

Board of Visitors

Quarterly Meeting
September 9, 2022

RADFORD UNIVERSITY

Board of Visitors

RADFORD UNIVERSITY

Board of Visitors

QUARTERLY MEETING
9 A.M. **
SEPTEMBER 9, 2022
KYLE HALL, ROOM 340, RADFORD, VA

DRAFT
AGENDA

- **CALL TO ORDER and OPENING COMMENTS** Dr. Debra McMahon, *Rector*
- **APPROVAL OF AGENDA** Dr. Debra McMahon, *Rector*
- **APPROVAL OF MINUTES** Dr. Debra McMahon, *Rector*
 - April 29, 2022, July 25-26, 2022
- **RECOGNITION** Dr. Debra McMahon, *Rector*
- **PRESIDENT'S REPORT** Dr. Bret Danilowicz, *President*
- **ACADEMIC EXCELLENCE AND RESEARCH COMMITTEE** Dr. Rachel Fowlkes, *Chair*
 - Report to the Board of Visitors
- **ADVANCEMENT, UNIVERSITY RELATIONS AND ENROLLMENT MANAGEMENT COMMITTEE** Ms. Lisa Throckmorton, *Chair*
 - Report to the Board of Visitors
- **BUSINESS AFFAIRS AND AUDIT COMMITTEE** Mr. Marquett Smith, *Chair*
 - Report to the Board of Visitors
 - Approval to Modify 403(b) Supplemental Retirement Plan Recordkeeper
 - Approval of the 2022-24 Six-Year Plan Update
 - Approval of the 2022-23 Operating Budget
- **GOVERNANCE, ADMINISTRATION AND ATHLETICS COMMITTEE** Mr. David A. Smith, *Chair*
 - Report to the Board of Visitors
- **STUDENT SUCCESS COMMITTEE** Ms. Lisa Pompa, *Vice Chair*
 - Report to the Board of Visitors

- **DISCUSSION OF COMMITTEE STRUCTURE AND GOAL SETTING** Dr. Debra McMahon, *Rector*
Dr. Bret Danilowicz, *President*
- **REPORT TO THE BOARD OF VISITORS FROM THE STUDENT REPRESENTATIVE TO THE BOARD** Ms. Michaela Baker, *Student Representative to the Board of Visitors*
- **REPORT ON THE RADFORD UNIVERSITY FOUNDATION** Dr. Rachel Fowlkes, *BOV Liaison to RU Foundation*
- **OTHER BUSINESS**
○ Freedom of Expression Dr. Bret Danilowicz, *President*
- **CLOSED SESSION** Dr. Debra McMahon, *Rector*
○ Virginia Freedom of Information Act §2.2-3711 (A) (7) and (8)
- **ANNOUNCEMENTS** Dr. Debra McMahon, *Rector*
○ **Meeting Dates**
December 1-2, 2022
March 23-24, 2023
June 8-9, 2023
July 23-25, 2023 Retreat
September 7-8, 2023
November 30 - December 1, 2023
- **ADJOURNMENT** Dr. Debra McMahon, *Rector*

**All start times are approximate only. The Board meeting either may begin before or after the listed approximate start time as Board members are ready to proceed.

BOARD MEMBERS

Dr. Debra McMahon, Rector
 Dr. Jay A. Brown, Vice Rector
 Mr. Robert A. Archer
 Ms. Jeanne S. Armentrout
 Dr. Rachel D. Fowlkes
 Mrs. Jennifer Wishon Gilbert
 Mr. Mark S. Lawrence
 Mr. Tyler W. Lester
 Mr. George Mendiola, Jr.
 Ms. Lisa W. Pompa
 Mr. David A. Smith
 Mr. Marquett Smith
 Ms. Georgia Anne Snyder-Falkinham
 Ms. Lisa Throckmorton
 Mr. James C. Turk

September 2022 Meeting Materials

RADFORD UNIVERSITY

Board of Visitors

RADFORD UNIVERSITY BOARD OF VISITORS
Business Affairs & Audit Committee
September 8, 2022

Action Item

Adoption of Sole Recordkeeper for the Radford University Supplemental 403(b) Plan

Item:

Adoption of Sole Recordkeeper for the Radford University Supplemental 403(b) Plan.

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, approved April 2021, 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. Additionally, the Retirement Administrative Committee was established to serve as the investment fiduciary.

With the establishment of the policy and Committee, the University has taken a more proactive role in the management of the 403(b) Plan to ensure it meets the needs of employees. Management of the plan includes selecting and monitoring the investments and vendors (i.e. recordkeepers) offered to plan participants. The Committee, in partnership with CAPTRUST, an independent, objective retirement plan consultant, has been working to streamline vendors, while continuing to offer investment choices to plan participants.

CAPTRUST conducted a comprehensive review to analyze the current vendor structure, fund menu design, investment and administrative fees, education offerings and trends in higher education. Upon conclusion of the review, the Committee recommends for Board action the adoption of a sole recordkeeper for the Radford University Supplemental 403(b) Plan. Additionally, Teachers Insurance and Annuity Association of America (TIAA) is the recommended recordkeeper.

As the sole recordkeeper for active participants of the 403(b) plan, TIAA offers low fees, open investment architecture, and provides robust and engaged educational offerings. By offering one recordkeeper, the University is able to streamline administrative responsibilities and actively focus on ensuring employees are receiving necessary support and attention to address their retirement goals.

Action:

Radford University Board of Visitors adoption of Sole Recordkeeper, TIAA for the Radford University Supplemental 403(b) Plan.

Radford University Board of Visitors

RESOLUTION

**Adoption of Sole Recordkeeper for the Radford University Supplemental 403(b) Plan
September 8, 2022**

Adoption of Sole Recordkeeper for the Radford University Supplemental 403(b) Plan;

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 Retirement Administrative Committee recommends for Board approval the adoption of a sole recordkeeper, TIAA, for the Radford University Supplemental 403(b) Plan; and

NOW THEREFORE, BE IT RESOLVED that the Radford University Board of Visitors does hereby officially adopt TIAA as the sole recordkeeper for the Radford University Supplemental 403(b) Plan.

RADFORD UNIVERSITY BOARD OF VISITORS
Business Affairs & Audit Committee
September 8, 2022

Action Item
Approval of Radford University's 2022 Six-Year Plan

Item:

Board of Visitors approval of Radford University's 2022 Six-Year Plan as required by § 23.1-306.

Background:

In response to the requirements outlined in § 23.1-306 of the Code of Virginia, attached is a copy of Radford University's updated 2022 Six-Year Plan (Part I and Part II) submitted to the State Council of Higher Education for Virginia (SCHEV) by the stated deadline of July 11, 2022.

The deadline for this submission has historically been July 1st, but due to timing of the approved 2022-24 State biennial budget the Six-Year Plan deadline was extended to July 11, 2022.

As a mandate established through the “*Preparing for the Top Jobs of the 21st Century: The Virginia Higher Education Act of 2011*” (TJ21) legislation, governing boards of each public institution of higher education shall develop and adopt biennially and amend or affirm annually a six-year plan for their institution. This requires the plans to be submitted to the State Council for Higher Education of Virginia by July 1 of each odd-numbered year and requires any amendments or affirmations to existing plans to be submitted by July 1 of each even-numbered year.

The instructions and template to complete the six-year plan are usually provided by SCHEV in late spring. Due to this timeline, the University has historically submitted the plan, to SCHEV by the July deadline and then presented to the Board for approval at the next scheduled meeting which is usually held in September. In July, State representatives will review the plans submitted by each institution and provide comments in early September for all institutions to respond with updates or revisions, as appropriate, by October 1st. This process was once again followed for the 2022 Six Year Plan submission.

The original strategies identified in the University's 2021 Six Year Plan and carried forward to the 2022 Six Year Plan were developed collaboratively with each division through the annual budget development cycle. It is further supported by the University's Strategic Plan: *Embracing the Tradition and Envisioning the Future*. The academic strategies related to programmatic growth were developed by the Provost through the respective academic unit.

The plan was updated to reflect actual revenue for FY 2022 and revised estimates for FY 2023 and FY 2024. The presented tuition and fee increases are reflective of approved rates for FY2023 and estimated increases for FY2024. Approval of tuition and fees is the responsibility of the Board of Visitors and may be adjusted based upon factors such as incremental general fund support, legislative requirements, projected enrollment growth, and prioritization of strategies to implement.

Radford University's 2022 Six-Year Plan was updated to reflect the status of existing strategies based on institutional priorities and legislative action during the 2022 General Assembly Session. Comments regarding the University's 2022 Six-Year Plan update are anticipated to be received in September 2022. Once received the institution will need to respond to any questions and resubmit the final plan to SCHEV by October 1, 2022.

Action:

Radford University Board of Visitors approval of the Radford University 2022 Six-Year Plan.

RADFORD UNIVERSITY BOARD OF VISITORS
Resolution

Approval of Radford University's 2022 Six-Year Plan
September 8, 2022

WHEREAS, the Higher Education Opportunity Act of 2011 became effective July 1, 2011, and requires each public institution of higher education in Virginia to develop and submit an institutional six-year plan; and

WHEREAS, § 23.1-306 of the Act requires, “*The governing board of each public institution of higher education shall (i) develop and adopt biennially in odd-numbered years and amend or affirm biennially in even-numbered years a six-year plan for the institution; (ii) submit a preliminary version of such plan to the Council, the General Assembly, the Governor, and the Chairmen of the House Committee on Appropriations, the House Committee on Education, the Senate Committee on Education and Health, and the Senate Committee on Finance no later than July 1 of each odd-numbered year; and (iii) submit preliminary amendments to or a preliminary affirmation of each such plan to the Council, the General Assembly, the Governor, and the Chairmen of the House Committee on Appropriations, the House Committee on Education, the Senate Committee on Education and Health, and the Senate Committee on Finance no later than July 1 of each even-numbered year*”; and

WHEREAS, Radford University prepared a six-year plan in accordance with the requirements of the Higher Education Opportunity Act of 2011 and guidelines provided by the State Council of Higher Education for Virginia; and

WHEREAS, the University submitted the six-year plan to the State Council of Higher Education for Virginia by the stated deadline of July 11, 2022 for the 2022 submission; and

WHEREAS, the 2022 Six-Year Plan must be approved by the Board of Visitors prior to the October 1 final submission;

THEREFORE, BE IT RESOLVED the Radford University Board of Visitors approves the Radford University 2022 Six-Year Plan as presented in the format provided by the State Council of Higher Education for Virginia; and

BE IT FURTHER RESOLVED, that the University is authorized to revise the 2022 Six-Year Plan as required by State officials for final submission by the stated deadline.

RADFORD UNIVERSITY BOARD OF VISITORS
Business Affairs & Audit Committee
September 8, 2022

Action Item
Approval of the Radford University 2022-23 Operating Budget

Item:

Board of Visitors approval of the Radford University 2022-23 operating budget.

Executive Summary:

Each year, the Vice President for Finance and Administration & Chief Financial Officer is responsible for presenting Radford University's projected annual operating budget to the Board of Visitors for the upcoming fiscal year. The 2022-23 operating budget was developed in consideration of projected enrollment levels, actions taken by the Governor and General Assembly during the 2022 session, Board-approved tuition and fee rates, the strategic goals of the University, and the economic outlook.

Since the rollout of the 2018-2023 Strategic Plan: *Embracing the Tradition and Envisioning the Future*, a conscious effort has been underway to align institutional resources in support of strategic plan objectives. The collaborative process of budget development has helped provide the framework for which all divisions review operating priorities and align their actions with strategic goals of the University. The information collected during this process is also instrumental in the development of the University's Six-Year Plan submission to the Commonwealth and further helps to frame the strategic direction of the institution.

The budget development process continues to be mindful of the impact on enrollment and services as the University transitions from a pandemic to endemic stage of COVID-19. While the unprecedented challenges of the pandemic are mostly behind, the University is cautiously mapping the path forward and remains focused on providing an environment for students to learn and engage safely in programs that prepare them for the future.

The Commonwealth's revenue forecast has remained strong, providing the Governor the ability to include significant investments to address funding for: tax relief for Virginian families, increase funding for law enforcement, support the development of lab schools, and multiple higher education initiatives, including increased funding for undergraduate financial aid and institution specific funding in the 2022 legislative session. Given the current stability of the Commonwealth's fiscal outlook, the amended 2022-23 biennial budget includes nearly a half billion in compensation increases, including a five percent pay raise for eligible state employees that was effective July 10, 2022. The budget also included a \$1,000 bonus for each eligible state employee effective November 1, 2022.

In 2022-23, the University will receive \$4.0 million to increase affordability. These investments are critical to ensure Virginia students have affordable access to education in high demand careers in the Commonwealth.

Giving full consideration to the aforementioned items, the 2022-23 operating budget demonstrates a conservative use of University resources. The proposed budget identifies key operating efficiencies that help to address mandatory and unavoidable cost increases while maximizing funding opportunities for strategic plan initiatives.

Six-Year Planning Processes and 2022-23 Budget Development:

The Virginia Higher Education Opportunity Act of 2011 (TJ21) was passed by the 2011 General Assembly and is based on recommendations from the Governor's Commission on Higher Education Reform, Innovation and Investment, which was formed through Executive Order No. 9 issued in March 2010. The TJ21 legislation requires institutions of higher education to prepare and submit a "Six-Year Plan" by July 1st each year in accordance with criteria outlined by the Higher Education Advisory Committee (HEAC).

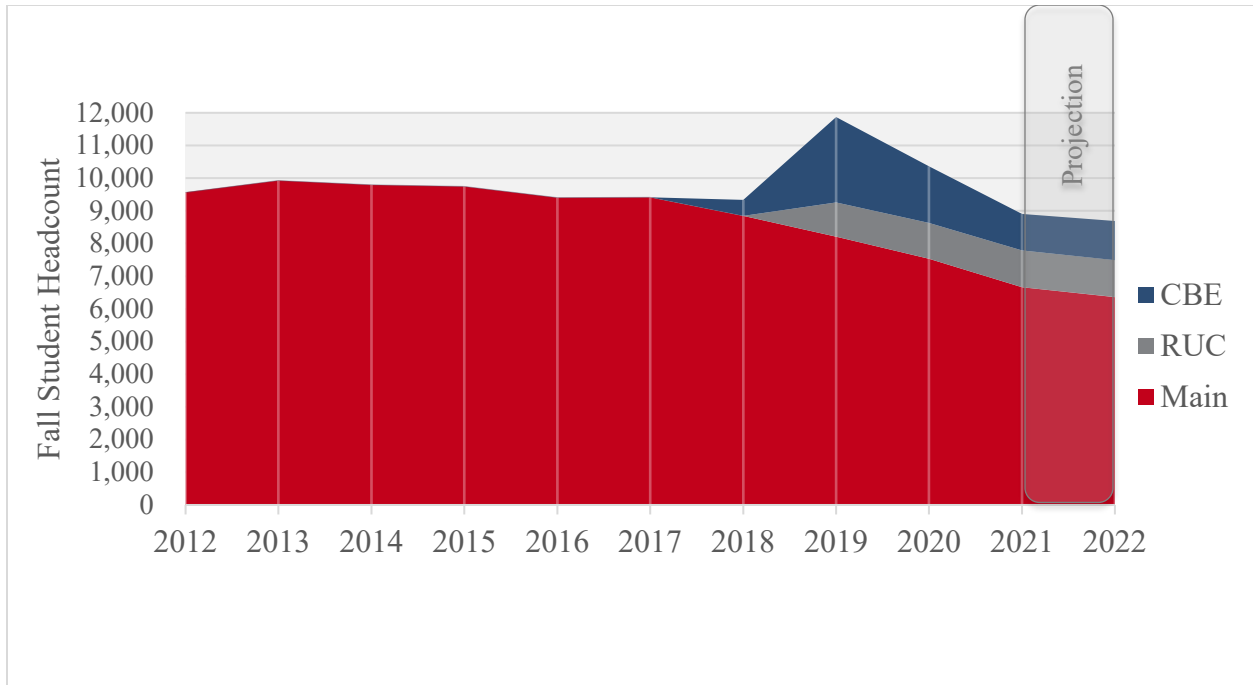
As an integral part of the six-year planning process, the University's internal annual budget development cycle provides the opportunity to reevaluate the essential needs for the upcoming fiscal year and outline divisional priorities for the outlying years. The budget development review engages key personnel, and provides a consistent mechanism to prioritize funding requests and strategically align the institution's long-range goals with projected resources.

The University submitted the updated preliminary 2022-24 Six-Year Plan to the State Council of Higher Education for Virginia (SCHEV) on July 11, 2022 and will submit the final plan after Board action on October 1, 2022. The University's Six-Year Plan identifies the targeted objectives and strategies to achieve both Virginia and institutional goals, and provides a foundation for preparing tuition and mandatory fee recommendations for consideration by the Board.

Enrollment Trend:

In Fall 2019, the University reached its highest total enrollment through success of the Competency Based Education program and the addition of Radford University Carilion (RUC) allied health programs. Since that time, there has been an overall decrease and significant shift in the mix of student classification between instructional level and modality. This shift in enrollment classification is illustrated in the following chart. The University remains focused on increasing undergraduate student enrollment through innovative transfer options, such as the Bridge Program, as well as increasing enrollment in high demand Health Sciences programs offered on both main campus and at RUC.

Enrollment for 2022-23 on main campus is conservatively projected just below prior year levels, mostly due to remaining effects of the COVID-19 pandemic. Enrollment for RUC is projected slightly higher than prior year levels even after a decrease in associate program offerings transferring to the Virginia Community College System.



Mandatory Cost Increases:

2022 General Assembly Session Action –

The 2022 General Assembly’s legislative session was largely focused on making strategic investments in the Commonwealth and providing relief to taxpayers. Governor Youngkin and the General Assembly made substantial investments in students from the Commonwealth by providing general funding to public institutions of higher education to maintain affordable access for in-state undergraduate students. Radford University’s share is \$4.0 million. Additional need-based financial aid for public institutions of higher education was also included, of which \$1.5 million is allocated for additional support to Radford University in 2022-23, as well as an increase in graduate fellowship funding of \$174,600. The approved budget supported employees through a five percent salary increase for all eligible state employees, including adjunct faculty and graduate teaching assistants, effective July 10, 2022.

The following schedule reflects funding from the 2022 General Assembly Session providing additional general fund support for the University in 2022-23:

2022-23 General Assembly Funding Summary

	2022-23
E&G - Educational & General	
2022-23 Affordable Access	\$2,661,000
2022-23 Affordable Access - Add'l	1,400,000
Employee Compensation Changes*	2,759,951
Minimum Wage Changes*	240,556
Fringe/Central System Changes*	552,781
Total E&G General Fund Recommendations	\$7,614,288
SFA - Student Financial Assistance	
In-State Undergraduate Financial Aid	1,503,500
Graduate Fellowships	174,600
Total E&G and SFA General Fund	\$9,292,388

Notes:

(*) Central Appropriation amounts are not included in the University's line item appropriation. Instead, they are held centrally by the state and allocated after the start of the fiscal year. For this reason, estimates have been provided.

Other Mandatory Costs –

In addition to the state-mandated items, the University must also address teaching and research faculty promotion and tenure contractual commitments, operation and maintenance of facilities, contractual escalators for technology and maintenance contracts, escalating utilities, and committed costs for previously approved projects. These initiatives, referred to as central cost commitments, combine to total \$1.7 million for the University.

To offset the projected enrollment levels, thirteen teaching and research positions that were held vacant as a result of employees accepting the 2021-22 Faculty Early Retirement Program were eliminated resulting in savings of \$1.7 million, along with an additional \$3.2 million in savings from internal realignments, efficiencies, and cost savings.

For additional details, Attachment I provides a further breakdown of the mandatory cost requirements.

Funding Sources and Cost Drivers:

Radford University main campus is very reliant upon general fund support due to the significant number of in-state undergraduate students served (92 percent as of Fall 2021). The cost share model identifies that the University's E&G program should be funded 67 percent from Commonwealth's general fund support and 33 percent through institutional nongeneral fund sources (i.e. tuition, E&G fees, etc.).

As demonstrated in Figure 1, the 2022-23 projected E&G general fund split is still below the Commonwealth's policy of 67 percent. The difference reflects funding of essential programmatic needs to support the University's in-state student population.

Figure 1: E&G General Fund Appropriation Historical Trend

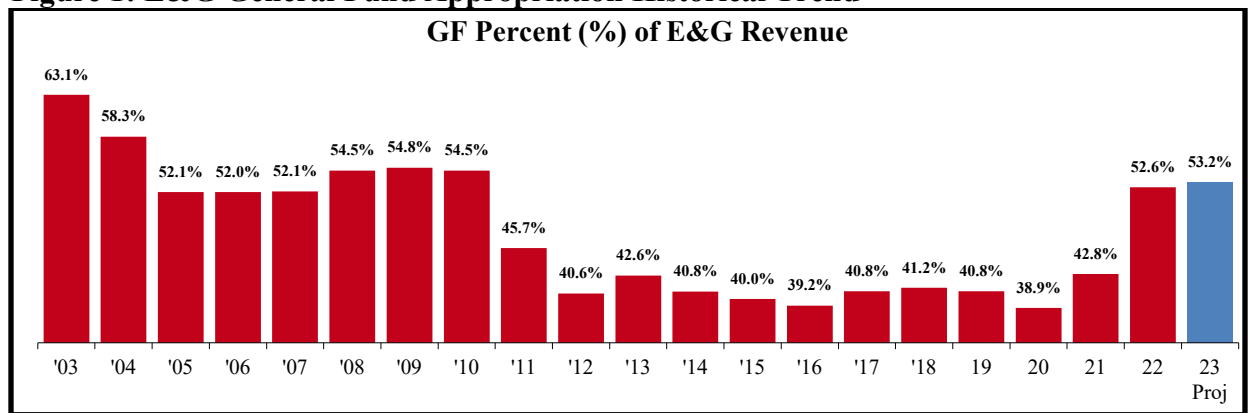
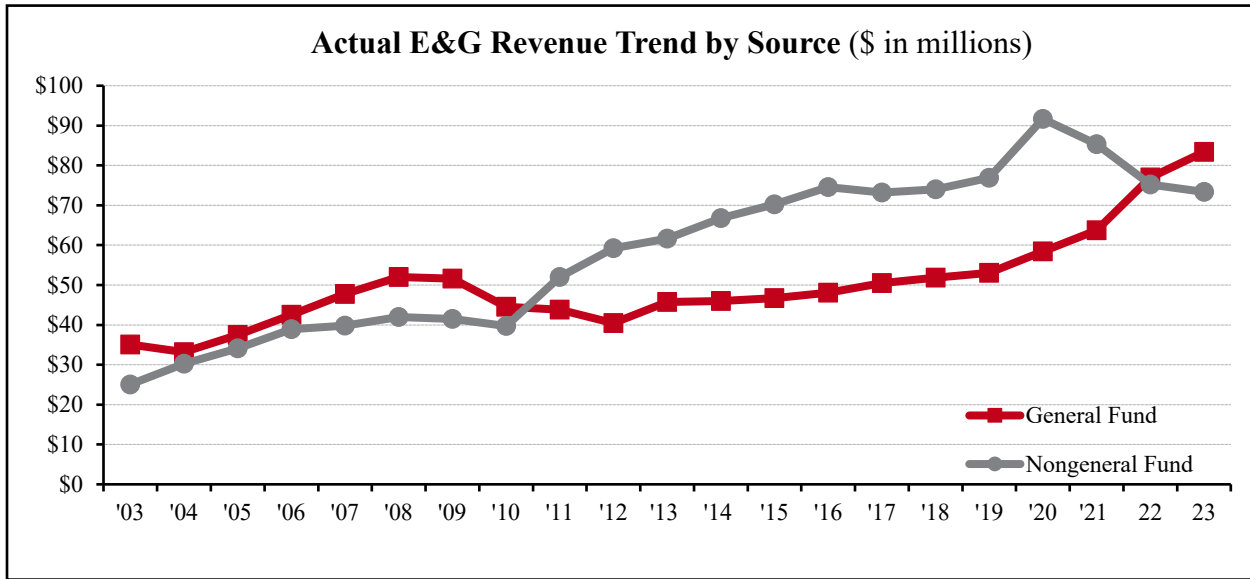


Figure 2 displays the E&G general fund and nongeneral fund trends between 2003 and 2023 (projected). In 2010, as a result of the economic downturn and the sustained loss of general fund support, students and their families began funding the majority of the cost of education. The increase in nongeneral funds for 2020 relates primarily to the merger with Jefferson College of Health Sciences and the related \$20.6 million in Tuition and Fee revenue associated with the new RUC site. There is also an increase in general funds related to the \$1.7 million allocation to RUC, as well as, an infusion of support for Tuition Moderation Funding and other mandatory cost increases. The most notable increase comes in 2022 with the historic \$10 million investment to equalize RUC tuition with main campus, along with \$2.9 million to maintain affordability on main campus.

Figure 2: E&G General Fund/Nongeneral Fund Split Historical Trend (Nominal Dollars)



Proposed Operating Budget:

2022-23 Projected Total Revenue

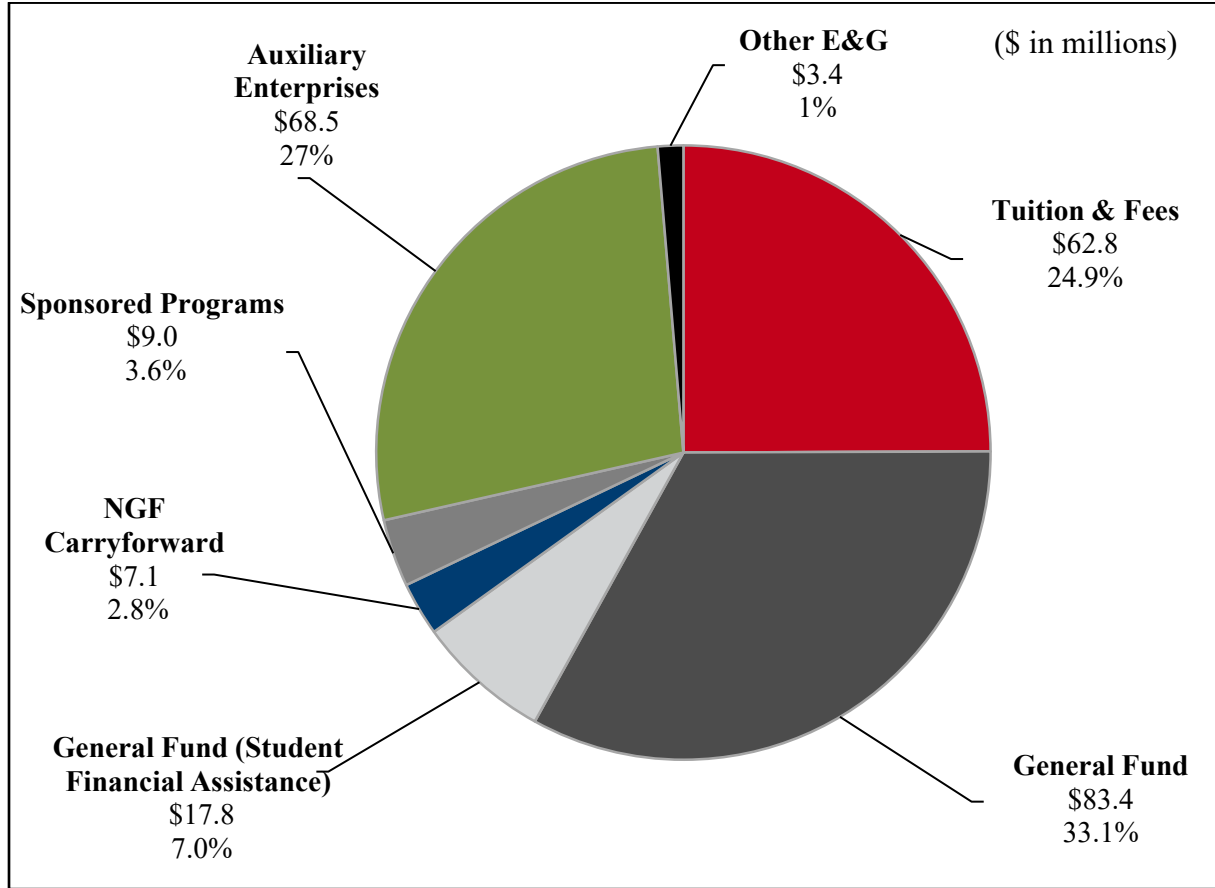
Radford University’s institutional budget is derived from two fund sources:

- **General Fund (GF)** – Virginia tax dollars (unrestricted), distributed through the Commonwealth’s budget process and documented through the Virginia Acts of Assembly (i.e. Appropriations Act).
- **Nongeneral Fund (NGF)** – tuition, mandatory (technology and comprehensive) fees, user (room and board) fees, other E&G and auxiliary enterprises fees, grants/contracts/research, federal student work study, and commissions (e.g. dining services, bookstore, laundry, etc.).

For fiscal year 2022-23 the University is projecting revenue of \$251.9 million. This reflects a 16.8 percent decrease from the 2021-22 Adjusted Total Budget. The decrease reflects the one-time infusion of pandemic relief funding in 2021-22, as well as a projected overall enrollment decline in 2022-23.

The majority of the University’s total operating budget (59.9 percent) is supported through nongeneral fund sources. The remaining 40.1 percent is supported through the general fund. Figure 3 displays the breakdown of projected revenue by major funding sources.

Figure 3: 2022-23 Projected Total Revenue (All Sources and Programs)



2022-23 Projected Total Expenditures

Expenditures are expected to total \$249.9 million for 2022-23. Projected expenditures are set less than projected revenues due to required Auxiliary Enterprises reserve fund deposits that must be generated to meet the SCHEV guidelines for operating, equipment renewal and replacement, and capital projects.

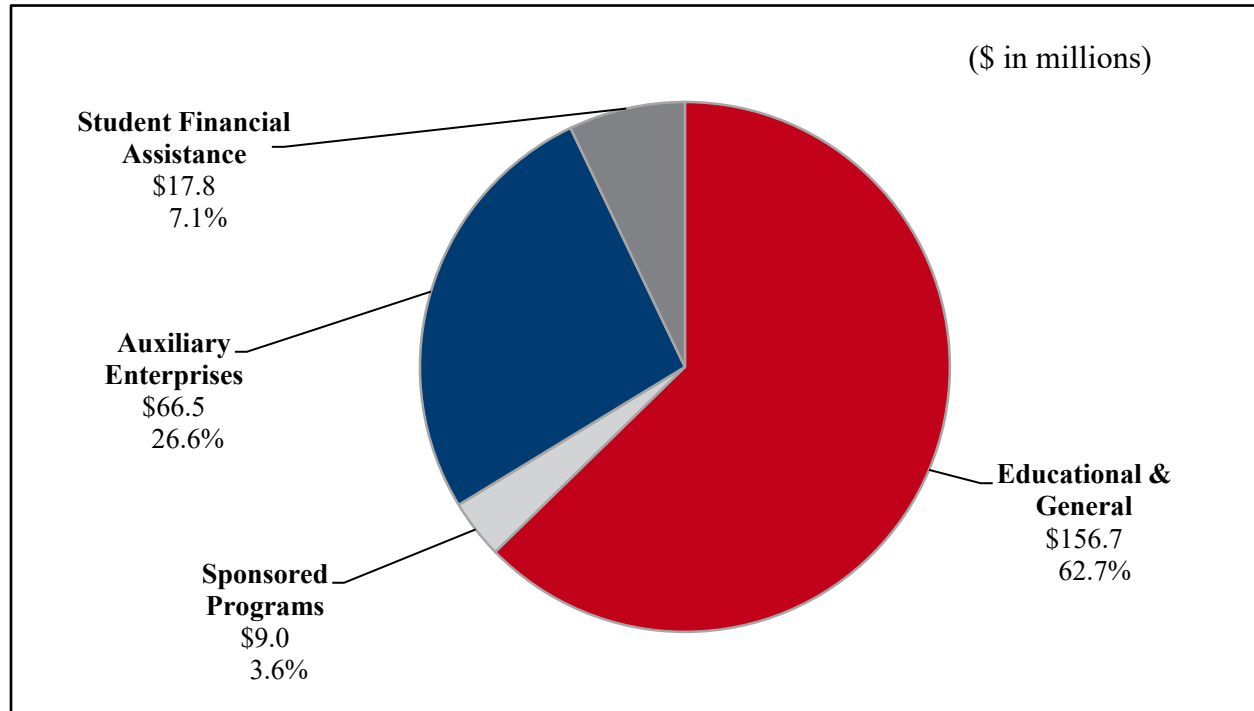
Figure 4 illustrates projected expenditures for each of the major programs which include:

- **Educational & General (E&G):** Activities to provide instruction, research, public service, academic support (e.g., library, deans), student support services (e.g., admissions, financial aid, registrar), and program support (e.g., administration, institutional support, physical plant) services.
- **Student Financial Assistance:** Activities to provide financial assistance to Virginia students.
- **Financial Assistance for Educational and General Services Program (Sponsored Programs, Grants and Contracts):** Activities to provide additional resources for educational and general services through third-party grants, contracts, and research.

- **Auxiliary Enterprises:** Self-supporting activities to provide goods or services to students, faculty, staff, and visitors (e.g. residence halls, dining services, bookstore, athletics, student activities, etc.).

The E&G program represents 62.7 percent of the expenditures budgeted while Auxiliary Enterprises accounts for 26.6 percent. The remaining 10.7 percent is split between Student Financial Assistance and Sponsored Programs.

Figure 4: 2022-23 Projected Expenditures by Major Program



Attachment I and Schedules A and B provide an overview of the University’s proposed 2022-23 operating budget by major program. Attachment I details the 2022-23 Funded E&G Initiatives by Division, Schedule A provides an overview of the 2022-23 Total University Operating Budget, and Schedule B reflects the 2022-23 Auxiliary Enterprise Budget by major program area.

The following is a narrative description by major program to complement the financial information presented in Attachment I and Schedules A and B.

Educational & General (E&G) Program –

The Educational and General (E&G) program supports instruction, academic support, libraries, public service, student services, institutional support, and operation/maintenance of the physical plant. The proposed 2022-23 E&G operating budget (base and one-time) totals \$156.7 million. The percentage of the E&G budget supported by general funds is projected to be 53.2 percent for 2022-23. The University is anticipated to receive \$7.6 million in new base general funds over the previous year for affordable access funding, and mandated salary

and minimum wage increases. Projected E&G nongeneral fund revenue is derived primarily from tuition and fees at \$62.8 million, a 2021-2022 nongeneral fund carryforwards of \$7.1 million, with all other E&G revenue totaling \$3.4 million.

Resource Allocations

During the April 2022 Board of Visitors meeting, programmatic priorities were outlined and incorporated into the proposed 2022-23 budget which is provided in Attachment I.

Student Financial Assistance Program –

Commonwealth support from the general fund is appropriated for scholarships and fellowships to undergraduate and graduate students. The authorized general fund appropriation for fiscal year 2022-23 is \$15.9 million, which is a \$1.7 million increase over fiscal year 2021-22. In addition to general fund support, the University continues to commit \$1.9 million from institutional nongeneral fund resources to support undergraduate need-based financial aid.

Financial Assistance for Educational and General Services Program (Grants/Contracts) –

The University receives external funding for grants and contracts from a variety of federal, state, private, and local sources. For fiscal year 2022-23, estimated annual activity for Sponsored Programs is projected at \$8.9 million.

Auxiliary Enterprises Program –

The Auxiliary Enterprises program supports student service activities such as residential life, dining, athletics, recreation, student health, and transportation. Funding for this program is generated from contract commissions and fees assessed to students and/or users. The Commonwealth requires Auxiliary Enterprises to be financially self-supporting. For this reason, general fund support and tuition revenue cannot be allocated to these activities.

For fiscal year 2022-23, the revenue budget for Auxiliary Enterprises is projected to be \$68.5 million. It should be noted that all auxiliary budgets were adjusted to account for projected revenue changes due to enrollment levels, salary and minimum wage increases, auxiliary indirect rate changes, and contractual commitments, as necessary.

It is projected that approximately 2.0 million will be generated in 2022-23 for reserve fund contributions which can be used for future debt service, maintenance reserve projects, and construction and/or renovation costs associated with future capital projects. The following are future considerations for auxiliary reserve balances: residence hall improvements, athletic complex renovations, equipment renewal and replacement, and land acquisition.

Action:

Radford University Board of Visitors approval of the 2022-23 operating budget as presented in Schedule A for Total Operating Budget and Schedule B for Auxiliary Enterprises.

RADFORD UNIVERSITY BOARD OF VISITORS
Resolution
September 9, 2022

Approval of the Radford University 2022-23 Operating Budget

BE IT RESOLVED, the Radford University Board of Visitors approves the fiscal year 2022-23 operating budget as presented in Schedule A for Total Operating Budget and Schedule B for Auxiliary Enterprises.

Student Representative Report

RADFORD
UNIVERSITY

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Initiatives

- Improve the student experience by promoting campus engagement and community building
- Club and organization unification
- Organization leadership meet regularly with BOV student representative
- Leadership training for organization leaders



Implementation



- Hold meetings with club and organization leaders to discuss programming and community building
- Create survey for organizations to gather ideas focused on building community and engagement
- Review each organizations constitution

Goals

- Improved interpersonal relationships between clubs and organizations on campus
- Increase student organization members attending events hosted by other organizations
- Ensure duplicate programming isn't happening across organizations

Questions?

Minutes

RADFORD UNIVERSITY

Board of Visitors

RADFORD UNIVERSITY

Board of Visitors

QUARTERLY MEETING
9:00 A.M.
APRIL 29, 2022
KYLE HALL, THIRD FLOOR, RADFORD, VA

DRAFT
MINUTES

BOARD MEMBERS PRESENT

Mr. Robert A. Archer, Rector
Dr. Jay A. Brown, Vice Rector
Ms. Krisha Chachra
Ms. Charlene A. Curtis
Dr. Rachel D. Fowlkes
Mr. Mark S. Lawrence
Dr. Debra K. McMahon
Ms. Nancy Angland Rice
Mr. David A. Smith
Mr. Marquett Smith
Ms. Georgia Anne Snyder-Falkinham
Ms. Lisa Throckmorton
Dr. Katie Hilden, Faculty Representative (Non-voting Advisory Member)
Ms. Grace Hurst, Student Representative (Non-voting Advisory Member)

BOARD MEMBERS ABSENT

Dr. Thomas Brewster
Dr. Susan Whealler Johnston

OTHERS PRESENT

Dr. Carolyn R. Lepre, Interim President
Dr. Bret Danilowicz, President Elect
Ms. Karen Castele, Secretary to the Board of Visitors and Special Assistant to the President
Mr. Craig W. Cornell, Vice President for Enrollment Management
Ms. Stephanie J. Jennelle, Interim Vice President for Finance and Administration and Chief Financial Officer
Dr. Angela Joyner, Interim Chief of Staff
Ms. Wendy Lowery, Vice President for Advancement and University Relations
Dr. J. Orion Rogers, Interim Provost and Vice President for Academic Affairs
Dr. Susan Trageser, Vice President for Student Affairs
Mr. Mike Melis, Senior Assistant Attorney General, Office of the Attorney General

CALL TO ORDER

Rector Robert A. Archer called the quarterly meeting of the Radford University Board of Visitors to order at 9:00 a.m. in Kyle Hall, Room 340.

Rector Archer recognized the members for their continued work on behalf of the students at Radford University. Rector Archer reported that the first ever joint meeting between the Board and Faculty Senate executive committees was held on Thursday. He stated that the meeting was very beneficial in sharing perspectives and ideas. Rector Archer thanked Faculty Senate President Katie Hilden for her efforts in making the meeting possible. Rector Archer welcomed President Elect Bret Danilowicz and Kay Danilowicz to the meeting and stated that he appreciated that they were able to visit Radford and attend the meeting before his official start date of July 1.

APPROVAL OF AGENDA

Rector Archer asked for a motion to approve the Board of Visitors meeting agenda for April 29, 2022, as published. Mr. Mark S. Lawrence so moved, Ms. Nancy Angland Rice seconded, and the motion carried unanimously.

APPROVAL OF MINUTES

Rector Archer asked for a motion to approve the February 11, 2022 minutes of the Board of Visitors meeting. Mr. Lawrence so moved, Dr. Debra McMahon seconded, and the motion carried unanimously.

RECOGNITION

Rector Archer invited Director of Athletics Robert Lineburg to the podium. Mr. Lineburg shared with the Board of Visitors that he would like to recognize the Men's Tennis coach, Rob Bareford, and team who recently won the Big South championship. Coach Bareford thanked the Board members for the recognition and then introduced the players.

Rector Archer asked Interim Provost and Vice President for Academic Affairs J. Orion Rogers, Ph.D. to come forward. On behalf of the Board of Visitors, Rector Archer congratulated Dr. Rogers on his upcoming retirement and appreciation for his 28 years of service to the University and presented him with a framed photo of campus.

PRESIDENT'S REPORT

Interim President Carolyn R. Lepre, Ph.D. began her final report with a note of gratitude and acknowledgement, expressing her appreciation for the opportunity to serve as Interim President and acknowledging that it had been both fulfilling and life-changing.

Interim President Lepre highlighted a number of accomplishments and updates from the 2021-2022 academic year, including: Wellness Wednesdays, COVID-19, rankings and national recognition.

Interim President Lepre shared that the Academic Council on Education (ACE) has selected Dr. Tim Channell, Radford University's Assistant Provost for Budget and Academic Operations, as an emerging university leader who will participate in this year's ACE Fellows program; the new general education curriculum, REAL, was launched and to date, approximately 1,925 students have participated in the REAL curriculum; and Highlander Day events have returned on campus with last weekend being one of the largest number of students in the history of the event.

Interim President Lepre updated the Board members on a recent Retention Retreat, legislative activities and other university and student success updates. A copy of the report is attached hereto as *Attachment A* and is made a part hereof.

REPORT FROM THE ACADEMIC EXCELLENCE AND RESEARCH COMMITTEE

Ms. Georgia Anne Snyder-Falkinham, Vice Chair, stated that the Academic Excellence and Research

Committee met on April 28, 2022 and shared the following information.

Ms. Snyder-Falkinham reported that the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) reaffirmation process continues with Dr. Lisa Allison-Jones serving as our Interim SACSCOC Liaison and writer of the Compliance Certification Report and Dr. Sarah Kennedy and Ms. Merrie Winfrey are serving as co-leads of the QEP Development Steering Committee.

The Dean Search Committees for the Artis College of Science and Technology and the College of Visual and Performing Arts are continuing their work.

Dr. Johnnie Sue Wijewardane has announced her resignation as Dean of the School of Nursing. Dr. Wendy Downey has agreed to serve as Interim Dean of the School of Nursing effective May 10, 2022.

A total of 28 faculty have been approved for promotion with three promoted to Senior Instructor, one promoted to the rank of Assistant Professor, fifteen promoted to the rank of Associate Professor and nine promoted to the rank of Professor. Four faculty members were awarded emeritus status.

ACTION ITEMS

Ms. Snyder-Falkinham stated that the Academic Excellence and Research Committee was bringing forward eight actions items and suggested that, if there is not objection, that they be presented in a block vote.

Rector Archer presented the following resolutions:

Recommendation to Approve Tenure Recommendations for 2022-23

A copy of the resolution is attached hereto as *Attachment B* and is made a part hereof.

Recommendation to Approve Revisions to the Teaching and Research Faculty Handbook, Section 2.8, Class Administration

A copy of the resolution is attached hereto as *Attachment C* and is made a part hereof.

Recommendation to Approve Revisions to the Teaching & Research Faculty Handbook, Section 4.2.3.5, Department Curriculum Committee

A copy of the resolution is attached hereto as *Attachment D* and is made a part hereof.

Recommendation to Approve Revisions to the Teaching and Research Faculty Handbook, Section 1.12.2.6, Parental Leave

A copy of the resolution is attached hereto as *Attachment E* and is made a part hereof.

Recommendation to Approve Revisions to the Teaching and Research Faculty Handbook, Section 1.2.3 Emeritus Faculty

A copy of the resolution is attached hereto as *Attachment F* and is made a part hereof.

Recommendation to Approve Resolution for Discontinuance of the Post-Baccalaureate Certificate in Bioethics

A copy of the resolution is attached hereto as *Attachment G* and is made a part hereof.

Recommendation to Approve Resolution for Discontinuance of the Surgical Technology A.A.S. Program

A copy of the resolution is attached hereto as *Attachment H* and is made a part hereof.

Recommendation to Approve Resolution to Change the Name of the College of Graduate Studies and Research to the College of Graduate Studies

A copy of the resolution is attached hereto as *Attachment I* and is made a part hereof.

Rector asked for a motion to approve all eight resolutions in a block vote. Mr. Lawrence so moved, Dr. McMahon seconded and the motion carried unanimously.

REPORT FROM THE ADVANCEMENT, UNIVERSITY RELATIONS AND ENROLLMENT MANAGEMENT COMMITTEE

Ms. Lisa Throckmorton, Chair, stated that the Committee met April 28, 2022 and shared the following information.

Ms. Throckmorton shared the Committee heard updates on recruitment efforts. Total enrollment for all spring 2022 Fast Track programs grew by 48%, with 185 students compared to 125 in spring 2021. Overall freshman applications are up by 126, or 1%, with the largest number of new applications for the month of April since 2018. Completed applications are also following this trend. Student academic quality is on pace for a record year, with the overall GPA, between main campus and RUC, currently at 3.40 for deposited students, compared to 3.31 last year. Radford University main campus launched a direct-admit nursing program for the fall to create parity with RUC and to remain competitive in the nursing recruitment space. The most academically qualified nursing admits will be given the opportunity to be admitted directly into the nursing program, while the other students will also be able to apply after their sophomore year. For the first time in three years, admitted student receptions were held at five locations throughout the state, with the president, alumni and recruitment staff, welcoming over 150 students and their families. Also, Highlander Days, the University's largest open house event for admitted students, were held over the past month. The three events encompassed over 1,800 visitors, including over 664 admitted students.

Ms. Throckmorton stated that for University Relations, the spring 2022 Student Social Media Influencer Program was successful, resulting in eight students participating. The students posted approximately 45 Instagram stories that mentioned Radford University. Alumni Relations outreach included events tied to Chapter Planning Sessions, the Big South Tournament, Alumni Admissions, the Grad Fair, the Russell Hall Block Party, the RUC Bash, MLK Service Day and Miracle League Service Day. More than 300 alumni engaged with over 4,000 prospective students through phone calls and postcards. Commencement speakers Stacey Price '99, M.S. '01 and Nick Mayhugh '18 were announced. Homecoming is scheduled for September 29 to October 1, 2022. In Annual Giving, the 2022 Highlander Senior Class Scholarship has over 250 donors and raised over \$5,000. Total giving for Fiscal Year 2021-2022, as of the end of March, is \$6,069,666. Donor count along with total number of new donors has increased significantly from last fiscal year.

REPORT FROM BUSINESS AFFAIRS AND AUDIT COMMITTEE

Dr. Debra K. McMahon, Chair, stated that the Committee met April 28, 2022 and shared the following information.

Dr. McMahon reported that the Committee heard from Mr. Zachary Borgerding with the Auditor of Public Accounts who provided a status report on the audit of the University's FY 2021 financial statements. University Auditor Margaret McManus presented an oral report on the review of University Discretionary Fund expenditures for the quarter ended March 31, 2022. One hundred percent of the fund's expenditures were reviewed, and all were found in compliance with the Board of Visitors' guidelines. The Committee heard an update on the capital projects currently in progress. These projects included the Artis Center for Adaptive Innovation and Creativity, Tyler and Norwood Halls, as well as

the Highlander Hotel, a Radford University Foundation project. The Committee also heard an update on Information Technology Services operations as well as significant projects underway.

The final discussion item for the Committee was the University's fiscal priorities and impact of proposed legislation and other cost drivers to the University's 2022-23 operating budget. This item is traditionally an action item with approval of the tuition and fee structure for the upcoming academic year; however, given the state budget is pending finalization, any consideration to 2022-23 tuition and fee changes will be deferred. The University remains committed to student affordability and meeting strategic initiatives. A future meeting will be called by the Rector to finalize outstanding tuition and fee rates.

ACTION ITEMS

Recommendation for Approval of the Radford University Administrative and Professional Faculty Handbook Revision

Dr. Mahon presented a recommendation to revise the Radford University Administrative and Professional (AP) Faculty Handbook to incorporate Parental Leave language for AP faculty consistent with Virginia Code § 2.2-1210 and Virginia Department of Human Resource Management Policy 4.21. Rector Archer asked for a motion to approve the resolution. Ms. Nancy Angland Rice so moved, Mr. David Smith seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as *Attachment J* and is made a part hereof.

Recommendation for Approval of the Radford University Supplemental Defined Benefit Plan for Faculty

Dr. McMahon presented a recommendation to approve the Radford University Supplemental Defined Benefit Plan for Faculty. Rector Archer asked for a motion to approve the resolution. Mr. Lawrence so moved, Mr. David Smith seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as *Attachment K* and is made a part hereof.

Recommendation for Approval of the New River Valley Passenger Rail Station Authority and Agreement

Dr. McMahon presented a recommendation to approve the New River Valley Passenger Rail Station Authority and Agreement. Rector Archer asked for a motion to approve the resolution. Ms. Rice so moved, Mr. Marquett Smith seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as *Attachment L* and is made a part hereof.

Recommendation for Approval to Continue Level II Authority

Dr. McMahon presented a resolution to approve Radford University continuing Level II Authority. Rector Archer asked for a motion to approve the resolution. Mr. Marquett Smith so moved, Mr. Lawrence seconded the motion, and the motion carried unanimously. A copy of the resolution is attached hereto as *Attachment M* and is made a part hereof.

REPORT FROM THE GOVERNANCE, ADMINISTRATION AND ATHLETICS COMMITTEE

Mr. David A. Smith, Chair, stated that the Committee met April 28, 2022 and shared the following information.

Mr. Smith reported that the Committee heard update on new and existing partnerships and how they have positively impacted the students and the Center for Career and Talent Development. Employer cultivation and talent acquisition were outstanding for Spring Career Fairs for Radford University students. Both in-person and virtual offerings for the Spring Career Fair allowed students to engage with nearly 120 different employers through on campus recruiting events. The Teacher Education Fair brought 107 additional employers to help address the workforce shortage of educators in the

Commonwealth of Virginia. The Center for Career and Talent Development is engaged with several initiatives to build early talent pipelines for the Commonwealth of Virginia. One such partnership is with the Blue Ridge Partnership for Health Science Careers.

Mr. Smith reported that from Athletics, the Committee heard details of the first in-person event since spring 2019, the RUBY's Awards Banquet. This night of celebration is for all 275 student-athletes, coaches, and staff and highlights and recognizes accomplishments of the 2021-22 season. Other events included the Radford Athletics Cording Ceremony, held Friday, May 6 for the Class of 2022 at the Dedmon Center. The Committee heard updates on the Name, Image and Likeness (NIL) and NCAA Transformation Committee. Mr. Smith shared updated in competitive excellence, including a Big South Championship from Men's Tennis, and resource development, securing just over \$311,000 in overall sponsorship revenue and surpassing the overall revenue from 2020-21 by over \$10,000.

REPORT FROM THE STUDENT SUCCESS COMMITTEE

Ms. Krisha Chachra, Chair, stated that the Committee met April 28, 2022 and shared the following information.

Ms. Chachra reported that the Committee heard from Student Government Association (SGA) President Grace Hurst who presented the final update on SGA initiatives for the 2021-2022 academic year, including awareness campaigns on suicide prevention, sexual assault and sustainability during April. State Council of Higher Education for Virginia (SCHEV) Student Representative Grace Green updated the Committee on the focus of the SCHEV Student Advisory Council this year. President of the Diversity Awareness Programming (DAP) Board Joi Stanley updated the Committee on the diversity and inclusion student events and outreach held across campus this year. DAP is responsible for sponsoring culturally diverse events across campus.

Ms. Chachra reported that the Committee heard from Vice President for Student Affairs Susan Trageser, Ed.D. who reported on the financial support provided to student organizations through the Club Programming Committee for events or student travel. New student orientation at RUC has been rebranded as Quest and sessions will be held throughout the summer. The Esports Arena is under construction in Cook Hall with top-of-the-line technology being installed. The Esports minor has been approved and includes three new courses. Student Counseling Services is collaborating with the Campus Suicide Prevention Center of Virginia to host ASIST (Applied Suicide Intervention Skills Training) on campus in May. Substance Abuse and Violence Education Support (SAVES) services is the recipient of a \$75,000 grant from the Virginia Department of Health that will be used to hire a Coordinator of Sexual and Domestic Violence Prevention.

REPORT FROM THE STUDENT REPRESENTATIVE TO THE BOARD

Student Representative to the Board Grace Hurst provided an update on the areas of focus for her this year as the Student Representative, including mental health, Title IX and sexual assault awareness, and student philanthropy.

REPORT ON THE RADFORD UNIVERSITY FOUNDATION

Dr. Rachel D. Fowlkes, Representative to the Radford University Foundation Board of Directors, provided an update on recent Foundation news and activities. Ms. Georgia Anne Snyder-Falkinham provided an update on the Radford University Foundation Real Estate Management LLC properties and Mr. Marquett Smith provided an update on the Student Managed Investment Portfolio Organization (SMIPO). Dr. Fowlkes distributed an asset summary report, attached hereto as *Attachment N* and made a part hereof.

CLOSED SESSION

Rector Archer requested a motion to move into closed session. Dr. Fowlkes made the motion that the Radford University Board of Visitors convene a closed session pursuant to Section 2.2-3711 (A) Item (1) and (2) under the Virginia Freedom of Information Act for the discussion of personnel matters and scholastic matters, more specifically relating to interviews with student representative candidates; under Section 2.2-3711 (A) (1) for the discussion of personnel matters, more specifically relating to potential or pending investigations; and under Section 2.2-3711 (A) (8) for consultation with legal counsel regarding specific legal matters requiring the provision of legal advice, more specifically relating to personnel matters and potential or pending investigations. Mr. Lawrence seconded the motion. The Board of Visitors went into closed session at 10:50 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. Fowlkes and seconded by Ms. Rice, 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
Dr. Jay A. Brown, Vice Rector	Yes
Ms. Krisha Chachra	Yes
Ms. Charlene Curtis	Yes
Dr. Rachel D. Fowlkes	Yes
Mr. Mark S. Lawrence	Yes
Dr. Debra K. McMahon	Yes
Ms. Lisa Pompa	Yes
Ms. Nancy Angland Rice	Yes
Mr. David A Smith	Yes
Mr. Marquett Smith	Yes
Ms. Georgia Ann Snyder-Falkinham	Yes
Mr. Robert A. Archer, Rector	Yes

Ms. Throckmorton left the meeting at 12:00 p.m.

ACTION ITEMS

Student Representative to the Board of Visitors

Rector Archer asked for a motion to elect Ms. Michaela Baker to serve as the Non-voting Advisory Student Representative to the Board of Visitors for 2022-2023. Dr. McMahon so moved, Ms. Rice seconded, and the motion carried unanimously.

Real-Time Electronic Access to Board of Visitors Meetings

Rector Archer asked for a motion to approve Radford University's statement on real-time electronic access to full Board of Visitors meetings as stated in HB2120 and SCHEV recommendations. Dr. McMahon so moved, Mr. David Smith seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as **Attachment O** and is made a part hereof.

Election of Rector for 2022-2023

Rector Archer asked Mr. David Smith for a report from the Governance, Administration and Athletics Committee. Mr. Smith acknowledged that the Governance, Administration and Athletics Committee serves as the Nominating Committee for the Board of Visitors officers. Following the February Board of Visitors meeting, there was a call for nominations and Mr. Smith reported that there were two strong candidates which the Committee is bringing to the full Board of Visitors for a vote. Mr. Smith stated that Dr. Debra K. McMahon is being nominated as Rector. With no nominations from the floor, Rector Archer asked for a motion to approve Dr. McMahon as Rector for 2022-2023. Mr. Marquett Smith so moved, Ms. Rice seconded, and the motion carried unanimously.

Election of Vice Rector for 2022-2023

Mr. Smith stated that Dr. Jay A. Brown is being nominated as Vice Rector. With no nominations from the floor, Rector Archer asked for a motion to approve Dr. Brown as Vice Rector for 2022-2023. Mr. Lawrence so moved, Ms. Chachra seconded, and the motion carried unanimously.

OTHER BUSINESS

Rector Archer stated that there were several acknowledgements he would like to make since this was the last meeting for some and the end of a term for others. Rector Archer thanked Grace Hurst for her participation as Student Representative to the Board for 2021-2022.

Rector Archer asked Vice Rector Jay Brown to read a resolution recognizing Faculty Senate President Katie Hilden. A copy of the resolution is attached hereto as ***Attachment P*** and is made a part hereof.

Rector Archer asked Ms. Lisa Pompa to read a resolution recognizing Krisha Chachra, who just completed a term on the Board of Visitors. A copy of the resolution is attached hereto as ***Attachment Q*** and is made a part hereof.

Rector Archer asked Vice Rector Jay Brown to read a resolution recognizing Nancy Rice, who just completed a term on the Board of Visitors. A copy of the resolution is attached hereto as ***Attachment R*** and is made a part hereof.

Rector Archer asked Ms. Lisa Pompa to read a resolution recognizing Dr. Tom Brewster, who just completed a term on the Board of Visitors. A copy of the resolution is attached hereto as ***Attachment S*** and is made a part hereof.

Rector Archer asked Vice Rector Jay Brown to read a resolution recognizing Dr. Susan Whealler Johnston, who just completed her second term on the Board of Visitors. A copy of the resolution is attached hereto as ***Attachment T*** and is made a part hereof.

Rector Archer asked for a motion to approve the resolutions. Dr. McMahon so moved, Mr. Lawrence seconded and the motion carried unanimously.

Rector Archer then asked Interim President Lyn Lepre to come forward. Rector Archer thanked Dr. Lepre for her service as interim president and acknowledged that the University continued to move forward under her leadership. Rector Archer presented Dr. Lepre with a large red vase with an engraved base.

ANNOUNCEMENTS

Rector Archer also announced the upcoming meeting dates.

July 24-26, 2022 Retreat

September 8-9, 2022

December 1-2, 2022
March 23-24, 2023
June 8-9, 2023
July 23-25, 2023 - Retreat
Sept. 7-8, 2023
Nov. 30 – Dec. 1, 2023

ADJOURNMENT

With no further business to come before the Board, Rector Archer adjourned the meeting at 1:50 p.m.

Respectfully submitted,

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

MEMORANDUM

TO: Members of the Board of Visitors

FROM: Carolyn Ringer Lepre, Ph.D., Interim President

DATE April 29, 2022

RE: President's Report

I would like to begin my final report with a note of gratitude and acknowledgement. Thank you for giving me the opportunity to serve as Interim President. It has been an incredible personal and professional experience. Being entrusted with the stewardship of this great institution and the well-being of our Radford Family has been both fulfilling and life-changing.

As we have continued to navigate and now emerge from the COVID-19 pandemic, our commitment to providing transformative educational experiences has not wavered. Our dedicated faculty and staff, and passionate alumni continue to positively impact the lives of our students and communities. We did not pause. We did not slow down. Together we moved forward with purpose and today I will highlight a number of our accomplishments from the 2021-2022 academic year.

Health and Well-being of our Community

While this year was one of transition and change, it was also an opportunity to pause, reflect and heal. Creating a strong sense of belonging in our community begins with taking care of our most precious resource – our people. Wellness Wednesdays, a series of workshops uniquely developed to address the needs of employees was launched by Human Resources. Services were expanded at the Student Counseling Center to better meet the mental health needs of our students. Throughout the year, we listened to what our community needed, introduced new programs, and identified future strategies to further support the well-being of our family. We have been intentional and thoughtful in our efforts and the work is ongoing.

COVID-19 Update

As the pandemic evolved, we modified our campus operations to best support our Highlander community. Protocols and guidelines were modified as we received additional guidance from the

CDC, VDH, and our health partners. Vaccination requirements were eliminated per Governor Youngkin's Executive Directive number two and the masking guidance was modified. Only three positive cases have been reported on campus since March.

I would like to extend my heartfelt gratitude to the COVID-19 Working Group, the volunteers who supported the implementation of our operations plan, and the entire Radford community for keeping our Highlanders safe and well. Their countless hours, dedication and support were important and very much appreciated.

Rankings and National Recognition

As a university we continue to garner national recognition for academic excellence. Most recently twelve Radford graduate programs were recognized by U.S. News & World Report with its 2023 U.S. News Best Graduate School rankings. The graduate programs recognized included: Doctor of Nursing Practice (D.N.P.); Master of Science in Nursing (M.S.N.), including the Family Nurse Practitioner and Nursing Administration programs offered at Radford University Carilion; Psychology, including the Clinical-Counseling Psychology (M.A., M.S.), Experimental Psychology (M.A.), Industrial-Organizational Psychology (M.A., M.S.), School Psychology (Ed.S.), and Counseling (Psy.D.) programs; Master of Social Work (M.S.W.); and Part-Time Master of Business Administration (M.B.A.). Radford University was again designated by Viqtory as a military friendly school for the 2022-23 academic year.

Recognizing the research and creative scholarship produced by our world-class faculty and staff and celebrating our commitment to the highest quality teaching and learning are among the most important things we can do as an institution. The Founders Award was reinstated and we held the inaugural Dalton Eminent Scholar reception to recognize new and previous recipients of this prestigious award.

ACE Fellow

The Academic Council on Education (ACE) has selected Dr. Tim Channell, Radford University's Assistant Provost for Budget and Academic Operations as an emerging university leader who will participate in this year's ACE Fellows program. Dr. Channell was one of 46 academic representatives across the country to be selected for the 2022-2023 cohort. The program, which pairs professors and administrators with a mentor at another college, has produced numerous presidents and provosts since its inception in 1965. It is the longest-running and one of the most prestigious leadership development fellowship programs in the United States. Hearty congratulations to Dr. Channell!

Real Curriculum

This fall our new general education curriculum, REAL, was launched. To date, approximately 1,925 students have participated in the REAL curriculum. This number included first-year students, as well as other current students who wanted to take advantage of the curriculum flexibility. The program is receiving positive feedback from both students and faculty alike. For example, Macey Riley, a student

in the Interior Design program shared, “It’s really cool that general education classes go toward a degree that students can use. Getting a minor that helps - motivates students rather than just taking classes that aren’t relevant to their major. I wish the REAL system would’ve been put in place sooner.” Dr. Kerry Vandergrift, a faculty member in the School of Social Work, stated that “In social work, students have not had much flexibility in minors or other majors due to credit requirements but REAL has opened new possibilities. We now see students following their passion and thinking more about how they will work with people when they graduate. The energy and support of the early teams meeting to discuss general education changes is indescribable. Never have I been part of a team that was more open and creative, encouraging off-the-wall ideas, willing to problem-solve, pushing forward despite resistance, and keeping in mind the needs of students, faculty, staff, and the University. That is why it is not a surprise to me that this groundbreaking model meets student needs and excites faculty, encouraging us to work inter-professionally and think creatively about our own disciplines.” The REAL curriculum is truly becoming a differentiator and a distinctive reason why prospective students are choosing Radford University. It is thanks to the devotion of our faculty and the work ethic of our incredible faculty senate, led by Dr. Katie Hilden, that we were able to provide the world-class educational experience to our students this year. We all owe them a tremendous debt of gratitude. I also would like to thank Dr. Orion Rogers, Interim Provost and Vice President for Academic Affairs, for his dedication and leadership during this past year. His collaborative spirit and dedication to academic excellence has been incredibly impactful. I would also like to recognize Dr. Nicole Hendrix, Assistant Provost for Undergraduate Education, for her tremendous vision and commitment to revolutionizing our general education program.

Highlander Days

This spring marked our return to hosting admitted and prospective students and their families at our Highlander Day events on campus. This thoughtfully designed event highlights what we do best as a Radford family, provide meaningful experiences in a high quality and personalized manner. Last weekend, we hosted one of the largest number of students in the history of the event. There were 326 students from 15 states and the District of Columbia. We had a student visiting from Pago Pago, the capital of American Samoa, and another from Spain. This event gives future Highlanders the opportunity to experience what it might be like to join the Radford family and is integral to the enrollment journey. Let me share a comment we received from a parent who attended one of our Highlander Day events with her daughter: “We have been so impressed with the design staff and how much you care for your students truly shows. Out of all the colleges Ashlynn was accepted to, Radford stood out the most in so many ways. There was not one other school that we actually got to meet with professors one-on-one and feel that personal connection with. Highlander Day was truly a game changer for Ashlynn. It was exactly what Ashlynn needed to help make this adult decision. We are so impressed with the new REAL program. If that program does not speak to prospective students, I don’t know what would! It makes so much sense to start students in their intended degree day one. Why wait till they are in their third year?” Our faculty and staff work incredibly hard to make these events impactful and meaningful as part of the student’s journey. National Decision Day is

approaching this weekend and we are excited about our incoming Class of 2026. But our work does not stop on May 1! We will continue to share our story and cultivate relationships with prospective students leading up to the first day of classes. I would like to thank Vice President for Enrollment Management Craig Cornell and his team for expanding our recruiting strategies with innovative ideas like “Radford on the Road” to help generate enrollment growth.

Retention Retreat

Retaining our students and employees is one of the most critical issues facing our university today. Last week we hosted our second campus-wide gathering focused on retention – the 2022 Retention Retreat. 87 faculty, staff, academic advisors, and campus partners joined together to continue our work in this most important area. We have made good progress and yet we know that our work is not finished. We know that the students who are admitted to Radford University have the potential to graduate and thrive. The needs of the students we serve are evolving and we, too, must evolve to anticipate and meet their needs so they can achieve success. I am encouraged by the ideas that were generated in the breakout sessions, and I am looking forward to supporting this dedicated group of Highlanders to implement the innovative strategies that were identified. Many thanks to Dr. Susan Trageser, Vice President for Student Affairs, for her leadership and commitment to always seeking new ways to support our students; to Dr. Rhonda Bryant, Assistant Vice President for Student Success for leading this dynamic retention retreat; and all the campus partners who are on the front lines of the campus retention efforts.

Legislative Update

We continue to host legislators and government officials on main campus and RUC. These visits give our legislative partners an opportunity to meet students and give us the opportunity to advocate for our most critical priorities. Last week, we hosted Delegate Jason Ballard and Congressman Morgan Griffith for an opportunity to engage with students and experience our beautiful campus. On Tuesday, I had the honor of meeting with Governor Youngkin and Secretary Aimee Guiderra alongside my colleagues from the Council of Presidents to discuss critical issues facing higher education. We discussed many important issues, including access and affordability and developing strong career pathways for students. It was a robust discussion and we continue to receive positive feedback from legislators about the great things happening at Radford University and how we put our students first, which is why they are so successful. I would like to thank Lisa Ghidotti, Executive Director of Government Relations, for her support and leadership navigating Richmond and driving home our story to various government officials. Her knowledge and relationships have proven to be of great benefit to us all.

Vinod Chachra IMPACT Lab

Radford University continues to establish strategic partnerships that support the mission and help further our initiatives across the Commonwealth of Virginia and beyond. The Vinod Chachra IMPACT Lab in partnership with the Chief Data Officer of the Commonwealth of Virginia recently

completed its development of credentials in Data Science. These competency-based credentials will help expand the data science talent pipeline for the commonwealth. Radford University, in collaboration with VCU and the Virginia Department of Education, have jointly developed a training program to help educators gain relevant skills in culturally relevant teaching. To date, more than 2,400 educators have completed the training. These collaborations have helped extend Radford University's CBE offering in the K-12 education sector and expand non-credit bearing offering to meet the needs of a dynamic workforce. I would like to thank Dr. Angela Joyner, Interim Chief of Staff, who continues her strong work with strategic innovation, and the Vinod Chachra IMPACT Lab team for their efforts in fostering new strategic partnerships and expanding our CBE portfolio offering.

Campus Expansion

The construction of the highly anticipated Highlander Hotel is well under way. As you know, this is a collaboration to bring a full-service boutique hotel to the area and will also provide over 30 new jobs and contribute \$35.5 million to the Radford City economy over the next 50 years. The hotel is currently scheduled to open late fall 2022. Recently, the donated SunTrust building at the corner of Tyler Avenue and Main Street will bring the university into downtown further strengthening the partnership with the city. A special thank you to Stephanie Jennelle, Interim Vice President for Finance and Administration and CFO for her leadership, not only in keeping us financially healthy, but for her vision of how to expand our footprint.

Student Success

- Increasing Access and Opportunity Through the Center for Opportunity and Social Mobility
 - The Center has continued to offer educational and community building programming including a wellness series, an ice cream social, and a first gen picnic last week.
 - First generation graduation stoles are being distributed to 437 graduating students.
 - Academic partnerships being developed for the fall 2022 semester as the Center plans for engagements between college deans and first-generation students within their college.
 - Six sections of University 100 will be dedicated to first generation first year students.
- Creation of E-Sports Center
 - Construction of the ESports Arena is progressing with a beautiful space in Cook Hall set to open on June 1. Furnishings have been ordered and feature an incredible logo that has students really excited about the space.
 - We are having some great recruitment conversations with potential students who are interested in choosing Radford for the competitive ESports engagement option.
 - The new, Assistant Director for Esports, Doug Benedict, and Director of Student Recreation and Wellness, D.J. Preston, continue to build and document both processes for the teams and competitions while solidifying partnerships to support the upcoming esports minor!

Athletics

Under the leadership of Head Coach Rob Bareford, the men's tennis team clinched the 2022 Big South Championship last weekend! The Highlanders defeated Campbell University, 4-3 to secure the championship. We are so proud of their hard work and success. We are also extremely proud of all of our student-athletes and their academic performance. After the fall semester, 225 of our 261 total student-athletes earned a grade point average of 3.0 or better, which is 77%. What an accomplishment considering the amount of time spent practicing and competing. There is more, 171 student-athletes earned a 3.4 or better GPA and on the Dean's List. Out of those 171, 45 achieved a perfect 4.0.

Mike Grant, Men's Golf Head Coach was named Big South Coach of the Year. Our athletic programs continue to develop student athletes who excel on and off the field. Hannah Moran who competes on the Women's Track & Field team has been recognized twice as the Big South Track Athlete of the Week this spring. During the Raleigh Relays, Hannah Moran, not only broke the school record, but also the Big South Conference record for the 10,000 meters. Moran became the first Big South female athlete ever to run under 34 minutes in the event and to break the record which has stood since 2010. A big thank you to Robert Lineburg, Director of Athletics, for his continued leadership and support of our athletic department. We could not achieve such success both in the classroom and in competition without his dedication.

Spring Commencement 2022

Radford University is looking forward to celebrating the Class of 2022 with a combined ceremony to be held at Radford University on May 6 and 7, 2022. As part of next week's ceremonies, there will be much to celebrate! We will welcome home our beloved alumni, Nick Mayhugh '18 and Stacey Price '99, M.S. '01 as our Spring Commencement speakers. The Class of 2022 stands strong at 1,621 graduates with 1,276 students receiving undergraduate degrees and 345 students receiving graduate degrees. The youngest graduate is 19 years of age, and the oldest graduate is 72 years of age. A total of 437 students will become the first in their family to graduate from college! We are looking forward to celebrating this very important milestone with the graduates and their families!

Fundraising

It has been a great year for overall giving to Radford University. As of the end of March, there are 765 new donors and the total raised is more than \$6 million. A special thank you to Dr. Wendy Lowery, Vice President for Advancement and University Relations. Wendy's leadership guides her team to be so successful in providing scholarships to our students in order for them to receive a world class education. Not only do they produce the beautiful Radford Magazine that helps to spread the Radford story, but they engage and actively involve our alumni and continue to cultivate and increase our donor base. For all that she does, I deeply appreciate her.

In closing, I would like to again offer my sincere gratitude to the Board of Visitors, my exceptional team in the President's Office, especially the ever-calm, forward-thinking, and organized Executive Director of Administration, Heather Miano, and the entire Radford community for their support and encouragement this year. As I close out my term as Interim President, I leave with joy and hope for Radford University's future. I know that great things are ahead!

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

**RADFORD UNIVERSITY BOARD OF VISITORS
April 29, 2022**

RESOLUTION OF TENURE RECOMMENDATIONS

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 their 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

<u>Name</u>	<u>Department</u>
Miodrag Lovric	Department of Mathematics and Statistics
Caleb Bradberry	School of Computing and Information Sciences

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT

<u>Name</u>	<u>Department</u>
Carrie Brill Sanders	Department of Counselor Education
Anita Zatori	Department of Recreation, Parks and Tourism
Karen Hutcherson Douglas	School of Teacher Education and Leadership

COLLEGE OF HUMANITIES AND BEHAVIORAL SCIENCES

<u>Name</u>	<u>Department</u>
Roberto G. Santos	Department of Criminal Justice
Kyshawn Smith	Department of Criminal Justice
Paige Nicole Horst	Department of English
Nicole Elizabeth Iannone	Department of Psychology
Michael John Meindl	School of Communication

COLLEGE OF VISUAL AND PERFORMING ARTS

<u>Name</u>	<u>Department</u>
Ji-Eun Lee	Department of Dance
Meredith Yvonne Bowen	Department of Music
William Dayl Burnett	Department of Music
Molly E. Hood	Department of Theatre

DAVIS COLLEGE OF BUSINESS AND ECONOMICS

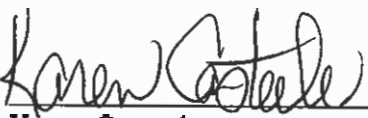
<u>Name</u>	<u>Department</u>
Eftila Tanellari	Department of Economics

THEREFORE, BE IT RESOLVED, the Board of Visitors approves the faculty Tenure recommendations listed above to become effective the beginning of the 2022-2023 academic year.

Approved: April 29, 2022



Robert A. Archer
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

RADFORD UNIVERSITY BOARD OF VISITORS

April 29, 2022

**RESOLUTION TO AMEND THE
TEACHING AND RESEARCH FACULTY HANDBOOK**

WHEREAS, all proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook; and

WHEREAS, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University; and

WHEREAS, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it; and

WHEREAS, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language; and

WHEREAS, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

WHEREAS, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Visitors of Radford University hereby approves in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 2.8: Class Administration** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

Motion to Revise the Class Administration Language in the Teaching and Research Faculty Handbook

Referred by: Curriculum Committee

MOTION:

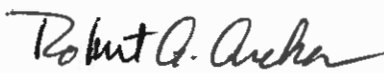
The Faculty Senate recommends the addition of language (**red type**) and the deletion of language (stricken through) in the second paragraph of section 2.8 Class Administration of the Teaching and Reserach Faculty Handbook (2.8) to read:

Faculty members will inform students, **in writing and in other media if appropriate to the course format**, ~~orally and in writing~~, of their course requirements, attendance, and grading policies during the first week of the semester. ~~Faculty members are responsible for providing some form of feedback regarding grades and/or academic performance prior to each semester's withdrawal date. Athletes, students on probation, readmitted, and/or new students, meaning freshmen and transfer student, must be awarded midterm grades as directed by the Registrar. For other students, such feedback might take the form of a midterm grade, a written or oral progress report, or whatever means the faculty member deems most appropriate.~~ **Faculty members are responsible for submitting mid-semester grades for all students in all undergraduate courses as directed by the registrar.** Students must be provided the opportunity to examine and discuss with their ~~instructor professor~~ **all written** examinations, ~~and other materials~~, **and criteria** used in the grading process.

RATIONALE:

The above Handbook language was approved by the Board of Visitors on 2 February 2016 but is not reflected in our current Handbook. On 27 April 2020, the Student Government Association (SGA) approved a motion in support of posting mid-semester grades for undergraduate students. In response, in Motion 20-21.164, Faculty Senate supported this SGA motion and tasked the options, having taken into consideration reservations about the idea expressed by faculty members, and having received feedback from professional advisers, the Curriculum Committee believes that the best option is to require posting mid-semester grades for all students in all undergraduate courses.

Approved: April 29, 2022



Robert A. Archer
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

RADFORD UNIVERSITY BOARD OF VISITORS
April 29, 2022

**RESOLUTION TO AMEND THE
TEACHING AND RESEARCH FACULTY HANDBOOK**

WHEREAS, all proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook; and

WHEREAS, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University; and

WHEREAS, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it; and

WHEREAS, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language; and

WHEREAS, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

WHEREAS, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Visitors of Radford University hereby approves in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 4.2.3.5: Department Curriculum Committee** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

Motion to Revise the Department Curriculum Committee Language in the Teaching and Research Faculty Handbook

Referred by: Curriculum Committee

MOTION:

The Faculty Senate recommends the addition of language (red type) in the first paragraph of section 4.2.3.5 Department Curriculum Committee of the Teaching and Research Faculty Handbook (4.2.3.5) to read:

This body reviews and makes recommendations to the department on course and curriculum proposals and revisions in the major and minor academic programs in the department. This body also reviews reports on assessments of student learning, considers the curricular implications of such reports, and shares recommendations for curricular improvements with all the teaching faculty in the department or school. Departments and schools that have formal assessment committees or functionally equivalent committees can assign this role to those committees instead.

RATIONALE:

SACSCOC requires policy and ongoing documentation of how faculty regularly review, analyze, and act upon programmatic assessment data and results as necessary. In response to this requirement, this motion would increase the likelihood that action is taken based on assessment results by adding it as a formal responsibility in the faculty handbook.

Approved: April 29, 2022



Robert A. Archer
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

**RADFORD UNIVERSITY BOARD OF VISITORS
April 29, 2022**

**RESOLUTION TO AMEND THE
TEACHING AND RESEARCH FACULTY HANDBOOK**

WHEREAS, all proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook; and

WHEREAS, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University; and

WHEREAS, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it; and

WHEREAS, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language; and

WHEREAS, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

WHEREAS, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Visitors of Radford University hereby approves in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.12.2.6: Parental Leave** to be added to the *Teaching and Research Faculty Handbook* under the section 1.12.2 Personal Leave. Said section as follows (in red):

Motion to Add the Parental Leave Language to the Teaching and Research Faculty Handbook

Referred by: Faculty Issues Committee

MOTION:

The Faculty Senate recommends the addition of section 1.12.2.6 (red type) to the Teaching and Research Faculty Handbook to read:

Teaching and Research Faculty members may be eligible for up to eight (8) weeks (320 hours) of paid Parental Leave to be used within six (6) months of the birth/placement of a child for any one or more of the following reasons:

- To give birth to, care for, and bond with a newborn child.
- To care for and bond with a minor child placed with the employee through adoption or foster care or a legal custodial arrangement.
- To supplement reduced income replacement disability benefits following the birth of an infant.

To meet eligibility criteria for Parental Leave, Teaching and Research Faculty members must be eligible for Family and Medical Leave for the same birth/placement. If Parental Leave at Radford University is available to both parents and both meet eligibility criteria, each is entitled to up to 320 hours of Parental Leave. Eligibility determinations are made as of the date that the child is born or placed via adoption or foster or custodial care. A Teaching and Research Faculty member who is not eligible for Parental Leave on the date of the birth or placement may become eligible during the following six (6) months and access Parental Leave once the Teaching and Research Faculty member meets eligibility requirements.

Parental Leave shall be in addition to other leave benefits available to Teaching and Research Faculty members, including Sick Leave, Annual Leave, and Family Medical Leave and shall not be counted against leave under such programs. Parental Leave shall run concurrently with any leave provided to an eligible Teaching and Research Faculty member under the Family and Medical Leave Act. Parental Leave may run concurrently or sequentially with leave provided under the Virginia Sickness and Disability Program if a Teaching and Research Faculty member is eligible for such leave.

Parental Leave may be taken in one continuous period of time or intermittently subject to supervisor approval. The 320 hours of Parental Leave may be used only once per child and only once within a twelve (12) month period.

Teaching and Research Faculty members should submit a written request for Parental Leave at least thirty (30) calendar days prior to the anticipated leave begin date or as soon as practicable to the Department of Human Resources and the immediate supervisor. Teaching and Research Faculty members must comply with Radford University leave request procedures, absent unusual circumstances. Failure to do so may be grounds for delaying or denying a Teaching and Research Faculty member's approval for Parental Leave.

The Department of Human Resources may require a Teaching and Research Faculty member to show documentation of the birth or placement in order to approve Parental Leave. Official documents for consideration include, but not limited to: a report of birth, a birth certificate, an order of parentage, an adoption order, certified DNA test results, a custody order, and a foster care placement agreement. Documents provided should show date of birth and date of placement, if placement was other than the date of birth.

Parental Leave provided to Teaching and Research Faculty members terminates upon separation from employment with Radford University, if a Teaching and Research Faculty member transfers to a non-covered position, or at the conclusion of the foster or custodial care placement or within six (6) months of the birth/placement, whichever comes first. Upon termination, unused Parental Leave is not compensable to a Teaching and Research Faculty member.

Teaching and Research Faculty members should consult with the Department of Human Resources in advance of requesting Parental Leave for additional information regarding applicability and usage.

RATIONALE:


The Teaching and Research Faculty Handbook requires updating to incorporate Parental Leave language for Teaching and Research Faculty consistent with the Virginia Code § 2.2-1210 and Virginia Department of Human Resource Management Policy 4.21. Parental Leave establishes paid parental leave, to eligible employees, that recognizes the benefits to employees and their families of meaningful bonding time upon the birth or placement of a child. The paid Parental Leave Policy is in addition to other leave benefits available to Commonwealth employees, such as Virginia Sickness and Disability Program leave (VSDP), sick leave, annual leave, and leave under the federal Family Medical Leave Act (29 U.S.C. § 2601-2654).

The Parental Leave revision to the Teaching and Research Faculty Handbook is now being submitted to the Board of Visitors for consideration and final approval. Faculty Senate has recommended the revision, legal counsel has reviewed the revision, and the President's Cabinet has approved the revision.

Approved: April 29, 2022



Robert A. Archer
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

**RADFORD UNIVERSITY BOARD OF VISITORS
April 29, 2022**

**RESOLUTION TO AMEND THE
TEACHING AND RESEARCH FACULTY HANDBOOK**

WHEREAS, all proposed changes to the *Teaching and Research Faculty Handbook* must be managed in accord with §5.0 of that handbook; and

WHEREAS, the authority to amend or revise the Faculty Handbook lies with the Board of Visitors. However, proposals for revising the Handbook may be initiated by faculty, administrators, the President, or members of the Board of Visitors. Revisions fall into two categories: (1) those required to ensure that the University is in compliance with state policies and mandates, and (2) those within the purview of the decision-making processes within the University; and

WHEREAS, revisions required to ensure that the University is in compliance with state policies and mandates, and that do not require a decision by University personnel, will be effected through an administrative update, with faculty being informed of the change and the reasons for it; and

WHEREAS, revisions within the purview of the decision-making processes in the University Internal Governance system will be considered by appropriate committees as defined by the Internal Governance system. Proposals for changes will be made in the form of text intended to replace a portion of the Teaching and Research Faculty Handbook, noting new language and striking out the old language; and

WHEREAS, it will be the Faculty Senate's responsibility to ensure that the general faculty is provided time and opportunity to review the proposed change so faculty can communicate with their senators prior to any action by the Faculty Senate; and

WHEREAS, the Faculty Senate's recommendations on proposed revisions to the Teaching and Research Faculty Handbook will be forwarded to and approved by the President. The Provost will forward the Faculty Senate's recommendations to the Academic Excellence and Research Committee who will in turn make recommendations to the member of the full Board of Visitors;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Visitors of Radford University hereby approves in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.2.3: Emeritus Faculty** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

Motion to Revise the Emeritus Faculty Language in the Teaching and Research Faculty Handbook

Referred by: Faculty Issues Committee

MOTION:

The Faculty Senate recommends the addition of language (red type) and the deletion of language (stricken through) in section 1.2.3 Emeritus Faculty of the Teaching and Research Faculty Handbook (1.2.3) to read:

Based on recommendations from the Department Personnel Committee, the Department Chair, the College/School Dean, and the Provost, the President may make recommendations to the Board of Visitors regarding the award of Emeritus status to retiring tenured and Special Purpose faculty who meet the following criteria: a minimum of ten years of service to Radford University, including documented years of service to Jefferson College of Health Sciences evidence of effective teaching; and significant professional contributions and annual faculty evaluations predominantly ranked as “exceeds expectations.” The following privileges and responsibilities, available to regular faculty, shall also be granted with attached to Emeritus status: include the use of the library, use of those faculty athletic facilities available to regular faculty, use of a university computer account, a Radford University identification card and special event discounts available with it, the ability to purchase meal plans, and attendance at University functions that are open to all regular faculty.

RATIONALE:

This motion expands recommending awarding Emeritus status to all full-time faculty (tenured and special purpose). As “evidence of effective teaching and significant professional contributions” are part of the annual faculty evaluation for tenured faculty, streamlining this language would make the criteria the same for both tenured and special purpose faculty. One privilege is added, the ability to purchase meal plans.

Approved: April 29, 2022



Robert A. Archer
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

**RADFORD UNIVERSITY BOARD OF VISITORS
April 29, 2022**

**RESOLUTION FOR DISCONTINUANCE OF THE
POST-BACCALAUREATE CERTIFICATE IN BIOETHICS**

WHEREAS, the Artis College of Science and Technology (ACSAT) at Radford University proposes to discontinue the Post-Baccalaureate Certificate in Bioethics; and

WHEREAS, the purpose of the certificate was to provide students with the ethical competency needed for ensuring patient safety, building community trust, and supporting best practices in the expanding fields of healthcare, medicine and biomedical research; and

WHEREAS, the Post-Baccalaureate Certificate in Bioethics was initiated in 2014;

HOWEVER, the availability of this certificate and the curriculum did not attract many students since 2014, only four students have enrolled for the certificate and no students have completed the certificate;

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 for Virginia (SCHEV) and the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

Approved: April 29, 2022



Robert A. Archer
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

Proposed Intent to Discontinue

Radford University is proposing the discontinuance of the Post-Baccalaureate Certificate in Bioethics (CIP code: 51.3201). The certificate is located in the Artis College of Science and Technology.

Background

The Post-Baccalaureate Certificate in Bioethics was initiated in 2014. The availability of this certificate and the curriculum however did not attract many students. A total of four students enrolled in the program since it was initiated. In spring 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 Bioethics was to provide students with the ethical competency needed for ensuring patient safety, building community trust, and supporting best practices in the expanding fields of healthcare, medicine and biomedical research. One student enrolled spring 2015, one fall 2016 and two spring 2017. No student completed the program. This indicates that the certificate is no longer desirable for students at Radford University.

Critical Shortage

The program is not in a critical shortage area.

Teach-out Plan

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

“Stopped Out” Students

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

RADFORD UNIVERSITY BOARD OF VISITORS
April 29, 2022

**RESOLUTION FOR DISCONTINUANCE OF THE
SURGICAL TECHNOLOGY A.A.S. PROGRAM**

WHEREAS, the Waldron College of Health and Human Services (WCHHS) at Radford University / Radford University Carilion proposes to discontinue the Surgical Technology, A.A.S program; and

WHEREAS, the purpose of the program was to develop surgical technologists for the workforce; and

WHEREAS, the Surgical Technology Program (SURT) is a degreed program that transitioned with other programs from Jefferson College of Health Sciences (JCHS) on July 1, 2019 to Radford University Carilion;

HOWEVER, Radford University does not hold the responsibility or regional accreditation for A.S. or A.A.S. education. Provisional accreditation was given by SACSCOC to allow time for this program to transition to a local community college;

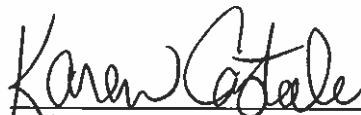
NOW, THEREFORE, BE IT RESOLVED, with the transition concluding Summer 2022, a decision has been made to discontinue the program and remove it from the Radford University degree inventory; and it is further

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 for Virginia (SCHEV) and the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

Approved: April 29, 2022



Robert A. Archer
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

RADFORD UNIVERSITY BOARD OF VISITORS
April 29, 2022

**RESOLUTION TO CHANGE THE NAME OF THE COLLEGE OF GRADUATE
STUDIES AND RESEARCH TO THE COLLEGE OF GRADUATE STUDIES**

WHEREAS, with the recent reorganization of Academic Affairs in early January 2022, oversight of the Research Compliance Office and the Office of Sponsored Programs and Grants Management have been reassigned from College of Graduate Studies and Research to the Associate Provost for Research, Faculty Success and Strategic Initiatives; and

WHEREAS, renaming the College as the College of Graduate Studies parallels Radford University's recent elevation in Carnegie Classification status from a Master's College and University to a Doctoral/Professional University (D/PU) in which professional degrees are specified in the classification title; and

WHEREAS, the College's primary mission at this time is focused on graduate recruitment, admissions and academically related functions for administration of graduate programs; and

WHEREAS, renaming the College would more accurately reflect the current mission of the College and eliminate confusion regarding where the offices reside organizationally within the university;


NOW, THEREFORE, BE IT RESOLVED, to change the name of the College of Graduate Studies and Research to the College of Graduate Studies;

BE IT FURTHER RESOLVED, that the President and/or designee(s) are hereby authorized to submit any and all documentation that may be required to receive approval of the name change to the State Council of Higher Education for Virginia (SCHEV) and the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

Approved: April 29, 2022



Robert A. Archer
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

Proposed Intent to Discontinue

Radford University / Radford University Carilion requests to discontinue the Associate of Applied Science in Surgical Technology (CIP Code – 51.0909). The degree program is located in Waldron College of Health and Human Services and located at Radford University Carilion, 101 Elm Ave, Roanoke VA, 24018.

Background

The Surgical Technology Program (SURT) is a degreed program that transitioned with other programs from Jefferson College of Health Sciences (JCHS) on July 1, 2019 to Radford University Carilion. The program was approved by SCHEV at that time. The purpose of the program is to develop surgical technologists for the workforce.

Rationale for Intent to Discontinue

Prior to and after the conversion of JCHS to Radford University, a transition plan to move the remaining A.A.S. degrees to Virginia Western Community College (VWCC) was formed and then initiated. Multiple meetings related to the transition of the SURT program to VWCC have occurred and will continue. This program is discontinuing from being offered at Radford University and is being established with a slightly different curricular model (based on the other VCCS schools) at VWCC in July 2022. VWCC will “teach out” the current curricular model for current enrolled students and then implement their new curriculum for incoming students in the Fall 2022. VWCC has contacted SCHEV for approval and has submitted all necessary curricular paperwork.

Radford University does not hold the responsibility or regional accreditation for A.S. or A.A.S. education. Provisional accreditation was given by SACSCOC to allow time for this program to transition to a local community college. This transition is occurring during that provisional accreditation period. The program transitioning will not decrease number of graduating technologists.

Critical Shortage

The program is not in a teaching critical shortage area, and the program will transition to VWCC and continue producing graduates.

Teach-out Plan

Students are currently enrolled within the program within two respected cohorts (“first year” and “second year”). The current second year students will graduate from Radford University in May 2022. The first-year students will continue at VWCC under the same current Radford University curriculum until graduation in May 2023. VWCC has contingency plans to address any of these student(s) that fall out of the current curriculum between now and May 2023. Faculty are aware of the closure and have all been hired at VWCC which will ensure consistency of education. The faculty positions remained intact with the individuals staying within their respective roles.

“Stopped Out” Students

There are no students currently “stopped out.” All students have been notified of the transition to VWCC. The current second year students will graduate from Radford University in May 2022. If a second-year student “stops-out” they may repeat coursework at VWCC next year. The first-year students will continue at VWCC under the same current Radford University curriculum until graduation in May 2023. VWCC has contingency plans to address any of these student(s) that fall out of the current curriculum between now and May 2023.

RADFORD UNIVERSITY BOARD OF VISITORS
Business Affairs and Audit Committee
April 28, 2022

Action Item

Approval of the Radford University Administrative and Professional Faculty Handbook Revision

Item:

Board of Visitors approval of the Radford University Administrative and Professional (AP) Faculty Handbook Revisions.

Summary:

The AP Faculty Handbook requires updating to incorporate Parental Leave language for AP faculty consistent with Virginia Code § 2.2-1210 and Virginia Department of Human Resource Management Policy 4.21. Parental Leave establishes paid parental leave, to eligible employees, that recognizes the benefits to employees and their families of meaningful bonding time upon the birth or placement of a child. The paid Parental Leave Policy is in addition to other leave benefits available to Commonwealth employees, such as Virginia Sickness and Disability Program leave (VSDP), sick leave, annual leave, and leave under the federal Family Medical Leave Act (29 U.S.C. § 2601-2654).

The Parental Leave revision to the AP Faculty Handbook is now being submitted to the Board of Visitors for consideration and final approval. The AP Faculty Senate has recommended the revision, legal counsel has reviewed the revision, and the President's Cabinet has approved the revision.

The following proposed language represents an insertion of the Parental Leave section of the Administrative and Professional Faculty Leave portion of the AP Faculty Handbook.

1.11.14 Parental Leave

AP members may be eligible for up to eight (8) weeks (320 hours) of paid Parental Leave to be used within six (6) months of the birth/placement of a child for any one or more of the following reasons:

- To give birth to, care for, and bond with a newborn child.
- To care for and bond with a minor child placed with the employee through adoption or foster care or a legal custodial arrangement.
- To supplement reduced income replacement disability benefits following the birth of an infant.

Eligible hours will be determined on a pro-rated basis corresponding to the percentage of hours the AP member is normally scheduled to work.

To meet eligibility criteria for Parental Leave, AP members must be eligible for Family and Medical Leave for the same birth/placement. If Parental Leave at Radford University is available to both parents and both meet eligibility criteria, each is entitled to up to 320 hours of Parental Leave. Eligibility determinations are made as of the date that the child is born or placed via adoption or foster or custodial care. An AP member who is not eligible for Parental Leave on the date of the birth or placement may become eligible during the following six (6) months and access Parental Leave once the AP member meets eligibility requirements.

Parental Leave shall be in addition to other leave benefits available to AP members, including Sick Leave, Annual Leave, and Family Medical Leave and shall not be counted against leave under such programs. Parental Leave shall run concurrently with any leave provided to an eligible AP member under the Family and Medical Leave Act. Parental Leave may run concurrently or sequentially with leave provided under the Virginia Sickness and Disability Program if an AP member is eligible for such leave.

Parental Leave may be taken in one continuous period of time or intermittently subject to supervisor approval. The 320 hours of Parental Leave may be used only once per child and only once within a twelve (12) month period.

AP members should submit a written request for Parental Leave at least thirty (30) calendar days prior to the anticipated leave begin date or as soon as practicable to the Department of Human Resources and the immediate supervisor. AP members must comply with Radford University leave request procedures, absent unusual circumstances. Failure to do so may be grounds for delaying or denying an AP member's approval for Parental Leave.

The Department of Human Resources may require an AP member to show documentation of the birth or placement in order to approve Parental Leave. Official documents for consideration include, but not limited to: a report of birth, a birth certificate, an order of parentage, an adoption order, certified DNA test results, a custody order, and a foster care placement agreement. Documents provided should show date of birth and date of placement, if placement was other than the date of birth.

Parental Leave provided to AP members terminates upon separation from employment with Radford University, if an AP member transfers to a non-covered position, or at the conclusion of the foster or custodial care placement or within six (6) months of the birth/placement, whichever comes first. Upon termination, unused Parental Leave is not compensable to an AP member.

AP members should consult with the Department of Human Resources in advance of requesting Parental Leave for additional information regarding applicability and usage.

Action:

Radford University Board of Visitors approval of the revision regarding Parental Leave to the AP Faculty Handbook.

RADFORD UNIVERSITY BOARD OF VISITORS

**Resolution
April 29, 2022**

Approval of the Radford University AP Faculty Handbook Revision

BE IT RESOLVED, the Radford University Board of Visitors approves the Administrative and Professional (AP) Faculty Handbook revision regarding Parental Leave as presented within the proposed action item.

Approved: April 29, 2022



Robert A. Archer
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

RADFORD UNIVERSITY BOARD OF VISITORS
Resolution
April 29, 2022

Approval of the Radford University Supplemental Defined Benefit Plan for Faculty

Approval of the Radford University Supplemental Defined Benefit Plan for Faculty;

WHEREAS, retirement incentives are recognized as a pivotal component to an overall strategy for achieving operational and organizational efficiencies; and

WHEREAS, the *Code of Virginia § 23.1-1302* states that the governing board of each public institution of higher education may establish a compensation plan designed to provide incentives for voluntary early retirement of teaching and research staff employed in non-classified, faculty positions; and

WHEREAS, the Radford University Faculty Early Retirement Program ("FERP") has been established in compliance with the Code of Virginia to provide reasonable incentives to retire that consider the needs of those individuals who may be interested in voluntarily retiring as well as the needs of the University; and

WHEREAS, the Radford University Supplemental Defined Benefit Plan for Faculty is a defined benefit plan qualified under Section 401(a) of the Internal Revenue Code to which the FERP's incentive payments will be paid so that participants in the FERP can receive the payments in a tax-advantaged manner.

NOW THEREFORE, BE IT RESOLVED that the Radford University Board of Visitors does hereby approve and establish the Radford University Supplemental Defined Benefit Plan for Faculty under Section 401(a) of the Internal Revenue Code, effective January 1, 2022, to provide incentive payments for eligible employees who participate in the Radford University Faculty Early Retirement Program.

Approved: April 29, 2022



Robert A. Archer
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

**NEW RIVER VALLEY
PASSENGER RAIL STATION AUTHORITY AGREEMENT**

WHEREAS, in compliance with, Chapter 38 of Title 33.2 of the Code of Virginia, 1950 as amended (the "Act"), the undersigned governing bodies of the creating political subdivisions and institutions of higher education (the "Members") have determined that the economic growth and development of the localities and the comfort, convenience and welfare of their citizens, students, and/or faculty require the development of Facilities (as defined in the Act); and,

WHEREAS, such governing bodies have further determined that joint action through a regional passenger rail station authority will facilitate the development of the needed Facilities, and by adoption of concurrent ordinances and resolutions, as applicable, have created the New River Valley Passenger Rail Station Authority, a public body politic and corporate created pursuant to the Act.

NOW THEREFORE, the Members hereby agree to establish the respective rights and obligations of the Members regarding the Authority consistent with the Act as follows:

I. NAME

The name of the Authority is the "New River Valley Passenger Rail Station Authority," and the address of its principal office is 6580 Valley Center Dr, Suite 124, Radford, VA 24141.

II. PARTIES TO THE NEW RIVER VALLEY PASSENGER RAIL STATION AUTHORITY AGREEMENT

The initial Members of the Authority are:

- | | |
|------------------------------------|--------------------------------------|
| The County of Floyd, Virginia | The Town of Blacksburg, Virginia |
| The County of Giles, Virginia | The Town of Christiansburg, Virginia |
| The County of Montgomery, Virginia | The Town of Pulaski, Virginia |
| The County of Pulaski, Virginia | Virginia Tech |
| The City of Radford, Virginia | Radford University |

Each Member is a political subdivision of the Commonwealth of Virginia or an eligible institution of higher education, and authorized by the Act to participate in the Authority.

III. BOARD OF THE AUTHORITY

There shall be two (2) representatives appointed by each Member to serve on the Board of Directors of the Authority which shall exercise the powers of the Authority. Representatives of the Members shall be appointed, serve, and be governed by the provisions of the Act and other applicable law. The initial terms of office of such representatives shall begin on the date of the written certification from the Secretary of the Commonwealth that the ordinances and resolutions adopted by the Members for

creation of the Authority have been filed with the Secretary of the Commonwealth. Subsequent appointments shall be for terms of four years, except appointments to fill vacancies, which shall be for the unexpired terms. The terms of office of all representatives appointed to serve on the Board of Directors shall begin and end on the same date. Each representative to the Board, before entering upon the discharge of the duties of the office, shall take and subscribe to the oath prescribed in § 49-1 of the Code of Virginia, 1950, as amended.

IV. FINDINGS AND PURPOSE FOR WHICH THE AUTHORITY IS CREATED

The Members hereby agree to the following findings and purposes for which the Authority is created:

- A. The creation of a regional passenger rail station authority will enable the Members to share the costs of developing, owning and operating an economic development asset that would be cost prohibitive to individual Members.
- B. The Authority will directly benefit and enhance the economic base of the Members by allowing development, ownership, and operation of a facility on a cooperative basis.
- C. The exercise of the powers of the Authority shall be for the benefit of the inhabitants of the Commonwealth, for the increase of commerce in the geographic area of the Members, and for the promotion of the safety, health, welfare, convenience, and prosperity of the inhabitants of the geographic region included within the Members (the "Region").

V. FACILITIES

The Authority may exercise any and all powers as allowed by the Act and other applicable law, including developing Facilities.

VI. PARTICIPATION AGREEMENTS

The Authority may enter into participation agreements with one or more Members by which Facilities may be constructed and developed in the Region ("**Participation Agreements**"). Such Participation Agreements may include participation by public and private entities that are not Members.

Each Member may participate in the development of each proposed Facility (**a "Project"**) in accordance with the terms of the applicable Participation Agreement. Payment of the costs of a Project and receipt of any Project revenues by Members shall be in accordance with the terms of the Participation Agreement. The Authority may finance a Project through the issuance of "bonds" as defined in the Act ("**Bonds**"). Such Bonds shall be limited obligations of the Authority to be paid solely from revenues and receipts of that particular Project received by the Authority and from revenues that may

be received by the Authority pursuant to any Participation Agreement or other agreement related to the Project being financed (which may include financial contributions from Members who have entered into the applicable Participation Agreement), and may be secured by collateral encumbered or pledged in support of the financing ("**Project Based Financing**"). Project Based Financing is approved and consented to by the Members. Any individual Member may, at its discretion and as allowed by law, choose to enter into or not enter into a specific Participation Agreement in support of any particular Project. Any Member Locality not entering into a Participation Agreement in support of a Project shall have no monetary obligation or other duty or responsibility in relation to that Project.

VII. GENERAL OPERATIONS OF THE AUTHORITY

The general business of the Authority shall be conducted by the Board of Directors of the Authority, provided, such Board may create an executive committee and such other advisory committees as the Board may choose, including project committees. The Authority shall, from time to time, establish such fees as shall be necessary to be paid by the Members to support the general activities of the Authority. In accordance with the Act, a quorum of the Board shall exist when a majority of Members are represented by at least one representative to the Board, and the affirmative vote of a quorum of the Board, meaning a majority vote of all Members, shall be necessary for the Board to take any action. Conflicting votes cast by two (2) representatives to the Board from a single Member shall not count as a vote of such Member.

VIII. POWERS OF THE AUTHORITY

The Authority is vested with the powers of a body corporate, including the power to sue and be sued in its own name, plead and be impleaded, and adopt and use a common seal and alter the same as may be deemed expedient. The Authority shall have all rights, duties and powers provided by the provisions of the Act, as amended, including the power to issue Bonds for any valid purpose.

IN WITNESS WHEREOF, the Governing Bodies identified, by authorized action, have caused this Agreement to be executed, and their respective seals to be affixed hereto and attested by their respective clerks or secretaries commencing this ____ day of _____, 2021.

SIGNATURES TO FOLLOW:

The County of Floyd, Virginia
The County of Giles, Virginia
The County of Montgomery, Virginia
The County of Pulaski, Virginia
The City of Radford, Virginia

The Town of Blacksburg, Virginia
The Town of Christiansburg, Virginia
The Town of Pulaski, Virginia
Virginia Tech
Radford University

RADFORD UNIVERSITY BOARD OF VISITORS
Resolution
April 29, 2022

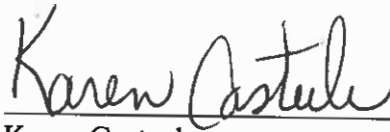
Approval of the New River Valley Passenger Rail Station Authority and Agreement

BE IT RESOLVED, the Radford University Board of Visitor approves the University's participation in and the execution of the New River Valley Passenger Rail Station Authority agreement, as well as, the designation of the University President to appoint representatives of the University to the Board of Directors of the NRV-PRSA as presented.

Approved: April 29, 2022



Robert A. Archer
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

RADFORD UNIVERSITY BOARD OF VISITORS

**Resolution
April 29, 2022**

Approval for Radford University to Continue Level II Authority

WHEREAS, the 2005 Session of the General Assembly enacted Chapters 933 and 945, Acts of Assembly, known as the Restructured Higher Education Financial and Administrative Operations Act (the "Act"), originally codified at Chapter 4.10 of Title 23, Sections 23-38.88 *et seq.*, and now codified at Chapter 10 of Title 23.1, Sections 23.1-1001 *et seq.*, of the Code of Virginia (1950), as amended; and

WHEREAS, the 2008 Session for the General Assembly enacted Chapters 824 and 829, Acts of the Assembly to amend and reenact § 23-38.90 of the Code of Virginia relating to operational authority for public institutions of higher education in information technology, procurement, and capital projects excluding leases of real property, and which allows the University to enter into memoranda of understanding for additional operating authority in two, but no more than two, of these three areas; and

WHEREAS, on July 6, 2009, the University and the Commonwealth of Virginia entered into original memoranda of understanding with the appropriate Cabinet Secretaries, as designated by the Governor, granting appropriate operational authority, for the functional areas of information technology and procurement, for a period of three years. Subsequent five year renewal periods commenced July 1, 2012 and July 1, 2017.

WHEREAS, the University desires to continue the operational authority originally granted and as required must enter into subsequent memoranda of understanding with the Commonwealth. As a condition to entering into subsequent memoranda of understanding, the Board of Visitors must approve a resolution affirmed by at least two-thirds of the Visitors expressing the sense that the institution is qualified to be, and should continue to be, governed by such subsequent memoranda of understanding.

NOW THEREFORE, BE IT RESOLVED that the Radford University Board of Visitors does hereby approve that the President of the University and its Chief Financial Officer/Vice President for Finance and Administration are authorized to proceed in cooperation with the applicable Cabinet Secretaries to obtain the continuation of the additional operating authority outlined in § 23.1-1003 of the Code of Virginia relative to information technology and procurement and to take all actions deemed by them to be necessary or advisable to facilitate this understanding.

BE IT FUTHER RESOLVED, that upon approval of the subsequent memoranda of understanding, the President and Vice President for Finance and Administration are granted full continuation of the authority and responsibility of management of the information technology and procurement functions of the University.

Approved: April 29, 2022

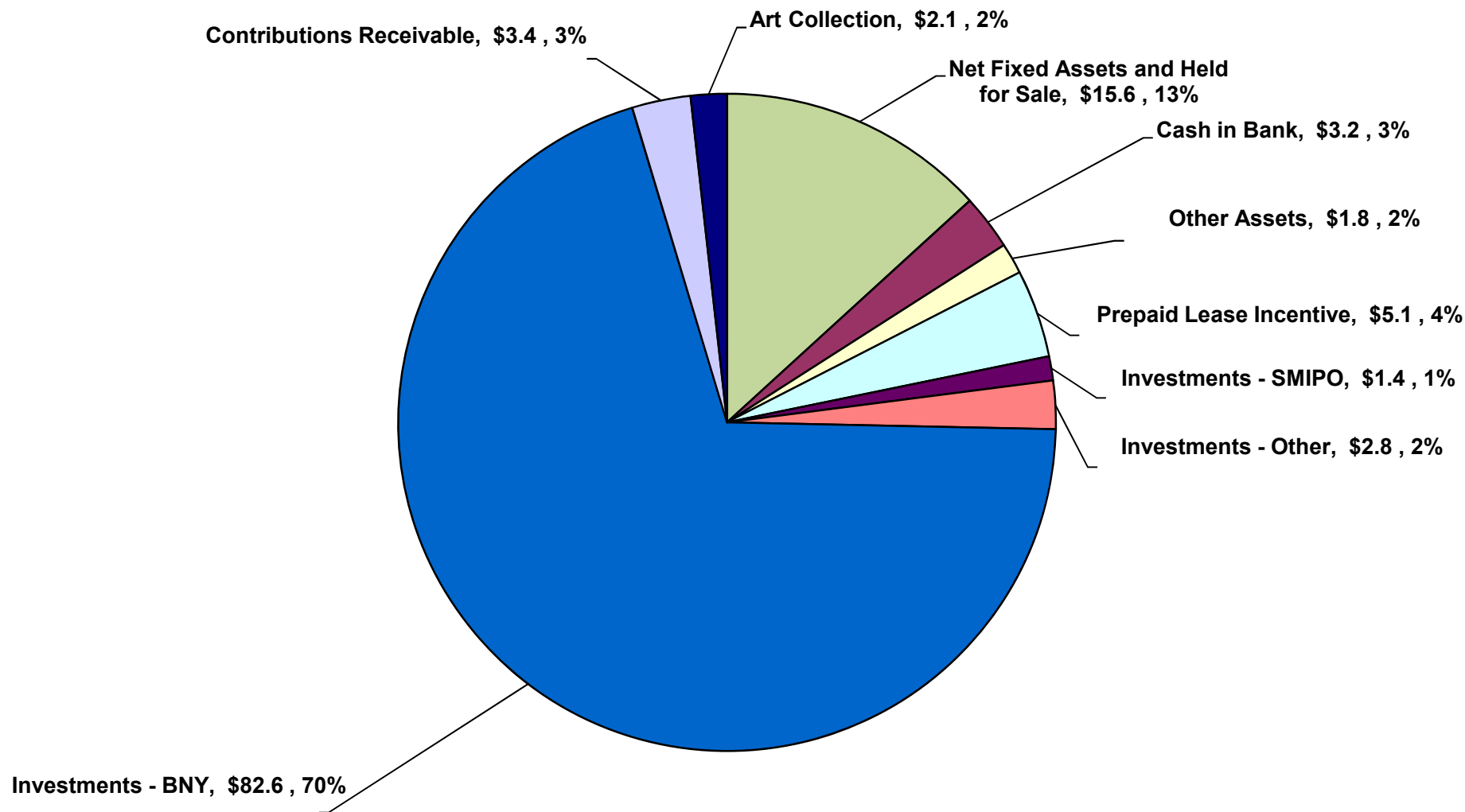


Robert A. Archer
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

Radford University Foundation Asset Composition as of 03/31/22-Preliminary



(in millions)
Total Assets: \$118.0M

Radford University Board of Visitors
Real-Time Electronic Access to Board of Visitors Meetings

In accordance with Virginia Code § 23.1-1303 and the State Council of Higher Education for Virginia's Report on a Minimal Uniform Standard to Improve Transparency of College and University Governing Boards, Radford University will provide the public with real-time electronic access to regularly-scheduled meetings of its full Board of Visitors that take place in the usual location for such meetings.

A link to the meetings can be found on the [Board of Visitors website](#).

Approved: April 29, 2022



Robert A. Archer
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University



**RESOLUTION RECOGNIZING
KATHERINE R. HILDEN, PH.D.**

WHEREAS, Dr. Katherine R. Hilden began making an impact at Radford University in August 2007 when she joined the College of Education and Human Development as an assistant professor, advancing to associate professor in August 2012, and then to professor in July 2019; and

WHEREAS, Dr. Hilden brought her love for literacy education to Radford after receiving her undergraduate degree in psychology from Ohio Wesleyan University and her doctorate in educational psychology with a literacy specialization from Michigan State University; and

WHEREAS, while Dr. Hilden is passionate about her own instruction and the success of her students, her commitment to teaching, research and service extends beyond the Radford campus to elementary teachers in Southwest Virginia through her grant work, professional development and school partnerships; and

WHEREAS, Dr. Hilden contributes across the Commonwealth and nation by participating and serving in a variety of leadership roles in professional organizations, including the Virginia State Literacy Association, Virginia College Literacy Educators, New River Valley Reading Council and International Literacy Association; and

WHEREAS, Dr. Hilden's outstanding work is recognized by her peers having received the Outstanding Faculty Service Award in the College of Education and Human Development in August 2020; and

WHEREAS, throughout Dr. Hilden's tenure at Radford University, she has provided service to the University through a variety of roles in Faculty Senate, including President from 2020 to 2022, and General Education Reform Committees; and

WHEREAS, Dr. Hilden faithfully served on the Radford University Board of Visitors as the Faculty Advisory Representative from 2020 to 2022, during a time of unprecedented challenges, including a global health pandemic and presidential transition; and

WHEREAS, Dr. Hilden is recognized by the Board of Visitors for not only her unwavering role as the voice of faculty and advocate for their views but her congenial manner in building relationships, learning different perspectives and promoting shared governance;

NOW, THEREFORE BE IT RESOLVED, that on this twenty-ninth day of the month of April in the year two thousand twenty-two, 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, state 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 Dr. Katherine R. Hilden.

A handwritten signature in black ink that reads "Robert A. Archer".

Robert A. Archer
Rector

A handwritten signature in black ink that reads "Carolyn R. Lepre".

Carolyn R. Lepre, Ph.D.
Interim President



**RESOLUTION RECOGNIZING
KRISHA CHACHRA**

WHEREAS, Ms. Krisha Chachra has served the Commonwealth of Virginia with distinction as a member of the Radford University Board of Visitors from 2015 to 2022; and

WHEREAS, Ms. Chachra is a graduate of the College of William & Mary with a bachelor's degree in economics and government and a graduate of American University with a master's degree in public relations; and

WHEREAS, Ms. Chachra is passionate about her career as a freelance travel consultant, columnist, teacher and author who inspires others to travel and live life to their fullest; and

WHEREAS, Ms. Chachra, while living in the New River Valley, was an active community member serving on Blacksburg Town Council and as Vice Mayor; and

WHEREAS, Ms. Chachra was the founding member and former President of Downtown Events, Inc. in Blacksburg, a non-profit that produced and organized young professionals' events; and

WHEREAS, Ms. Chachra now resides in Charlotte, North Carolina and has found new adventures and opportunities as an involved and devoted PTA mother, wife and active community member; and

WHEREAS, Ms. Chachra was appointed to the Board of Visitors in 2015 to fill a vacant position and was reappointed in 2018; and

WHEREAS, Ms. Chachra, since her reappointment, has served on the Executive Committee; Chair and Vice Chair of the Advancement, University Relations and Enrollment Management Committee; as Chair of the Student Success Committee; and a member of the Academic Excellence and Research Committee; and

WHEREAS, through the dedication and Board participation of Ms. Chachra, Radford University successfully navigated an uncertain time of a global health pandemic and presidential transition while preserving the historical mission and goals for the future;

NOW, THEREFORE BE IT RESOLVED, that on this twenty-ninth day of the month of April in the year two thousand twenty-two, 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, state 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. Krisha Chachra.

A handwritten signature in black ink that reads "Robert A. Archer".

Robert A. Archer
Rector

A handwritten signature in black ink that reads "Carolyn R. Lepre".

Carolyn R. Lepre, Ph.D.
Interim President



**RESOLUTION RECOGNIZING
NANCY ANGLAND RICE**

WHEREAS, Ms. Nancy Angland Rice has devoted her life to advocating for the people and causes that she cares about deeply; and

WHEREAS, Ms. Rice, and her husband Edward, became friends and supporters of Radford University more than a decade ago with the establishment of the Steinway Status Initiative Fund with the purchase of a new Steinway Grand Piano in honor of their good friend and alumna, Mary Ann Jennings Hovis; and

WHEREAS, Ms. Rice was born in Mill Valley, California where she attended elementary, middle and high school and later received a degree from Laney College in Oakland, California; and

WHEREAS, family is a priority for Ms. Rice, as she is the life partner of Edward; mother to Rachel and Daniel; and Vice President and board member of the Rice Family Foundation; and


WHEREAS, Ms. Rice has served the Commonwealth of Virginia with distinction as a member of the Radford University Board of Visitors from 2018 to 2022; and


WHEREAS, throughout her tenure, Ms. Rice has provided exemplary service and demonstrated thoughtful support for the students, faculty, staff and mission of Radford University; and

WHEREAS, Ms. Rice served on the Business Affairs and Audit Committee from 2018 to 2022; the Advancement, University Relations and Enrollment Management Committee from 2018 to 2020; was Vice Chair of the Academic Excellence and Research Committee from 2020 to 2021; and Vice Chair of the Governance, Administration and Athletics Committee from 2021 to 2022; and

WHEREAS, through the dedication and Board participation of Ms. Rice, Radford University successfully navigated an uncertain time of a global health pandemic and presidential transition while preserving the historical mission and goals for the future;

NOW, THEREFORE BE IT RESOLVED, that on this twenty-ninth day of the month of April in the year two thousand twenty-two, 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, state 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. Nancy Angland Rice.


Robert A. Archer
Rector


Carolyn R. Lepre, Ph.D.
Interim President



**RESOLUTION RECOGNIZING
THOMAS BREWSTER, ED.D.**

WHEREAS, Dr. Thomas Brewster has devoted his professional career to promoting the value of education and supporting the educators who provide the transformational experiences; and

WHEREAS, Dr. Brewster received a Bachelor of Arts in Social Studies Education from Bluefield College, a Master of Science in Educational Leadership from Radford University and a Doctor of Education from Virginia Tech; and

WHEREAS, Dr. Brewster recently began a new chapter in his life journey after accepting a new position as the Assistant Executive Director of the Virginia School Boards Association; and

WHEREAS, Dr. Brewster previously served as Dean of the School of Education at Bluefield College and as Superintendent of Pulaski County Schools; and

WHEREAS, Dr. Brewster also contributes to supporting and furthering education by sharing his expertise through board service where he previously served as a member of the Virginia State Board of Education and the Virginia State Board for Community Colleges, and currently serves on the Blue Ridge PBS Board; and

WHEREAS, Dr. Brewster served the Commonwealth of Virginia with distinction as a member of the Radford University Board of Visitors from 2018 to 2022; and

WHEREAS, Dr. Brewster served as Chair of the Academic Excellence and Research Committee from 2020 to 2022; a member of the Governance, Administration and Athletics Committee from 2018 to 2022; a member of the Academic Excellence and Research Committee 2019 to 2020; and a member of the Student Success Committee from 2018 to 2019; and

WHEREAS, during his tenure on the Board of Visitors, Dr. Brewster loyally demonstrated his support of Radford University by his patronage and attendance at numerous university events; and

WHEREAS, through the dedication and Board participation of Dr. Brewster, Radford University successfully navigated an uncertain time of a global health pandemic and presidential transition while preserving the historical mission and goals for the future;

NOW, THEREFORE BE IT RESOLVED, that on this twenty-ninth day of the month of April in the year two thousand twenty-two, 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, state 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 Dr. Thomas Brewster.

A handwritten signature in black ink that reads "Robert A. Archer".

Robert A. Archer
Rector

A handwritten signature in black ink that reads "Carolyn R. Lepre".

Carolyn R. Lepre, Ph.D.
Interim President



**RESOLUTION RECOGNIZING
SUSAN WHEALLER JOHNSTON, PH.D.**

WHEREAS, Dr. Susan Whealler Johnston has successfully completed her second term as a member of the Radford University Board of Visitors, where she served the Commonwealth of Virginia with distinction from 2014 to 2022; and

WHEREAS, throughout her tenure, Dr. Johnston’s vast knowledge of higher education and best practices has been an asset to decision making and governance for all Board of Visitors members; and

WHEREAS, Dr. Johnston’s thought provoking and carefully worded questions, along with her calm demeanor, always positioned the Board of Visitors conversations with the best possible outcomes for our students and the campus community; and

WHEREAS, Dr. Johnston brought skillful leadership to the Board of Visitors committees as Chair of the Academic Excellence Committee; Vice Chair of the Governance, Administration and Athletics Committee; and as a member of the Executive Committee, Business Affairs and Audit Committee, and Student Success Committee; and

WHEREAS, one of Dr. Johnston’s most noted achievements was successfully chairing the recent Presidential Search Committee as the University welcomes our eighth president; and


WHEREAS, through the dedication and Board participation of Dr. Johnston, Radford University successfully navigated an uncertain time of a global health pandemic while protecting the health, safety and well-being of all Highlanders; and

WHEREAS, since August 2018, Dr. Johnston has been President and CEO of the National Association of College and University Business Officers (NACUBO), previously served for 12 years as the Executive Vice President and Chief Operating Officer for the Association of Governing Boards of Universities and Colleges (AGB), was a professor of English and Dean of Academic Development at Rockford University and an associate dean at Regent’s College, Rockford’s London campus; and

WHEREAS, Dr. Johnston earned a bachelor’s degree from Rollins College, master’s and doctoral degrees from Purdue University and an honorary doctorate from Rockford College;

NOW, THEREFORE BE IT RESOLVED, that on this twenty-ninth day of the month of April in the year two thousand twenty-two, 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, state 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 Dr. Susan Whealler Johnston.


Robert A. Archer
Rector


Carolyn R. Lepre, Ph.D.
Interim President

End of Board of Visitors Materials



RADFORD UNIVERSITY

Board of Visitors

**ANNUAL RETREAT
JULY 24-26, 2022
THE HISTORIC CAVALIER
4200 ATLANTIC AVENUE, VIRGINIA BEACH, VIRGINIA**

**DRAFT
MINUTES**

JULY 25, 2022

BOARD MEMBERS PRESENT

Dr. Debra K. McMahon, Rector
Dr. Jay A. Brown, Vice Rector
Mr. Robert A. Archer
Ms. Jeanne S. Armentrout
Ms. Charlene Curtis
Dr. Rachel D. Fowlkes
Mrs. Jennifer Wishon Gilbert
Mr. Mark S. Lawrence
Mr. George Mendiola
Ms. Lisa W. Pompa
Mr. David A. Smith
Mr. Marquett Smith
Ms. Georgia Anne Snyder-Falkinham
Ms. Lisa Throckmorton
Mr. James C. Turk

OTHERS PRESENT

Dr. Bret Danilowicz, President
Ms. Karen Castele, Secretary to the Board of Visitors and Special Assistant to the President
Mr. Mike Melis, Senior Assistant Attorney General, Commonwealth of Virginia

WELCOME AND OVERVIEW

Dr. Debra K. McMahon, Rector, called the Retreat to order at 8:00 a.m. in the Crown Salon of The Cavalier in Virginia Beach, Virginia. Rector McMahon welcomed new members to the Board and asked everyone to introduce themselves and share their ties to the university.

Rector McMahon provided an overview of the goals of the Retreat and upcoming year and shared her excitement about the future with the new president and board members. She then introduced Ellen Chaffee, Senior Fellow with the Association of Governing Boards.

Governing from the Helicopter

Dr. Chaffee's first session focused on core concepts of university governance, including the role of the board, its purposes, fiduciary duty, and operating at a strategic level. The presentation and discussion emphasized that the Board of Visitors are expected to place the best interests of the university above all else as they make decisions, to work with the president as partners, to focus on fulfillment of the university's mission and its long-term viability, and to respect the president's authority for managerial decisions. The metaphor being the governing board members are in a helicopter above the ship or university, focusing on what matters most and on the future.

Better Meetings, Better Board

Dr. Chaffee emphasized that the board is responsible for two organizations: both the university and the board itself. Having a highly effective governing board is a great asset to a university, so continuous improvement in the direction of ever-greater board effectiveness is one of the board's responsibilities to the university. Only the board can decide whether and how it can become the president's best possible governance partner.

The roles of individual trustees revolve around three primary principles: understand governance; lead by example; and think strategically.

The board members next examined a case study on board committees and meeting practices, generating a number of ideas for improvement. Ultimately, board members decided to wait until December to consider any changes. The board discussed other case studies that focused on the appropriate role of the board or a member with respect to real-life situations.

The Cost of Tuition

President Danilowicz led a discussion on business model insights and the value of data while emphasizing the importance of staying within the responsibility of governance. The board members broke into groups and developed questions related to the cost of tuition. The board members discussed the importance of knowing the right questions and asking for the right data in order to make the appropriate decisions as a board.

Reflection

The board members shared that the sessions during the day gave them a better understanding of governance and the importance of asking the right questions for better decision making.

Recess

Rector McMahon asked for a recess until 8:30 a.m. on July 26, 2022.

Tuesday, July 26, 2022

Rector McMahon opened the meeting at 8:30 a.m. in the Crown Salon of The Cavalier in Virginia Beach, Virginia.

Follow-up on BOV Committees and Communication

Rector McMahon and President Danilowicz reviewed the lines of communication, stating that the Rector, Vice Rector or committee chair should be the first point of contact. Meeting logistics

will be coordinated with the Secretary to the Board and data requests will be coordinated through the Rector. Rector McMahon and President Danilowicz also emphasized the importance of maintaining appropriate lines of communication with the university community.

Committee Break-outs

Rector McMahon stated that it was important for the committees to begin their discussions and work together and asked for the members to divide into committees and begin creating goals and work plan for the coming year. Each committee reported on their discussions.

Closed Session

Rector McMahon requested a motion to move into closed session. Mr. Archer made the motion that the Radford University Board of Visitors convene a closed session pursuant to Section 2.2-3711 (A) Items 1 and 8 under the Virginia Freedom of Information Act for the discussion of personnel matters related to the president's employment agreement and performance plan and consultation with legal counsel related to these matters and related to training on Board legal requirements. Ms. Lisa Pompa seconded the motion. With all in favor of the motion, the Board of Visitors went into closed session at 12:02 p.m.

Reconvened Session

Following closed session, Rector McMahon called the meeting to order at 12:51 p.m. On the motion made by Mr. Archer and seconded by Dr. Fowlkes, 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
Dr. Jay A. Brown, Vice Rector	Yes
Mr. Robert A. Archer	Yes
Ms. Jeanne Armentrout	Yes
Ms. Charlene Curtis	Yes
Dr. Rachel D. Fowlkes	Yes
Mrs. Jennifer Wishon Gilbert	Yes
Mr. Mark S. Lawrence	Yes
Mr. George Mendiola	Yes
Ms. Lisa Pompa	Yes
Mr. David A Smith	Yes
Mr. Marquett Smith	Yes
Ms. Georgia Anne Snyder-Falkinham	Yes
Ms. Lisa Throckmorton	Yes
Mr. James C. Turk	Yes
Dr. Debra K. McMahon, Rector	Ye

The resolution of certification was unanimously adopted.

Approval of Employment Agreement Amendment and Performance Plan

Rector McMahon asked for a motion to approve the resolution for the Employment Agreement Amendment for President Bret Danilowicz. Mr. Lawrence so moved, Ms. Pompa seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment A*** and is made a part hereof.

Rector McMahon asked Mr. Marquett Smith to read the resolution and then asked for a motion to approve the Performance Plan for President Danilowicz. Ms. Georgia Anne Snyder-Falkinham so moved and Ms. Lisa Throckmorton seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment B*** and is made a part hereof.

Rector McMahon led a discussion on final reflections of the retreat and stated that she looks forward to the exciting work ahead with the board members, committees and the university administration.

ADJOURNMENT

With no further business to come before the Board, Rector McMahon adjourned the Retreat at 12:56 p.m.

Respectfully submitted,

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

**Radford University Board of Visitors
Resolution
July 26, 2022**

**Employment Agreement Amendment
President Bret Danilowicz**

Now, therefore, be it resolved that the Radford University Board of Visitors amends President Danilowicz’s Employment Agreement, paragraph F.7 Automobile, to read: The University will pay the President an automobile allowance of \$1000 monthly from Other Funds. The President must use his personal vehicle for all business travel by automobile and will not be entitled to use a state or University automobile, mileage, or other reimbursement for business trips of 150 miles or less round trip. For each business trip when the President’s personal automobile is utilized and the mileage for such business trip exceeds 150 miles round trip, the President shall be eligible to receive the standard mileage reimbursement rate as authorized by the IRS, and such reimbursement shall be paid from Other Funds. The President is required to cover the automobile with appropriate insurance, and the President is required to notify the insurance carrier that the automobile will be used partially for business related activities.

Approved: July 26, 2022



Debra K. McMahon, Ph.D.
Rector
Radford University Board of Visitors



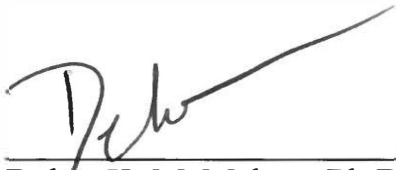
Karen Castele
Secretary to the Board of Visitors
Radford University

**Radford University Board of Visitors
Resolution
July 26, 2022**


**Performance Plan
President Bret Danilowicz**

Now, therefore, be it resolved, that the Board of Visitors hereby approves President Bret Danilowicz's Performance Plan, as discussed in closed session on July 26, 2022 and that said performance plan pursuant to Section E of the Employment Agreement of Bret S. Danilowicz, Ph.D., dated December 7, 2021 and amended July 26, 2022, is considered a personnel record.

Approved: July 26, 2022



Debra K. McMahon, Ph.D.
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

End of Board of Visitors Materials

