\$778</b>	<b>\$6</b>	<b>0.78%</b>

**Out-of-State (per credit hour):**

Tuition	\$744	\$744	\$0	
Mandatory Capital Fee	19	19	0	
Mandatory Technology Fee	3	4	1	
Mandatory Online Program Fee	25	0	(25)	
Mandatory Online Comprehensive Fee	0	30	30	
<b>Total Out-of-state MFA</b>	<b>\$791</b>	<b>\$797</b>	<b>\$6</b>	<b>0.76%</b>

**Doctor of Nursing Practice (DNP)**

**In-State (per credit hour):**

Tuition	\$504	\$504	\$0	
Mandatory Technology Fee	3	4	1	
Mandatory Online Program Fee	25	0	(25)	
Mandatory Online Comprehensive Fee	0	30	30	
<b>Total In-state DNP</b>	<b>\$532</b>	<b>\$538</b>	<b>\$6</b>	<b>1.13%</b>

**Out-of-State (per credit hour):**

Tuition	\$997	\$997	\$0	
Mandatory Capital Fee	19	19	0	
Mandatory Technology Fee	3	4	1	
Mandatory Online Program Fee	25	0	(25)	
Mandatory Online Comprehensive Fee	0	30	30	
<b>Total Out-of-state DNP</b>	<b>\$1,044</b>	<b>\$1,050</b>	<b>\$6</b>	<b>0.57%</b>

<sup>1</sup> For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed up to the annualized rates for mandatory fees.

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**Differential Tuition & Fees<sup>1</sup>**

**Doctor of Education (Ed.D)**

**In-State (per credit hour):**

Tuition	\$371	\$371	\$0	
Program Fee	101	101	0	
Mandatory Technology Fee	3	4	1	
Mandatory Online Program Fee	25	0	(25)	
Mandatory Online Comprehensive Fee	0	30	30	
<b>Total In-state Ed.D</b>	<b>\$500</b>	<b>\$506</b>	<b>\$6</b>	<b>1.22%</b>

**Out-of-State (per credit hour):**

Tuition	\$371	\$371	\$0	
Program Fee	101	101	0	
Mandatory Capital Fee	19	19	0	
Mandatory Technology Fee	3	4	1	
Mandatory Online Program Fee	25	0	(25)	
Mandatory Online Comprehensive Fee	0	30	30	
<b>Total Out-of-state Ed.D</b>	<b>\$519</b>	<b>\$525</b>	<b>\$6</b>	<b>1.18%</b>

**Masters of Business Administration (MBA-7 Week program) (per credit hour)**

**In-State (per credit hour):**

Tuition	N/A	\$410	N/A	
Mandatory Technology Fee	N/A	4	N/A	
Mandatory Comprehensive Fee	N/A	0	N/A	
Mandatory Online Comprehensive Fee	N/A	30	N/A	
<b>Total In-state MBA-7 Week</b>	<b>N/A</b>	<b>\$444</b>	<b>N/A</b>	<b>N/A</b>

**Out-of-State (per credit hour):**

Tuition	N/A	\$410	N/A	
Mandatory Capital Fee	N/A	0	N/A	
Mandatory Technology Fee	N/A	4	N/A	
Mandatory Comprehensive Fee	N/A	0	N/A	
Mandatory Online Comprehensive Fee	N/A	30	N/A	
<b>Total Out-of-state MBA-7 Week</b>	<b>N/A</b>	<b>\$444</b>	<b>N/A</b>	<b>N/A</b>

<sup>1</sup> For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed up to the annualized rates for mandatory fees.

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**Differential Tuition & Fees<sup>1</sup>**

**Tech Talent Investment Program (TTIP)**

**In-State (per credit hour):**

Tuition	N/A	\$216	N/A	
Mandatory Technology Fee	N/A	4	N/A	
Mandatory Online Comprehensive Fee	N/A	30	N/A	
<b>Total In-state Undergraduate TTIP</b>	<b>N/A</b>	<b>\$250</b>	<b>N/A</b>	<b>N/A</b>

**Out-of-State (per credit hour):**

Tuition	N/A	\$216	N/A	
Mandatory Capital Fee	N/A	19	N/A	
Mandatory Technology Fee	N/A	4	N/A	
Mandatory Online Comprehensive Fee	N/A	30	N/A	
<b>Total Out-of-state Undergraduate TTIP</b>	<b>N/A</b>	<b>\$269</b>	<b>N/A</b>	<b>N/A</b>

<sup>1</sup> For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed up to the annualized rates for mandatory fees.

**Competency Based Education (CBE)<sup>1</sup>**

**Cybersecurity - CBE (18 credit hours)<sup>2,3</sup>**

Tuition	\$6,000	\$5,688	(\$312)	
Mandatory Technology Fee	0	72	72	
Mandatory Online Comprehensive Fee	0	540	540	
<b>Total Cybersecurity - CBE</b>	<b>\$6,000</b>	<b>\$6,300</b>	<b>\$300</b>	<b>5.00%</b>

**Geospatial - CBE (14 credit hours)<sup>2,3</sup>**

Tuition	\$6,000	\$5,824	(\$176)	
Mandatory Technology Fee	0	56	56	
Mandatory Online Comprehensive Fee	0	420	420	
<b>Total Geospatial - CBE</b>	<b>\$6,000</b>	<b>\$6,300</b>	<b>\$300</b>	<b>5.00%</b>

**Education - CBE (3 credit hours)**

Tuition	\$1,250	\$1,250	\$0	
<b>Total Education - CBE</b>	<b>\$1,250</b>	<b>\$1,250</b>	<b>\$0</b>	<b>0.00%</b>

<sup>1</sup> Actual rates may vary based on the credit hours assessed

<sup>2</sup> Rate reduction of 10% may be applied for prepaid certificate program.

<sup>3</sup> Rates are effective with the launch of the online proposed expansion program.

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<b>Comprehensive Fee<sup>1</sup></b>				
<b>Mandatory Comprehensive Fee</b>				
Athletics	\$1,269	\$1,299	\$30	
Auxiliary Building/Facilities	265	272	7	
Auxiliary Support	237	243	6	
Debt Service	306	305	(1)	
Recreation	309	319	10	
Student Activities	148	152	4	
Student Health	353	361	8	
Student Services	97	103	6	
Student Union	305	320	15	
Transit	147	150	3	
<b>Total Comprehensive Fee</b>	<b>\$3,436</b>	<b>\$3,524</b>	<b>\$88</b>	<b>2.56%</b>

<sup>1</sup>The Online Comprehensive Fee is allocated utilizing a pro rata distribution of the full time rate allocation.

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**Fall & Spring Annual Room Rates<sup>1,2</sup>**

**On-Campus Room**

Traditional Double	\$4,865	\$5,011	\$146	3.00%
Standard Double - Phase I	5,495	5,660	165	3.00%
Standard Double - Phase II	5,659	5,829	170	3.00%
Traditional Single	7,102	7,315	213	3.00%
Standard Single - Phase I	7,816	8,050	234	2.99%
Standard Single - Phase II	8,051	8,293	242	3.01%
Standard - Super Suite	5,942	6,120	178	3.00%
Deluxe - Super Suite	6,332	6,522	190	3.00%

**Off-Campus Room**

University Apartment - 1 bed	7,650	7,880	230	3.01%
University Apartment - 2 bed	7,283	7,501	218	2.99%
University Apartment - 3 bed	6,916	7,123	207	2.99%
University Apartment - 4 bed	6,548	6,744	196	2.99%
University Apartment - 5 bed	6,181	6,366	185	2.99%
University Apartment - 1 bed (incl. laundry)	8,017	8,258	241	3.01%
University Apartment - 2 bed (incl. laundry)	7,650	7,880	230	3.01%
University Apartment - 3 bed (incl. laundry)	7,283	7,501	218	2.99%
University Apartment - 4 bed (incl. laundry)	6,916	7,123	207	2.99%
University Apartment - 5 bed (incl. laundry)	6,548	6,744	196	2.99%

**Fall & Spring Annual Board & Meal Plan Rates<sup>2,3</sup>**

**Residential Board Plan**

Flex Plan	\$4,225	\$4,352	\$127	3.01%
19 Meal Plan	4,356	4,487	131	3.01%
15 Meal Plan	4,237	4,364	127	3.00%
Apt Block	2,225	2,292	67	3.01%

**Non-Residential Meal Plan (*optional*)**

Flex Jr. Plan	\$2,136	\$2,200	\$64	3.00%
65 Meal Plan	1,065	1,097	32	3.00%
90 Meal Plan	1,474	1,518	44	2.99%
5 Meal Plan	1,569	1,616	47	3.00%

<sup>1</sup> Rates are listed on a per student/per bed basis.

<sup>2</sup> Summer and break rates are prorated based on the approved annualized rate

<sup>3</sup> Select board and meal plans may not be available each term.

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**Radford University Carilion**

**Undergraduate Tuition<sup>1</sup> & Fees<sup>2</sup>**

**In-state Undergraduate (full-time)**

Tuition	\$7,922	\$7,922	\$0
Health Sciences Fee	6,000	0	(6,000)
Program Fee	7,400	0	(7,400)
Mandatory Technology Fee	470	96	(374)
Mandatory Comprehensive Fee	0	3,524	3,524
<b>Total In-state Undergraduate</b>	<b>\$21,792</b>	<b>\$11,542</b>	<b>(\$10,250)</b>
			<b>-47.04%</b>

**Out-of-state Undergraduate (full-time)**

Tuition	\$7,922	\$20,246	\$12,324
Health Sciences Fee	6,000	0	(6,000)
Program Fee	9,795	0	(9,795)
Mandatory Capital Fee	0	447	447
Mandatory Technology Fee	470	96	(374)
Mandatory Comprehensive Fee	0	3,524	3,524
<b>Total Out-of-state Undergraduate</b>	<b>\$24,187</b>	<b>\$24,313</b>	<b>\$126</b>
			<b>0.52%</b>

<sup>1</sup>Full-time tuition rates are based on 12-16 credit hours.

<sup>2</sup>For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed up to the annualized rates for mandatory fees.

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**Per Credit Hour Rates<sup>1</sup>**

**In-state Undergraduate (per credit hour)**

Tuition	\$329	\$329	\$0	
Health Sciences Fee	250	0	(250)	
Program Fee	309	0	(309)	
Mandatory Technology Fee	20	4	(16)	
Mandatory Comprehensive Fee	0	147	147	
<b>Total In-state Undergraduate</b>	<b>\$908</b>	<b>\$480</b>	<b>(\$428)</b>	<b>-47.11%</b>

**Out-of-state Undergraduate (per credit hour)**

Tuition	\$329	\$843	\$514	
Health Sciences Fee	250	0	(250)	
Program Fee	409	0	(409)	
Mandatory Capital Fee	0	19	19	
Mandatory Technology Fee	20	4	(16)	
Mandatory Comprehensive Fee	0	147	147	
<b>Total Out-of-state Undergraduate</b>	<b>\$1,008</b>	<b>\$1,013</b>	<b>\$5</b>	<b>0.50%</b>

**In-state Graduate (per credit hour)**

Tuition	\$371	\$371	\$0	
Health Sciences Fee	250	0	(250)	
Program Fee	174	298	124	
Mandatory Technology Fee	20	4	(16)	
Mandatory Comprehensive Fee	0	147	147	
<b>Total In-state Graduate</b>	<b>\$815</b>	<b>\$820</b>	<b>\$5</b>	<b>0.67%</b>

**Out-of-state Graduate (per credit hour)**

Tuition	\$371	\$371	\$0	
Health Sciences Fee	250	0	(250)	
Program Fee	174	298	124	
Mandatory Capital Fee	0	19	19	
Mandatory Technology Fee	20	4	(16)	
Mandatory Comprehensive Fee	0	147	147	
<b>Total Out-of-state Graduate</b>	<b>\$815</b>	<b>\$839</b>	<b>\$24</b>	<b>2.95%</b>

<sup>1</sup> Summer III tuition and mandatory fees are charged at regular academic year rates.

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**Differential Tuition and Fees<sup>1</sup>**

**Emergency Services, BS**

**In-state Undergraduate (per credit hour):**

Tuition	\$329	\$329	\$0	
Program Fee	123	0	(123)	
Mandatory Technology Fee	20	4	(16)	
Mandatory Comprehensive Fee	0	147	147	
<b>Total In-State Emergency Services, BS</b>	<b>\$472</b>	<b>\$480</b>	<b>\$8</b>	<b>1.79%</b>

**Out-of-state Undergraduate (per credit hour):**

Tuition	\$329	\$329	\$0	
Program Fee	123	0	(123)	
Mandatory Capital Fee	0	19	19	
Mandatory Technology Fee	20	4	(16)	
Mandatory Comprehensive Fee	0	147	147	
<b>Total Out-of-state Emergency Services, BS</b>	<b>\$472</b>	<b>\$499</b>	<b>\$27</b>	<b>5.74%</b>

**Medical Laboratory Science (MLS), BS**

**In-state Undergraduate (per credit hour):**

Tuition	\$329	\$329	\$0	
Program Fee	123	0	(123)	
Mandatory Technology Fee	20	4	(16)	
Mandatory Comprehensive Fee	0	147	147	
<b>Total In-state MLS, BS</b>	<b>\$472</b>	<b>\$480</b>	<b>\$8</b>	<b>1.79%</b>

**Out-of-state Undergraduate (per credit hour):**

Tuition	\$329	\$329	\$0	
Program Fee	123	0	(123)	
Mandatory Capital Fee	0	19	19	
Mandatory Technology Fee	20	4	(16)	
Mandatory Comprehensive Fee	0	147	147	
<b>Total Out-of-state MLS, BS</b>	<b>\$472</b>	<b>\$499</b>	<b>\$27</b>	<b>5.74%</b>

<sup>1</sup> For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed up to the annualized rates for mandatory fees.

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**Differential Tuition and Fees<sup>1</sup>**

**Nursing, BS (RN-BSN)<sup>2</sup>**

**In-state Undergraduate (per credit hour):**

Tuition	\$329	\$299	(\$30)	
Program Fee	71	0	(71)	
Mandatory Technology Fee	20	4	(16)	
Mandatory Online Comprehensive Fee	0	30	30	
<b>Total In-state RN-BSN</b>	<b>\$420</b>	<b>\$333</b>	<b>(\$87)</b>	<b>-20.64%</b>

**Out-of-state Undergraduate (per credit hour):**

Tuition	\$329	\$299	(\$30)	
Program Fee	71	0	(71)	
Mandatory Technology Fee	20	4	(16)	
Mandatory Online Comprehensive Fee	0	30	30	
<b>Total Out-of-state RN-BSN</b>	<b>\$420</b>	<b>\$333</b>	<b>(\$87)</b>	<b>-20.64%</b>

**Healthcare Administration, BS**

**In-state Undergraduate (per credit hour):**

Tuition	\$329	\$307	(\$22)	
Program Fee	101	0	(101)	
Mandatory Technology Fee	20	4	(16)	
Mandatory Comprehensive Fee	0	147	147	
<b>Total In-state Healthcare Administration, BS</b>	<b>\$450</b>	<b>\$458</b>	<b>\$8</b>	<b>1.88%</b>

**Out-of-state Undergraduate (per credit hour):**

Tuition	\$329	\$307	(\$22)	
Program Fee	101	0	(101)	
Mandatory Capital Fee	0	19	19	
Mandatory Technology Fee	20	4	(16)	
Mandatory Comprehensive Fee	0	147	147	
<b>Total Out-of-state Healthcare Admin., BS</b>	<b>\$450</b>	<b>\$477</b>	<b>\$27</b>	<b>6.02%</b>

<sup>1</sup> For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed up to the annualized rates for mandatory fees.

<sup>2</sup> Proposed rates in accordance with 7-week term online campus expansion program. Absent 7-week term structure prior year rates would apply.

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<b>2020-21</b>	<b>2021-22</b>	<b>Change</b>	<b>Change</b>

**Differential Tuition and Fees<sup>1</sup>**

**Public Health, BS**

**In-state Undergraduate (per credit hour):**

Tuition	\$329	\$307	(\$22)
Program Fee	101	0	(101)
Mandatory Technology Fee	20	4	(16)
Mandatory Comprehensive Fee	0	147	147
<b>Total In-state Public Health, BS</b>	<b>\$450</b>	<b>\$458</b>	<b>\$8</b>
			<b>1.88%</b>

**Out-of-state Undergraduate (per credit hour):**

Tuition	\$329	\$307	(\$22)
Program Fee	101	0	(101)
Mandatory Capital Fee	0	19	19
Mandatory Technology Fee	20	4	(16)
Mandatory Comprehensive Fee	0	147	147
<b>Total Out-of-state Public Health, BS</b>	<b>\$450</b>	<b>\$477</b>	<b>\$27</b>
			<b>6.02%</b>

**Health Sciences, MS**

**In-state Graduate (per credit hour):**

Tuition	\$371	\$371	\$0
Program Fee	220	223	3
Mandatory Technology Fee	20	4	(16)
Mandatory Online Comprehensive Fee	0	30	30
<b>Total In-state Health Sciences, MS</b>	<b>\$611</b>	<b>\$628</b>	<b>\$17</b>
			<b>2.85%</b>

**Out-of-state Graduate (per credit hour):**

Tuition	\$371	\$371	\$0
Program Fee	220	223	3
Mandatory Capital Fee	0	19	19
Mandatory Technology Fee	20	4	(16)
Mandatory Online Comprehensive Fee	0	30	30
<b>Total Out-of-state Health Sciences, MS</b>	<b>\$611</b>	<b>\$647</b>	<b>\$36</b>
			<b>5.90%</b>

<sup>1</sup> For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed up to the annualized rates for mandatory fees.

Radford University Board of Visitors - Business Affairs and Audit Committee  
 April 22, 2021  
 Recommendation for 2021-22 Tuition & Fees

	<b>Approved</b> <b>2020-21</b>	<b>Proposed</b> <b>2021-22</b>	<b>Dollar</b> <b>Change</b>	<b>Percent</b> <b>Change</b>
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**Differential Tuition and Fees<sup>1</sup>**

**Masters of Science in Nursing, MSN<sup>2</sup>**

**In-state Graduate (per credit hour):**

Tuition	\$371	\$420	\$0	
Clinical Site Fee	250	0	0	
Program Fee	174	0	0	
Mandatory Technology Fee	20	4	0	
Mandatory Online Comprehensive Fee	0	30	0	
<b>Total In-state MSN</b>	<b>\$815</b>	<b>\$454</b>	<b>\$0</b>	<b>-44.27%</b>

**Out-of-state Graduate (per credit hour):**

Tuition	\$371	\$420	\$0	
Clinical Site Fee	250	0	0	
Program Fee	174	0	0	
Mandatory Technology Fee	20	4	0	
Mandatory Online Comprehensive Fee	0	30	0	
<b>Total Out-of-state MSN</b>	<b>\$815</b>	<b>\$454</b>	<b>\$0</b>	<b>-44.27%</b>

**Healthcare Administration, MS**

**In-state Graduate (per credit hour):**

Tuition	\$371	\$371	\$0	
Program Fee	220	212	(8)	
Mandatory Technology Fee	20	4	(16)	
Mandatory Online Comprehensive Fee	0	30	30	
<b>Total In-state Healthcare Admin., MS</b>	<b>\$611</b>	<b>\$617</b>	<b>\$6</b>	<b>1.05%</b>

**Out-of-state Graduate (per credit hour):**

Tuition	\$371	\$371	\$0	
Program Fee	220	212	(8)	
Mandatory Capital Fee	0	19	19	
Mandatory Technology Fee	20	4	(16)	
Mandatory Online Comprehensive Fee	0	30	30	
<b>Total Out-of-state Healthcare Admin., MS</b>	<b>\$611</b>	<b>\$636</b>	<b>\$25</b>	<b>4.10%</b>

<sup>1</sup> For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed up to the annualized rates for mandatory fees.

<sup>2</sup> Proposed rates in accordance with 7-week term online campus expansion program. Absent 7-week term structure prior year rates would apply.

Radford University Board of Visitors - Business Affairs and Audit Committee  
 April 22, 2021  
 Recommendation for 2021-22 Tuition & Fees

	<u>Approved</u> <u>2020-21</u>	<u>Proposed</u> <u>2021-22</u>	<u>Dollar</u> <u>Change</u>	<u>Percent</u> <u>Change</u>
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**Differential Tuition and Fees<sup>1</sup>**

**Master of Occupational Therapy, MOT**

**In-state Graduate (per credit hour):**

Tuition	\$376	\$376	\$0	
Program Fee	189	63	(126)	
Mandatory Technology Fee	20	4	(16)	
Mandatory Comprehensive Fee	0	147	147	
<b>Total In-state MOT</b>	<b>\$585</b>	<b>\$590</b>	<b>\$5</b>	<b>0.93%</b>

**Out-of-state Graduate (per credit hour):**

Tuition	\$587	\$587	\$0	
Program Fee	208	63	(145)	
Mandatory Capital Fee	0	19	19	
Mandatory Technology Fee	20	4	(16)	
Mandatory Comprehensive Fee	0	147	147	
<b>Total Out-of-state MOT</b>	<b>\$815</b>	<b>\$820</b>	<b>\$5</b>	<b>0.62%</b>

**Occupational Therapy Doctorate, OTD**

**In-state Graduate (per credit hour):**

Tuition	\$376	\$376	\$0	
Program Fee	189	181	(8)	
Mandatory Technology Fee	20	4	(16)	
Mandatory Online Comprehensive Fee	0	30	30	
<b>Total In-state OTD</b>	<b>\$585</b>	<b>\$591</b>	<b>\$6</b>	<b>1.10%</b>

**Out-of-state Graduate (per credit hour):**

Tuition	\$587	\$587	\$0	
Program Fee	208	181	(27)	
Mandatory Capital Fee	0	19	19	
Mandatory Technology Fee	20	4	(16)	
Mandatory Online Comprehensive Fee	0	30	30	
<b>Total Out-of-state OTD</b>	<b>\$815</b>	<b>\$821</b>	<b>\$6</b>	<b>0.74%</b>

<sup>1</sup> For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed up to the annualized rates for mandatory fees.

Radford University Board of Visitors - Business Affairs and Audit Committee

April 22, 2021

Recommendation for 2021-22 Tuition & Fees

	<b>Approved 2020-21</b>	<b>Proposed 2021-22</b>	<b>Dollar Change</b>	<b>Percent Change</b>
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**Differential Tuition and Fees<sup>1</sup>**

**Health Sciences Doctorate, DHSC**

**In-state Graduate (per credit hour):**

Tuition	N/A	\$371	N/A
Program Fee	N/A	416	N/A
Mandatory Technology Fee	N/A	4	N/A
Mandatory Online Comprehensive Fee	N/A	30	N/A
<b>Total In-state DHSC</b>	<b>N/A</b>	<b>\$821</b>	<b>N/A</b>

**Out-of-state Graduate (per credit hour):**

Tuition	N/A	\$371	N/A
Program Fee	N/A	416	N/A
Mandatory Capital Fee	N/A	19	N/A
Mandatory Technology Fee	N/A	4	N/A
Mandatory Online Comprehensive Fee	N/A	30	N/A
<b>Total Out-of-state DHSC</b>	<b>N/A</b>	<b>\$840</b>	<b>N/A</b>

**Doctor of Physical Therapy, DPT**

**In-state Graduate (per credit hour):**

Tuition	\$371	\$480	\$109
Program Fee	232	0	(232)
Mandatory Technology Fee	20	4	(16)
Mandatory Comprehensive Fee	0	147	147
<b>Total In-state DPT</b>	<b>\$623</b>	<b>\$631</b>	<b>\$8</b>
			<b>1.36%</b>

**Out-of-state Graduate (per credit hour):**

Tuition	\$876	\$966	\$90
Program Fee	232	0	(232)
Mandatory Capital Fee	0	19	19
Mandatory Technology Fee	20	4	(16)
Mandatory Comprehensive Fee	0	147	147
<b>Total Out-of-state DPT</b>	<b>\$1,128</b>	<b>\$1,136</b>	<b>\$8</b>
			<b>0.71%</b>

<sup>1</sup> For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed up to the annualized rates for mandatory fees.

Radford University Board of Visitors - Business Affairs and Audit Committee  
April 22, 2021  
Recommendation for 2021-22 Tuition & Fees

Approved <u>2020-21</u>	Proposed <u>2021-22</u>	Dollar Change	Percent Change
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**Fall & Spring Annual Room Rates<sup>1</sup>**

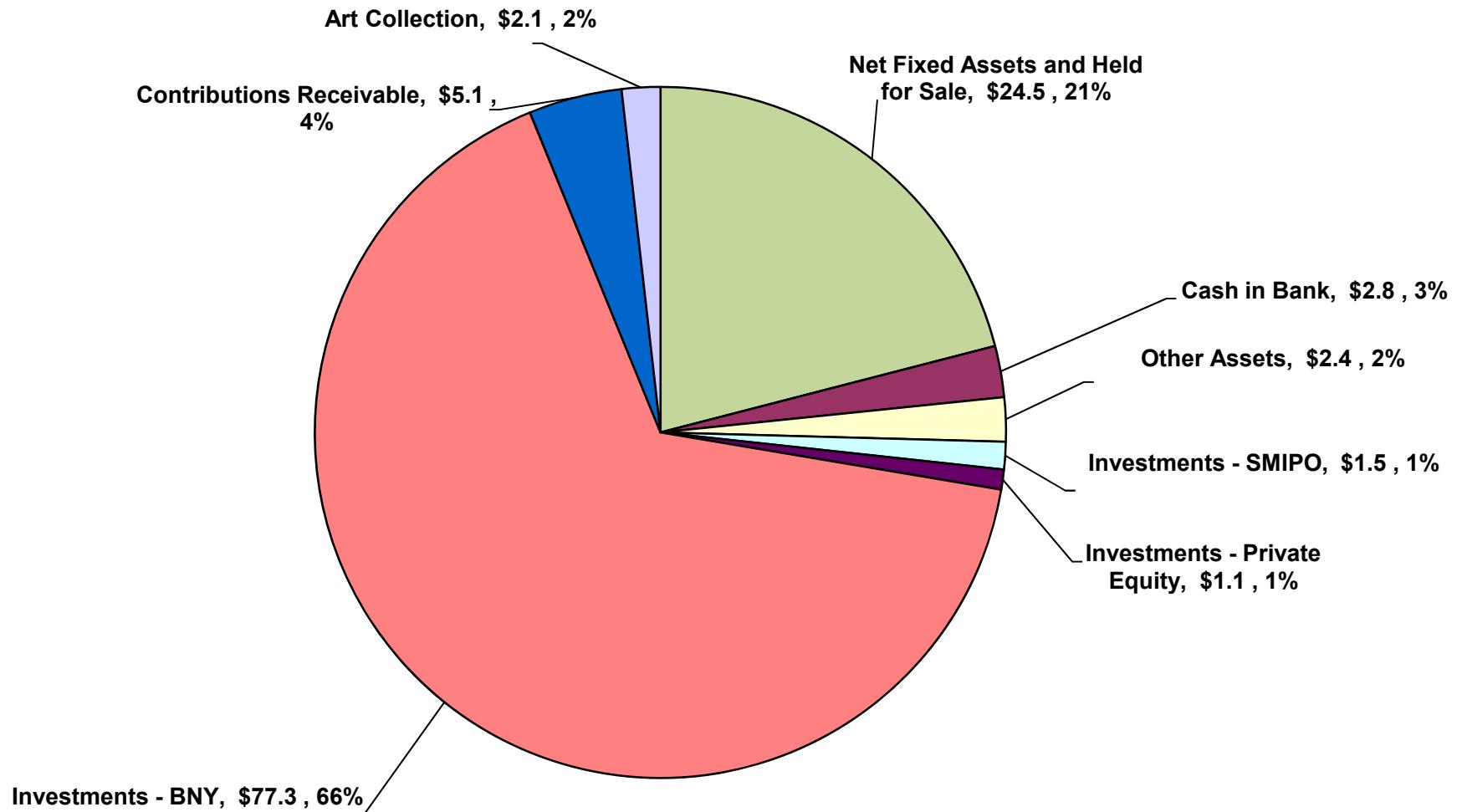
**Off-Campus Rooms**

Patrick Henry - 1 bed studio (incl. laundry)	\$5,870	\$7,880	\$2,010	34.24%
Patrick Henry - 2 bed standard (incl. laundry)	5,870	7,501	1,631	27.79%
Patrick Henry - 2 bed studio (incl. laundry)	5,870	7,123	1,253	21.35%
Patrick Henry - 4 bed standard (incl. laundry)	5,870	6,744	874	14.89%

<sup>1</sup>Summer rates are prorated based on the approved annualized rate.

# Radford University Foundation

## Asset Composition as of 3/31/21-PRELIMINARY



(in millions)  
Total Assets: \$116.8M

# 2018-2023 Strategic Plan Mid-Term Progress Report

RADFORD  
UNIVERSITY

# *Regular Reporting*

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- **Progress Reports**
  - Fall 2018 Update
  - Spring 2019 and Fall 2019 Update
  - Spring 2020 and Fall 2020 Update
- **Annual Reports**
- **Mid-Term Progress Report**

# *Focal Areas*

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- Academic Excellence and Research
- Brand Identity
- Economic Development and Community Partnerships
- Philanthropic Giving and Alumni Engagement
- Strategic Enrollment Growth
- Student Success

# *Focal Areas*

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- Academic Excellence and Research
- Brand Identity
- Economic Development and Community Partnerships
- Philanthropic Giving and Alumni Engagement
- Strategic Enrollment Growth
- Student Success

# *Academic Excellence and Research*

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1. Be a leading institution of higher education in the Commonwealth of Virginia to produce students with a high level of applied learning capabilities for productive professional and personal lives
2. Garner recognition for signature academic programs in health sciences, healthcare, and human services across the lifespan
3. Garner recognition for signature academic programs that provide expertise for enhancing information safety and security for Virginians and the global community
4. Increase faculty and student-faculty collaborative research, scholarship, and creative activities that are externally validated through peer review and supported by grants

# *Academic Excellence and Research*

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- **Featured Accomplishment**
  - *Jefferson College of Health Sciences Merger/Radford University Carilion*
- **Other Highlights**
  - *Highlander Research Rookies Program*
  - *Tech Talent Investment Program*

# *Brand Identity*

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1. Cultivate a fierce pride among internal constituents (i.e., current students, faculty, and staff) through a shared understanding and experience of the Highlander identity and values (Responsive, Resilient, Real)
2. Integrate the Highlander brand identity and values (Responsive, Resilient, Real) into communications with external constituents (e.g., alumni, employers, prospective students, and family members)

# *Brand Identity*

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- **Featured Accomplishment**
  - *3Rs (Responsive, Resilient, Real)*
- **Other Highlights**
  - *“I am a Highlander!”*
  - *Healthcare Heroes*

# *Brand Identity*

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- Merchandise Sales
  - 2017: \$1,139,548
  - 2018: \$1,119,219
  - 2019: \$1,254,820
  - 2020: \$891,179
- *Royalties Collected*
- *Licensees*

## ***Economic Development and Community Partnerships***

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1. Contribute to overall economic growth and increased employment opportunities in the region through both indirect and direct economic development activities in the health, education, arts and culture, natural resources, and infrastructure sectors
2. Facilitate and support the City of Radford and the New River Valley as focal points for business, social, tourism, and cultural activities

# *Economic Development and Community Partnerships*

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- **Featured Accomplishment**
  - *Vinod Chachra IMPACT Lab*
- **Other Highlights**
  - *Venture Lab Initial Opening and On-Going Operation*
  - *World-Class Hotel Partnership Project*

# *Economic Development and Community Partnerships*

---

- **CBE Enrollment Snapshot**
  - *October 2017:* 8
  - *October 2018:* 465
  - *October 2019:* 2,518
  - *October 2020:* 2,227
- **Corporate Partners:** 32

# *Philanthropic Giving and Alumni Engagement*

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- 1.Broaden engagement for all constituents
- 2.Increase giving and engagement
- 3.Inform constituents about giving opportunities and highlight success and impact

# *Philanthropic Giving and Alumni Engagement*

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- **Featured Accomplishment**
  - *Culture of Engagement and Philanthropy*
- **Other Highlights**
  - *Operations and Staffing*
  - *Highlander Family Tour*
  - *Highlander Wisdom Series*

# *Philanthropic Giving and Alumni Engagement*

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- **Fundraising**
  - *FY 2017: \$10,792,480*
  - *FY 2018: \$15,340,113*
  - *FY 2019: \$12,510,840*
  - *FY 2020: \$7,489,470*
  - *FY 2021: \$10,233,581 (as of March 31, 2021)*
  - *FY 2021: Up-to-date amount*

# *Strategic Enrollment Growth*

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1. Support enrollment growth through the development and utilization of actionable data and predictive analytics
2. Grow in-state freshman student headcount enrollment by three percent annually
3. Grow out-of-state freshman student headcount enrollment by three percent annually
4. Grow new transfer student headcount enrollment by three percent annually
5. Grow veteran and active military student headcount enrollment by ten percent annually
6. Grow international student headcount enrollment by 50 students annually
7. Grow graduate student headcount enrollment by three percent annually
8. Increase academic success of the undergraduate student population

# *Strategic Enrollment Growth*

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- **Featured Accomplishment**
  - *Highlander Distinction Program*
- **Other Highlights**
  - *Bridge Program*
  - *Partnership Agreements*
  - *Academic Partnerships*

# *Strategic Enrollment Growth*

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- **Annual Expanded Investment**
  - *FY 21: \$3.2 million*
  - *FY 22: \$3.8 million*
  - *FY 23: \$3.4 million*
  - *FY 24: \$3.4 million*

# *Strategic Enrollment Growth*

<b>Year</b>	<b>New Freshman</b>	<b>International (NEW)</b>	<b>Transfer</b>	<b>Continuing Undergraduate</b>	<b>Total Undergraduate</b>	<b>Graduate</b>	<b>CBE</b>	<b>Total</b>
Fall 2017	1,848	49	672	5,890	8,410	1,000	8	9,418
Fall 2018	1,762	46	593	5,535	7,890	957	488	9,335
Fall 2019	1,651	30	704	5,575	7,930	1,323	2,617	11,870
Fall 2020	1,336	14	648	5,313	7,297	1,336	2,062	10,695

# *Student Success*

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1. Assist students in becoming more independent, self-confident, and effective learners who disseminate knowledge, innovate, and solve problems creatively
2. Increase student engagement in both the social and academic arenas to enrich the Radford experience and increase student retention and success
3. Intentionally lead students from their transition into Radford University through graduation toward their unique path in life

# *Student Success*

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- **Featured Accomplishment**
  - *Academic Success Center*
- **Other Highlights**
  - *Living-Learning Communities*
  - *Traditions Week*
  - *Highlander Discovery Institute*
  - *The REAL Education Model*

# *Student Success*

---

<b>Year</b>	<b>Retention Rate</b>	<b>Graduation Rate</b>
2016-2017	75.7%	55.2%
2017-2018	70.9%	59.3%
2018-2019	71.3%	55.4%
2019-2020	74.8%	56.0%

**Performance Plan Update for 2020-2021**

**President Brian O. Hemphill, Ph.D.**

**Proposed Resolution for  
Board of Visitors Consideration**

**Now Therefore Be it Resolved**, that the Board of Visitors hereby approves that President Brian O. Hemphill met all metrics outlined in the Performance Plan for 2020-2021, under Spring Strategic Implementation and Annual Philanthropic Giving, as discussed in closed session on April 23, 2021, and that said performance plan pursuant to Section E of the Employment Agreement of Brian O. Hemphill, Ph.D., dated December 7, 2018 and amended May 10, 2019 and June 12, 2020, is considered a personnel record.

Approved: April 23, 2021



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Robert A. Archer  
Rector  
Radford University Board of Visitors



Karen Casteel  
Secretary to the Board of Visitors  
Radford University

**RADFORD UNIVERSITY  
BOARD OF VISITORS BYLAWS**

**PREAMBLE**

The Board of Visitors of Radford University (“the Board”) adopts these Bylaws to provide for the orderly, consistent and efficient conduct of its business as the governing body of Radford University (“the University”).

As public trustees the Board has the responsibility and authority, subject to constitutional and statutory limitations, for the continuing operation, development of evolving policies, and financial oversight of the University. Much of this authority necessarily is delegated to the President, who serves as the agent of the Board and as Chief Executive Officer of the University.

It is acknowledged and understood that the University and the Board are at all times subject to the control and legislative enactments of the General Assembly of the Commonwealth of Virginia.

**Article I – The Board of Visitors**

**Section 1 – Legal Status, Composition, and General Operation**

**A. Legal Status and Composition.** The Board of Visitors of Radford University is created by Va. Code §23.1-2100. Membership of the Board, method and terms of appointment, and the method of filling vacancies are provided by statute (Va. Code §23.1-1300).

**B. General Operations.** The Board is required by law to, and does:

1. Strive to be transparent in its operations, and operate entirely openly to the extent required by law.
2. Comply with the Commonwealth of Virginia’s Freedom of Information Act (Code of Va. §2.2-3700, et seq.), including but not limited to the following:
  - a. Record minutes of each open meeting and post the minutes on the Board’s website in accordance with subsection 1 of §2.2-3707 and §2.2-3707.1;
  - b. Conduct all discussions and actions on any topic not specifically exempted by §2.2-3711 in open meeting;
  - c. Give public notice of all meetings in accordance with subsection C of §2.2-3707; and
  - d. Approve in open meeting any action taken in closed meeting before it can have any force and effect in accordance with subsection B of §2.2-3711.
3. Notify and invite the Attorney General’s appointee or representative (the legal counsel of the institution) to all meetings of the Board, Executive Committee, and other Board committees.

**C. Annual Executive Summary.** The Board is required by statute to submit to the General Assembly and the Governor an annual executive summary of its interim activity and work no later than the first day of each regular session of the General Assembly. This report shall be submitted in accordance with procedures stipulated by law.

**D. Removal of Board Members.** If any member of the Board fails to attend (i) the meetings of the Board for one year without sufficient cause, as determined by a majority vote of the Board, or (ii) the educational programs for governing boards presented by the State Council of Higher Education for Virginia, and required by Virginia Code §23.1-1304 in the member's first two years of membership without sufficient cause, as determined by a majority vote of the board, the remaining members of the Board shall record such failure in the minutes at the Board's next meeting and notify the Governor, and the office of such member shall be vacated. However, no member serving as of January 1, 2015 shall be removed for failing to attend the educational programs required by Virginia Code § 23-9.14:1 in the members first two years of membership if the member attends such training by January 1, 2016.

In accordance with Virginia Code §23.1-1300(C), the Governor has the authority to remove from office for malfeasance, misfeasance, incompetence, or gross neglect of duty any member of the Board and fill the vacancy resulting from the removal. Each appointment to fill a vacancy will be subject to confirmation by the General Assembly. The Governor will set forth, in a written public statement, the Governor's reasons for removing any member pursuant to this statute at the time the removal occurs. The Governor will be the sole judge of the sufficiency of the cause for removal as set forth in this statute.

**E. Resignation.** Any Board member may resign at any time by providing notice of the date of resignation to the Governor. Notice also shall be provided to the Rector so that the Board can take measures to accommodate said resignation. Such resignation shall take effect at the time specified in such notice and, unless otherwise specified therein, the acceptance of the resignation shall not be necessary for it to take effect.

## **Section 2 – Powers and Responsibilities**

Responsibilities of the Board include, but are not limited to, the following:

1. Control and expend funds of the University;
2. Establish fees, tuition, and other charges imposed on students;
3. Approve the University's budgets;
4. Appoint the President of the University;
5. Approve the strategic plans of the University;
6. Confer degrees;
7. Promote the purpose and mission of the University;
8. Adopt rules and regulations for governing employment and employees, and approve promotions, tenure, salaries of employees;
9. Name buildings and other major facilities;
10. Approve certain real property transactions; and
11. Adopt rules and regulations governing student conduct.

### **Section 3 – Meetings**

**A. Regular Meetings.** The Board meets in regular session four times each fiscal year, on dates established by the Board. The last regular meeting of each fiscal year is designated as the “annual meeting” of the Board.

**B. Special Meetings.** Special meetings may be called by the Rector or upon the request of any five voting members of the Board. Requests for a special meeting must be submitted to the Secretary to the Board (“Secretary”), who has the ministerial responsibility for making arrangements for the special meeting.

**C. Notice.** Notice of meetings must be published and provided to the Board and the public by the Secretary in accordance with these Bylaws and state law.

**D. Quorum and Votes.** A simple majority of the Board constitutes a quorum. Unless otherwise required by statute, actions of the Board are taken by simple majority of those present and voting.

### **E. Member(s) Participation via Electronic Communications.**

~~1. A member can participate via electronic communication means from a remote location that is open to the public in accordance with the Code of Virginia §2.2-3708 and provided that:~~

- ~~a. A quorum of the Board is physically assembled at one primary location.~~
- ~~b. Notice of the meeting has been given at least three working days in advance of the date scheduled for the meeting in accordance with Virginia Code §2.2-3708(C).~~
- ~~c. The remote location from which the member is participating is open to the public. All agenda packets and, unless exempt, all materials that will be distributed to Board members shall also be made available to the public at the remote location.~~
- ~~d. Interruption in the telephonic or video broadcast of the meeting shall result in the suspension of action at the meeting until repairs are made and public access is restored.~~

~~2.1. A member may also participate via electronic communication means from a remote location that is not opened to the public in the event of an emergency, personal matter, or medical condition that prevents the member from attending in person, in accordance with the Code of Virginia §2.2-3708.24 and provided that:~~

- a. If, on or before the day of the meeting, the member notifies the Rector that such member is unable to attend the meeting due to an emergency, personal matter, or medical condition that prevents the member’s physical presence, and the member identifies with specificity the nature of the emergency or personal matter.
- b. The Board shall record the reason for the member to participate from a remote location together with the remote location from which the member participates in the minutes of the meeting.
- c. There must be a quorum of the Board physically assemble at the primary location of the meeting.

- d. The Board shall make arrangements for the voice of the remote participant to be heard by all persons at the primary location.
    - e. If any request for participation via electronic communication from a remote location is denied, the decision and rationale will be reflected in the minutes.
2. The Board of Visitors may hold meetings through electronic communication in accordance with other parts of §2.2-3708.2.

**F. Agenda.** The draft agenda for each meeting is to be prepared by the President or the President's designee, and approved by the Rector. Matters that any member requests to be placed on the agenda should be brought to the attention of the President as far in advance of the meeting as possible. The President may assign a matter to the chair of the appropriate committee of the Board for review prior to placement on the Board agenda. The agenda and other meeting materials are to be made public as required by law, and delivered to each member of the Board as far in advance of the meeting as feasible.

Matters which arise after publication of the agenda may be placed on the agenda at the President's discretion, after consultation with the Rector, or by the Board's amendment of the agenda.

The first order of business at every meeting is approval of the agenda. Proposed amendments to the agenda may be considered at that time.

**G. Tuition Notice and Public Comment.** In accordance with Code of Virginia, §23.1-307(D) and (E), Radford University will provide public notice at least 30 days prior to considering an increase undergraduate tuition or mandatory fees. The Radford University Board of Visitors will announce a public comment forum prior to the vote. The procedures for the Public Comment Session are approved by the Board of Visitors and maintained on the Board of Visitors website.

#### **Section 4 – Officers**

**A. Officers.** The officers of the Board are Rector and Vice Rector.

**B. Election and Terms.** The officers are elected by the Board at the annual meeting of the Board and shall serve a term of one year.

1. **Nominating Committee.** The Governance, Administration and Athletics Committee acts as the Nominating Committee for officers of the Board. The Committee is to call for nominations from members of the Board annually, following the last regular meeting of the Board. Nominations from members are to be submitted in writing to the Chair no later than ten days after that call. The Committee will meet prior to the annual meeting to determine which nominations will be presented to the Board. The Committee may offer more than one nominee for an office.
2. **Nominations from the Floor.** Nominations from the floor will be taken.
3. **Term.** Newly elected officers assume office on July 1 following their election. Each officer holds office for a term of one year ending the following June 30 or until the successor is elected, whichever is later. Officers may serve up to two consecutive terms; however, there is no limitation on the number of non-consecutive terms an officer may serve. In the event the Vice Rector assumes the office of Rector for a period of 180 days or more, that period will count as a full term.

**C. Rector.** The Rector is charged with promoting a level of interest, involvement and activity among the

members of the Board as will best contribute to (1) the establishment of proper policies, (2) wise planning, (3) intelligent and considerate observance of the rights of the faculty, administration, staff, and student body, and (4) the maintenance of the independence of the Board, all of which will enhance the future welfare of the University.

Specific responsibilities include presiding at Board meetings; appointing all committees, unless otherwise provided in the Bylaws or directed by the Board; acting as the Board's primary spokesperson or representative; and performing such other duties as are generally expected of the presiding officer or are imposed by statute, Bylaws, or action of the Board.

**D. Vice Rector.** If the Rector is temporarily absent or unavailable, the Vice Rector presides over meetings and assumes all powers, duties and functions of the Rector. In the event of the death, permanent disability or resignation of the Rector, or should the Rector become otherwise permanently unable to perform the duties and functions of the office, the Vice Rector will become Rector for the remainder of the term, and a new Vice Rector will be elected.

## **Section 5 -- Advisory Representatives**

**A. Appointments.** The Board is to appoint one faculty member and one student as non-voting, advisory representatives to the Board. Representatives are appointed at the annual meeting which is the last meeting of the fiscal year, and serve one-year terms commencing July 1 following their appointment and ending June 30.

The faculty representative shall be the President of the Radford University Faculty Senate (Faculty Senate President), provided that said individual shall serve no more than two consecutive terms as faculty representative to the Board of Visitors. If the same individual shall serve more than two consecutive terms as Faculty Senate President, the faculty representative to the Board shall be appointed from a list of three faculty members submitted by the Faculty Senate. Should the faculty representative resign as faculty senate president during his/her term on the Board of Visitors, the new faculty senate president shall fill the remaining term on the Board of Visitors of the individual who resigned; in the event an individual assumes the role as faculty representative for a period of 180 days or more, that period will count as one full term.

The student representatives are appointed from a list of three students submitted by the President after consultation with appropriate members of the administration and such other individuals as the President deems necessary. The three nominees for student representative shall make a brief presentation to the Board of Visitors at the annual meeting at which the student representative will be appointed.

**B. Responsibilities.** Advisory representatives have the responsibility to support the best interests of the University and to work with members of the Board for the continuing operation and development of the institution as a comprehensive state university. They are expected to participate in all regular meetings of the Board. Each advisory representative will be appointed as a non-voting member of at least one standing committee, but may not chair a committee. Advisory representatives may submit agenda items for discussion and information to be considered by the Board by presenting them to the President in advance of meetings, but may not make motions or introduce new items at meetings. Advisory representatives may not attend closed meetings except by invitation of the Board.

## **Section 6 – Committees**

**A. Executive Committee.** The Executive Committee is comprised of the Rector, the Vice Rector, and the chairs of the standing committees. The immediate past Rector serves as an ex-officio member. The Rector serves as Chair of the Committee.

1. The Executive Committee is authorized and required to:
    - a. Develop and recommend to the Board a statement of governance setting forth the Board's role;
    - b. Periodically review the Board's Bylaws and recommend amendments;
    - c. Provide advice to the Board on committee structure, appointments, and meetings;
    - d. Develop an orientation and continuing education process for Board members that includes training on the Virginia Freedom of Information Act;
    - e. Create, monitor, oversee, and review compliance by Board members with the University's Code of Ethics, adopted August 23, 2007, which Code is equally applicable to Board members as well as other members of the University community;
    - f. Develop a set of qualifications and competencies for membership on the Board for approval by the Board and recommendation to the Governor.
    - g. Conduct an annual evaluation of the President as required by these Bylaws in a closed meeting and present its findings and recommendations to the Board.
  2. Additionally, the Executive Committee is authorized to convene and exercise the full power and authority of the Board between meetings of the Board whenever circumstances require immediate action to address matters of an urgent nature, or as the Board may otherwise direct.

A simple majority constitutes a quorum. In the event that a quorum is not present, other members of the Board may be appointed by the Rector to serve in the place of absent members on an *ad hoc* and temporary basis in order that a quorum may be attained.

The Secretary to the Board is to inform promptly all members of the Board of any action taken by the Executive Committee. The Rector is to report actions taken by the Executive Committee at the next full meeting of the Board.

**B. Standing Committees.** Each standing committee is comprised of the Rector and Vice Rector plus not fewer than three additional Board members appointed by the Rector during or after the annual meeting. The Rector designates the chair and vice-chair of each committee and, on recommendation of the President, appoints an administrative assistant to staff each committee.

A simple majority of the members of a committee constitutes a quorum. In the event that quorum is not present, other members of the Board may be appointed by the Rector to serve in the place of absent members on an *ad hoc* and temporary basis in order that a quorum may be attained.

Matters may be referred to standing committees by the President, the President's designee, the Rector, or the full Board. In addition to the specific responsibilities provided by these Bylaws, the standing committees shall have any other duties and responsibilities assigned by the Board or the Rector.

The standing committees are:

- 1. Business Affairs and Audit.** This committee is generally responsible for reviewing and recommending action to the Board regarding the financial and business affairs of the University, including but not limited to, capital projects, grants, contracts, and the naming of facilities. This committee is responsible for reviewing recommendations and offering

motions to the Board on matters and policies pertinent to information technology, including implementation of new technologies and systems affecting the University's computer systems, websites and telephone systems. This committee also oversees the internal audit function of the University; receives the annual financial audit report of the Auditor of Public Accounts; and performs studies of financial matters as directed by the Board.

2. **Student Success.** This committee is generally responsible for reviewing and recommending action to the Board on matters pertaining to students, including but not limited to, student retention, student support services and activities, student health and safety, student conduct and disciplinary standards, residential life, student organizations and activities, and the general quality of student life.
3. **Academic Excellence and Research.** The committee provides guidance to the Board on matters essential to academic quality. This committee is generally responsible for reviewing and recommending action to the Board on matters regarding the University's academic mission, purpose, plans, and programs, including, but not limited to the creation or elimination of academic programs and of colleges and schools and academic departments within the University; faculty appointments, and the policies and procedures governing the award of tenure; academic standards and policies for student admissions, progression and graduation; and the conferring of meritorious awards and honorary degrees.
4. **Governance, Administration, and Athletics.** This committee is generally responsible for considering and recommending action to the Board on policy matters pertaining to the administrative operations of the University, including personnel matters, and shall advise and consult with the President of the University on matters of human resources policy in regard to classified employees, university staff and other non-instructional faculty members employed by the University.

This committee is responsible for considering and recommending actions that cultivate and foster strategic partnerships, increase and strengthen the talent pipeline, and inspire and encourage innovative solutions, which ultimately provide greater opportunities for students and position Radford University as a leader of economic development in the region, Commonwealth of Virginia and beyond.

This committee is also responsible for reviewing recommendations and offering motions to the Board on matters pertaining to all aspects of University intercollegiate athletics including, but not limited to, recruitment of personnel, development of new athletic programs, and maintenance and/or construction of athletic facilities.

5. **Advancement, University Relations and Enrollment Management.** This committee is generally responsible for oversight of programs that promote private donations for, and alumni support of, the University, including related activities undertaken by the University directly and by affiliated foundations on the University's behalf. It also oversees the University's public and community relations programs, which are designed to enhance the University's stature and reputation, and its efforts to publicly disseminate news about the University. This committee is also responsible for reviewing recommendations and offering motions to the Board on matters and policies pertinent to the university's enrollment management strategy.

**C. Special Committees.** Special or *ad hoc* committees are established by the Board or the Rector for an expressed purpose and limited duration. Special committees may have no fewer than four members appointed by the Rector, who may change the membership at any time. The Rector designates the Chair of special committees.

## **Section 7 – Policies and Procedures.**

Subject to state law and these Bylaws, the Board may adopt rules and regulations and may establish specific policies or procedures for the operation of the University and, to the extent not inconsistent with these Bylaws, for the Board's own governance. All such policies and procedures in existence on the date of the adoption of these Bylaws, and all policies and procedures subsequently adopted by the Board must be published and are binding on all affected university constituents. The President shall be responsible for the publication and implementation of all policies and procedures of the Board.

## **Article II – Employees**

### **Section 1 – The President**

The President serves at the pleasure of the Board of Visitors or pursuant to contract with the Board. The President is the Chief Executive Officer of the University and oversees the overall operation of the University. The President is expected to provide leadership to the University community in the development of its mission and programs. The President directs the University's administration, faculty and staff, and oversees the financial affairs of the University and the use and maintenance of its physical facilities. The President supports the fund-raising and advancement efforts of public and private entities on behalf of the University and serves as the University's representative and official spokesperson. The President must act in accord with the policies and direction of the Board. The President must perform the duties and exercise the authority of the office in accordance with all applicable federal and state laws and regulations.

The President may delegate specific duties, in whole or in part, to other employees of the University. However, the President remains responsible for the performance of the delegate as to all matters within the President's authority.

The Board shall meet with the President, at least annually, in a closed meeting, and deliver an evaluation of the President's performance. A preliminary evaluation report is to be submitted by the Governance, Administration and Athletics-Executive Committee to the Board, which report serves as the initial basis for the Board's review and evaluation. Objectives for the coming year will also be presented to the Board by the President at the time of the evaluation.

Any changes to the President's contract shall be made only by vote of a majority of all members of the Board.

### **Section 2 – Provost, Vice Presidents,~~Vice Provosts~~, and Direct Reports to the President**

The Provost, Vice Presidents,~~Vice Provosts~~, and all direct reports to the President are selected by the President, subject to approval by the Board, and serve at the pleasure of the President, or upon such other terms as agreed by the employee, the President, and the Board.

### **Section 3 – University Auditor**

The University Auditor is responsible for the University's internal audit function, which provides independent appraisals and reviews of University operations. The University Auditor is administratively responsible to the President, but is functionally accountable to the Board of Visitors. The University Auditor is appointed by, and reports to, the Board or a Board committee, as directed by the Board. In addition to the general responsibilities of the position, the University Auditor performs such duties incidental to the office as assigned by the Board or the President.

## **Article III – Miscellaneous**

### **Section 1 – Suspension or Amendment of Bylaws**

These Bylaws may be suspended or amended in whole or in part at any meeting of the Board of Visitors.

### **Section 2 – Parliamentary Authority**

Unless otherwise specified by these Bylaws, all Board and committee meetings, actions, and rulings will be guided by the most current edition of *Robert's Rules of Order Newly Revised (most recent edition)*.

## Radford University Board of Visitors Resolution

### Amendment to the Bylaws

**Now Therefore Be It Resolved**, the Board of Visitors hereby amends the Radford University Board of Visitors Bylaws **Section 3 E. Member(s) Participation via Electronic Communications.** as follows:

delete

1. ~~A member can participate via electronic communication means from a remote location that is open to the public in accordance with the Code of Virginia §2.2-3708 and provided that:~~
  - a. ~~A quorum of the Board is physically assembled at one primary location.~~
  - b. ~~Notice of the meeting has been given at least three working days in advance of the date scheduled for the meeting in accordance with Virginia Code §2.2-3708(C).~~
  - c. ~~The remote location from which the member is participating is open to the public. All agenda packets and, unless exempt, all materials that will be distributed to Board members shall also be made available to the public at the remote location.~~
  - d. ~~Interruption in the telephonic or video broadcast of the meeting shall result in the suspension of action at the meeting until repairs are made and public access is restored.~~

Change numbering

1. 2. A member may also participate via electronic communication means from a remote location that is not opened to the public in the event of an emergency, personal matter, or medical condition that prevents the member from attending in person, in accordance with the Code of Virginia §2.2-3708.21 and provided that:

Add

2. The Board of Visitors may hold meetings through electronic communication in accordance with other parts of §2.2-3708.2.

And Article II as follows:

*Update wording*

Section 1.

The Board shall meet with the President, at least annually, in a closed meeting, and deliver an evaluation of the President's performance. A preliminary evaluation report is to be submitted by the Governance, Administration and Athletics Executive Committee to the Board, which report serves

as the initial basis for the Board's review and evaluation. Objectives for the coming year will also be presented to the Board by the President at the time of the evaluation.

Any changes to the President's contract shall be made only by vote of a majority of all members of the Board.

### **Section 2 – Provost, Vice Presidents, Vice Provosts, and Direct Reports to the President**

The Provost, Vice Presidents, Vice Provosts, and all direct reports to the President are selected by the President, subject to approval by the Board, and serve at the pleasure of the President, or upon such other terms as agreed by the employee, the President, and the Board.

Adopted: April 23, 2021



Robert A. Archer  
Rector  
Radford University Board of Visitors



Karen Casteel  
~~Secretary to the Board of Visitors~~  
Radford University

**RADFORD UNIVERSITY BOARD OF VISITORS**

**RESOLUTION FOR RADFORD UNIVERSITY FOUNDATION  
MEMORANDUM OF UNDERSTANDING**

**APRIL 23, 2021**

**WHEREAS**, the Radford University Board of Visitors adopted the “Policy on University-Related Foundations” on May 24, 2007; and

**WHEREAS**, the Radford University Board of Visitors revised the “Policy on University-Related Foundations” on September 4, 2008, and that such policy remains in effect with no further revisions since the Board’s 2008 consideration and subsequent action; and

**WHEREAS**, Radford University officials have been working diligently with Radford University Foundation officials to both develop and implement a Memorandum of Understanding between the two entities;

**NOW, THEREFORE, BE IT RESOLVED**, that the Radford University Board of Visitors hereby revokes the “Policy on University-Related Foundations” effective today in order to both finalize and implement the aforementioned Memorandum of Understanding; and it is further

**RESOLVED**, that the Radford University Board of Visitors, Radford University President, Radford University Foundation Board of Directors Chair, and the Radford University Foundation Chief Executive Officer will serve as signatories on the final Memorandum of Understanding, which will remain in effect until such a time when University and Foundation officials are able to develop a replacement policy for presentation to and consideration by the Board of Visitors.

Approved: April 23, 2021

Robert A. Archer

Robert A. Archer  
Rector  
Radford University Board of Visitors

Karen Castele

Karen Castele  
Secretary to the Board of Visitors  
Radford University

**RADFORD UNIVERSITY BOARD OF VISITORS**  
**April 23, 2021**

**Action Item**

**Adoption of the First Amendment to the Radford University Qualified Governmental  
Excess Benefit Arrangement**

**Item:** Adoption of the First Amendment to the Radford University Qualified Governmental Excess Benefit Arrangement (As Amended and Restate Effective January 1, 2017).

**Background:**

The Radford University Qualified Governmental Excess Benefit Arrangement was amended and restated effective January 1, 2017. The Plan is intended to be a qualified governmental excess benefit arrangement under section 415(m) of the Internal Revenue Code and an exempt governmental deferred compensation plan described in Code section 3121(v)(3). This plan is utilized when the amounts contributed by the eligible employee on behalf of their supplemental plan would exceed the applicable limitations described in Code section 415 for the limitation year.

Regarding the eligibility of distribution, the plan currently states “a participant shall elect the timing and form of distribution of his Excess Benefit Account no later than the last day of the calendar year prior to his date of severance from employment.”

This amendment allows for any participant in the plan as of December 31, 2020, for the Participant’s Excess Benefit Account be distributed in equal annual installments over a period of five (5) years beginning on August 17, 2029. No additional earnings shall be credited to the Participant’s Excess Benefit Account pursuant to Section 3.2 during the period over which the Excess Benefit Account is distributed.

**Action:**

Radford University Board of Visitors adoption of the First Amendment to the Radford University Qualified Governmental Excess Benefit Arrangement, as presented.

**Radford University Board of Visitors  
RESOLUTION  
April 23, 2021**

**FIRST AMENDMENT  
TO THE RADFORD UNIVERSITY  
QUALIFIED GOVERNMENTAL EXCESS BENEFIT ARRANGEMENT  
(As Amended and Restated Effective January 1, 2017)**

**WITNESSETH**

**WHEREAS**, the Radford University Qualified Governmental Excess Benefit Arrangement (the "Arrangement") was established by Radford University ("University") effective January 1, 2009, as a portion of the Radford University Supplemental Defined Contribution Benefit Plan, and was amended and restated effective January 1, 2017; and

**WHEREAS**, Section 5.1 of the Plan permits the University, through action by the Board, to amend the Plan at any time.

**NOW, THEREFORE**, in accordance with the foregoing, the Plan is hereby amended to as follows effective as of the date of execution:

1. The following paragraph shall be added to the end of Section 4.1 to read as follows:

Notwithstanding the preceding or Section 4.2, for any Participant in the Plan as of December 31, 2020, the Participant's Excess Benefit Account shall be distributed in equal annual installments over a period of five (5) years beginning on August 17, 2029. No additional earnings shall be credited to the Participant's Excess Benefit Account pursuant to Section 3.2 during the period over which the Excess Benefit Account is distributed.

**IN WITNESS WHEREOF**, the undersigned, being an authorized officer of the University, has caused this First Amendment to be executed on behalf of the University as of the date set forth below.

Adopted: April 23, 2021



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Robert A. Archer  
Rector  
Radford University Board of Visitors

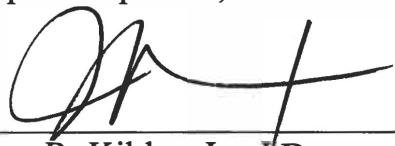


Karen Casteel  
Secretary to the Board of Visitors  
Radford University

**Suspension of Bylaws – Officer Term  
Resolution for Board of Visitors Review and Consideration**

**Now Therefore Be It Resolved**, the Board of Visitors hereby suspends Section 4(B)(3) of its bylaws as it relates to the number of consecutive terms an officer may serve, specifically for the current Rector, Mr. Robert A. Archer. The approved suspension of this specific section shall be limited to the aforementioned individual for the year to begin July 1, 2021 and ending June 30, 2022.

Adopted: April 23, 2021



James R. Kibler, Jr., J.D.  
Vice Rector  
Radford University Board of Visitors



Karen Casteel  
Secretary to the Board of Visitors  
Radford University

# RADFORD UNIVERSITY

Board of Visitors

## **RESOLUTION RECOGNIZING JAMES R. KIBLER, JR., J.D.**

**WHEREAS**, James R. Kibler, Jr., J.D. served the Commonwealth of Virginia with distinction as a member of the Radford University Board of Visitors from 2017 to 2021; and

**WHEREAS**, throughout his tenure, Mr. Kibler provided exemplary service, leadership, insight and advice for fellow Board members and University leadership; and

**WHEREAS**, Mr. Kibler served as Vice Rector of the Radford University Board of Visitors from 2019 to 2021; Vice Chair of the Executive Committee from 2019 to 2021; Vice Chair of the Advancement, University Relations and Enrollment Management Committee from 2018 to 2019; member of the Business Affairs and Audit Committee from 2018 to 2019; a member of the Advancement, University Relations and Enrollment Management from 2017 to 2018; and a member of the Governance, Administration and Athletics Committee from 2017 to 2018; and

**WHEREAS**, Mr. Kibler earned a Bachelor of Arts degree in history from the University of Virginia and a Juris Doctor degree with honors from the University of Richmond; and

**WHEREAS**, Mr. Kibler currently serves as Founder, Chief Executive Officer and Managing Member of Next Paradigm, LLC and previously served as President of Virginia Natural Gas, Senior Vice President of External Affairs and Public Policy for Southern Company Gas and a private practice energy and telecommunications attorney; and

**WHEREAS**, Mr. Kibler is active in local and regional activities, including the Virginia Chamber of Commerce, Hampton Roads Chamber of Commerce, Hampton Roads Business Roundtable and Region Five Council of the Virginia Growth and Opportunity Council, also known as GO Virginia; and

**WHEREAS**, during his tenure on the Board of Visitors, Mr. Kibler demonstrated his support of Radford University and was a champion for promoting the value of internships and workplace experience for students, as well as scholarship support;

**NOW, THEREFORE BE IT RESOLVED**, that on this twenty-third day of the month of April in the year two thousand twenty-one, the Radford University Board of Visitors does hereby consider and pass this resolution of commendation and appreciation for service and contribution to the Radford University Board of Visitors, the Radford University students, faculty and staff and the many contributions to national and regional communities, and furthermore that this resolution be preserved in perpetuity in permanent business records of the Radford University Board of Visitors and a copy be presented to James R. Kibler, Jr., J.D.

Robert A. Archer  
Rector

Brian O. Hemphill, Ph.D.  
President

# RADFORD UNIVERSITY

Board of Visitors

## **RESOLUTION RECOGNIZING GREGORY A. BURTON**

**WHEREAS**, Mr. Gregory A. Burton served the Commonwealth of Virginia with distinction as a member of the Radford University Board of Visitors from 2017 to 2021; and

**WHEREAS**, throughout his tenure, Mr. Burton demonstrated thoughtful consideration for students, faculty and staff, exemplary leadership for fellow Board members and insightful guidance for University leadership; and

**WHEREAS**, Mr. Burton served as a member of the Governance, Administration and Athletics Committee from 2017 to 2021; member of the Business Affairs and Audit Committee in 2017; Chair of the Business Affairs and Audit Committee from 2018 to 2021; and member of the Executive Committee from 2018 to 2021; and

**WHEREAS**, Mr. Burton received a Bachelor of Science degree in Business from the University of Charleston, a Master of Business Administration degree from the University of Kentucky, a Presidential Honorary Degree from West Virginia University in 2018 and was inducted into the Marshall University Business College Hall of Fame in 2018; and

**WHEREAS**, Mr. Burton has been the executive chair of Motorists Insurance Group since its affiliation with BrickStreet Mutual closed in April 2017, and was previously BrickStreet's chief executive officer and president; and

**WHEREAS**, Mr. Burton has more than 30 years of management experience in the insurance and financial services industries and in both state and local government, including serving as cabinet secretary of the West Virginia Department of Administration; and

**WHEREAS**, Mr. Burton's term on the Board of Visitors was during an unprecedented time of collective excitement, programmatic innovation and overall growth, and his knowledgeable guidance and leadership positively impacted the forward momentum in fulfilling the mission of Radford University;

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



Robert A. Archer  
Rector



Brian O. Hemphill, Ph.D.  
President

# RADFORD UNIVERSITY

Board of Visitors

## **RESOLUTION RECOGNIZING KARYN K. MORAN '88**

**WHEREAS**, Ms. Karyn K. Moran served the Commonwealth of Virginia with distinction as a member of the Radford University Board of Visitors from 2017 to 2021; and

**WHEREAS**, throughout her tenure, Ms. Moran demonstrated heartfelt compassion for students, faculty and staff and insightful guidance for the Board of Visitors and University leadership as a proud Highlander alumna and dedicated Commonwealth citizen; and

**WHEREAS**, Ms. Moran served as a member of the Advancement, University Relations and Enrollment Management Committee from 2017 to 2021; a member of the Student Success Committee from 2017 to 2021; and as Vice Chair of the Student Success Committee from 2018 to 2020; and

**WHEREAS**, Ms. Moran is a loyal and proud alumna, a member of the class of 1988, having earned a Bachelor of Business Administration in Management; and

**WHEREAS**, Ms. Moran has over 20 years of experience in the field of project management and technical recruiting, currently serving as Talent Acquisition Leader at HHunt Corporation and previously served as Client Services Director at Korn Ferry Futurestep; and

**WHEREAS**, Ms. Moran and her husband, The Honorable Brian J. Moran, are passionate civic leaders who work fervently to make life stronger and safer for the citizens of Virginia, particularly children and young adults, while also being proud parents of a son and daughter; and

**WHEREAS**, Ms. Moran is an advocate for the mission of Radford University and the opportunities provided to talented students through the engaged world-class faculty and unique experiences offered in and out of the classroom;

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

Robert A. Archer  
Rector

Brian O. Hemphill, Ph.D.  
President



**RESOLUTION RECOGNIZING  
PRESIDENT BRIAN O. HEMPHILL, PH.D.**

**WHEREAS**, Brian O. Hemphill, Ph.D. joined the Radford University family on July 1, 2016 as the seventh president since the institution's founding in 1910; and

**WHEREAS**, at an early age, President Hemphill viewed education as a gift and, as a first-generation student, pursued the exciting and limitless opportunities of higher education, ultimately receiving a doctorate in Higher Education Administration and Policy Studies; and

**WHEREAS**, President Hemphill began his tenure at Radford University with an impressive record of serving students who were seeking to fulfill their own dreams in his prior leadership roles as an Associate Vice Chancellor and Dean of Students; Vice President for Student Affairs and Enrollment Management and Associate Professor; and President and Professor; and

**WHEREAS**, President Hemphill's arrival at Radford ushered in a new level of achievement and enthusiasm for the Radford family, thereby creating a strong foundation for limitless opportunities, now and well into the future; and

**WHEREAS**, President Hemphill negotiated and implemented a comprehensive merger of Jefferson College of Health Sciences into Radford University, thereby establishing Radford University Carilion and making Radford University's nursing program the second largest in Virginia, then continued his work with the Virginia General Assembly gaining the financial support to equalize tuition between Radford University Carilion and the main campus; and

**WHEREAS**, President Hemphill secured \$34 million to renovate Reed and Curie Halls, which reopened in January 2020; obtained \$101 million for construction of the Center for Adaptive Innovation and Creativity, representing the largest capital project and academic building in the University's history; and announced a partnership to bring a world-class hotel to the City of Radford in close proximity to the main campus through a partnership with the Radford University Foundation, Inc. with continued work to bring the project to reality for occupancy in late 2022; and

**WHEREAS**, President Hemphill conducted the inaugural University-wide Retention Summit in order to improve student engagement and success, thereby resulting in the re-envisioning of the first-year experience and retention model by establishing the Academic Success Center through the co-location of Academic Advising; New Student and Family Programs; and Student Success in a dedicated and newly-renovated space; and

**WHEREAS**, President Hemphill launched IMPACT, a competency-based program targeting the adult student population with a focus on cybersecurity, geospatial intelligence and K-12 professional development, and secured a \$13.8 million grant from the U.S. Department of Education, thereby representing the largest grant in the history of the University; and

**WHEREAS**, during President Hemphill's tenure as a student-centered and visionary leader, Radford University saw the highest enrollment in history at 11,870 in fall 2019; the highest graduate enrollment in history at 3,903 in fall 2019; the highest percentage of first-generation students in history at 39% in fall 2019; the most new freshman applications in history at 16,138 in fall 2019; the highest average GPA in history at 3.32 in fall 2020; and the most degrees annually conferred in history at 2,430 in 2019 2020; and

**WHEREAS**, President Hemphill immediately connected with the Radford University family across the country by hosting two Highlander Family Tours in 2016 and 2019, reconstituting the Alumni Association Board of Directors and Regional Chapters shortly after his arrival and recognizing the importance and role of alumni support throughout his presidency; and

**WHEREAS**, under President Hemphill's leadership, the University's endowment increased by 42.3% with an \$8 million gift to name the Davis College of Business and Economics, representing the largest gift by an individual in the history of the University; a \$5 million gift to name the Artis College of Science and Technology, representing the largest gift by an alumna in the history of the University; and the most ambitious comprehensive campaign in University history, having already raised \$69 million of the \$100 million goal; and

**WHEREAS**, in the midst of Spring 2020 semester, Radford joined the world in experiencing a shattering global health pandemic, and through President Hemphill's decisive, timely and vigilant actions, the health, safety and well-being of students, faculty and staff remained the focus and the important work of teaching, research and service continued as a testament to thoughtful planning and clear communication, as well as the responsive and resilient nature of all Highlanders; and

**WHEREAS**, while President's Hemphill leaves a legacy of professional achievements at Radford University, what will be remembered most is who he is as a person, a character defined by integrity and genuine care for others, which formed the foundation for building trust, meaningful partnerships and long-lasting relationships, and a humility that never put himself in the spotlight, rather never missing an opportunity to give credit to others; and

**WHEREAS**, to acknowledge the core of President Hemphill's professional career and lasting legacy as a champion of student engagement and success, while reducing barriers and overcoming challenges, the Radford University Board of Visitors hereby establishes the President Brian O. Hemphill, Ph.D. Student Scholarship Fund, providing life-changing opportunities for future generations of Highlander students; and

**WHEREAS**, in further recognition and honor of President Hemphill's contributions to the pursuit of teaching, research and service, and the value he has placed on education as a student, mentor, professor and president, the Radford University Board of Visitors hereby names the College of Humanities and Behavioral Sciences Building and henceforth, it will be known as Hemphill Hall;

**NOW, THEREFORE BE IT RESOLVED**, that on this twenty-third day of the month of April in the year two thousand twenty-one, the Radford University Board of Visitors does hereby consider and pass this resolution of commendation and appreciation for heartfelt service and historic contributions to Radford University and the long-lasting impact on the lives of generations of the Radford family, including students, faculty, staff and friends, and for the many contributions to regional and national communities, and furthermore that this resolution be preserved in perpetuity in permanent business records of the Radford University Board of Visitors and a copy be presented to President Brian O. Hemphill, Ph.D.



*Robert A. Archer*

Robert A. Archer  
Rector

# End of Board of Visitors Materials

