

Governance, Administration and Athletics Committee

April 2021

RADFORD UNIVERSITY

Board of Visitors

RADFORD UNIVERSITY

Board of Visitors

GOVERNANCE, ADMINISTRATION AND ATHLETICS COMMITTEE MEETING

4 P.M. **

APRIL 22, 2021

ART MUSEUM

COVINGTON CENTER, RADFORD, VA

DRAFT **AGENDA**

- **CALL TO ORDER** Dr. Jay A. Brown, *Chair*
- **APPROVAL OF AGENDA** Dr. Jay A. Brown, *Chair*
- **APPROVAL OF MINUTES** Dr. Jay A. Brown, *Chair*
 - February 11, 2021
- **REPORTS**
 - ACCESS Radford Dr. Angela M. Joyner, *Special Advisor to the President for Partnerships and Chief Innovation Officer*
 - Innovation, Economic Development and Partnerships
 - Intercollegiate Athletics Mr. Robert G. Lineburg, *Director of Intercollegiate Athletics*
 - Student-Athlete Experience
 - Competitive Excellence
 - Resource Development
 - Important Dates and Initiatives
- **OTHER BUSINESS** Dr. Susan Whealler Johnston, *Vice Chair*
 - Discussion and Nominations for Board Officers
- **ADJOURNMENT**

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

COMMITTEE MEMBERS

Dr. Jay A. Brown, Chair

Dr. Susan Whealler Johnston, Vice Chair

Dr. Thomas Brewster

Mr. Gregory A. Burton

Mr. David A. Smith

April 2021 Meeting Materials

RADFORD UNIVERSITY

Board of Visitors

Innovation, Economic Development and Partnerships



**HEAR WHAT OUR
STUDENTS HAVE
TO SAY:**

**"The Center for Career
and Talent Development
is a resource composed
of kind and intelligent
leaders who will help you
achieve your dreams,
just like me!"**

**TAYLOR
HAWKINS**

**RADFORD
UNIVERSITY**

Center for Career and
Talent Development

**CENTER FOR
CAREER AND
TALENT
DEVELOPMENT**



Partnership Strategy

LinkedIn 2.0

Hosted by The Radford Center for Career and Talent
Guest speaker from Carahsoft Technology Corporation

**MARCH 31, 4:00PM-4:30PM
ZOOM**

**Register through Handshake
or scan the QR code**



Learn how to use LinkedIn to build your professional network, conduct employer research, and ultimately find your dream job. This workshop will help you understand how a recruiter views your profile and the insider tips to help you stand out.

carahsoft.

RADFORD UNIVERSITY
Center for Career and Talent Development

Identifying innovative ways to build awareness, increase employment opportunities and develop critical skills in a competitive job market.

Career Week 2021

CAREER WEEK

5 Career Days

FEBRUARY 22 - 26

Business & Technology 2/22

Government 2/23

Diversity 2/24

Healthcare & Human Services 2/25

Education 2/26

PRACTICE

*Practice Your Pitch
with Alumni*

LEARN

*Industry Panel
Presentations*

NETWORK

*One-on-One with
Employers*



- ✓ Industry Panel Presentation
- ✓ Employer Take-Overs
- ✓ Networking Meet-Ups
- ✓ Practice Your Pitch Session
- ✓ Hiring Interviews

www.TheNRV.org/jobs



JOBS IN THE NRV:
**FIND YOUR
CAREER**

VIRGINIA'S NEW RIVER VALLEY

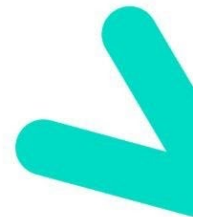
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Ozmo



"I've been able to **move forward** here in a way that I was not before. I feel like I have continually learned new things, improved, and **genuinely** enjoyed myself along the way. I've been able to be comfortable being myself in a way I have at few other places."

- **Fox Douglas**
Associate Employee Development Manager at Ozmo



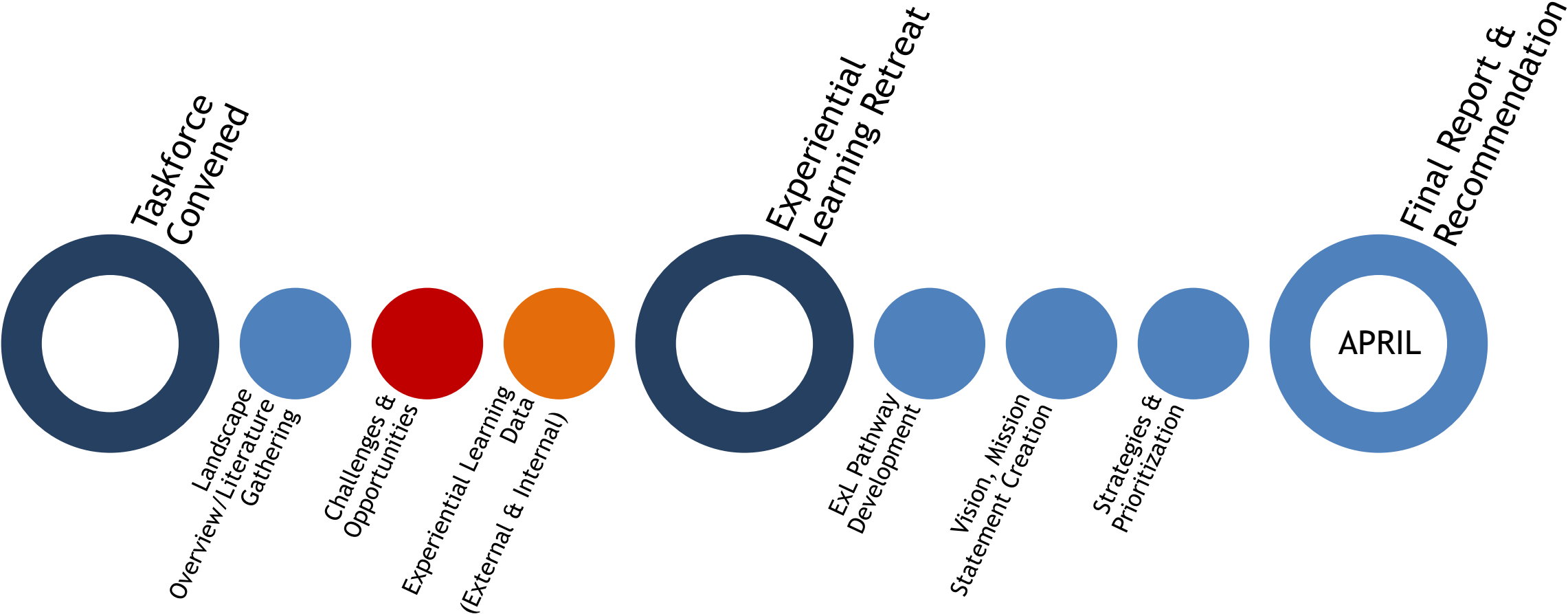


Long and Foster



Experiential Learning Taskforce

Progress to Date



SCHEV Taskforce Deliverables



Vision statement



Mission statement



Common language

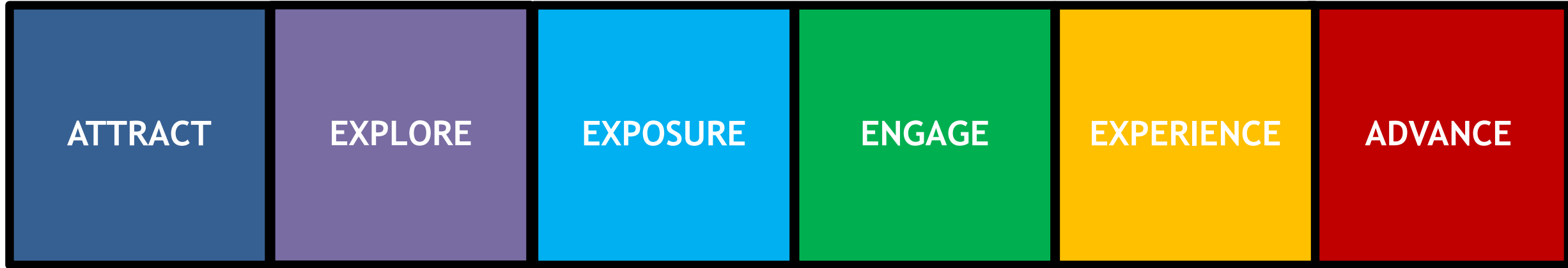


Recommendation



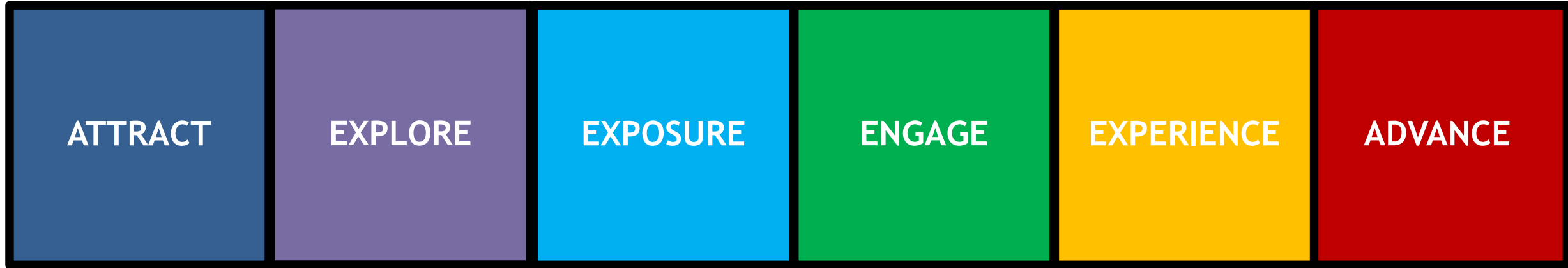
Budget

Student Experiential Learning Pathway



Creating a visual framework that could represent the student experiential learning pathway at Radford University and the initiatives that support our Highlanders on their journey. This pathway would be inclusive of experiential learning activities that provide meaningful interactions and supports our eco-system for student success.

Student Experiential Learning Pathway



Attraction, recruitment and onboarding activities of prospective Highlanders.

Build awareness of experiential learning opportunities and their linkage to careers. Provide a foundation for work-based learning and prepare Highlanders to make the most of their academic and early career opportunities.

Provide exposure to a variety of experiences that link classroom learning with talents, skills, competencies and paths to inform their career journey.

Deepen learning and build skills through scaffolded work-based and experiential learning opportunities.

Strengthen technical experience, leadership skills and competencies within the context of a work environment.

Integrate technical skills, experiential and work-based learning into compelling story to support a successful transition into first destination beyond graduation.

Recommendation Overview



Discussion

Innovation and Economic Partnerships
Board of Visitors Report
April 2021

Our vision is to significantly contribute to the overall economic growth of the Commonwealth of Virginia by fostering strategic partnerships, developing robust talent pipelines and providing innovative workforce development solutions to positively impact the region in which we serve. We achieve this through the symbiotic relationship between the Vinod Chachra IMPACT Lab, the Center for Career and Talent Development and Economic Development & Corporate Partnership initiatives.

Vinod Chachra IMPACT Lab

The Vinod Chachra IMPACT Lab has signed four new cybersecurity partnerships with Carroll County Public Schools, Frederick County Public Schools, Patrick County Public Schools, and Brooke County Public Schools. These new partnerships continue to strengthen the IMPACT Lab’s penetration of the regional (Virginia and West Virginia) K-12 market while also demonstrating a recurring revenue stream from this sector.

Academic Partnerships

As announced in mid-January, Radford University has partnered with Academic Partnerships to expand its outreach of the Vinod Chachra IMPACT Lab by offering Cybersecurity and Geospatial Intelligence certificates and standalone courses to help individuals accelerate their careers in technology, with additional certificate programs planned for the future. These expanded programs will also help combat the impact of COVID-19 on the economy by providing working adults with affordable and easily accessible degree programs in critical, high-growth fields.

NAVAIR Cyber Consortium

The Vinod Chachra IMPACT Lab continues to collaborate with several agencies and consortia to strengthen and expand our partnerships. For example, as part of the Joint Academia Industry Government (JAIG) Group, IMPACT is exploring how our Cybersecurity certificate program can serve the training needs of the United States Navy’s Naval Aviation (NAVAIR) department.

Center for Career and Talent Development
Career Week

The Center for Career and Talent Development designed and implemented Career Week from February 22-26, 2021 as a week-long virtual career and internship fair program. The motivation for Career Week was to garner excitement and enthusiasm among students and faculty by delivering a high-caliber series of events on a compressed schedule. Further, the Center sought solutions to assist small companies to meet with a greater number of students by partnering in sessions with larger or more well-known employers. Career Week dedicated each day to specific industry sectors—Business and Technology, Government, Healthcare and Human Services, and Education—with the exception of Wednesday, Diversity Day.

Morning sessions at Career Week emphasized career and professional development, whereas afternoon sessions hosted employer recruiting events. In partnership with Alumni Relations, our morning sessions included opportunities for students to “practice their elevator pitch” with alumni volunteers. Students received feedback from alumni in preparation for engaging with employers in the afternoon sessions. Each morning also featured two professional development panels, aligned with the day’s industry focus.

All morning sessions were created in Handshake, with panels and alumni sessions routed through Zoom. Two to five registered employers from a combination of larger and smaller companies or organizations served on each panel, with a faculty member as moderator. Panel sessions provided students with opportunities to engage employers in the role of “professional within their industry” in addition to their role of recruiter.

For afternoon employer recruiting events, employers had opportunities to create 30-minute group sessions in Handshake and/or 1:1 sessions or interviews. Some employers chose to utilize their entire day conducting individual appointments with students and in a small number of cases made employment offers immediately. Employers had the option in Handshake to use an external link for their sessions, such as Zoom.

The Center received positive feedback from alumni volunteers involved with “practice your pitch” sessions, who expressed eagerness to participate in similar events in the future. Morning professional development panels were well received by all parties, encouraging consideration of future opportunities for Radford University’s faculty and students to learn from our employer alumni about new happenings, technologies, and trends within their industries.

Testimonials from Career Week:

- *“Thank you so much for the opportunity to participate in Career Week....There were definitely several talented Radford students that I could see excelling in a career with Truist! I gave them some tips about studying our company culture that could help give them the edge when interviewing...We are thankful to have gained experience with Handshake so that we can be better prepared for future events- it is such a dynamic platform. I look forward to circling back to future opportunities you all have for us to support students- freshmen orientation, work-study students, graduating student sessions, etc.”*
- *“I just want to thank you for all your reminders, tips, and information provided for the job fair. We loved this format and hope that you consider keeping a virtual option even when we do go back face to face.”*
- *“The candidates are high quality. Radford continues to have some of the highest quality graduates in the area.”*
- *“Very well-prepared students, and eager and knowledgeable. Strong education department/ program which we have linked to many of your candidates and hope to move forward with further discussions on potential early hiring.”*

Career and Talent Development Outreach and Opportunities for Students

The Center for Career and Talent Development strives to provide students with opportunities to discover their career path, gain relevant experience, and thrive. To assist with students’ career journey from exploring career pathways via PathwayU to perfecting their resume, interview techniques, and planning their job search strategy, our career coaches and peer career coaches meet regularly with our students. This fiscal year, since July 1, 2020, the Center’s staff has completed 1,644 appointments with students. Of these, 572 appointments have been completed since February 1, 2021.

To date this fiscal year, our career coaches have offered a total of 145 career presentations to 1,216 student participants, including 66 classroom presentations and 79 workshops, mock interviews, group appointments, or information sessions. Our most popular workshop is the Art of the Modern Resume.

Career Services for Student-Athletes

The Center for Career and Talent Development is partnering with Radford University Athletics to develop coordinated career services for Radford University student-athletes. The Center has begun to integrate the PathwayU and Handshake career services platforms with the Game Plan eLearning platform for student-athletes. The Center's career coaches have developed targeted workshops for student-athletes regarding career development and how to effectively utilize and integrate our Handshake and PathwayU tools with Game Plan's resources. We have initiated a coordinated effort with Radford University's Student-Athlete Support Services to discuss the benefits of each platform and when and for what purpose student-athletes should use each resource. We will initiate coordinated career development programming for Radford University student-athletes beginning in the summer of 2021.

About PathwayU

PathwayU is our newest online career assessment platform which provides students with the opportunity to analyze their unique talents and skills while receiving valuable guidance in discovering their purpose, choosing a major, and finding meaningful career success. A short video intro can be found at <https://vimeo.com/322101731>

About Game Plan

The Big South Conference partnered with Game Plan after identifying a need to provide student-athletes with professional training, financial literacy education, and access to job opportunities. Game Plan features eLearning course curriculum and online career services designed to help student-athletes prepare for their professional lives after athletics.

Intercollegiate Athletics

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Agenda

- Student-Athlete Experience
- Competitive Excellence
- Resource Development
- Important Dates & Initiatives

Student-Athlete Experience

Radford Athletics Virtual RUBY's Awards Banquet

- Virtual celebration for all 275 student-athletes, coaches and staff to highlight and recognize the accomplishments of the 2020-21 season. Virtual ceremony will be held on April 26.

Radford Athletics Cording Ceremony

- Cording ceremony on Thursday, April 29 for the class of 2020 and 2021 at Cupp Stadium. Pending approval from COVID-19 Task Force.

Graduation Ceremony for Baseball/Softball

- Due to their competition schedule, the Baseball and Softball program will miss the 2021 Graduation Ceremony that is currently scheduled for the weekend of April 30. A small ceremony is scheduled for May 7 to recognize the 2021 graduating class for these two programs.

Education Training - April 2021 (Diversity Committee)

- We will be having local and state law enforcement speaking with all student-athletes to answer any questions and to have real conversations around social injustice. Goal is to build positive relationships and help both groups learn from each other.

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Competitive Excellence

- **Men's Basketball**

- Overall Record 15-12 (12-6 Conference)
- Finished 2nd in the regular season
- Fah'Mir Ali - named to the Big South All-Freshman Team
- Jordan Hemphill - named to the Big South All-Academic Team
- 5th straight year making an appearance in the Big South Tournament Semifinals or better

- **Women's Basketball**

- Overall Record 9-11 (9-9 Conference)
- Missed the 2020-21 Big South Tournament due to COVID-19 related issues
- Tina Lindenfeld - named to the Big South All-Academic Team



Future of Radford Men's Basketball



Competitive Excellence

Spring 2021 Highlights

- Men's & Women's Cross Country
 - Men's Cross Country finished 3rd overall
 - Women's Cross Country finished 2nd overall
 - Annsley Eckert – named Big South Scholar Athlete of the Year for Women's Cross Country
 - Joe Limo – named to the Big South All-Academic Team for Men's Cross Country
 - Rachel Werking, Rachel Millirons and Chloe Wellings all finished in the top-10 individually and all three were named to the Big South All-Conference Team
 - Sam Bradley – named Big South Coach of the Year for Women's Cross Country
- Women's Soccer
 - 7-3-1 Overall (6-2-1 in conference)
 - Finished 2nd place in Big South regular-season standings
 - Brianna Oliver, Gabi Paupst and Kayla Thomas named First-Team All-Conference
 - Kayla Thomas named Defensive Player of the Year for the second straight season

Competitive Excellence

Spring 2021 Highlights

- Men's & Women's Tennis
 - Men's Tennis – Runner up finish in the Big South Championship
 - Yevhen Sirous named First Team All-Conference Singles
 - Andres Silva/Demis Taramonlis & Guilherme Severin/Yevhen Sirous named First Team All-Conference Doubles
 - Women's Tennis – Runner up finish in the Big South Championship
 - Salma Loudili and Malin Falk named First Team All-Conference Singles
 - Emily Brandow/Malin Falk named First Team All Conference Doubles
 - Salma Loudili named Big South Freshman of the Year & Big South Player of the Year
- Men's Golf
 - Finished 2nd place in Big South Tournament Match Play – Best finish ever for in tournament play

Resource Development

Radford Sports Properties Revenue Update (3/25/21):

- Overall Revenue: \$288,125 (\$188,625 cash / \$99,500 trade)
- Overall Percentage to Budget: 91% (\$315,000)
- Cash Revenue Target: 88% (\$215,000)
- Trade Revenue Target: 99% (\$100,000)

Projected 2020-21 Revenue - \$292,500 (\$193,000 cash / \$99,500 trade)

Notable new sponsors in 2020-21 include:

- Food City in Radford
- Tru Hotel by Hilton in Radford
- TicketSmarter
- English Meadows Senior Living

Looking ahead to 2021-22, we have already secured over \$135,000 in sponsorship agreements between cash/trade.

Resource Development

2020-21 Fund Drive Update (3/25/21):

	FY20	FY21 (as of 3/25/2021)	FY21 GOALS
<i>Total New Gifts & Pledges</i>	\$1,121,806.52	\$2,168,614.69	\$1,200,000
<i>Unrestricted</i>	\$169,482.84	\$739,616.92	\$300,000
<i>Athletic Donors</i>	1,110	823	1,350

Resource Development

RAD48 Giving Challenge

Radford Athletics held its first athletics-only department-wide giving challenge: RAD48. The 48-hour fundraising drive included all 16 Division I athletic programs in multiple challenges to raise funds for Radford Athletics. By the end of the two-day challenge, **279 donors comprised of alumni, parents and friends of the university raised over \$57,000.**

Donors had the option to give to the department's three unrestricted funds: the Highlander Club Annual Fund, the Student-Athlete Scholarship Fund, and the Women's Sports Leadership Fund. The focus was placed on unrestricted funds because they touch all student-athletes and allow for greater flexibility in supporting the areas that need it the most:

- Scholarships
- Academic Support Services
- Athletic Training & Nutrition
- Strength & Conditioning
- Facility Enhancements

The women's soccer team finished the 48-hour period with the most money raised (\$10,275), followed by the men's golf program that raised \$8,750. The women's golf team led all of the athletic programs in alumni-athlete participation percentage with 22%, while the women's basketball took second place with 14% alumni-athlete participation.

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Important Dates & Initiatives

1. Radford Athletics Virtual RUBY's Award Banquet

- Monday, April 26

2. Highlander Open Golf Tournament

- Friday, April 23 - Pete Dye River Course

3. Highlander Half Marathon & 5k presented by Carilion Clinic

- Saturday, May 8 - Radford, VA

Discussion

Minutes

RADFORD UNIVERSITY

Board of Visitors

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Board of Visitors

GOVERNANCE, ADMINISTRATION AND ATHLETICS COMMITTEE

4 P.M.

FEBRUARY 11, 2021

ART MUSEUM

COVINGTON CENTER, RADFORD, VA

DRAFT **MINUTES**

COMMITTEE MEMBERS PRESENT

Dr. Susan Whealler Johnston, Vice Chair

Dr. Thomas Brewster

Mr. Gregory A. Burton

Mr. David A. Smith

COMMITTEE MEMBERS ABSENT

Dr. Jay Brown, Chair

OTHERS PRESENT

Dr. Angela Joyner, Special Advisor to the President for Partnerships and Chief Innovation Officer

Mr. Robert Lineburg, Director of Intercollegiate Athletics

Ms. Ashley Schumaker, Chief of Staff and Vice President for University Relations

Mr. Cory Durand, Deputy Athletics Director

CALL TO ORDER

Dr. Susan Whealler Johnston, Vice Chair, formally called the Governance, Administration and Athletics Committee meeting to order at 3:50 p.m. in the Art Museum in the Covington Center.

Dr. Johnston conducted a roll call and established a quorum was present.

APPROVAL OF AGENDA

Dr. Johnston asked for a motion to approve the February 11, 2021 agenda, as published. Mr.

Gregory Burton so moved, Mr. David A. Smith seconded, and the motion carried unanimously.

APPROVAL OF MINUTES

Dr. Johnston asked for a motion to approve the minutes of the December 2020 meeting of the

Governance, Administration and Athletics Committee, as published. Mr. David Smith so moved,

Dr. Thomas Brewster seconded, and the motion carried unanimously.

INNOVATION, PARTNERSHIPS, AND ECONOMIC DEVELOPMENT REPORT

Special Advisor to the President for Partnerships and Chief Innovation Officer Angela Joyner,

Ph.D. presented to the Committee an overview of the next generational learning cycle for

students. Dr. Joyner also provided an overview of how Highlanders navigate their career journey

at Radford University and opportunities to increase engagement and ultimately drive positive outcomes for students beyond graduation.

Dr. Joyner shared that disruptive innovators are impacting every facet of a student's learning cycle. Billions of dollars are being invested in areas from recruitment to helping student advance their career aspirations. Dr. Joyner also shared how private and publicly traded companies are expanding their expertise in adjacent or non-traditional sectors such as higher education, healthcare and financial services.

One of the examples provided by Dr. Joyner was how the mega-retailer Amazon has disrupted the retail industry in multiple sectors, such as entertainment, books, music and grocery. Amazon has most recently been investing in the education sector, as well. While many see Amazon's expansion into education as non-threatening or off-strategy for Amazon, it is very much on-strategy for how the retailer disrupts categories to support innovation and growth. Their approach to innovation and disruption in adjacent and new sectors has dramatically changed consumer behavior. Their entrance into education seems to follow their previous playbooks, and higher education will need to continue to understand how disruption from public and private companies may have on how they engage in the future. With this in mind, partnering with research and technology and understanding the challenges, will ensure that we are helping students understand their purpose, their desires and their plan. The interception point has historically been students at a junior or senior level. This is a timeframe that is often times too late. We need to help students get into their academic home much faster. Radford University's Center for Career and Talent Development has intercepted the environment over the last four years, in order to help them succeed. Dr. Joyner informed the committee that this is key to each student's learning pathway.

Dr. Joyner communicated that the Center for Career and Talent Development has embraced disruptive technology, as part of its operations, to help better support students on their career journey. PathwayU is a new tool, introduced to the University in Fall 2019, and has been introduced to students to help them identify their purpose, find an academic home and link that to a career they love. PathwayU, launched in 2020, provides positive career development intervention as soon as a student becomes a Highlander and ultimately delivers strong outcomes beyond graduation. PathwayU helps to eliminate duplication in the system, as students explore career options and understand which job within the industry may fit best based on their skillset and purpose. To date, over 1,400 students have participated, and now the key is how to navigate the culture build. Dr. Joyner provided a short demonstration of the PathwayU platform. The platform shows a summary of assessments, strengths and weaknesses, as well as different types of jobs that would match, the general position description, and a record of whether the category is climbing or declining.

Dr. Joyner and Committee members engaged in discussion regarding how the University measures the tool by engagement (the number of students that are engaged with internships and jobs), and higher placement and retention rates. Dr. Joyner also explained that PathwayU is currently imbedded in the UNIV 100 class, and the hope is to include it after admission, before arrival on campus, and as part of the recruiting tool. Several Committee members complimented the program, and Mr. Lineburg stated that he is hopeful to include it for 275 student-athletes. The students can then learn more about actual on-campus departments and who the faculty are in the department. Knowing these things will help train advisors and faculty. This program also

provides links to Handshake, live job markets, REAL, etc., and is used as a recruiting tool to help students see all possibilities, instead of a single track.

In closing, Dr. Joyner shared that we are changing, and we can no longer have the same tools that we did 20 years ago. Dr. Joyner stated that an advisory board and our own internal accountability, through the approach of employers, internal and external partners will ensure that on our team, we are moving forward. The Center also ensures that faculty members, academic advisors and other partners are involved. Dr. Joyner thanked the Committee for feedback, questions and suggestions, and for the support from the Board of Visitors. A copy of the presentation is attached hereto as *Attachment A* and is made a part hereof.

INTERCOLLEGIATE ATHLETICS REPORT

Director of Athletics Robert Lineburg shared recent news and events of the Athletic Department. In the Diversity, Equity, and Inclusion Initiative, he shared that February 2021 kicks off the mandatory educational training through online modules for all student-athletes, coaches and staff with Radford University Athletics. All training will be done through GamePlan, an online platform used by the NCAA. February's training will focus on Social Injustice and Race Relationships. Charlene Curtis, a Radford University alumna, will be speaking with Athletics in a couple of weeks and will provide great perspectives.

Mr. Lineburg reported that Men's basketball is currently 13-7 overall and 12-2 in conference. Sitting at the #2 spot in current Big South Conference standings, only behind Winthrop by one game, the Highlanders are leading by a number of talented young stars, including Fah' Mir Ali, who was named Big South Freshman of the Week on January 11. Women's basketball is currently 5-8 overall and 5-6 in conference. Currently, 6th in Big South standings with more games to play, the Big South Tournament will start on March 8. Mr. Lineburg added all Radford Athletics Fall/Spring sports are set to start competition this month. The Big South Conference announced pre-season rankings for the Highlanders highlighted by Men's Tennis (Preseason #1) and Women's Soccer (Preseason #2) with Preseason Defensive Player of the Year Kayla Thomas and Preseason Offensive Player of the Year Gabi Paupst.

Mr. Lineburg stated that the pandemic is in control, and the Athletic Department has to be flexible, keep athletes safe and adjust to changes, including how they eat, how they travel, bus seating and testing frequently. He expressed his appreciation for Pathgroup. Mr. Lineburg shared that the Athletics Department is playing fall and winter sports, along with spring sports, at the same time, which creates a challenge for staffing. Rankings are up in the air at this time.

An important personnel change to note is that Scott Bennett, Associate Athletic Director for several years, is leaving Radford University for a promotion and administrative position. The Athletic Department will perform a national search.

In resource development, Mr. Lineburg informed the committee of the total new pledges and gifts increased by 33%. Mr. Lineburg shared the recent fundraising highlights that include the Baseball's 2nd Annual First Pitch Dinner. The program included World Series champions Chris Taylor (LA Dodgers) and Sean Doolittle (Washington Nationals), as well as musical guest Sister Hazel. Coach Kuhn unveiled the new playing surface for Williams Field at Carter Memorial Stadium, as well as introduced the 2021 team. Over 100 households participated in the online event, and almost \$7,000 was raised for the Baseball program.

Mr. Lineburg also shared that Radford Athletics and the Highlander Club are currently executing the first-ever Athletics only giving challenge, called RAD48. The fundraising event lasts 48 hours, February 10-12, and is hosted on the Scalefunder crowdfunding platform with support from University Advancement's Annual Giving staff. The three funds accepting gifts from the initiative are the three unrestricted funds for Athletics: The Highlander Club Annual Fund, the Student-Athlete Scholarship Fund and the Women's Sports Leadership Fund. An emphasis has been put on giving to these unrestricted funds, as they provide more flexibility to support areas that are in critical need and can touch all 16 Division I programs. Multiple challenges and prizes are included to encourage giving, most importantly: 1.) The team with the highest percentage of alumni-athlete participation, and 2.) The team with the most money raised. Both winning teams would receive a prize of \$2,500.

Mr. Lineburg also shared an update regarding the Women's Sports Leadership Initiative. Announced on February 3, which marks the 35th Annual National Girls and Women in Sports Day, Radford Athletics and the Highlander Club have created a three-pronged leadership program focused on female student-athletes, alumnae-athletes and local female entrepreneurs. The initiative will include a luncheon, mentorship program and development workshops throughout the academic year for the student-athletes. All proceeds benefit the Women's Sports Leadership Fund that was established last fall to support our 10 women's sports teams.

In closing, Mr. Lineburg engaged in discussion with the Committee, shared other important dates and initiatives, and discussed financial challenges, athlete safety, the pandemic impact and moving forward. Mr. Lineburg thanked the committee for the support received from the Board of Visitors. A copy of the presentation is attached hereto as **Attachment B** and is made a part hereof.

OTHER BUSINESS

Dr. Johnston proposed the timeline for Board officer nominations, reminding members to be mindful of who they would like to see as Rector and Vice Rector. The Committee approved the timeline and will expect to review and prepare to present to the Board in April. Dr. Johnston will be receiving the recommendations and nominations. Questions and follow-up will include answers as to whether a current Rector and Vice Rector can serve more than two consecutive terms.

The Committee will table discussion on public comment until after the General Assembly session.

ADJOURNMENT

With no further business to come before the committee, Dr. Johnston requested a motion to adjourn. Mr. David A. Smith so moved, Dr. Thomas Brewster seconded, and the motion carried unanimously. The meeting adjourned at 4:48 p.m.

Respectfully submitted,

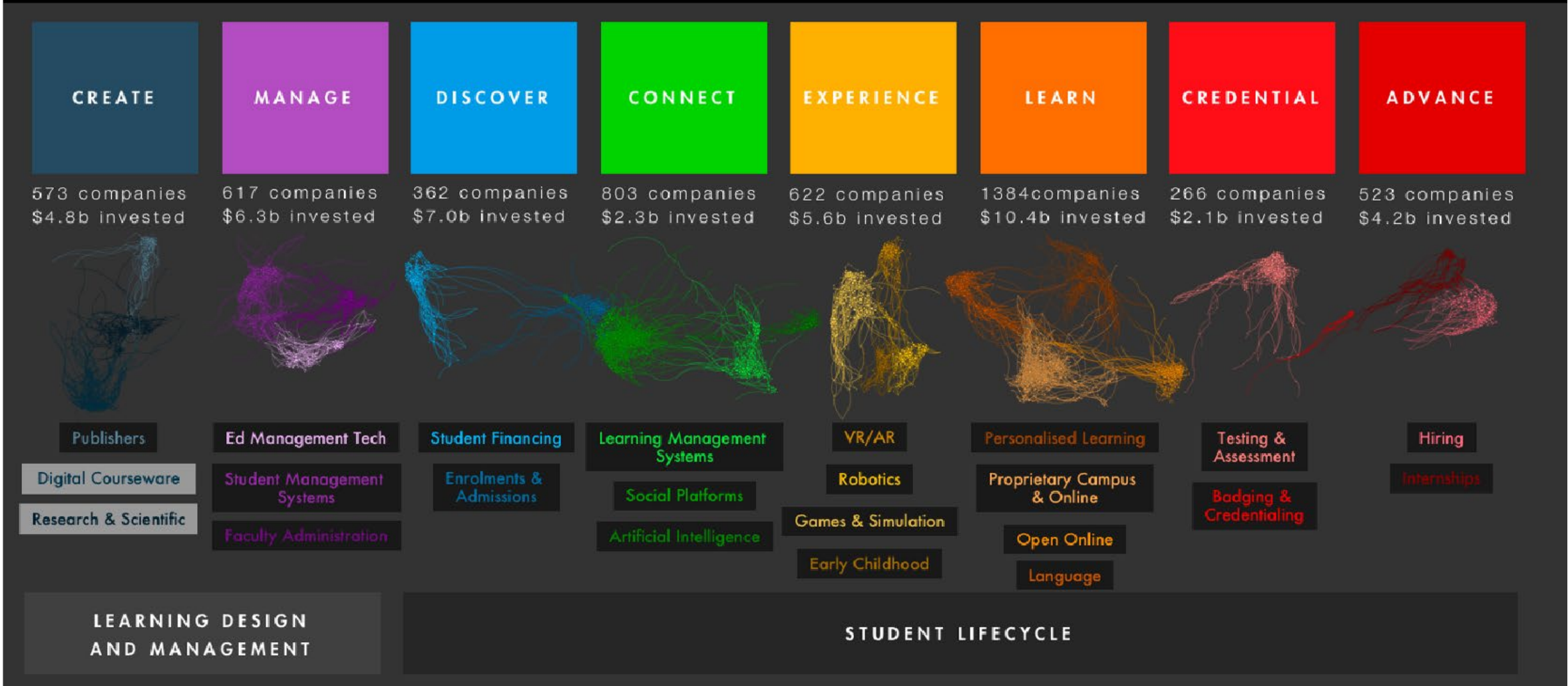
MaDonna Overstreet
Executive Administrative Assistant to the Special Advisor to the President for Partnerships and
Chief Innovation Officer

ACCESS Radford

Innovation, Economic Development and Partnerships

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Next Generation Learning Cycle



Amazon- Disruptive Innovation Path



<https://www.ispot.tv/ad/tq1J/amazon-helping-students-and-teachers>



Innovation: Career Exploration

A self-paced easy-to-use guide for self-discovery, exploration and connection with training, education and employment.

- ✓ Launched August 2020
- ✓ Integrated into UNIV 100 course
- ✓ Over 1,400 first-year students engaged
- ✓ Links to existing resources (e.g. Handshake)
- ✓ High satisfaction score

<https://radford.pathwayu.com/career-matches?user=39659>



Discussion

Intercollegiate Athletics

RADFORD
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Agenda

- Diversity, Equity and Inclusion Initiative
- Competitive Excellence
- Resource Development
- Important Dates and Initiatives

Diversity, Equity and Inclusion Committee

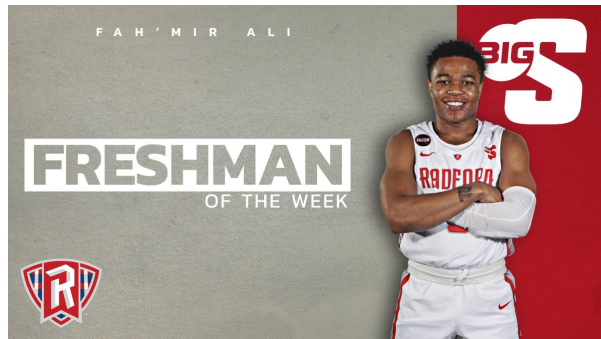
Education Training - February 2021

- Mandatory educational training through online modules for all student-athletes, coaches and staff with Radford University Athletics
- All training will be done through GamePlan, an online platform used by the NCAA
- February's training will focus on Social Injustice and Race Relationships

Competitive Excellence

- **Men's Basketball**

- Overall Record 13-7 (12-2 Conference)
- Currently 2nd place in Big South standings
- Fah'Mir Ali - named Big South Freshman of the Week (1/11/21)
- Remaining schedule:
 - Vs. Winthrop (February 11 and 12)
 - Vs. Gardner-Webb (February 18 and 19)
 - At High Point (February 23 and 24)



- **Women's Basketball**

- Overall Record 5-8 (5-6 Conference)
- Currently 6th place in Big South standings
- Remaining schedule:
 - At Hampton (February 9)
 - Vs. High Point (March 12 and 13)
 - Vs. Charleston Southern (February 19 and 20)
 - At Gardner-Webb (February 25 and 26)
 - Vs. Campbell (March 2 and 3)

Competitive Excellence

Spring 2021 Preseason Rankings/Recognitions

- Baseball – Preseason Ranked #4
- Men’s Cross Country – Preseason Ranked #5
- Men’s Soccer – Preseason Ranked #8
- **Men’s Tennis – Preseason Ranked #1**
- Women’s Cross Country – Preseason Ranked #4
- Women’s Lacrosse – Preseason Ranked #4
 - **Katie Bendrick and Grace Gleason Preseason All-Conference Team**
- Women’s Soccer – Preseason Ranked #2
 - **Kayla Thomas – Preseason Defensive Player of the Year**
 - **Gabi Paupst – Preseason Offensive Player of the Year**
- Softball – Preseason Ranked #4
 - **Sydney Fisher – Preseason Player of the Year**
- Women’s Tennis – Preseason Ranked #4
- Volleyball – Preseason Ranked #5

Resource Development

2020-21 Fund Drive Update (2/8/21):

	FY20	FY21 (as of 2/8/2021)	FY21 GOALS
<i>Total New Gifts & Pledges</i>	\$1,121,806.52	\$2,089,218.33	\$1,200,000
<i>Unrestricted</i>	\$169,482.84	\$679,000.72	\$300,000
<i>Athletic Donors</i>	1,110	486	1,350

Radford Sports Properties Revenue Update (2/8/21):

- Overall Revenue: \$282,625 (\$188,125 cash / \$94,500 trade)
- Overall Percentage to Budget: 90% (\$315,000)
- Cash Revenue Target: 88% (\$215,000)
- Trade Revenue Target: 95% (\$100,000)

Projected 2020-21 Revenue - \$315,000 (\$215,000 cash / \$100,000 trade)

Includes a new \$1 million-dollar partnership that benefits the Highlander Club and Sponsorship Revenue over the next 5 years.

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Resource Development

Recent Fundraising Highlights

Baseball's 2nd Annual First Pitch Dinner

On Sunday, January 24, Radford Baseball hosted their 2nd Annual First Pitch Dinner - Virtual Style! The program included World Series champions, Chris Taylor (LA Dodgers) and Sean Doolittle (Washington Nationals), as well as musical guest, Sister Hazel. Coach Kuhn unveiled the new playing surface for Williams Field at Carter Memorial Stadium, as well as introduced the 2021 team. Over 100 households participated in the online event and almost \$7,000 was raised for the Baseball program.

RAD48 - currently happening!

Radford Athletics and the Highlander Club are currently executing the first-ever Athletics-only giving challenge, called RAD48. The fundraising event lasts 48 hours, February 10-12, and is hosted on the Scalefunder crowdfunding platform with support from University Advancement's Annual Giving staff. The three funds accepting gifts from the initiative are the three unrestricted funds for Athletics: the Highlander Club Annual Fund, the Student-Athlete Scholarship Fund, and the Women's Sports Leadership Fund. An emphasis has been put on giving to these unrestricted funds, as they provide more flexibility to support areas that are in critical need and can touch all 16 Division I programs. Multiple challenges and prizes are included to encourage giving, most importantly: 1.) Team with the highest percentage of alumni-athlete participation, and 2.) Team with the most money raised. Both winning teams would receive a prize of \$2,500.

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Resource Development

Recent Fundraising Highlights

Women's Sports Leadership Initiative

Announced on February 3, which marks the 35th Annual National Girls and Women in Sports Day, Radford Athletics and the Highlander Club announced the creation of “Champion Her Future,” a three-pronged leadership program focused on female student-athletes, alumnae-athletes and local female entrepreneurs. The initiative will include a luncheon, mentorship program and development workshops throughout the academic year for the student-athletes. All proceeds benefit the Women's Sports Leadership Fund that was established last fall to support our 10 women's sports teams.

Important Dates & Initiatives

1. Big South Men's Basketball Tournament

- March 2-7, 2021

2. Big South Women's Basketball Tournament

- March 9-14, 2021

3. Highlander Open Golf Tournament

- April 23, 2021 - Pete Dye River Course

4. Highlander Half Marathon and 5k presented by Carilion Clinic

- May 8, 2021 - Radford, VA

Discussion

End of Board of Visitors Materials

