CALL TO ORDER

APPROVAL OF AGENDA

APPROVAL OF MINUTES
  o  December 3, 2020

STUDENT GOVERNMENT ASSOCIATION REPORT

BUILDING A TRAUMA-INFORMED CAMPUS COMMUNITY PRESENTATION

STUDENT AFFAIRS REPORT

OTHER BUSINESS

ADJOURNMENT

** All start times for committees are approximate only. Meetings may begin either before or after the listed approximate start time as committee members are ready to proceed.

COMMITTEE MEMBERS
Dr. Debra K. McMahon, Chair
Mr. David A. Smith, Vice Chair
Dr. Rachel D. Fowlkes
Ms. Karyn K. Moran
Ms. Lisa Throckmorton
Ms. Samantha Powell (Non-Voting Advisory Member)
Executive Board Updates

- Advocacy Day
- Student Finance Committee
- Chief Advisory Panel

- MLK Day of Service
- SGA Winter Retreat
- Symptom Tracker Challenge
Senate Updates

- Midterm Grades Resolution
- Center for Accessibility Services

- Inclusion with RUC
- Student Appreciation Days
- WDYWW
Cabinet and Staff Updates

• Town Hall Meeting
• Stress Less Event
• Highlander Pride
• T-Shirt Drive
• Giveaways
General Body Goals and Plans

- Complete the Bags to Benches Program
- Continue community service efforts
- Continue our social media growth and outreach
- Unity Fest
- Ring Dance
Being Trauma-Informed Promotes Mission Statement

**Radford University’s Mission Statement:**

“...provide an educational environment and the tools to address the social, economic, and environmental issues confronting our region, nation and the world.”

“Our Vision, Mission, and Core Values,” Retrieved from https://www.radford.edu/content/radfordcore/home/about/mission.html#:~:text=As%20a%20mid%2Dsized%2C%20comprehensive,within%20and%20beyond%20the%20classroom.
Why a Trauma-Informed Community?

Adverse Childhood Experiences (ACE) are linked to high risk health behaviors, many of which impact the students and staff of Radford University. Listed below are 10 of the most significant types of trauma found in the ACE study.

- Emotional Abuse
- Physical Abuse
- Sexual Abuse
- Emotional Neglect
- Physical Neglect
- Parental Separation or Divorce
- Domestic Violence
- Substance Abuse in Family Member
- Mentally Ill Family Member
- Incarcerated Family Member
Supporting Data

Research indicates that 70% of the general population experiences one or more Adverse Childhood Experiences by the age of 18 and approximately 17% (1 in 6) experiences 4 or more by their 18th birthday.
Risks Associated with ACE Trauma

Health Implications:

• 242% more likely to smoke
• 222% more likely to become obese
• 357% more likely to experience depression
• 443% more likely to use illicit drugs
• 1133% more likely to use injected drugs
• 298% more likely to contract an STD
• 1525% more likely to attempt suicide
• 555% more likely to develop alcoholism
• Up to 20 years off life expectancy due to brain and development changes

References:
1) Iowa ACEs http://www.iowaaces360.org/uploads/1/0/9/2/10923571/2576222.png?239
2) Dube SR, Anda RF, Felitti FJ et al. Childhood abuse, household dysfunction, and the risk of attempted suicide throughout the lifespan: Findings from the Adverse Childhood Experiences Study. JAMA, 2001; 286:3089-3095.
4. Hock et al., 2015.
What Does Being Trauma-Informed Look Like?

Substance Abuse and Mental Health Services Administration (SAMHSA) describes trauma-informed as:

“A program, organization or system that is trauma-informed realizes the widespread impact of trauma and understands the potential paths for recovery; recognizes the signs and symptoms of trauma in clients, families, staff and others involved with the system; and responds by fully integrating knowledge about trauma into policies, procedures and practices, and seeks to actively resist re-traumatization.”
# Becoming Trauma-Informed Can Be Transformational

<table>
<thead>
<tr>
<th>Conventional</th>
<th>Trauma-Informed</th>
<th>Resiliency-Informed</th>
</tr>
</thead>
<tbody>
<tr>
<td>People are bad</td>
<td>People are suffering</td>
<td>People are resilient</td>
</tr>
<tr>
<td>People need to be punished</td>
<td>People need an intervention</td>
<td>People need our compassion and to learn new skills</td>
</tr>
<tr>
<td>People just don’t care</td>
<td>People care, but lack skills and understanding</td>
<td>Any person can learn self-regulation skills</td>
</tr>
<tr>
<td>We need to stop making excuses for people</td>
<td>We need to learn how trauma impacts the development of children and adults</td>
<td>We need to learn how skills of well-being can reduce suffering</td>
</tr>
<tr>
<td>What is wrong with you?</td>
<td>What happened to you?</td>
<td>What is right with you? What are your strengths?</td>
</tr>
</tbody>
</table>
Trauma-Informed and Our Community

1. Identify Champions
2. Create a Distribution Pathway
3. Implement Training
4. Collect Outcomes

Relationships are key! Training faculty and staff will help us develop better relationships with our students by raising awareness and building skills.
Training Options

There are options related to training, depending on the goal. Ideally, this could be a two-part training coupled with Recovery Ally training.

- Three-hour training
- 90-minute training
- 60-minute training
Discussion
Center for Diversity and Inclusion

Spring 2021 Opportunities

January 25:  Cross-Cultural Communication
February 11:  Colorism
March 4:  Born and Raised Self-Reflective Personal History
April 7:  Vulnerability in Leadership = Superpower

All workshops are facilitated by Kimberly McLaughlin Smith via Zoom @ 6pm and are open to the entire campus.
Fraternity and Sorority Life

Panhellenic Council Formal Virtual Recruitment
January 29 - 31

Advisor’s Meetings

FSL Stakeholders Planning Group
Student Recreation and Wellness Center

Fall 2020 Utilization Numbers

- SRWC Access:
  - 3,063 unique users and 35,999 visits
- Group Fitness Classes:
  - 333 unique users and 1,548 participations
Student Involvement

- Winter Break Programming
- Social Media Interactions
- Welcome Back Weekend January 14-17
Center for Accessibility Services

On the first day of break, CAS offered to me...
Accommodations custom made for free!

On the fifth day of break, CAS offered to me...
Scholarship opportunities

On the eighth day of break, CAS offered to me...
Reading Assistance Software
Student Success

I’m Registered Campaign

Academic Support
Looking Forward

- Incentives and Positive Reinforcement
- Traditions Week
- RUC
Discussion
Minutes
STUDENT SUCCESS COMMITTEE
3:00 P.M.
DECEMBER 3, 2020
DAVIS COLLEGE OF BUSINESS AND ECONOMICS, ROOM 320

DRAFT
MINUTES

COMMITTEE MEMBERS PRESENT
Dr. Debra K. McMahon, Chair
Mr. David A. Smith, Vice Rector
Ms. Lisa Throckmorton

COMMITTEE MEMBERS ABSENT
Dr. Rachel D. Fowlkes
Ms. Karyn K. Moran
Ms. Samantha Powell, Non-Voting Advisory Member

BOARD MEMBERS PRESENT
Mr. Robert Archer, Rector, second half of meeting
Dr. Jay A. Brown
Mr. Mark Lawrence

OTHERS PRESENT
Dr. Brian O. Hemphill, President, first half of meeting
Ms. Ashley Schumaker, Chief of Staff and Vice President for Strategic Operations
Mr. Allen Wilson, Senior Assistant Attorney General, Commonwealth of Virginia

CALL TO ORDER
Dr. Debra K. McMahon, Chair, formally called the Student Success Committee meeting to order at 3:04 p.m. in the Davis College of Business and Economics, Room 320.

APPROVAL OF AGENDA
Dr. McMahon asked for a motion to approve the December 3, 2020 meeting agenda, as published. Ms. Lisa Throckmorton so moved, Mr. David A. Smith seconded, and the motion carried unanimously.

APPROVAL OF MINUTES
Dr. McMahon asked for a motion to approve the minutes of the February 13, 2020 meeting of the Student Success Committee, as published. Mr. Smith so moved, Ms. Throckmorton seconded, and the motion carried unanimously.
REPORTS

Student Government Association

Student Government Association (SGA) President Chris Davis presented updates on SGA initiatives for the 2020-2021 academic year. Mr. Davis stated that the SGA Executive Board took a lead role in reminding students of the importance of the Daily COVID-19 Symptom Tracker. To gain participation, SGA hosted a contest and awarded prizes for daily completion. Mr. Davis shared that he will be serving on an advisory panel with the Radford City Police Chief to build relations between students and police officers.

Mr. Davis reported that SGA passed two resolutions: one supporting Black Lives Matter and one requesting that faculty be required to post mid-term grades for all students not just freshmen. He added that SGA continues collecting plastic bags to recycle for the Bags2Benches program and are working toward a second bench.

Mr. Davis also reported on cabinet and staff led SGA initiatives. A voter registration event was held to register students, with 55 students registering. SGA wrote thank you notes to the hard working Facilities Management, Dining Services and Student Health Services employees. A Wellness Week was hosted and therapeutic events held, such as potting plants, painting mugs and scavenger hunts. Mr. Davis concluded by sharing plans for the spring semester, such as, Unity Fest, School Spirit t-shirt drives and a Take Back the Night event. A copy of the report is attached hereto as Attachment A and is made a part hereof.

Diversity, Equity and Inclusion

Associate Vice President for Student Affairs and Dean of Students Angie Mitchell and Associate Vice President for Student Life Tricia Smith presented on diversity, equity and inclusion on campus. They shared that this generation of college students has an expectation of equality, cultural competence and diverse environments, and that Radford University students match the national data set. They outlined Fall 2020 programming meeting those needs and advancing learning goals. The programs included a presidential initiative called Courageous Conversations, which created opportunities for conversations about race and diversity working toward building a more inclusive campus community. A copy of the report is attached hereto as Attachment B and is made a part hereof.

Student Affairs Report

Vice President for Student Affairs Susan Trageser, Ed.D. provided the Division of Student Affairs report. Vice President Trageser shared that Housing and Residential Life continues to implement the Tartan Residential Education Kit (TREK) through intentional conversations, active programs, snack chat topics, social media outreach and bulletin boards in the residence halls. All of these programs give students a way to connect to the Resident Assistants or Directors and each other. Student Success facilitated events and initiatives to celebrate academic accomplishments and provide support at mid-terms.

Vice President Trageser stated that much of the focus in the Center for Diversity and Inclusion this semester has been on ally development and education. Sessions, titled “Confronting Whiteness as an Ally,” “Policing and Race” and “Working for Racial Change,” were held for students, faculty and staff. The Center for Accessibility Services offered tutorial Zoom sessions on accommodation procedures for faculty and students, revised the testing and notetaking procedures and held an outreach campaign to respond to students’ needs this semester.
In conclusion, Dr. Trageser reported on the events hosted by Student Involvement that focused on the social and emotional wellness of students. A copy of the report is attached hereto as Attachment C and is made a part hereof.

**ADJOURNMENT**

With no further business to come before the Committee, Dr. McMahon adjourned the meeting at 4:09 p.m.

Respectfully submitted,

Ms. Jenni Tunstall
Executive Assistant to the Vice President for Student Affairs
Executive Board Updates

• First Day Photos
• Symptom Tracking - Daily Reminder
• Student Finance Committee
• Chief Advisory Panel
Senate Updates

- Midterm Grades Resolution
- Black Lives Matter Resolution
- Center Accessibility Services
- Constitution Revisions
- Inclusion with RUC
Cabinet and Staff Updates

- Voting Encouragement and Registration
- Support for Essential Workers
- Continued Bags2Benches Program
- Social Media Growth and Outreach
- Fall Fashion Challenge
- Highlander Pride
- Wellness Week
Events and Goals for Spring Semester

- Complete Bags2Benches Program
- Take Back the Night/Fear2Freedom
- Symptom Tracker - Daily Reminder
- Community Service Project
- T-Shirt Drive
- Unity Fest
Questions?
A Brief Review

iGen

• Expects equality
• Expects cultural competence
• Desires diverse environments
• Strong support for LGBT people and racial justice movements
Fall 2020 Programming

- Welcome Week and Family Groups
- Social Change Certificate
- Emotional Intelligence
- Ally Conversation Groups
- Leadership Series and Retreats
- Voter Education
- History and Heritage Months
- Demonstrations and Forums
- RUCMA Faith Dialogues
- Small Group Mentorship Circles
- Book Clubs
- Faculty Development Workshops
- Trauma-Informed Practices Sessions
- Student Experience Panels
- Counseling and Wellness
- Residence Hall Discussion Groups
- Myriad Social Media Educational Campaigns
- Presidential Panel
- Courageous Conversations
- Democracy Day
Courageous Conversations

Program Goals
• To create a space for a conversation about race and diversity
• To deepen the level of authentic dialogue about differences
• To continue doing self-work for effective student leadership
• To work toward building an inclusive campus community

Program Format
• Seven rooms of eight students and two facilitators
• Interactive dialogue sessions
• Grounded by Presidential charge
Courageous Conversations

Program Outcomes

Yes

No

- Meet someone new
- Learn something new
- Consider a different perspective
- Practice sharing your thoughts
Democracy Day

What Does Democracy Mean to You?

- Tolerance
- Freedom
- Equality
- Your voice matters
- Love, respect, kindness
- Balance of power
- Fairness
- Having the right to love who I want
- Freedom to use my voice
- Represented
- Love, respect, kindness
- Your voice matters
- Let it be heard
- Every voice matters
- Speak up
- I love my dog
- I love
- FDT 2016

Page 44 of 56
Democracy Day

WHY DOES THIS ELECTION MATTER?

- All voices matter.
- No justice, no peace.
- BLM!
- Human rights are important.
- Peace!
- Vote!!!

Because as a country, we've become comfortable with liars and racists leading the U.S.

Because Liars and Racists are leading.

Women's Rights Matter.

Your Vote Matters! Make it count. Be the change!

We are equal. No justice, no peace!

Everyone's input counts. It determines our future.

Blacks are not silent.

Access to Higher Education.

Voting is fundamental.

There are some groups of people who are unheard.

We should be proud! What a country to be a part of.

Because we're united.

Human rights are not a privilege, they are a simple right.

Prolife or Pro-Choice.

I'm not a follower.

You vote matters!!!
Discussion
Tartan Residential Education Kit (TREK) Events

- Intentional Conversations Topic: Cultural Differences and Identity
- Active Program Topic: Self Care
- Snack Chat Topic: Home Sickness
- Social Media Topics: Identity, Politics and the Presidential Election
- Bulletin Boards: Healthy Relationships
Student Success: Programs and Interventions

Satisfactory Academic Progress Outreach

- A key fail-point for these students is if they have deviated from their plan.

FAFSA
Federal Student Aid
An office of the U.S. Department of Education

New Highlander High Achievers

MASH 2019-20

- Conditionally admitted program for new freshman pairing them with a upper classman mentor
Student Success

Hold Management

• Targeted and timely communication before registration

Midterm Grade Outreach

• Resource letters to students

Expanding Starfish Use

• The Academic Success Center in Young Hall is using Starfish consistently to track student meetings, types of meetings and communications.
December 2020

- Radford Collegiate Recovery Community grant continuation for 2020-21

- Trauma Informed Care Initiative - Student Affairs
The Center for Diversity and Inclusion

The Gathering Space and A Space for Student Allyship Development

- Three scaffolding sessions on Racial Justice Ally Development
Center for Accessibility Services

Adjusted “day to day” approach with students

- Tutorial and drop-in Zoom sessions offered
- Revised procedures
- Provided disability-related accommodations to 413 students during the fall semester
- Outreach campaign
Engagement and Leadership

- Social Wellness (sense of belonging and connection to others)
- Emotional Wellness (building coping strategies and managing stress)
- Emerging Leaders
- Advisor Meetings
- Community Table Talks
Discussion
End of Board of Visitors Materials