

Governance, Administration and Athletics Committee

February 2022

RADFORD UNIVERSITY

Board of Visitors

RADFORD UNIVERSITY

Board of Visitors

GOVERNANCE, ADMINISTRATION AND ATHLETICS COMMITTEE MEETING

4 P.M. **

FEBRUARY 10, 2022

EXECUTIVE CONFERENCE ROOM
SECOND FLOOR, MARTIN HALL, RADFORD, VA

DRAFT **AGENDA**

- **CALL TO ORDER** Mr. David A. Smith, *Chair*
- **APPROVAL OF AGENDA** Mr. David A. Smith, *Chair*
- **APPROVAL OF MINUTES** Mr. David A. Smith, *Chair*
 - December 2, 2021
- **REPORTS**
 - ACCESS Radford Dr. Angela M. Joyner, *Interim Chief of Staff*
 - Innovation, Economic Development and Partnerships
 - Intercollegiate Athletics Mr. Robert G. Lineburg, *Director of Athletics*
 - Academic Success
 - Competitive Excellence
 - Scholarship Funding and Equivalencies
 - Coaching Staff Comparison
 - Resource Development
 - Important Dates and Initiatives
- **OTHER BUSINESS** Mr. David A. Smith, *Chair*
 - Upcoming Nominations for Board Officers
- **ADJOURNMENT**

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

COMMITTEE MEMBERS

Mr. David A. Smith, *Chair*
Ms. Nancy Angland Rice, *Vice Chair*
Dr. Thomas Brewster
Ms. Charlene A. Curtis
Dr. Susan Whealler Johnston

February 2022 Meeting Materials

RADFORD UNIVERSITY

Board of Visitors

Innovation, Economic Development and Partnerships

RADFORD
UNIVERSITY

Center for Career and Talent Development

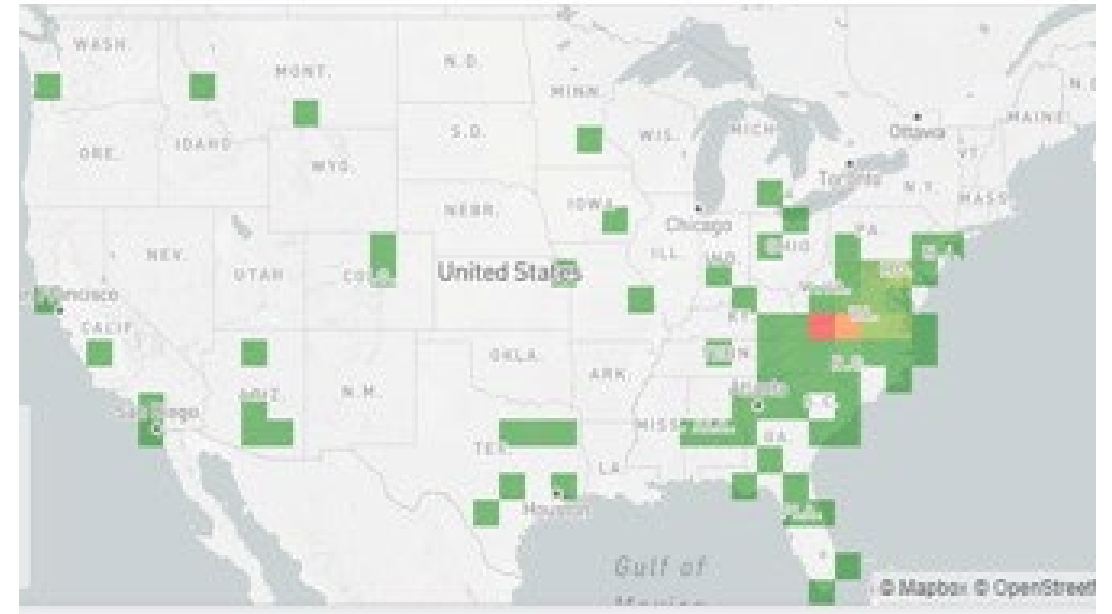
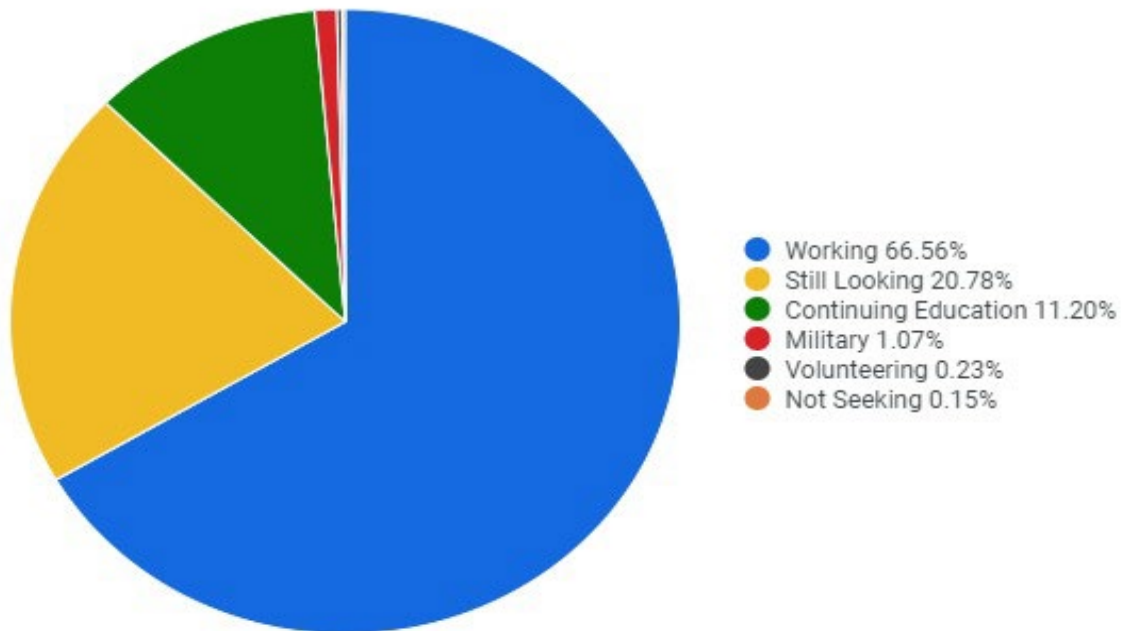


2021 Graduates - First Destination Update

2021 Positive Outcomes Rate – 79.1%

2021 Overall Knowledge/Response Rate - 53.2%

Student Outcomes



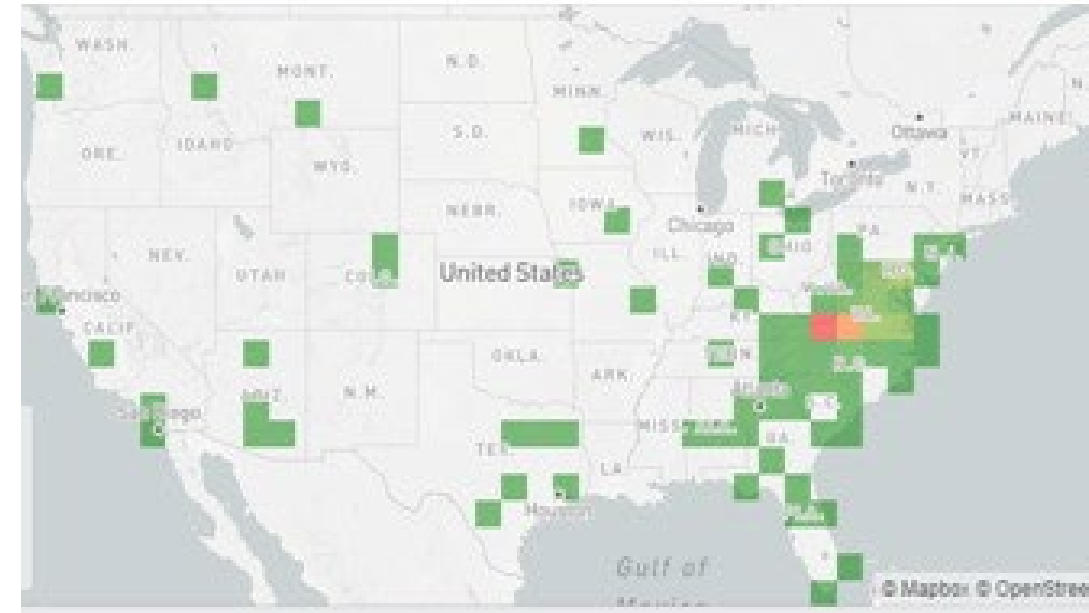
Radford University continues to be a strong early talent pipeline provider for the Commonwealth of Virginia and the southeastern region.

2021 Graduates - First Destination Update

2021 Positive Outcomes Rate – 79.1%

2021 Overall Knowledge/Response Rate - 53.2%

Class	Positive Outcomes %	Response/Knowledge Rate	Employed Full-Time	Employed Part-Time
2021	79.1%	53.2%	92.3%	7.7%
2020	63%	29.7%	92.3%	7.7%
2019	64%	57.5%	93.8%	6.2%



Radford University continues to be a strong early talent pipeline provider for the Commonwealth of Virginia and the southeastern region.

2021 Graduates - Select Employers



Graduate and Professional School Destinations



WAKE FOREST
UNIVERSITY



COLUMBIA
UNIVERSITY



RADFORD
UNIVERSITY

Vinod Chachra IMPACT Lab

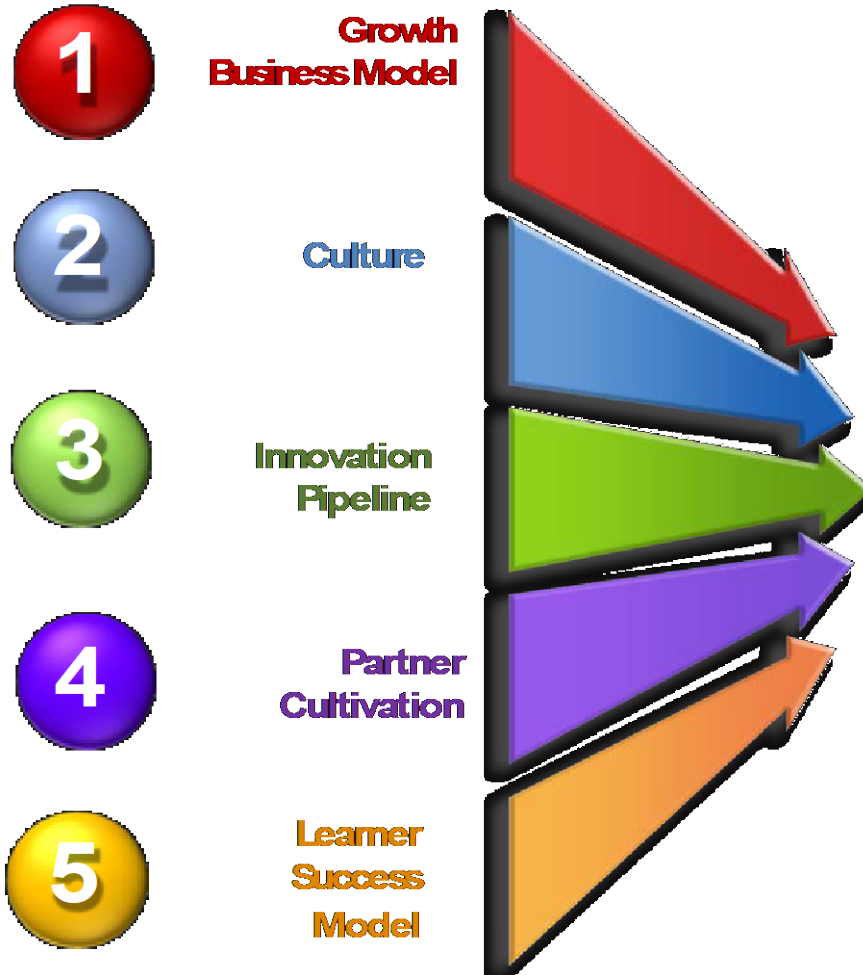


**VINOD CHACHRA
IMPACT LAB**

INNOVATIVE MOBILE PERSONALIZED ACCELERATED COMPETENCY TRAINING

Strategic Imperatives Overview

Strategic Imperatives



Strategies and Objectives

- ✓ Launch B2C model to provide flexibility to learners and drive enrollment and revenue growth.
- ✓ Foster an innovation culture that is empowering, inspiring, and transparent.
- ✓ Develop an innovation pipeline that is market driven and improves learner experience.
- ✓ Expand viable partnerships to drive enrollment and inform innovation.
- ✓ Increase engagement and completion rates.

Annual Operating Plan: Snapshot



Enrollment: Building a strong foundation



Credit Bearing
Non-Credit

Achievements to Date



B2C Capability



New Pricing Structure



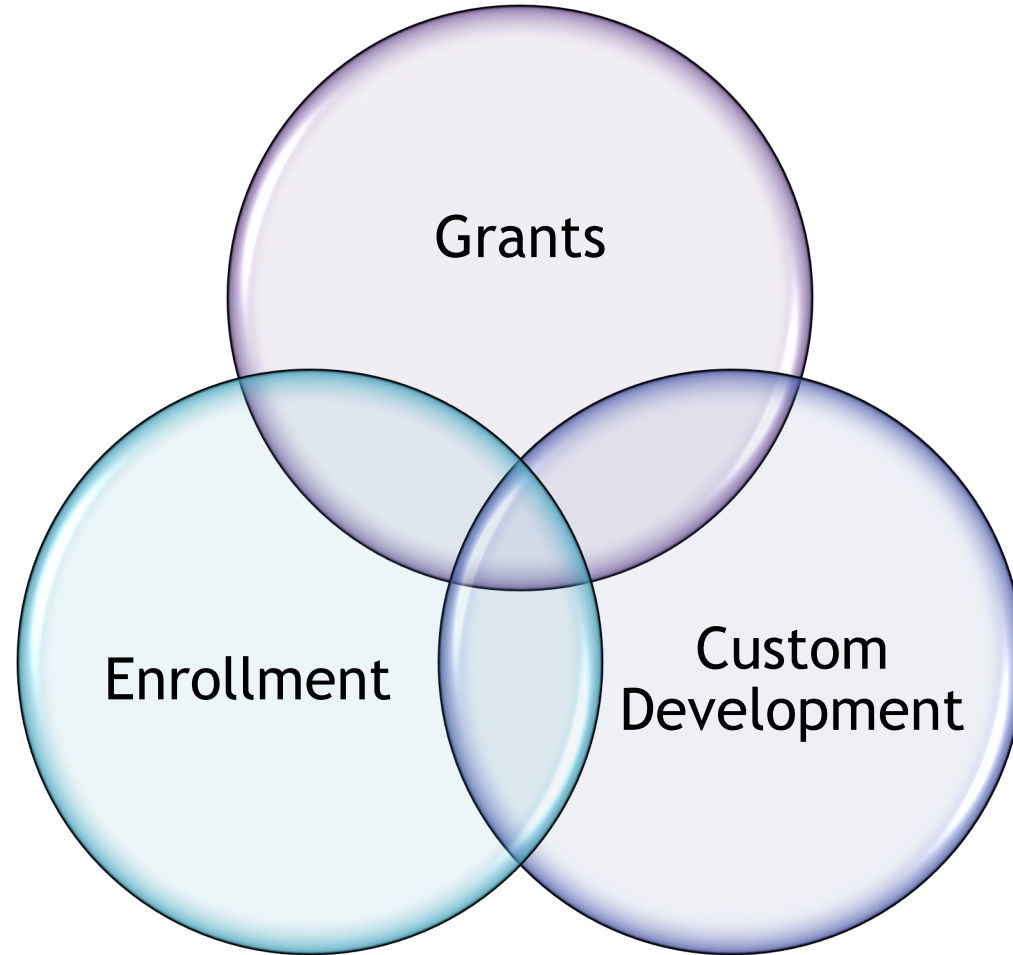
Branding/Marketing Development



Strategic Partners

Radford City Public Schools	Giles County Public Schools	Montgomery County Public Schools	Henry County Public Schools	Buchanan County Public Schools	Mecklenburg County Public Schools	Louisa County Public Schools
Colonial Heights Public Schools	Lynchburg City Public Schools	Grayson County Public Schools	Smyth County Public Schools	Frederick County Public Schools	Brooke County Public Schools	Patrick County Public Schools
VCOM	PLT Consulting, LLC	Virginia Department of Education	Ennoble First	ElevateU	Town of Blacksburg	Rockingham County Public Schools
Carroll County Public Schools	HealthFirst	Bath County Public Schools	Radford City Police Department	Blacksburg Police Department	Private Advisors, LLC	NC4
TRGroup	New College Institute	Citizens Group Coop	Stamattina, LLC	CivilianCyber	Commonwealth of Virginia, Chief Data Officer	Intel
Institute of Advanced Learning and Research (IALR)	Langley Federal Credit Union	Pittsylvania County Public Schools	PLT Consulting, LLC	Pulaski County Public Schools	Southwest Virginia Higher Education Center	Virginia Credit Union League (VACUL)

Revenue Sources- Balance Mix



Innovation Pipeline - Overview



Discussion

Innovation and Economic Development and Partnerships
Board of Visitors Report
February 2022

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

Vinod Chachra IMPACT Lab

Partnerships

In addition to the new partnership agreements with Pittsylvania County Public Schools, Carroll County Public Schools, and Healthfirst reported in December, the Vinod Chachra IMPACT Lab has signed an agreement with the Institute for Advanced Learning and Research (IALR) in Danville, VA. These new agreements will provide K-12 professional development micro-credentials to teachers and AmeriCorps members who work in Virginia public schools, as well as cybersecurity certificates to information technology professionals. In an effort to increase awareness and foster additional partnerships, the IMPACT Lab has presented to multiple agencies and organizations over the last two months including the National Geospatial-Intelligence Agency (NGA), UVA Wise, the Southwest Virginia Alliance for Manufacturing, the New River Mount Rogers Workforce Development Board, United Way of Southwest Virginia, the Southwest Virginia Higher Education Center, S2 Analytics Solutions, Region 7 superintendents, New College Institute, New River Community College, and others.

Grant Proposals

The Vinod Chachra IMPACT Lab is currently preparing several grant proposals including a U.S. Economic Development Administration [Good Jobs Challenge](#) competition. This is a \$25M collaborative proposal led by the New River Mount Rogers Workforce Development Board with the IMPACT Lab selected to develop online, self-paced, and competency-based workforce development for the businesses and organization throughout the southwestern Virginia region. If successful, this proposal will provide approximately \$2M annually to the IMPACT Lab over the three-year life of the grant. In addition, the IMPACT Lab is preparing a proposal for the U.S. Department of Agriculture's Rural Innovation Stronger Economy (RISE) grant program. The IMPACT Lab continues to explore grant opportunities through the federal government, state government, and other entities including private sources of funding.

Program Development

The Vinod Chachra IMPACT Lab continues to engage with Academic Partnerships to align the Cybersecurity and Geospatial Intelligence curricula with in-demand, industry-recognized credentials. Academic Partnerships recently concluded an in-depth analysis of the cybersecurity market and competitive offerings, as well as analysis of the alignment between IMPACT's cybersecurity curriculum and the top six industry-recognized credentials. These analyses are informing the fine-tuning of the cyber-security curriculum and assisting with a more precise prospect targeting strategy. A similar effort for Geospatial Intelligence is underway. In addition, changes to the website reflecting the new pricing model have been implemented. The new pricing model will provide more access to previously interested prospects and learners who are affiliated with existing partners for whom the old pricing model was a barrier to enrollment.

The Vinod Chachra IMPACT Lab has completed work on the Virginia Department of Education-sponsored Virginia Cultural Competency micro-credential that is a joint venture with Virginia Commonwealth University. The first cohort of 900 learners launched the final week of January, with two additional cohorts planned. Development work was also completed in December on a K-12 micro-credential, sponsored by Intel corporation, focused on teaching in a hybrid classroom/online environment. Another new offering under development for the K-12 teacher population is a set of ten micro-credentials that prepare educators to teach students about cybersecurity. This will help support the development of an early talent pipeline in the high demand sector of cybersecurity. Work continues on the Virginia Department of Education five (5) contact-hour non-credit pilot early childhood education micro-credential, which provides K-12 teachers an overview of the recently updated early learning and development standards (ELDS). Launch dates for all of the new credentials are slated throughout 2022.

The development of a Data Science credential has been completed and approved by the Chief Data Office of Virginia. This credential supports the growing need for data science competencies in the workplace and provides an innovative way for companies to upskill their employee talents through competency-based credentials. The partnership supports the goal of expanding the Lab's CBE offerings to address the critical workforce needs in the Commonwealth of Virginia.

Economic Development and Partnerships

ACCESS Radford's Partnerships function continues to represent the University at local and regional economic and workforce development meetings with a particular focus on projects and grants that affect Radford University's near and long-term interests. In this respect, meetings are being held with academic leaders, as well as with regional and state leaders from the private, non-profit, university and public sectors. These meetings educate about Radford programs and explore perspectives and opportunities that will inform a set of recommendations (a "playbook") for the strategic direction and sustainable roles for ACCESS Radford, its future partnerships and economic/workforce engagement activities. In addition to connecting with partners from the New River and Roanoke River Valleys, a series of meetings have been held in Southside Virginia and Southwest Virginia, in addition to Richmond (state leaders) and at the Governor's Summit on Rural Prosperity.

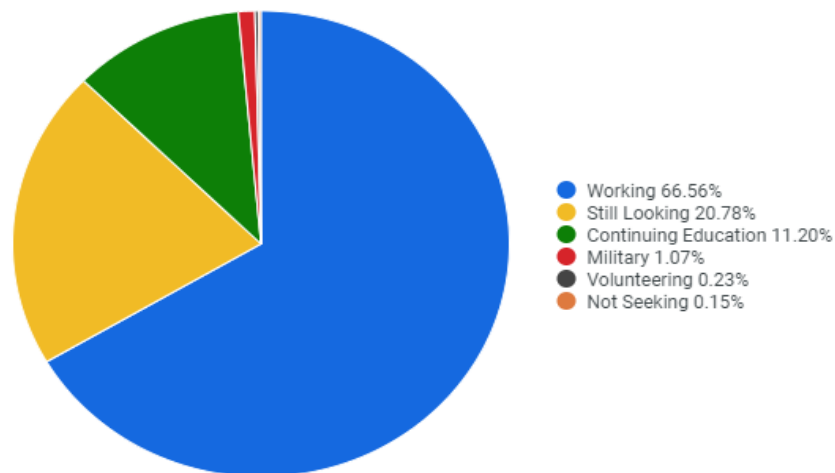
Center for Career and Talent Development

Class of 2021 First Destination Summary

Collecting graduate outcomes data through first destination survey efforts is critical for university recruitment, assessment, reporting to accrediting bodies, and telling the story of how Radford graduates are thriving in their first six months beyond graduation. The center collects this data according to the National Association of Colleges and Employers guidelines. A summary of the Class of 2021 (including August 2020, December 2020, and May 2021 graduates) can be found below. Progress continues over recent years in helping students thrive upon graduation as summarized in the table below, most notably with a 79% positive outcomes rate compared to recent years. The 2021 positive outcomes rate is the highest it has been in the last five years and reflects a thirteen-percentage point increase since 2016. The strategic efforts of the CCTD team, collaborative campus stakeholder relationships and data collection methodology have been critical to this achievement and improvement in the outcomes rate.

2021 Positive Outcomes Rate – 79.1% 2021 Overall Knowledge/Response Rate - 53.2%

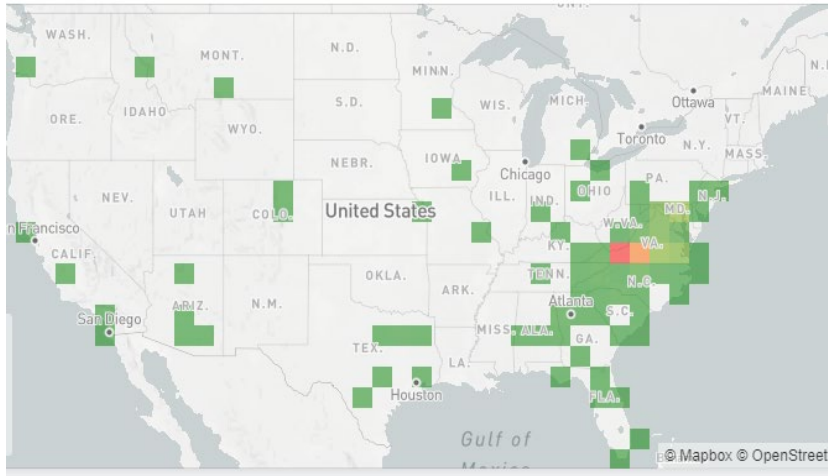
Student Outcomes



Class	Positive Outcomes %	Response/Knowledge Rate	Employed Full-Time	Employed Part-Time
2021	79.1%	53.2%	92.3%	7.7%
2020	63%	29.7%	92.3%	7.7%
2019	64%	57.5%	93.8%	6.2%

Note: Positive outcome defined as graduates who are working, continuing education, serving in the military or volunteering post-graduation.

Geographic Distribution of Class of 2021 Graduates



Radford University continues to be a strong early talent pipeline provider for the Commonwealth of Virginia and the southeastern region.

Select Employers That Hired Highlanders in 2021

- | | | |
|--------------------|------------------------|-------------------------------|
| 1901 Group | Ernst & Young LLP | Roanoke County Public Schools |
| Carilion Clinic | Freddie Mac | UNC Medical Center |
| CGI | Insight Global | UPS |
| Dominion Energy | Johns Hopkins Hospital | Virginia Department of Health |
| Duke Health System | PowerSchool | Walmart Corporate |

Select Graduate/Professional School Destinations of Class of 2021

- | | | |
|---------------------------|-----------------------------|--------------------------|
| Appalachian School of Law | New York University | University of Pittsburgh |
| Arizona State University | Ohio State University | University of Tennessee |
| Auburn University | Radford University Carilion | University of Virginia |
| Colorado State University | University of Georgia | Virginia Tech University |
| Columbia University | University of Michigan | Wake Forest University |

Engaging Students During the New Normal: A Glance at Mid-Year

The Career and Talent Development staff made concerted efforts to effectively respond to both students’ career development and employer’s talent acquisition needs during Fall 2020. Students have participated in career coaching appointments and events at higher rates than previous fall semesters. For example, the in-person Fall 2021 Career Fair saw an 18% increase in student attendance compared to the Fall 2019 in-person Career Fair. The Fall 2021 Virtual Career Fair resulted in an astounding 139% increase in student attendance compared to the inaugural virtual event in Fall 2020. The Fall 2021 Part-Time Job

Fair resulted in a 7% increase in student attendance versus the similar in-person event in Fall 2019. As employers continue to evolve their recruiting strategies and students use multiple formats to engage with employers, the Center for Career and Talent Development is providing a wider range of offerings while continuing to provide strong customer service.

Individual career coaching appointments for Fall 2021 also increased significantly compared to recent fall semesters. There were 978 appointments completed versus 872 in Fall 2020 (a 12% increase), while 684 were completed in Fall 2019 (a 43% increase). Many of the individual student appointments were a direct result of the intentional strategy of using workshops and classroom presentations as a way to cultivate meaningful relationships with the career coaches. In an effort to integrate the development of career plans as part of the first-year experience, the career coach team facilitated 40 Career Roadmap workshops as part of the re-designed UNIV 100 curriculum. Embedding career development, career readiness competencies and experiential learning initiatives are industry best-practices and the Career .

Professional Development for Campus Partners – January Our Turn

Five of the center's staff facilitated three separate professional development sessions during the January Our Turn Series for faculty and staff. PathwayU: Your Personal Path to a Life of Meaning and Purpose was facilitated by career coaches at both the Radford and RUC campuses. All About Handshake – Career Center Platform training was facilitated by the employer engagement and events coordinator. Maximizing Mentored Research and Student Employment for Students' Career Readiness was led by the center's director in collaboration with the Director of Undergraduate Research and the Director of Student Recreation and Wellness. These training sessions extend the center's services and provide life-long career development opportunities for faculty and staff at Radford University.

Intercollegiate Athletics

RADFORD
UNIVERSITY

Page 24 of 42

Agenda

- Academic Success
- Competitive Excellence
- Scholarship Funding & Equivalencies
- Coaching Staff Comparison
- Resource Development
- Important Dates & Initiatives

Academic Success

RADFORD ATHLETICS

3.20

**TERM
GPA**



45

STUDENT-ATHLETES WITH
A PERFECT 4.0 TERM

13/16

PROGRAMS ACHIEVED
A 3.0 OR HIGHER

7 BEING 3.4 OR HIGHER

59%

OF ALL STUDENT-ATHLETES
ACHIEVED A 3.4 OR HIGHER

**DEAN'S
LIST**

2021 FALL SEMESTER

Fall 2021 Academic Success

- Overall department term GPA was a 3.20
- 77% of our student-athletes received a 3.0 GPA or better
- 59% of our student-athletes received a 3.4 GPA or better (Dean's List)
- 45 student-athletes received a perfect 4.0 GPA
- 13 out of our 16 athletic programs received a 3.0 GPA or higher
- 7 athletic programs received a 3.4 GPA or higher

Academic Success

Radford Cross Country Teams Named USTFCCCA All-Academic

- The Radford men's and women's cross country teams both received All-Academic honors from the U.S. Track & Field and Cross Country Coaches Association (USTFCCCA) for the 2021 season.
- Hannah Moran was named to the All-Academic Athletes team as an individual



Competitive Excellence

Men's Basketball

- Current record 7-15 (3-7 conference) – as of 2/8/22

Women's Basketball

- Current record 5-16 (1-9 conference) – as of 2/8/22

Spring 2022 Preseason Rankings/Recognitions

- Baseball – Preseason Ranked #3
- Men's Tennis – Preseason Ranked #2
- Women's Lacrosse – Preseason Ranked #6
- Softball – Preseason Ranked #5
- Women's Tennis – Preseason Ranked #2
 - Radford returns reigning Big South Player and Freshman of the Year, Salma Loudili

Scholarship Funding & Equivalencies

Sport	2020-21 Budget	2021-22 Budget	Reduction Amount	Actual Equivalency	NCAA Maximum Equivalency
Men's Baseball	338,000	303,000	,	10.34	11.70
Men's Basketball	395,000	395,000	,	12.76	13.00
Men's Cross Country	98,000	60,000	(38,000)	2.49	12.60
Men's Golf	112,000	78,000	(34,000)	2.93	4.50
Men's Soccer	324,000	100,000	(224,000)	4.60	9.90
Men's Tennis	138,000	103,000	(35,000)	3.55	4.50
			,		
			,		
Women's Basketball	445,000	445,000	,	13.33	15.00
Women's Track/XC	180,400	100,000	'7/ -B/ / (3.55	18.00
Women's Golf	113,000	78,000	(35,000)	3.33	6.00
Women's Lacrosse	160,000	100,000	(60,000)	3.88	12.00
Women's Soccer	277,000	242,000	(35,000)	7.34	14.00
Women's Softball	250,000	215,000	(35,000)	6.03	12.00
Women's Tennis	135,000	100,000	(35,000)	3.88	8.00
Women's Volleyball	305,000	270,000	(35,000)	6.85	12.00
			,		
Men	1,405,000	1,039,000	(366,000)	36.67	56.20
Women	1,865,400	1,550,000	'204-B/ / (48.19	97.00
Total	3,270,400	2,589,000	'570-B/ / (84.86	153.20

Notes:

Actual equivalencies are as reported to the NCAA based on academic year 2020-21

Men's/Women's Basketball and Baseball are fully funded

GIA in-state is \$22,672 and GIA out-of-state is \$34,754

Coaching Staff Comparison

Sport	NCAA Coach Limit	Radford Coach Positions	Variance
Men's Baseball	3	3	,
Men's Basketball	4	4	,
Men's Cross Country	2	1	(1)
Men's Golf	2	1	(1)
Men's Soccer	3	2	(1)
Men's Tennis	2	1	(1)
Women's Basketball	4	4	,
Women's Track/XC	3	1	(2)
Women's Golf	2	1	(1)
Women's Lacrosse	3	2	(1)
Women's Soccer	3	2	(1)
Women's Softball	3	3	,
Women's Tennis	2	1	(1)
Women's Volleyball	3	2	(1)
Total	39	28	'00(
Notes:			
Track & Cross Country includes 1 M/W Director, 1 M/W Cross Country Head Coach			
Tennis includes 1 M/W Head Coach, 1 M/W Assistant Coach			

Resource Development

2021-22 Fund Drive Update (1/26/22):

	FY22	FY22 GOALS
<i>Total New Gifts & Pledges</i>	\$320,535.92	\$1,200,000
<i>Unrestricted</i>	\$58,905.49	\$300,000
<i>Athletic Donors</i>	273	1,000

Radford Sports Properties Revenue Update (1/26/22):

- Overall Revenue: \$311,125 (\$211,625 cash / \$99,500 trade)
- Overall Percentage to Budget: 96% (\$315,000)
- Cash Revenue Target: 94% (\$215,000)
- Trade Revenue Target: 100% (\$100,000)

2021-22 Items of Note:

- 7.6% increase in total revenue and 11.7% increase in cash revenue from the previous year
- 2022-23 total revenue already at \$188,000 with multi-year agreement rollevers
- New business partners a key focus for 2022-23 revenue generation

Resource Development

Recent/Upcoming Fundraising Events

Radford Baseball's 3rd Annual First Pitch Dinner

On Saturday, January 29 Radford Baseball hosted their 3rd Annual First Pitch Dinner. The program included Washington Nationals manager Davey Martinez as the keynote speaker.

Charlene Curtis Dedication – Naming of the Women's Basketball Suite

The Radford women's basketball coach's suite was dedicated to program legend Charlene Curtis during a ceremony that was held on Saturday, February 5.

Charlene Curtis was one of the most successful coaches in the country while leading her alma mater. Her teams were 121-53 in six seasons as Radford's coach from 1984-90, winning two conference titles and earning a bid to the 1989 NWIT, the first appearance in ANY Division I postseason tournament by any Big South basketball program (men's or women's). She was named Big South Coach of the Year twice (1987-88 and 1989-90) and still ranks second all-time in women's basketball winning percentage (.700) among Big South coaches. Curtis posted an impressive 46-2 win-loss record in regular-season conference play and led the Highlanders to three of the first four Big South titles. In addition, the Roanoke native scored 1,043 points as a player at Radford to become the university's first 1,000-point scorer. Charlene was inducted into the Radford Athletics Hall of Fame in 1995 and into the Big South Conference Hall of Fame in 2006.



3rd Annual First Pitch Dinner



Charlene Curtis Dedication

Resource Development

Recent/Upcoming Fundraising Events

Champion Her Future Leadership Dinner

In February 2021, Radford Athletics and the Highlander Club announced the creation of “Champion Her Future,” a three-pronged leadership program focused on female student-athletes, alumnae-athletes, and local female entrepreneurs. The initiative includes an annual luncheon/dinner, mentorship program, and development workshops throughout the academic year for the student-athletes. All proceeds benefit the Women’s Sports Leadership Fund that was established in the Fall of 2020 to support all ten women’s sports teams.

The Inaugural Champion Her Future Leadership Dinner was held on Friday, February 4, 2022 with keynote speaker and women’s basketball alumnae Cindy Chase ’86.

RAD48 – February 9-11, 2022 (currently happening!)

The Highlander Club will execute the 2nd annual Athletics-only department wide giving challenge, called RAD48, from February 9-11, 2022. The fundraising event will last 48 hours and will focus on the three unrestricted funds for Athletics: Highlander Club Annual Fund, Student-Athlete Scholarship Fund, and the Women’s Sports Leadership Fund.

Red & White Scholarship Auction

The Radford University Athletics Department will once again host its annual Red & White Scholarship Auction on Friday, April 29, 2022 inside the Dedmon Center. Auction items will include collegiate and professional sporting events, unique experiences, signed sports memorabilia, and much more. All proceeds go to support the Student-Athlete Scholarship Fund.

Important Dates and Initiatives

1. Big South Men's and Women's Basketball Tournament

- March 1-6, 2022 - Charlotte, NC (Bojangles Center)

2. Red & White Scholarship Auction

- Friday, April 29, 2022

3. Highlander 5k presented by Carilion Clinic

- Saturday, April 30, 2022

4. Highlander Open Golf Tournament

- Summer 2022

Discussion

Minutes

RADFORD UNIVERSITY

Board of Visitors

RADFORD UNIVERSITY

Board of Visitors

**GOVERNANCE, ADMINISTRATION AND ATHLETICS COMMITTEE MEETING
3:30 P.M.
DECEMBER 2, 2021
EXECUTIVE CONFERENCE ROOM
MARTIN HALL, SECOND FLOOR, RADFORD, VA**

**DRAFT
MINUTES**

COMMITTEE MEMBERS PRESENT

Mr. David A. Smith, Chair
Ms. Nancy Angland Rice, Vice Chair
Dr. Thomas Brewster
Dr. Susan Whealler Johnston

COMMITTEE MEMBERS ABSENT

Ms. Charlene A. Curtis

BOARD MEMBERS PRESENT

Dr. Jay Brown, Vice Rector

OTHERS PRESENT

Dr. Holly Cline, NCAA Faculty Athletics Representative
Mr. Cory Durand, Deputy Athletics Director
Ms. Lisa Greiner, Associate Director of Athletics and Auxiliary Services
Ms. Alix Guynn, Associate Athletics Director for Student-Athlete Support Services
Dr. Angela Joyner, Interim Chief of Staff
Mr. Robert G. Lineburg, Director of Intercollegiate Athletics
Mr. Chad A. Reed, Vice President for Finance and Administration

CALL TO ORDER

Mr. David Smith, Chair, formally called the Governance, Administration and Athletics Committee meeting to order at 3:30 p.m. in the Executive Conference Room in Martin Hall.

APPROVAL OF AGENDA

Mr. Smith asked for a motion to approve the December 2, 2021 agenda. Ms. Nancy Angland Rice so moved, Dr. Susan Whealler Johnston seconded, and the motion carried unanimously.

APPROVAL OF MINUTES

Mr. Smith asked for a motion to approve the minutes of the September 9, 2021 meeting of the Governance, Administration and Athletics Committee, as published. Ms. Rice so moved, Dr. Thomas Brewster seconded, and the motion carried unanimously.

INNOVATION, PARTNERSHIPS AND ECONOMIC DEVELOPMENT REPORT

Interim Chief of Staff Angela Joyner, Ph.D. presented an overview of the evolution of career events and opportunities for students, employers and partners. A focus was on companies within 90 miles of Radford University, and included telework, talent acquisition, interviews, workforce development opportunities, site visits and internships. The work began an exploration of a hybrid model to meet the career development needs of students and position requirements for employers. Highlights were also shared from the first career fair at RUC this fall.

Dr. Joyner referenced the National Association of Colleges and Employers (NACE) Career Readiness Competencies and SkillSurvey pilot survey results, including the comparison of Radford students to students nationally. Competencies measured were: career and self-development; communication; critical thinking; equity and inclusion; leadership; professionalism; teamwork; and technology.

Dr. Joyner reported 52% of Radford students scored “proficient” or higher in all eight competencies with technology the lowest at 52% and equity and inclusion the highest at 74%. Additionally, the highest competency scores of “advanced” were in equity and inclusion, teamwork, and career and self-development. The lowest competency scores of “emerging” were in critical thinking and communication.

Dr. Joyner explained the coordination for virtual events, involvement of students, recruiters, career coaches, alumni and subject matter experts. She shared that students have multiple resources including: Handshake; Big Interview; SkillSurvey; virtual fairs; in-person fairs; and career coaches.

Dr. Joyner communicated steps that employers take to be involved, as well as services that are available for students. Committee members expressed their appreciation for Radford University’s intentional efforts in planning, training students and faculty, evaluation and engagement of all.

Addressing the area of economic development, Dr. Joyner stated that ACCESS Radford’s Partnerships function continues to represent the University at local and regional economic and workforce development meetings with a focus on projects and grants that affect Radford University’s near- and long-term interests. In addition, meetings are being held with academic leaders, IMPACT Lab and other campus departments, as well as regional and state leaders from the private, non-profit, university and public sectors exploring perspectives and opportunities that will inform a set of recommendations for the strategic direction and sustainable roles for ACCESS Radford, future partnerships and economic and workforce engagement activities. In closing, Dr. Joyner shared that students are part of our brand, they are ambassadors, and we as a University continue to move forward to collectively do a better job of promoting and positively reflecting excellence. She stated that leading a student on a career path, with competence to go and shine their talents are powerful, transformational educational experiences.

INTERCOLLEGIATE ATHLETICS REPORT

Director of Athletics Robert G. Lineburg began by offering a thank you to Mr. David Smith, RU Athletics alumni, and committee members for their support. He continued by sharing recent highlights and updates in Athletics.

Competitive Excellence

Mr. Lineburg shared that Women's Soccer wrapped up their competition season with an overall record of 13-5-1 while going 6-3-1 in the Big South Conference. Their season came to an end in the semifinals of the Big South Tournament to #1 Campbell. Kayla Thomas was selected as the Big South Defensive Player of the Year. Kayla becomes the first Big South Women's Soccer athlete to ever win the honor three years in a row.

Mr. Lineburg also informed Committee members that Men's Soccer finished the season with an overall record of 5-11 and 3-5 in the Big South Conference. The men's soccer program was led by Yoshiya Okawa, who earned Second-Team All-Conference honors, as well as being named to the All-Freshman Team.

Mr. Lineburg communicated that the fall season was highlighted by Women's Cross Country with the program finishing second overall and Hannah Moran being named the individual champion in the Women's 5K. Hannah is the first individual winner since 1990 for the Highlanders. She was also named First-Team All-Conference. Head Coach Sam Bradley was named Big South Women's Cross-Country Coach of the Year for the second consecutive season.

Mr. Lineburg also stated the Basketball season is underway and the men's program is currently sitting at 4-4 overall with big home wins against William & Mary and Eastern Kentucky. Head Coach Darris Nichols recorded his first win as a head coach on November 9 against Emory & Henry. Women's Basketball is currently at 3-3 overall.

Javonte Green

Mr. Lineburg shared that November 28 was a day of celebration as Radford basketball legend, Javonte "Woo" Green, had his jersey retired at halftime of the men's basketball game against Eastern Kentucky. A member of the Radford program from 2011-15, Green ranks first in program history for career games played (133) and career steals (243), while also ranking second for career points scored (1,911), career field goals made (701), and career rebounds (1,064). The Petersburg, Virginia native was an All-Big South Conference selection in each of his four years as a Highlander and was named Big South Defensive Player of the Year in 2014-15. After earning a bachelor's degree from Radford University, he went on to play professionally overseas with stops in Spain, Italy, and Germany.

In 2019, Green became the first player in program history to sign a contract with an NBA organization when he signed with the Boston Celtics. During the 2020-21 season, he was traded to the Chicago Bulls, re-signed with them in the summer of 2021, and has already become a fan favorite in the Windy City with his energy, defense and electric slam dunks. So far this season, Green has appeared in 19 games, including eight starts, for the Bulls.

Big South Conference Financial Comparison

At the last Committee meeting, Mr. Lineburg was asked if he could provide a financial and facility analysis comparing Radford University with other Big South Conference teams, including scholarships as well as arenas. He shared information based on 2019-20 Equity in Athletics Data Analysis (EADA) report submissions since the 2020-21 reports are still under review and will not likely be publicly posted until January. Out of the 12 Big South Conference members, Radford is: #2 based on total university enrollment; #4 based on number of student-athletes of schools without football; #4 based on total expense per participant; and #10 based on

scholarship expense per student-athlete. Additionally, based on high level NCAA Financial Report System Data, all schools receive a similar amount of support from the University, whether from student fees or a direct allocation.

Basketball Facility Comparison

Mr. Lineburg also shared the data providing a breakdown of basketball facility rankings within the Big South Conference and between all D1 schools in the Commonwealth of Virginia. Within the Big South, Radford ranks sixth out of 12 teams in regards to size, seating and amenities. High Point, Campbell, UNC Asheville, Winthrop and Hampton all rank above Radford. Longwood University currently sits at number nine but has already broken ground on a new \$40 million arena, set to open in 2022. In the Commonwealth, Radford ranks 11th out of 12 teams among D1 programs.

Resource Development

Mr. Lineburg communicated that as of November 10, the Athletics Department has secured just under \$300,000 in overall sponsorship revenue. He reported that they have already surpassed the overall revenue from 2020-21 by over \$10,000. Still negotiating another \$23,000 in pending agreements for new partners or existing renewals. As of November 10, the Highlander Club has secured over \$240,000 in new gifts and pledges with just under \$24,000 being unrestricted funds. The total number of donors so far in this giving year is 153.

Carilion Clinic Court at the Dedmon Center

Mr. Lineburg proudly reported that Radford University Athletics and Carilion Clinic announced a new five-year partnership to benefit the student-athlete experience through the 2024-25 academic year. The new collaboration is Carilion's most significant commitment to Radford University Athletics to date. The expanded athletics relationship comes with numerous highlights, beginning with the naming right and logo placement on the Dedmon Center basketball and volleyball court. The playing surface will be known as Carilion Clinic Court.

Highlander Basketball Shield Club

Mr. Lineburg reported the launch of the Highlander Basketball Shield Club, an opportunity for Radford supporters to make a lasting impact on the Radford Men's and Women's Basketball programs. He stated that with a combined 1,523 wins, 13 Big South Conference regular season titles, 13 Big South Conference tournament titles, and seven NCAA Tournament appearances, each Radford basketball program has established a rich tradition of excellence over the decades.

The Shield Club will build upon that legacy by securing gifts and pledges to support both the men's and women's programs. Additional funds will be utilized to enhance shared facilities and supplement existing program resources for nutrition, travel, recruiting and player development.

Through the Shield Club, Radford Athletics will seek recurring annual gifts – pledged over four years – that will assist the two programs in achieving their championship goals. Each Shield Club contributor will have access to unique annual experiences with our men's and women's basketball programs.

Important Dates and Initiatives

- Women's Sports Leadership Luncheon - February 4, 2022

- RAD48 – Athletics Giving Day - February 2022
- Red & White Scholarship Auction - Friday, April 29, 2022 (NEW DATE)
- Highlander 5K - Saturday, April 30, 2022
- Highlander Open Golf Tournament - Summer 2022

Associate Athletics Director for Student-Athlete Support Services Alix Guynn shared an overview of planned events that will connect athletes, alumni, employers and partners, and network opportunities. Athletics will partner with the Radford University Center for Career and Talent Development for career readiness competency development.

OTHER BUSINESS

Mr. Smith reminded Committee members that following the February meeting, there will be a call for nominations for Rector and Vice Rector. He asked the Committee members to be thinking about the process and possible nominations.

ADJOURNMENT

With no further business, Mr. Smith adjourned the meeting at 4:49 p.m.

Respectfully submitted,

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

End of Board of Visitors Materials

