

# Student Success Committee

February 2021

**RADFORD UNIVERSITY**

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Board of Visitors

# RADFORD UNIVERSITY

Board of Visitors

**STUDENT SUCCESS COMMITTEE**  
**2:15 P.M.**  
**FEBRUARY 11, 2021**  
**ART MUSEUM**  
**COVINGTON CENTER, RADFORD, VA**

**DRAFT**  
**AGENDA**

- **CALL TO ORDER** Dr. Debra K. McMahon, *Chair*
- **APPROVAL OF AGENDA** Dr. Debra K. McMahon, *Chair*
- **APPROVAL OF MINUTES** Dr. Debra K. McMahon, *Chair*
  - December 3, 2020
- **STUDENT GOVERNMENT ASSOCIATION REPORT** Mr. Chris Davis, *Student Government Association President*
- **BUILDING A TRAUMA-INFORMED CAMPUS COMMUNITY PRESENTATION** Ms. Angie Mitchell, *Associate Vice President for Student Affairs*  
Mr. Brian Lusk, *Director of Student Counseling Services/SAVES*
- **STUDENT AFFAIRS REPORT** Dr. Susan Trageser, *Vice President for Student Affairs*
- **OTHER BUSINESS** Dr. Debra K. McMahon, *Chair*
- **ADJOURNMENT** Dr. Debra K. McMahon, *Chair*

**\*\* 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*)

# February 2021 Meeting Materials

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# Student Government Association Report

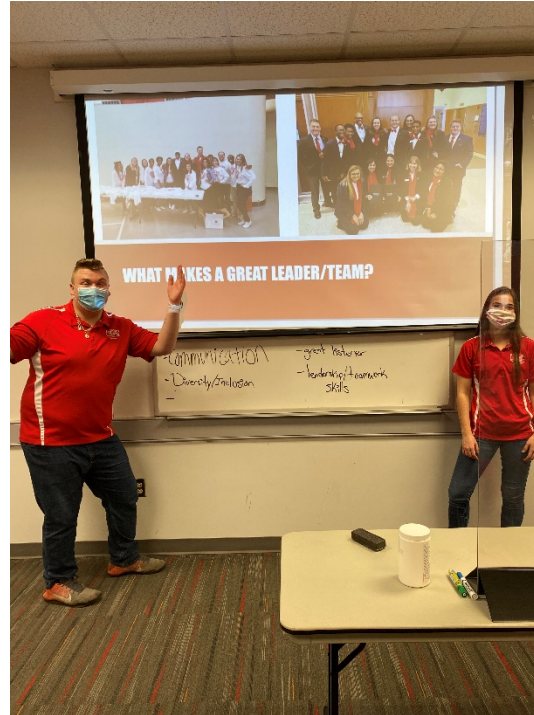
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# Executive Board Updates

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- Advocacy Day
- Student Finance Committee
- Chief Advisory Panel



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

# Senate Updates

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- Midterm Grades Resolution
- Center for Accessibility Services



- Inclusion with RUC
- Student Appreciation Days
- WDYWW

# Cabinet and Staff Updates

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- 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





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# Questions?

# Building a Trauma-Informed Campus Community

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# Being Trauma-Informed Promotes Mission Statement

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## 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%2Dsize%2C%20comprehensive,within%20and%20beyond%20the%20classroom.>

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# Why a Trauma-Informed Community?

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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

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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 18<sup>th</sup> birthday.

# Risks Associated with ACE Trauma

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## 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/1/0/9/2/10925571/2576222.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.
- 3) Anda RF, Brown DW, Dube SR, Bremner JD, Felitti VJ, Giles WH. Adverse childhood experiences and chronic obstructive pulmonary disease in adults. Am J Prev Med. 2008;34(5):396-403.
4. Hock et al., 2015.

# What Does Being Trauma-Informed Look Like?

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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

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



# Trauma-Informed and Our Community

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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

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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

# Student Affairs Report

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# Center for Diversity and Inclusion

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## 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.

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# Fraternity and Sorority Life

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Panhellenic Council Formal Virtual Recruitment  
January 29 - 31

Advisor's Meetings

FSL Stakeholders Planning Group



# Student Recreation and Wellness Center

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## 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



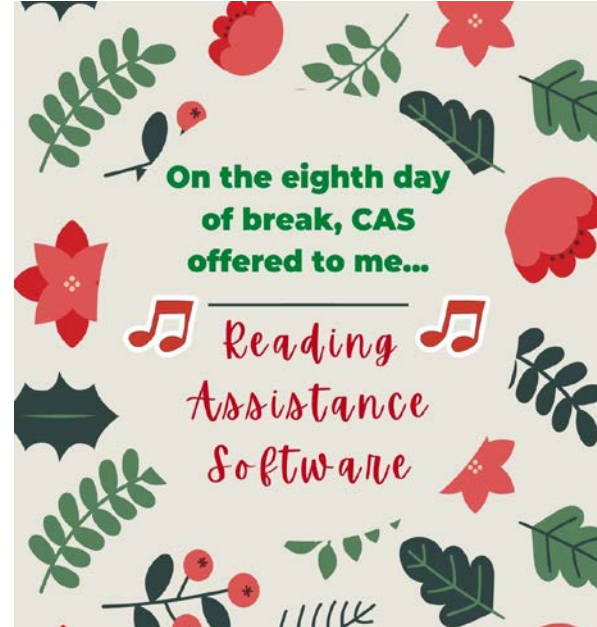
**On the first day of break, CAS offered to me...**

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

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I'm Registered Campaign



Academic Support

# Looking Forward



- Incentives and Positive Reinforcement
- Traditions Week
- RUC

# Discussion

# Minutes

**RADFORD UNIVERSITY**

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Board of Visitors

**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



# Student Government Association 2020-2021 Updates

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# Executive Board Updates

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



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# Senate Updates

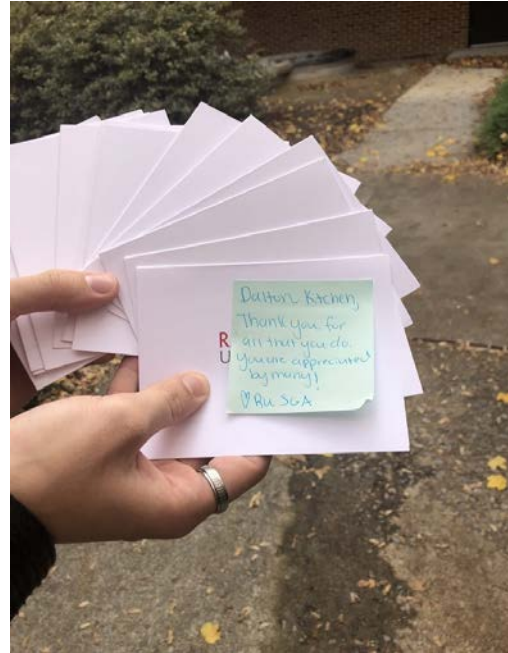
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- Midterm Grades Resolution
- Black Lives Matter Resolution
- Center Accessibility Services
- Constitution Revisions
- Inclusion with RUC



# 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

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# Questions?

# Diversity, Equity and Inclusion

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# A Brief Review

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## iGen

- Expects equality
- Expects cultural competence
- Desires diverse environments
- Strong support for LGBT people and racial justice movements



# Fall 2020 Programming

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- 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

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## Program Goals

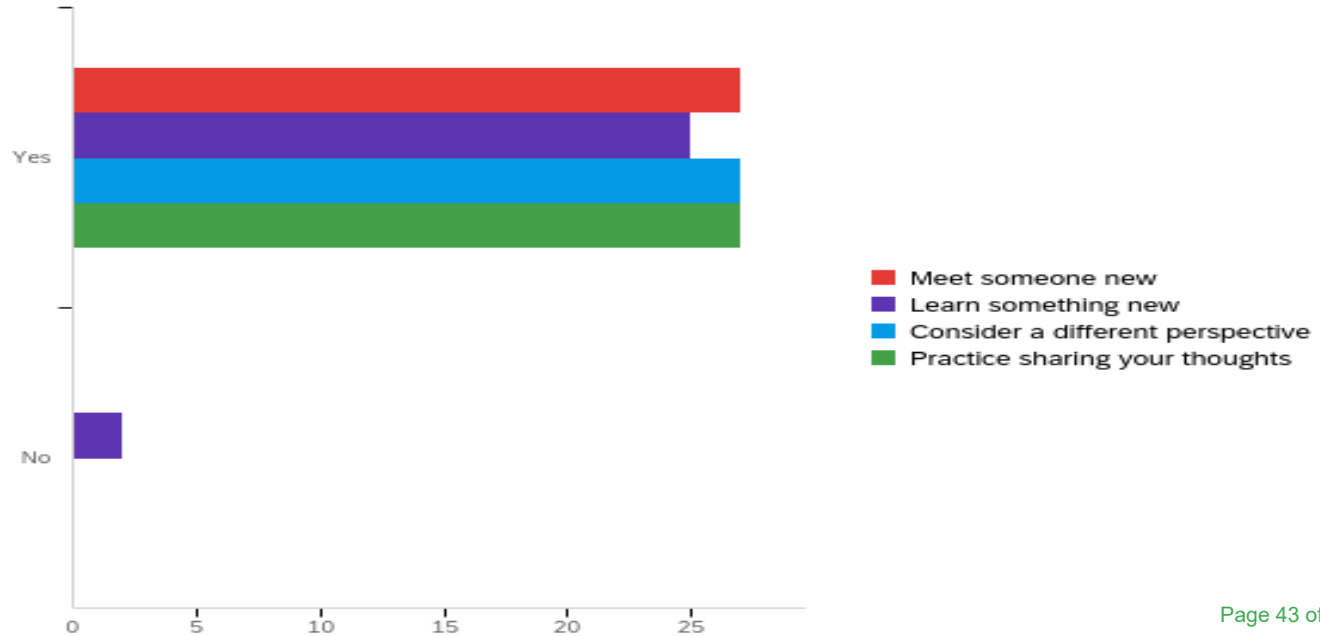
- To create a space for a conversation about race and diversity
- To deepen the level of authentic dialogue about differences
- To continue doing self-work for effective student leadership
- To work toward building an inclusive campus community

## Program Format

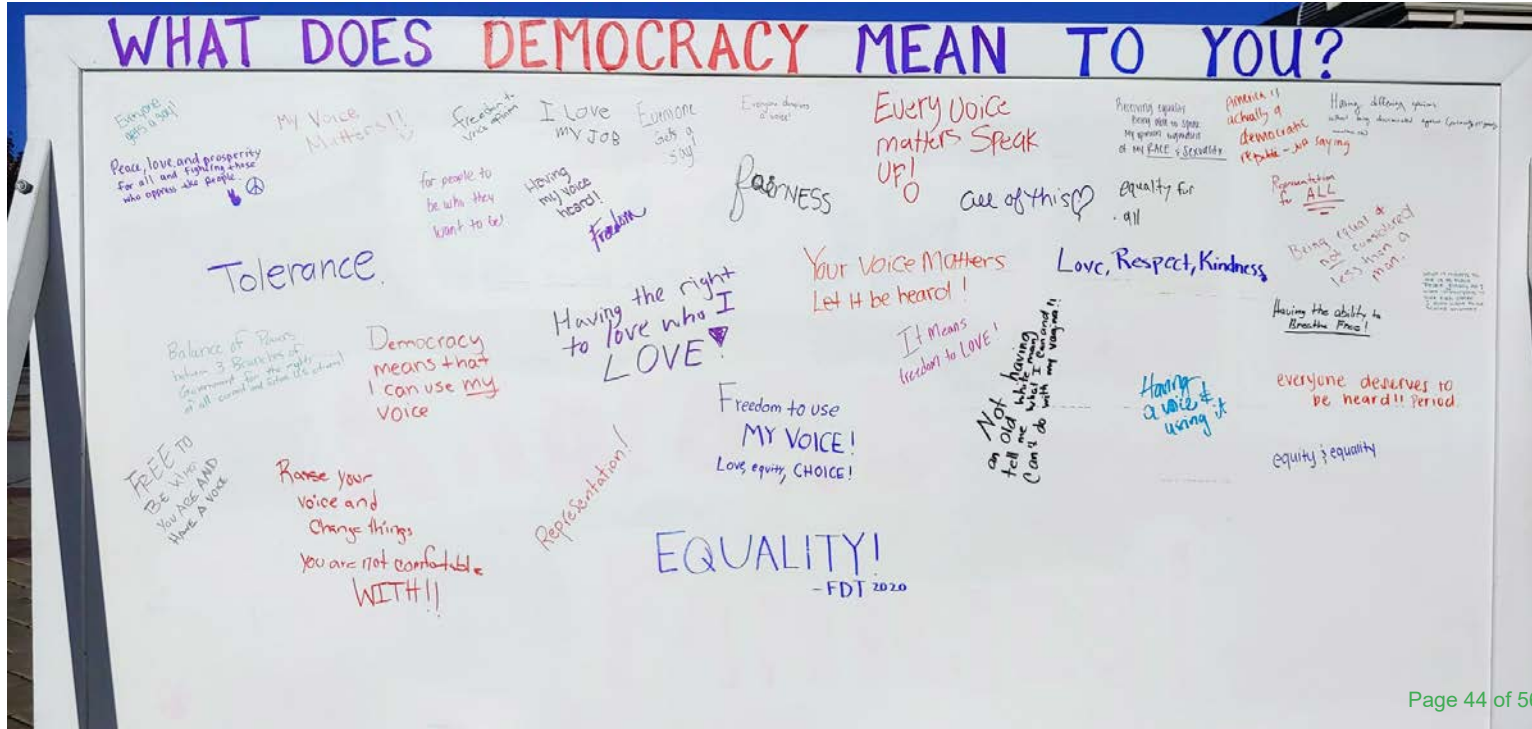
- Seven rooms of eight students and two facilitators
- Interactive dialogue sessions
- Grounded by Presidential charge

# Courageous Conversations

## Program Outcomes



# Democracy Day





# Discussion

# Student Affairs Update

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# Housing and Residential Life

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## 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

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## Satisfactory Academic Progress Outreach

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



## New Highlander High Achievers

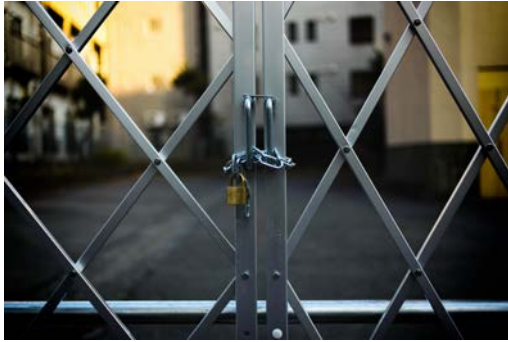
## MASH 2019-20

- Conditionally admitted program for new freshman pairing them with an upper classman mentor



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# Student Success



## Hold Management

- Targeted and timely communication before registration



## Midterm Grade Outreach

- Resource letters to students



## Expanding Starfish Use

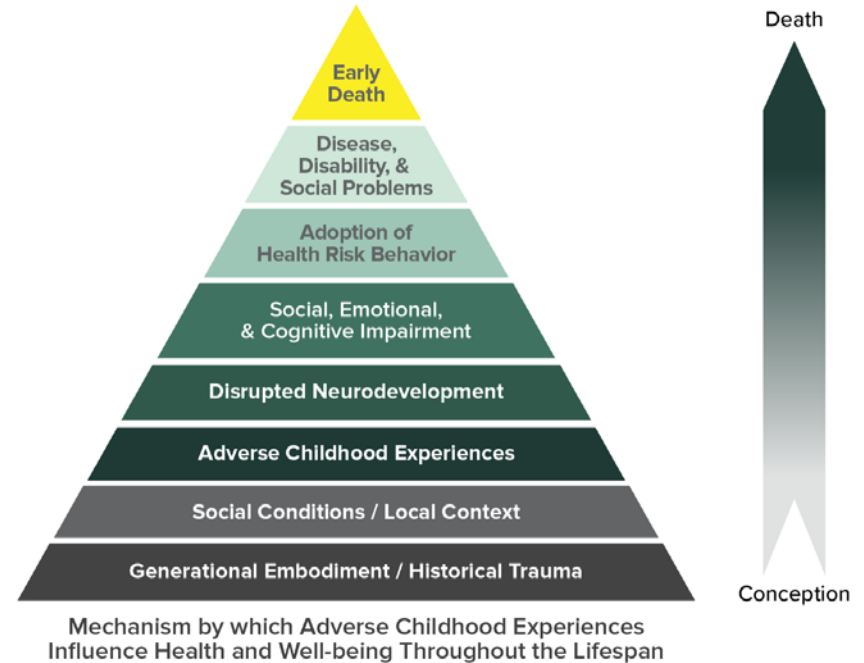
- The Academic Success Center in Young Hall is using Starfish consistently to track student meetings, types of meetings and communications.

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# Substance Abuse and Violence Education Support Services (SAVES)

December 2020

- Radford Collegiate Recovery Community grant continuation for 2020-21
- Trauma Informed Care Initiative - Student Affairs



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# The Center for Diversity and Inclusion

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The Gathering Space and A Space for Student Allyship Development

- Three scaffolding sessions on Racial Justice Ally Development



(Photo taken  
pre-COVID)

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# Center for Accessibility Services

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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

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- 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

