

RADFORD UNIVERSITY

Board of Visitors

QUARTERLY MEETING

9 A.M. **

JUNE 9, 2023

KYLE HALL, THIRD FLOOR, RADFORD, VA

DRAFT **MINUTES**

BOARD MEMBERS PRESENT

Dr. Debra McMahon, Rector

Dr. Jay A. Brown, Vice Rector

Mr. Robert A. Archer

Ms. Jeanne S. Armentrout

Mrs. Jennifer Wishon Gilbert

Mr. Mark S. Lawrence

Mr. Tyler W. Lester

Mr. George Mendiola, Jr.

Mr. David A. Smith

Mr. Marquett Smith

Ms. Georgia Anne Snyder-Falkinham

Ms. Lisa Throckmorton

Mr. James C. Turk

Dr. David Beach, Faculty Senate Representative

Ms. Michaela Baker, Student Representative (Non-voting Advisory Member)

Ms. Lisa W. Pompa contacted Board of Visitors Rector Debra K. McMahon prior to the meeting to inform her that a personal matter would prevent her from attending the meeting in person. Ms. Pompa participated by electronic communication from her home.

OTHERS PRESENT

Dr. Bret Danilowicz, President

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

Dr. Angela Joyner, Vice President for Economic Development and Corporate Education

Ms. Penny Helms White, Interim Vice President for Advancement and University Relations

Dr. Rob Hoover, Vice President for Finance and Administration

Dr. Susan Trageser, Vice President for Student Affairs

Mr. Mike Melis, Senior Assistant Attorney General, Office of the Attorney General

CALL TO ORDER

Rector Debra K. McMahon called the quarterly meeting of the Radford University Board of Visitors to order at 9:09 a.m. in Kyle Hall, Room 340 and acknowledged that the meeting was being live streamed to the public.

Rector McMahon shared that this was the first in-person meeting since the passing of Dr. Rachel Fowlkes and how her impact on the Board of Visitors, Foundation Board of Directors and Southwest Virginia will have lasting effects. Rector McMahon said that she was pleased that the Governor has appointed The Honorable Betsy Beamer to fill her unexpired term. Ms. Beamer previously served on the Board of Visitors from 1999 to 2003.

APPROVAL OF AGENDA

Rector McMahon asked for a motion to approve the Board of Visitors meeting agenda for June 9, 2023, as published. Ms. Georgia Anne Snyder-Falkinham so moved, Mr. Mark Lawrence seconded, and the motion carried unanimously.

APPROVAL OF MINUTES

Rector McMahon asked, if there was no objection, for a motion to approve the March 24, 2023, April 14, 2023 and April 28, 2023 minutes of the Board of Visitors meetings. Ms. Jeanne Armentrout so moved, Mr. Mark Lawrence seconded, and the motion carried unanimously.

SPECIAL GUESTS

President Danilowicz introduced The Honorable Kirk Cox, Virginia Business Higher Education Council President, and Mark Pace, Virginia Business Higher Education Council Board Member. They provided the Board with information on work-based learning, how we can better connect Virginia students with Virginia businesses to help keep talent in the Commonwealth, as well as the other benefits of internships for students.

RECOGNITIONS

Rector McMahon recognized three Board of Visitors members as their terms expire June 30, 2023. Lisa Throckmorton and David Smith have completed one full term and Mark Lawrence has completed two full terms. Resolutions were read and presented to each member. Rector McMahon asked for a motion to approve the resolutions. Mr. Bob Archer so moved, Mr. Tyler Lester seconded, and the motion carried unanimously. A copy of each resolution is attached hereto as *Attachment A* and is made a part hereof. Student Representative Michaela Baker was also recognized for her service on the Board of Visitors during the past year.

PRESIDENT'S REPORT

President Bret Danilowicz provided a report to the Board on recent University activities. A copy of the report is attached hereto as *Attachment B* and is made a part hereof.

REPORT FROM THE ACADEMIC EXCELLENCE AND RESEARCH COMMITTEE

Ms. Lisa Pompa stated that the Committee met on June 8, 2023 and shared the Committee heard from Dr. Jeanne Mekolichick, Associate Provost for Research, Faculty Development and Strategic Initiatives who gave an update on the current and future Academic Affairs goals. Dr. Jessica Stowell, Director of Institutional Effectiveness and Quality Improvement, reported that the Quality Enhancement Plan (QEP) fully approved after a successful SACSCOC visit in March. Dr. Mekolichick also updated the committee on the draft 2023-2025 goals. Ms. Pompa noted that five faculty members received emeritus status.

REPORT FROM BUSINESS AFFAIRS AND AUDIT COMMITTEE

Mr. Marquett Smith stated that the Committee met on June 8, 2023 and shared the Committee heard from University Auditor Margaret McManus who provided oral reports on the March 2023 quarterly review of University Discretionary Fund expenditures and on FY 2023 goals. The committee was also presented with the department's recent external Quality Assurance Review report, an audit report on Information Technology – Networking, and a follow-up audit status report.

Mr. Smith reported that the Committee heard capital and information technology project updates, as well as updates on the Finance and Administration goals. Dr. Rob Hoover provided the Committee with an overview of the 2023-25 goals as well as the six-year plan.

REPORT FROM THE ENROLLMENT MANAGEMENT AND BRAND EQUITY COMMITTEE

Ms. Lisa Throckmorton stated that the Committee met June 8, 2023 and shared that Interim Vice President for Enrollment Management Angela Joyner provided the status on current Enrollment Management goals. Enrollment continues to be a priority and the team has been identifying short-term and long-term strategies for stabilization. The Committee heard trends impacting enrollment regionally and an overview of the factors affecting enrollment and strategies for improvement in brand equity, transfer strategy, competitiveness, experiences, processes and communication. Enrollment Management Goals for 2023-25 were also presented to the Committee.

Ms. Throckmorton shared that the Committee heard the Brand Equity 2023 goals and objectives with all projects being on track. The Committee heard an update on the brand identity, website redesign and visual mark projects. The Committee also heard the Brand Equity 2023-25 initiatives.

REPORT FROM THE EXTERNAL ENGAGEMENT COMMITTEE

Mr. Mark Lawrence stated that the Committee met June 8, 2023 and shared that Interim Vice President for Advancement and University Relations Penny Helms White provided updates on the Advancement FY2022-2023 strategic goals. The Committee heard that as of May 31, 2023, \$9 million has been secured for the current fiscal year, representing a 30% increase over the previous fiscal year end total. The Committee heard updates from Alumni Relations and highlights of the division's accomplishments throughout the year. The Committee heard the goals for 2023-25.

Mr. Lawrence reported that Vice President for Economic Development and Corporate Education Angela Joyner provided an update on the status of the 2022-23 goals for her division, including the IMPACT Lab is on track to reach the goal of 75% attainment to date. Highlights for the year include a \$1.2M grant secured from the Department of Education and a comprehensive marketing campaign was launched to help build awareness for the IMPACT Lab and generate leads. IMPACT has also expanded the CBE program development to build talent pipelines in education and nursing. The Committee heard the proposed goals for 2023-25 that will focus on driving enrollment growth and elevating the brand.

REPORT FROM THE STUDENT AFFAIRS AND ATHLETICS COMMITTEE

Mr. David A. Smith, Chair, stated that the Committee met on June 8, 2023 and shared that the Committee first heard from Student Government President Justine McLaughlin who reflected on the achievements of SGA this year and her immense pride in all that was accomplished. Mr. Smith reported that Vice President for Student Affairs Susan Trageser shared that Student Affairs focused discussion around their goal related to staff professional development; creating intentional opportunities for staff to network, learn and further develop skill sets to best serve and meet the needs of our students and their families. The Committee was provided proposed 2023-25 goals that center around the themes of student engagement, assessment and removing barriers, student employment, broad-scale (holistic) well-being, and continuous improvement of staff.

Mr. David Smith reported that the Committee heard from Director of Athletics Robert Lineburg who shared news of academic excellence and competitive excellence of the student-athletes. Mr. Smith that this had been the best academic semester the Radford University Athletics Department has ever seen with 86% of Highlander student-athletes achieving a 3.0 grade point average or better

during the Spring 2023 semester. The Committee heard and update on Big South scholarship comparison and resource development.

REPORT ON THE RADFORD UNIVERSITY FOUNDATION

Mr. Marquett Smith, Representative to the Radford University Foundation Board of Directors, provided an update on recent Foundation news and activities. Board elections were held on June 2 and Michelle O'Connor was elected to her second term as Board Chair. Jay Kenslow was elected as Vice Chair. The Virginia Higher Education CEO Conference was held at the Highlander Hotel on May 31 and June 1. Nearly 40 Executives from approximately 20 University and Community College Foundations participated. Mr. Smith reported that The Highlander is open for business with the Grand Opening event scheduled for June 29. Mr. Marquett Smith distributed an asset summary report, attached hereto as *Attachment C* and made a part hereof.

REPORT FROM THE STUDENT REPRESENTATIVE TO THE BOARD

Student Representative to the Board Michaela Baker provided an update on her initiatives and findings for the year. She discussed her meetings and making connections with student leaders and hopes that the open communication continues with the goal of getting more students involved in the future.

REPORT FROM THE FACULTY SENATE

Dr. David Beach provided an update from the faculty on behalf of Faculty Senate President Kurt Gingrich. Dr. Beach stated that they appreciate the collaborative work between the Executive Committee of this Board and the Faculty Senate Executive Council. The dialogue over the past year demonstrates all our commitments to the students of Radford. To David Smith, Lisa Throckmorton, and Mark Lawrence, whose terms are expiring, thank you for your service and dedication to this Board and this university; we have all benefitted from your insights and expertise. And we would like to remember Board member Rachael Fowlkes who served us with dignity and wisdom.

Dr. Beach reported that Faculty Senate addressed 51 motion since the last Board meeting with all but two related to curriculum. One of the non-curricular motions is before you today, the Faculty Senate Resolution on Academic Freedom and Civil Discourse.

Dr. Beach stated that in January, the Faculty Issues Committee was charged with developing language for a resolution. The Committee reviewed similar faculty senate documents from peer institutions and other Virginia institutions, and consulted the AAUP, the American Association of University Professors, Radford's Free Expression Policy, our own statement of principles in the Teaching and Research Faculty Handbook, and last December's statement by the Virginia Council of Presidents pledging to promote and uphold academic freedom. The chair of the Faculty Issues Committee, Kevin Farrell, along with senators Matt Close and John Cook, drafted a resolution over Spring Break that then went to the committee for review and revision. That next draft was reviewed by the Executive Council, and that revision was shared in late March with President Danilowicz and this Board's Executive Committee. The constructive conversation produced the current version which passed unanimously in the Faculty Senate.

Rector McMahon asked for a motion that the Board of Visitors supports the Faculty Senate and the work to create the Faculty Senate Resolution on Academic Freedom and Civil Discourse. Mr. Mark Lawrence so moved, Mr. Bob Archer seconded, and the motion carried unanimously.

CIVIL DISCOURSE AND FREEDOM OF EXPRESSION TASK FORCE RECOMMENDATIONS

Dr. Heather Keith and Ms. Tricia Smith presented the recommendations from the 2022-2023 Presidential Task Force on Freedom of Expression and Civil Discourse. Recommendations included

the background and context of the Task Force, a draft institutional statement on freedom of expression, and a 2-year action plan on growing the capacity of students, faculty, staff, and administration to engage in meaningful and constructive dialogue.

CLOSED SESSION

Rector McMahon requested a motion to move into closed session. Dr. Jay Brown 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 performance plan and evaluation, and consultation with legal counsel related to these matters. Mr. Lawrence seconded the motion. The Board of Visitors went into closed session at 1 p.m.

Mr. James Turk left the meeting at 1:50 p.m.

RECONVENED SESSION

Following closed session, public access to the meeting was reconnected. Rector McMahon called the meeting to order at 2:19 p.m. On the motion made by Dr. Brown and seconded by Mr. Bob Archer, 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 Brown	Yes
Mr. Robert A. Archer	Yes
Ms. Jeanne S. Armentrout	Yes
Dr. Rachel D. Fowlkes	Yes
Mrs. Jennifer Wishon Gilbert	Yes
Mr. Mark S. Lawrence	Yes
Mr. Tyler Lester	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
Dr. Debra K. McMahon	Yes

ACTION ITEMS

Election of Rector and Vice Rector

As Chair of the Nominating Committee, Mr. David Smith reviewed nominating process and timeline. Mr. Smith stated that on behalf of the committee he was bringing forward the following two names: Debra McMahon as Rector and Marquett as Vice Rector. Mr. David Smith asked if there were other nominations from the floor. Hearing none, he asked for a motion for approval. Mr. Bob Archer so moved, Dr. Jay Brown seconded, and the motion carried unanimously.

Approval of Evaluation and Compensation

Rector McMahon asked for a motion to approve the resolution for the 2022-23 Performance Plan and compensation for President Danilowicz. Dr. Brown so moved, Mr. Mark Lawrence seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as *Attachment D* and is made a part hereof.

OTHER BUSINESS

Constructive Dialogue Workshop

Dr. Heather Keith presented a faculty development workshop on facilitating difficult dialogue in the classroom. She showcased the kind of workshop that will be offered to faculty as part of the recommendations from the Task Force on Freedom of Expression and Civil Discourse, and part of the RISE QEP program for faculty.

ANNOUNCEMENTS

July 23-25, 2023 - Retreat

Sept. 7-8, 2023

Nov. 30 – Dec. 1, 2023

March 21-22, 2024

June 6-7, 2024

July 21-23, 2024 Retreat

Sept. 5-6, 2024

*Dec. 12-13, 2024 - tentative until release of academic calendar

ADJOURNMENT

With no further business to come before the Board, Rector McMahon adjourned the meeting at 3:06 p.m.

Respectfully submitted,

Karen Castele

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

RESOLUTION RECOGNIZING
DAVID A. SMITH '85, M.S. '87

WHEREAS, Mr. David A. Smith has faithfully served the Commonwealth of Virginia with distinction as a member of the Radford University Board of Visitors from 2019 to 2023; and

WHEREAS, Mr. Smith earned a Bachelor of Science in Communications and a Master of Science in Guidance Counseling from Radford University; and

WHEREAS, Mr. Smith has a profound passion for athletics and was a standout high school athlete at Amherst High School before bringing his skills to the court at the Dedmon Center as a student-athlete; and

WHEREAS, Mr. Smith continued making an impact on Radford University Athletics as an assistant men's basketball coach and Radford University Athletic Foundation Board of Directors member before bringing this knowledge and experience to the Board of Visitors; and

WHEREAS, throughout his tenure, Mr. Smith has provided exemplary service and demonstrated support for the students, faculty, staff and mission of Radford University; and

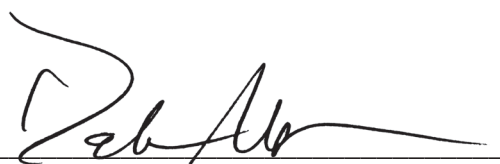
WHEREAS, Mr. Smith has served on the Executive Committee from 2021 to 2023; chaired the Governance, Administration and Athletics Committee from 2021 to 2022; chaired the Student Affairs and Athletics Committee in 2023; and served as vice chair of the Student Success Committee from 2020 to 2021; and

WHEREAS, Mr. Smith serves as Territory Sales Manager for Altria Group Distribution Company where he has been a loyal employee since 1988; and

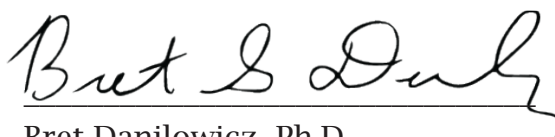
WHEREAS, while Mr. Smith displays great affection for his alma mater, career and community service, the true love in his life is family - his wife, Pebbles, a fellow Radford student-athlete, his daughters and grandchild; and

WHEREAS, through the guidance, encouragement and leadership of Mr. Smith, Radford University has successfully navigated a period of transition and continues to make a positive impact in the lives of students and in the Commonwealth of Virginia;

NOW, THEREFORE BE IT RESOLVED, that on this ninth day of the month of June in the year two thousand twenty-three, 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 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 Mr. David A. Smith.



Debra K. McMahon, Ph.D.
Rector



Bret Danilowicz, Ph.D.
President

RESOLUTION RECOGNIZING
LISA THROCKMORTON '94

WHEREAS, Ms. Lisa Throckmorton has served the Commonwealth of Virginia with distinction as a member of the Radford University Board of Visitors from 2017 to 2023; and

WHEREAS, Ms. Throckmorton is Executive Vice President of Public Relations at REQ, where she brings creativity and strategy to her work giving voice to innovative organizations and companies, helping them stand out from their competitors and raising the profiles of the clients she works with; and

WHEREAS, Ms. Throckmorton is a dedicated alumna of Radford University, having earned a Bachelor of Arts in English; and

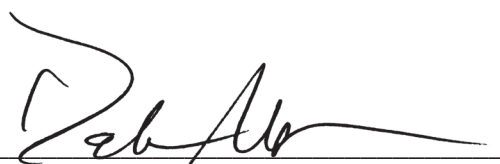
WHEREAS, Ms. Throckmorton has faithfully served her alma mater by giving back her time and talents in numerous ways, including serving as a member of the College of Behavioral Sciences and Humanities Advisory Council, hosting Radford University Alumni Business and Government Leaders, participating with the national capital region alumni chapter, serving as an alumni admissions ambassador, engaging with the Alpha Sigma Tau alumnae group, attending athletic events and always displaying her Highlander pride; and

WHEREAS, Ms. Throckmorton contributed significantly to the Board of Visitors as a member of the Executive Committee from 2020 to 2023; chaired the Advancement, University Relations and Enrollment Management Committee from 2020 to 2023; chaired the Enrollment Management and Brand Equity Committee in 2023; and served on the Governance, Administration and Athletics Committee, Student Success Committee and the Business Affairs and Audit Committee; and

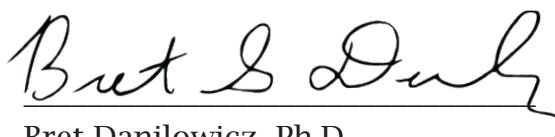
WHEREAS, Ms. Throckmorton served as chair of the Transition Committee for incoming President Bret Danilowicz, setting the stage for a successful change in leadership at Radford University; and

WHEREAS, throughout her tenure on the Board of Visitors, Ms. Throckmorton has demonstrated unwavering commitment and thoughtful decision making in support of Radford University and the faculty, staff, students and community it serves;

NOW, THEREFORE BE IT RESOLVED, that on this ninth day of the month of June in the year two thousand twenty-three, 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 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. Lisa Throckmorton.



Debra K. McMahon, Ph.D.
Rector



Bret Danilowicz, Ph.D.
President

RESOLUTION RECOGNIZING
MARK S. LAWRENCE

WHEREAS, Mr. Mark S. Lawrence served the Commonwealth of Virginia with distinction as a member of the Radford University Board of Visitors from 2015 to 2023; and

WHEREAS, throughout his tenure, Mr. Lawrence provided exemplary service, leadership, insight and advice for the Board of Visitors, University leadership and Board committees; and

WHEREAS, Mr. Lawrence's successful career began with Appalachian Power where he first learned valuable life skills through job responsibilities such as communicating with landowners or checking buoys during a winter storm at Smith Mountain Lake; and

WHEREAS, Mr. Lawrence's skills in government relations were soon realized not only at Appalachian Power but later by Carilion Clinic, in their newly created Government Affairs role almost 23 years ago, and where he serves today as the Vice President for Government and External Affairs; and

WHEREAS, Mr. Lawrence's compassion for others is transparent in his community service, where he volunteers locally with the Jefferson Center, Mill Mountain Theatre, Second Presbyterian Church and statewide with Virginia FREE, Virginia Healthcare and Hospital Association Government Affairs Committee and the Center for Rural Virginia Board of Trustees; and

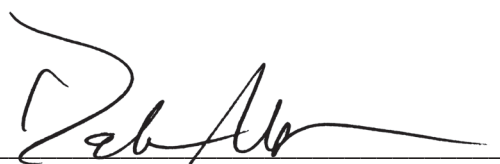
WHEREAS, Mr. Lawrence served as Rector of the Radford University Board of Visitors from 2017 to 2019; a member of the Executive Committee from 2016 to 2023; and has contributed to all committees during his tenure on the Board of Visitors; and

WHEREAS, during Mr. Lawrence's two terms on the Board, his leadership has been a beacon through times of transition, celebrations and tragedy; and

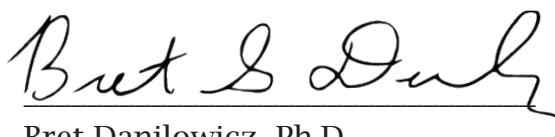
WHEREAS, while Mr. Lawrence has many qualities, the one admired the most is his commitment to students; and

WHEREAS, in 2019, the Board of Visitors established the Rector Mark S. Lawrence Student Scholarship to acknowledge Mr. Lawrence's exemplary leadership and dedicated efforts to serve as an unwavering champion for students and to provide scholarship support to the Student Representative to the Board of Visitors, now and well into the future;

NOW, THEREFORE BE IT RESOLVED, that on this ninth day of the month of June in the year two thousand twenty-three, 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 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 Mr. Mark S. Lawrence.



Debra K. McMahon, Ph.D.
Rector



Bret Danilowicz, Ph.D.
President

President Bret Danilowicz Remarks
Radford University Board of Visitors
June 9, 2023

The current strategic plan will conclude in December 2023 and its successes celebrated. We are intending to do just that with a formal celebration at the start of Homecoming on Friday, October 20, and at that same event discuss some of the exciting plans we have for moving forward.

Given the ending of that plan, one of my goals I set for my first year was to develop and present an initial framework for Radford University's next Strategic Plan. As we have learned together over this year, there is much work to be done- much of that work triangulating back to enrollment. It is my belief that there are so many fundamental improvements we can make that will have a significant impact here, we must focus on those changes first. And because of the potential scale of their impact, we need to focus on those improvements and accelerate their implementation. That brings me to the desire to focus on only a two-year strategic plan. But with so much to be done, we need a vision for where Radford University should be in the future to guide what we select as our priorities within that two-year plan.

Following a year of engaging with students, parents, alumni, faculty, staff, community members, elected officials at the local, state, and federal levels, and a wide range of business interests and employers, I have heard what their needs are and their aspirations for Radford University. When these needs and aspirations are placed into the national and state-wide context for higher education, alongside the specific context of Radford University, our efforts must be focused into a few targeted areas to let Radford University reach its true potential.

Collectively, we must create a distinctive position for Radford University as a public higher education institution within the Commonwealth of Virginia. Advancing the following four priorities and measuring our progress will provide Radford a runway to build momentum. Our actions as a university should consolidate around these priorities, and will include the efforts of our vice presidents, deans, faculty, staff, and students, and in partnership, wherever possible, with our community, Board of Visitors, and SCHEV.

- 1) Define Radford's distinctive nature:
 - An example goal within this priority is that we must rebrand Radford and communicate how we have earned distinction as an institution and our commitment to the success of all Highlander students.
- 2) Stabilize enrollment:
 - Example goals within this priority include - through a university-wide effort, we will reset our practices for segmenting then engaging potential new freshmen and transfers to yield them as Highlanders.
 - And another goal would be Improving the success of our students through increased retention, progression, and graduation rates is also necessary to stabilize enrollment.
- 3) Drive economic development in partnership with our communities:
 - An example goal would be through businesses and government, we will create work-based learning opportunities for students with a focus on internships, apprenticeships, and co-ops.
- 4) Streamline the institution through increased efficiency and effectiveness which will serve to maintain affordability.

Focusing on those four priorities will greatly enhance our ability to be an effective institute of higher education in the Commonwealth of Virginia.

Yesterday, you saw the Vice Presidents and Directors presenting goals in their division. Each of their goals is contained within these four priorities. While not explicitly stated yesterday, all divisions agree that a collective goal we must meet under the priority of efficiency and effectiveness is that we must commit to providing exceptional customer service as expected of the close-knit community of Radford University.

This framework of priorities will be important for us to follow. There is a lot of work that falls outside of those areas, but without a focus, it will lead us to not making the largest steps forward as an institution. The goals that we set in this framework will continue to evolve over the summer, and working with our students, employees, and you as members of our Board of Visitors, we will develop metrics to ensure we are on track to complete these goals over the next two-year period.

This will lead to a completed two-year plan for you to vote on in December 2023. It will include a guiding vision with priorities, goals and metrics with accountability. While the work starts this July, it will be from January 2024 to December 2025 that we accelerate the implementation of these initiatives. Starting in Fall 2024, as we see the progress from this work taking hold, we will develop the next five-year strategic plan covering the period of 2026 to 2030 to be voted on by the Board in December 2025.

With the goals articulated by the vice presidents and directors, and the framework I have just described, I believe this achieves my personal goal to develop and present an initial framework for Radford University's next Strategic Plan.

This does connect to the six-year planning process required by SCHEV. You saw the timeline for that yesterday. Since we repeat the six-year plan every two years for SCHEV, developing our two-year strategic plan aligns well with the timeline of their report. Our six-year plan will be submitted this July, and we will continue to refine that submission with your involvement through October 2023.

On Wednesday, we were pleased to have an Executive Delegation from the State Capital, representing the interests of Op Six, which included Secretary of Education Aimee Guidera. This visit helped the group understand the strengths of Radford University and our unique contributions to the Commonwealth and Southwest Virginia, and with discussion of important change initiatives we have underway on campus. One important point for us all to keep in mind is Secretary Guidera mentioned the importance of having a metric-based focus on outcomes from the university, not just inputs.

Provost Bethany Usher starts on Monday, and the campus is excited to embrace her energy and ideas for Radford University. The finalists for our General Counsel position continue the interview process in Richmond- I do anticipate an outcome to be announced soon- that is a search for which I do not set a timeline as it is directed by the State. We are interviewing all the finalists for the Vice President for Enrollment Management and Strategic Communications this week- I appreciated Rector McMahon and Lisa Throckmorton interviewing the candidates. Before the end of the month, I anticipate being able to announce the hire, and I am hopeful that the successful candidate will be start before the end of August. This will leave open only the Vice President for University Advancement position at the cabinet level, which we will begin to search early in the fall semester. I have treasured the opportunity to work with such a strong group of interim leaders, each of whom has done transformative work while in even an interim role, but I do very much look forward to having the cabinet fully named and staffed.

Dr. Rachel Fowlkes, our former Board member, was loved and respected by all. I am pleased to inform you of two significant topics related to Rachel.

First, prior to her passing, she was nominated for an award by Dr. Theresa Burris and Laura Turk. This was for the Outstanding Leadership Award which is offered annually by the Virginia Network for Women in Higher Education.

This purpose for this award reads as follows:

The Virginia Network for Women in Higher Education Outstanding Leadership Award will recognize an outstanding woman leader who has made significant contributions to higher education in Virginia. By recognizing outstanding women in Virginia higher education, we create an environment that supports the development and promotion of women leaders.

Criteria

The award winner shall have:

- Exemplified leadership, success and service; and,
- Served as a role model and leader to other women in the field of higher education through her demonstrated commitment to their leadership development; and,
- Employment in, or retired from, a Virginia institution of higher education.

I am sure you will be delighted to learn that Rachel is the 2023 winner for this award. Her son John Fowlkes will accept the award at the 2023 Virginia Network for Women Higher Education Annual State Conference to be held this year at the College of William and Mary. Alongside her son, Laura Turk and Holly Cline will also be attending the award reception.

Secondly, Rachel's family and friends are setting up a scholarship in her name at Radford University called the Dr. Rachel Fowlkes Memorial Scholarship to support non-traditional students from Southwest Virginia in pursuing a degree at Radford University. There is a webpage already set up information about the scholarship, and I'll ask Penny to send you its information through Karen- so you can help spread the word about the continuing opportunity to recognize her outstanding leadership and impact to education in the Commonwealth of Virginia.


This concludes my report.

**Radford University Board of Visitors
Resolution**

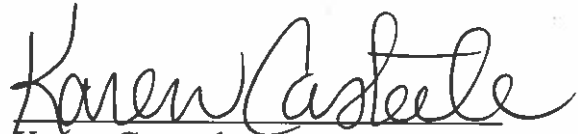
**Performance Plan for 2022-2023
President Bret Danilowicz**

Now Therefore Be It Resolved, that the Board of Visitors hereby approves payment for the completion of President Bret Danilowicz's 2022-2023 Performance Plan, as discussed in closed session on June 9, 2023, and that said performance plan pursuant to Section E of the Employment Agreement with President Bret Danilowicz, dated December 7, 2021, is considered a personnel record.

Adopted: June 9, 2023



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

