

# Academic Excellence and Student Success Committee

March 2025



**Radford**  
UNIVERSITY



Academic Excellence and Student Success Committee  
9:45 a.m.\*\*  
March 20, 2025  
Mary Ann Jennings Hovis Memorial Board Room  
Martin Hall, Third Floor, Radford, VA

**DRAFT**  
**Agenda**

- **Call to Order** Ms. Jeanne Armentrout, *Chair*
- **Approval of Agenda** Ms. Jeanne Armentrout, *Chair*
- **Approval of Minutes** Ms. Jeanne Armentrout, *Chair*
  - December 5, 2024
- **Academic Affairs Update** Dr. Bethany M. Usher, *Provost and Senior Vice President for Academic Affairs*
  - Points of Pride
  - Two-Year Plan/Mid-Semester Update
  - Dean Search Update
  - Radford University in Roanoke Planning Update
- **Informational Items** Dr. Bethany M. Usher, *Provost and Senior Vice President for Academic Affairs*
  - Promotion of Faculty  
(Attachment A)
- **Recommendations and Action Items**
  - Recommendation to Approve Faculty Tenure  
(Attachment B)
  - Recommendation to Approve M.S. in Clinical Psychology  
(Attachment C)
- **Faculty Senate Update** Dr. Matthew Close, *Faculty Representative to the Board of Visitors*
- **Other Business** Ms. Jeanne Armentrout, *Chair*
- **Adjournment** Ms. Jeanne Armentrout, *Chair*

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

**COMMITTEE MEMBERS**

Ms. Jeanne Armentrout, Chair

Ms. Betsy D. Beamer, Vice Chair

Mr. Dale S. Ardizzone

Mr. William Davis

Ms. Lisa W. Pompa

Dr. Matt Close, (Non-Voting Faculty Advisory Representative)

# Meeting Materials



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# Academic Affairs Report



# Academic Affairs Update Agenda

- Points of Pride
- Two-Year Plan Updates
- Information Item: Promotions
- Action Item: Faculty Tenure
- Action Item: Program Approval
- Questions and Conversation



# Academic Points of Pride

# Points of Pride: Events

- Davis College of Business and Economics Shadow Day
- Waldron College of Health and Human Services Interprofessional Case Study Event
  - Over 300 participants from Radford and VCOM
- College of Nursing (with Virginia Council of Nurse Practitioners) hosted a Human Trafficking Symposium in February
- Family and Friends Weekend Fashion Show
- International Culture Night



# Points of Pride: Awards

- Sharon Roger Hepburn (CHBS): Morton N. Cohen Award from the Modern Language Association
- Annemarie Horn, Karen Douglas (CEHD): Article of the Year (2024) in *Rural Special Education*

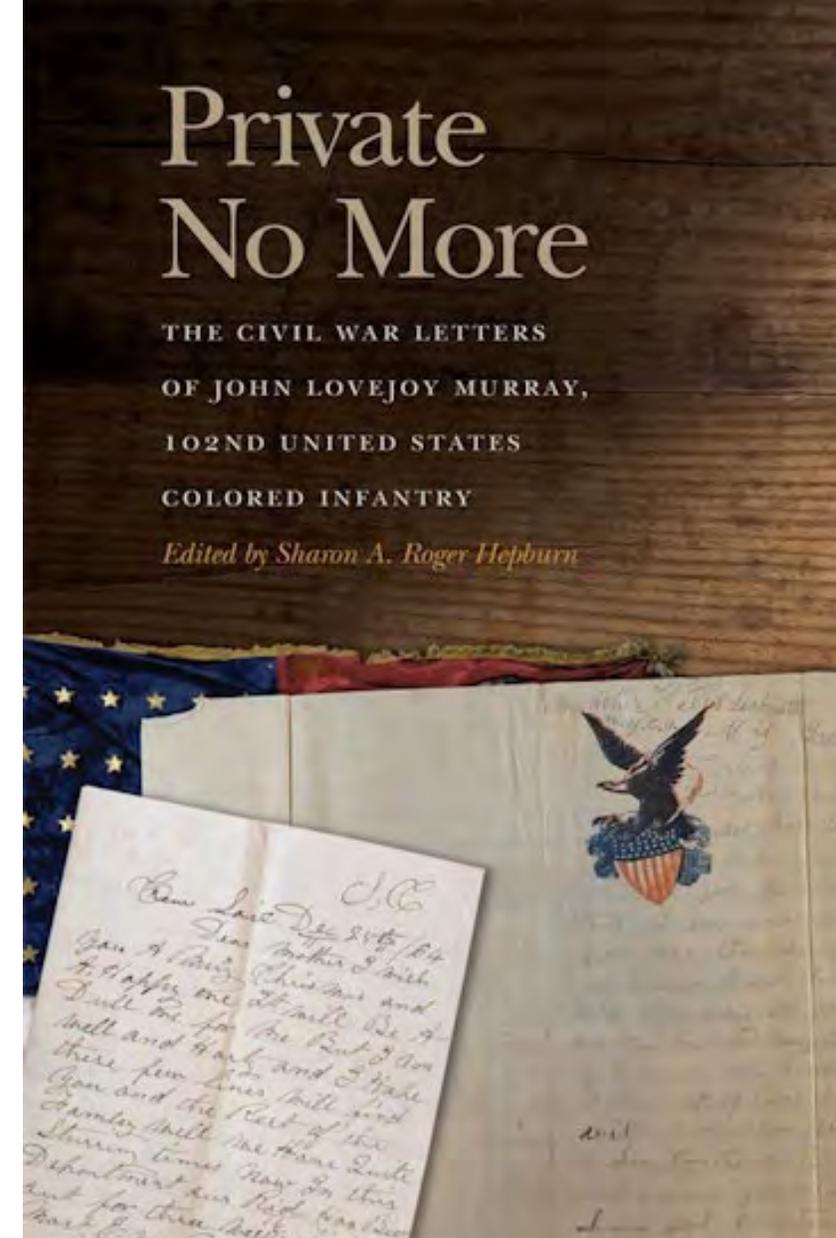
Rural Special Education Quarterly  
Volume 43, Issue 3, September 2024, Pages 161-171  
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<https://doi-org.radford.idm.oclc.org/10.1177/87568705241254863>

Sage Journals

## Research Reports

### What Do Rural Special Education Teachers Say? Examining the Reported Needs and Recommendations for Retention

Annemarie L. Horn, PhD <sup>1</sup>, Kimberly K. Floyd, PhD <sup>2</sup>, Karen H. Douglas, PhD<sup>1</sup>,  
Olga Karadimou, MEd <sup>3</sup>, Jonna L. Bobzien, PhD <sup>3</sup>, and Selena J. Layden, PhD,  
BCBA-D, LBA<sup>3</sup>



# Points of Pride: Research

- 21.5% increase in external awards for FY25 (\$5.7M)
- 26 Highlander Research Rookies
- Student travel to present research
  - 65 undergraduates
  - 52 graduate students
- Radford participation in the Inaugural Undergraduate Research Showcase at the Virginia General Assembly Building



# Points of Pride: Public Service

Dr. Donna Boyd, Eminent Professor of Anthropological Sciences, was deployed by the U.S. National Disaster Medical System, Disaster Mortuary Operational Response Team (DMORT) to assist with the recovery and identification of the victims of the January aircraft collision in Washington, D.C.

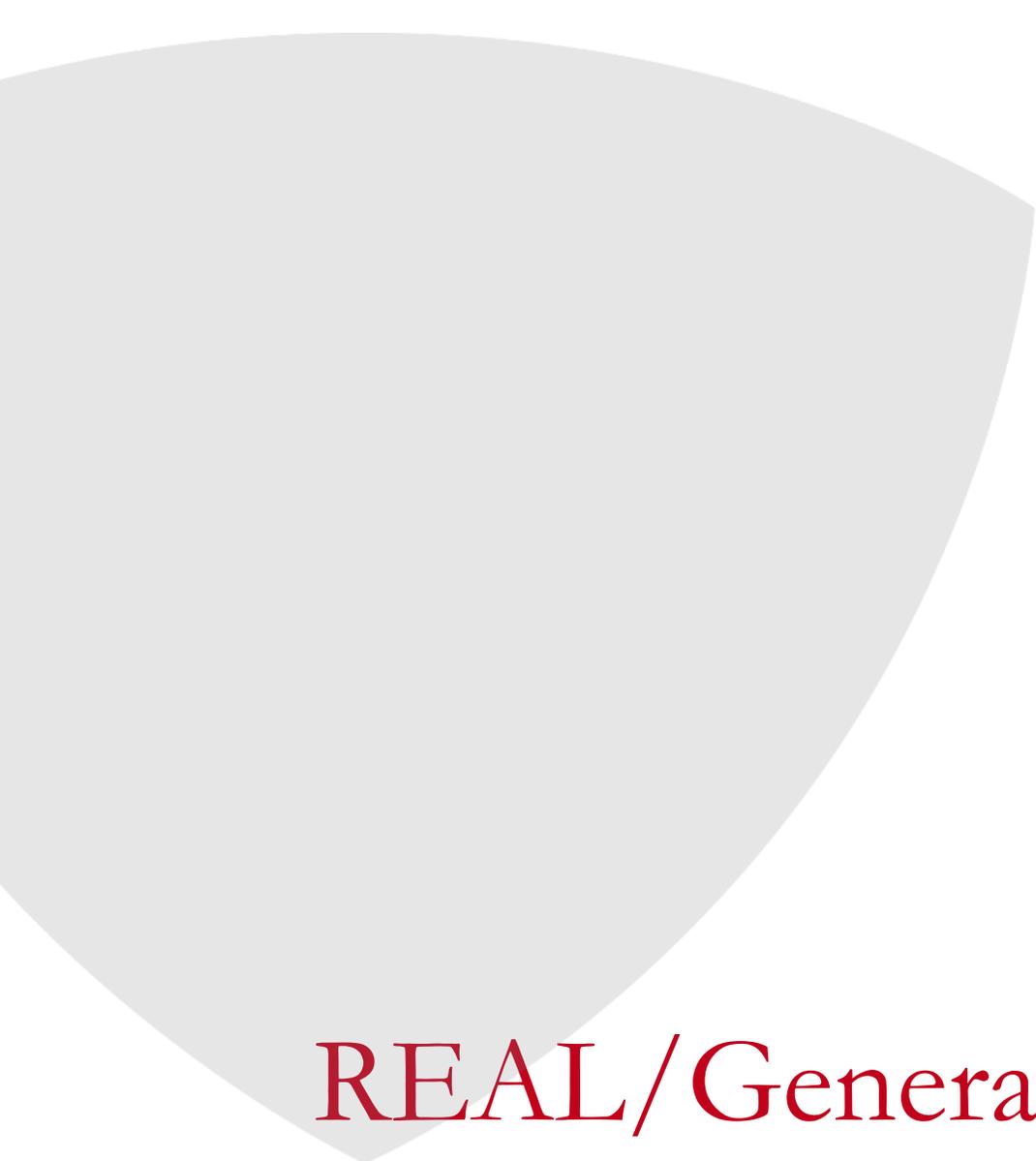


# Points of Pride: Nursing

- NCLEX-RN (licensure) pass rate for first-time test takers from Radford University was 94.35%!
- Jeanell Webb-Jones, MSN '24 (Nursing Administration) was recently appointed by Governor Youngkin to serve on the Virginia Board of Nursing from 2024 to 2027
- SCHEV gave final approval of College of Nursing department organization



# Two-Year Strategic Plan: Improve Academic Programming



# REAL/General Education Reform Update



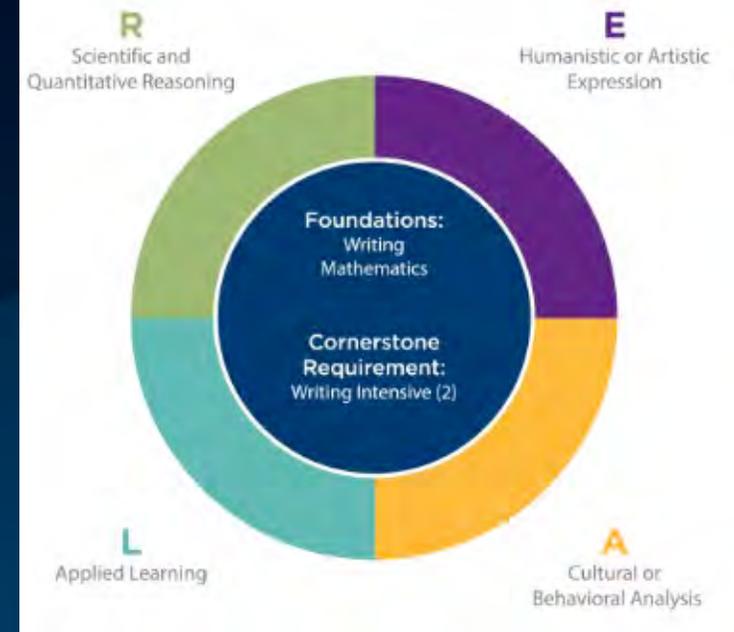
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## The problem:

Well-intentioned Gen Ed program with issues related to advising, transfer, graduation rates, extra student costs, communication

## The task:

Retain what's working, improve what can be improved





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## Task Force Charges

1. Recommend a modified structure for general education at Radford University.
2. Develop a general timeline to implement the recommended modified structure for general education at Radford University.
3. Ensure that the recommended modified structure for general education is assessable.

**Due Date:** Deliver these recommendations to the Faculty Senate and the Office of the Provost no later than February 21, 2025.



August

Created General Education Task Force

Sept

Consulted with AAC&U Fellow

Sept-Oct

Conducted listening tours

Oct

Collected input by survey

Nov

Faculty design workshop

Jan

Draft General Education model

Feb

Student and Faculty final feedback

Feb

Final Model completed

Feb

REAL committee recommendation to Faculty Senate

March-April

Faculty Senate makes recommendation to Provost



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# RADF101

## First year seminar

- Digital literacy
- Civic engagement
- Student success
- Sense of place and belonging



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Find Your Place. Here.

# A Proposal for General Education at Radford University

# Task Force Membership

## Overview

### ➤ Context

Since September 2024, the Faculty Senate and the Division of Academic Affairs have collaborated to generate a proposal to improve General Education, currently implemented through the REAL Curriculum. In February 2025, a Task Force of faculty leaders delivered the proposal summarized here.

### ➤ Mission

The General Education Program is a transformative learning experience that advances the university's values and its vision of student-centered learning, positioning students as ethical community leaders in Appalachia, the Commonwealth, and beyond. Throughout the program, students will cultivate core competencies, encounter and experiment with new ways of thinking, and learn how different disciplines develop and apply knowledge to make meaningful change.

### ➤ More Information

Read the full proposal with supporting materials:

<https://www.radford.edu/faculty-senate/gen-ed-improvement.html>

Review the  
full proposal:



## Program Requirements

### ➤ Competencies – 9 credits

- Mathematics (3 credits)
- Written Communication (6 credits)
  - Introductory Writing
  - Intermediate Writing

### ➤ Inquiries – 18 to 20 credits

- Scientific Inquiry (6-8 credits, at least 1 lab course)
- Humanistic and Artistic Inquiry (6 credits)
- Social and Behavioral Inquiry (6 credits)

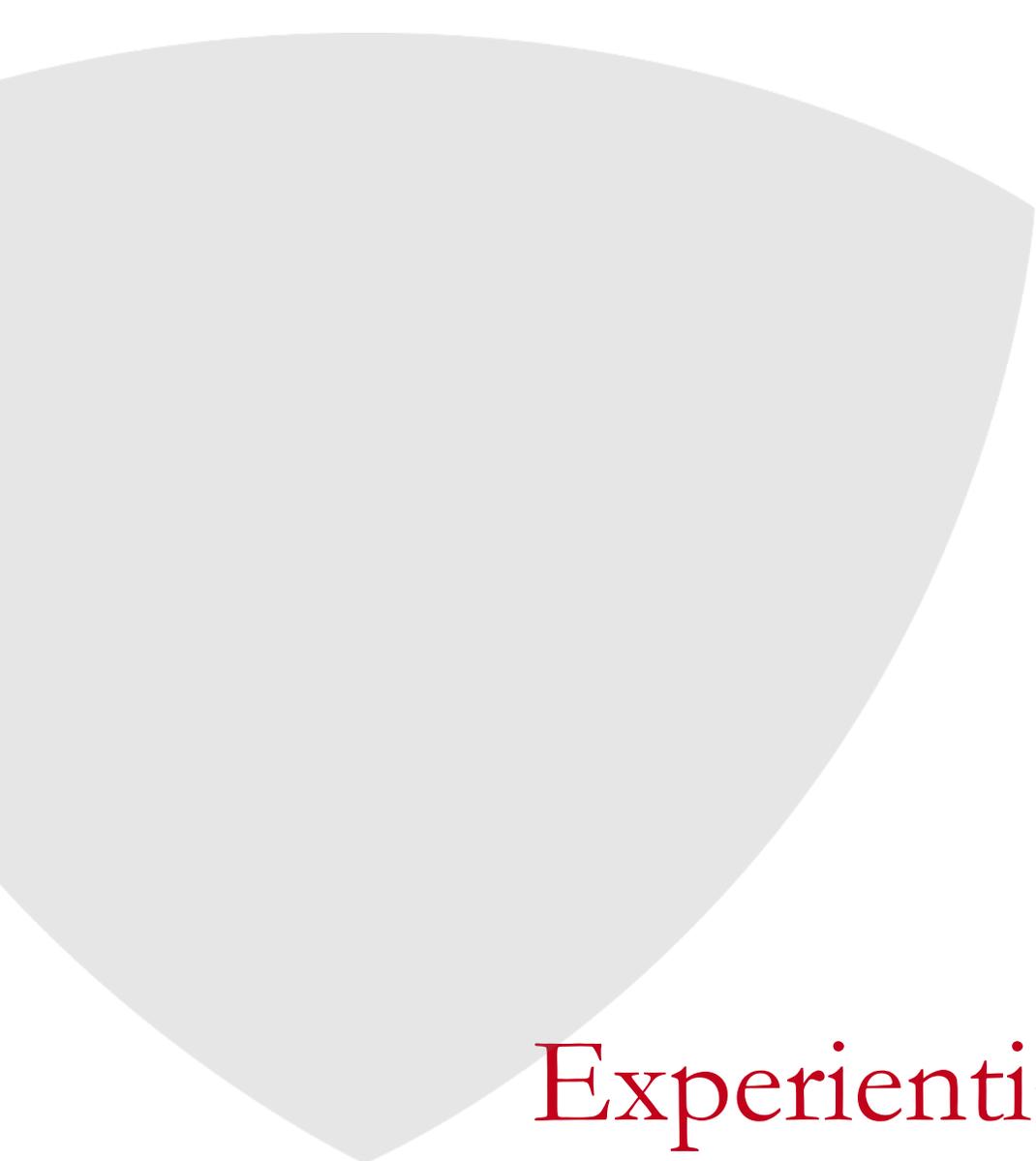
### ➤ Integrations – 4+ credits

- Find Your Place (3 credits) – gateway to support student success in college
- Navigate Your Journey – credit-bearing culminating experience (min. sophomore standing)

### ➤ Total: Minimum 31 credits.



- David Beach, Chair, Writing, Language, and Literature, Director of Undergraduate Curriculum
- Christopher Monceaux, Chemistry, Artis College of Science & Technology
- Anna Devito, Health & Human Performance, College of Education & Human Development
- Brock Cutler, History, College of Humanities & Behavioral Sciences
- LeAnna Ratliff, Nursing (RHEC), College of Nursing
- Amy VanKirk, Dance, College of Visual & Performing Arts
- Thomas Duncan, Economics, Davis College of Business & Economics
- Sarah Rakes, Social Work, Waldron College of Health & Human Services
- Courtney Watson, Writing, Language, and Literature (RUC), Roanoke Site Representative
- Kim Gainer, Writing, Language, and Literature, Faculty Senate Representative
- Jerel Benton, Student Success, Office of the Provost Representative



# Experiential and Work-based Learning

# 81% of 2024 graduating undergraduate students completed at least one high-impact experiential learning activity



23 Activities



7 Categories



7 Data Sources

## Top 3 Unique Student Experiences

76.1%

- Undergraduate Research

41.2%

- Special Trainings/Fieldwork + Apprenticeships + Capstones

23%

- Internships

# Student Success Outcomes

## First Destination Outcomes 2024 Cohort - Undergraduate

6 Months Post-graduation	Employed %	Grad School %	Military %	Seeking %	Knowledge Rate %	Total Placement %
	67.89%	23.71%	0.97%	7.44%	71.38%	92.56%

## First Destination Outcomes 2023 Cohort - Undergraduate

6 Months Post-graduation	Employed %	Grad School %	Military %	Seeking %	Knowledge Rate %	Total Placement %
	65.99%	16.33%	0.27%	17.41%	47.18%	82.59%

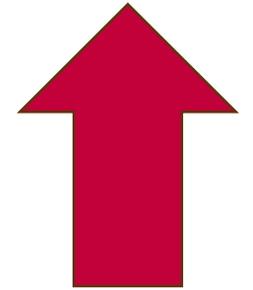


# RISE Quality Enhancement Plan

# Successful Course Completion = final course grade of A, B, or C



Course Level	Pre-RISE Rates	Post RISE Rates
100 level	73%	79%
200 level	79%	82%



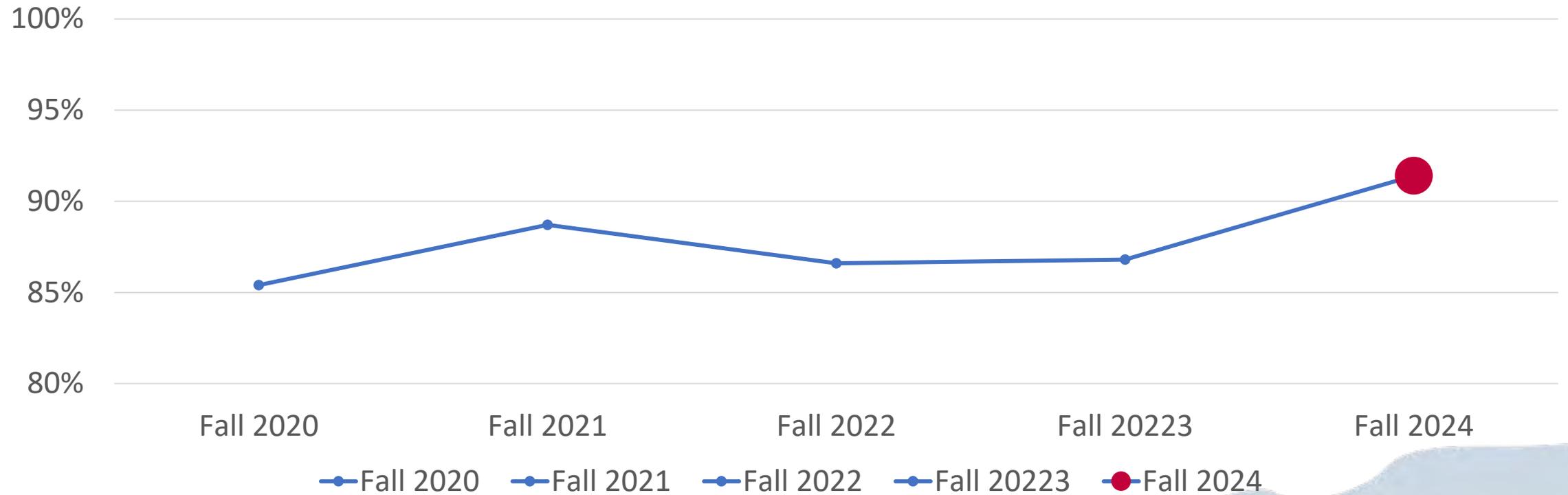
Improvements for courses in all colleges

# Two-Year Strategic Plan: Increase Retention and Progression Rates

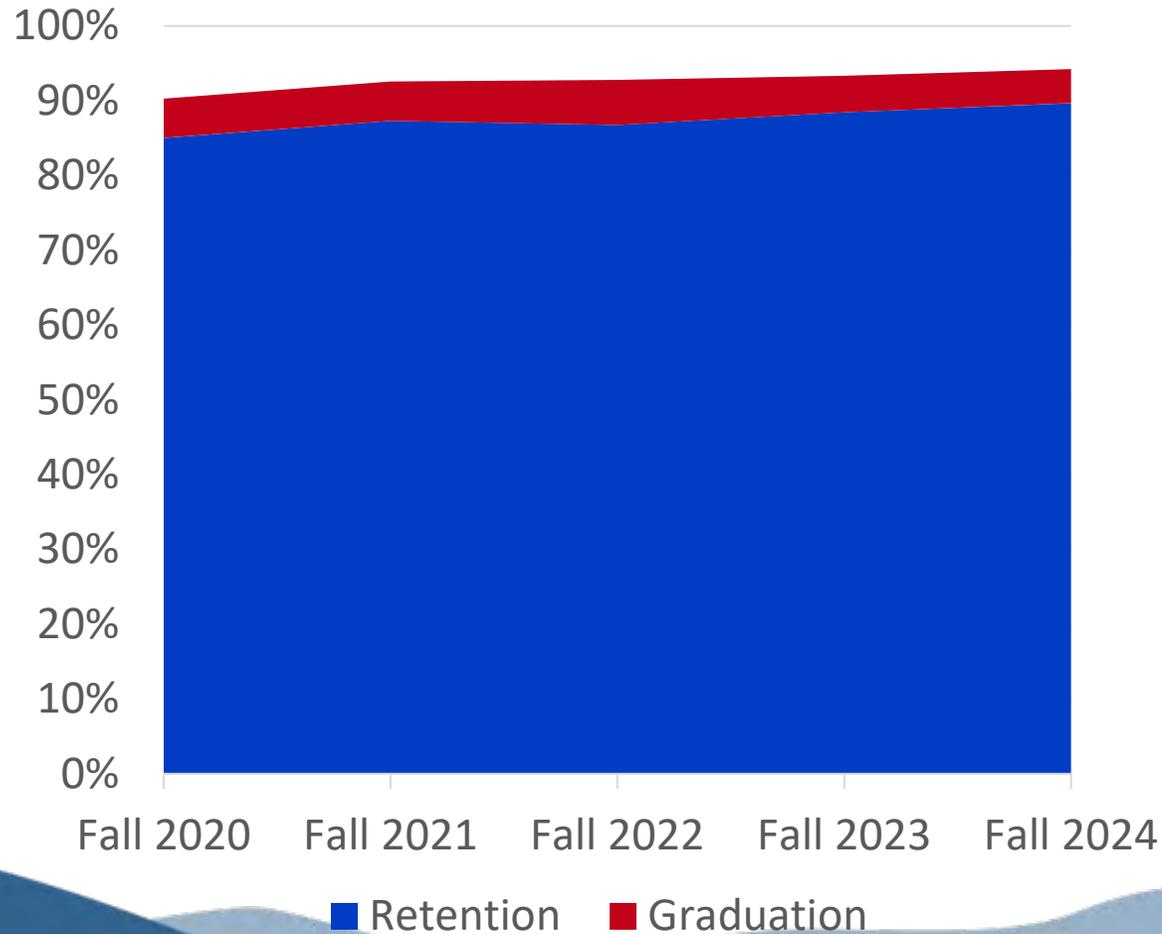


# Fall-Spring Retention and Progression

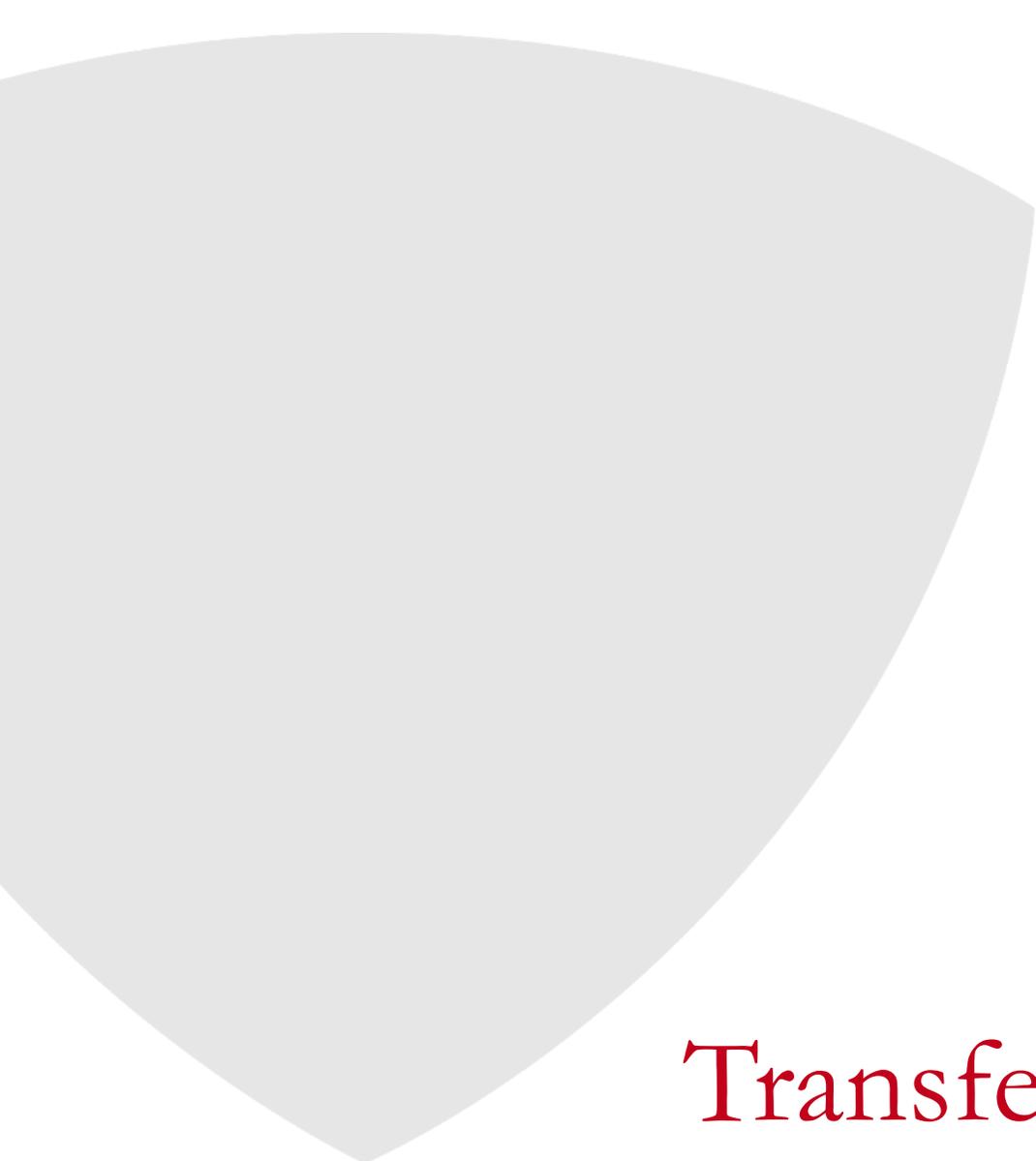
# First-Time-in-College Fall-to-Spring Retention= 91%



# Fall to Spring Progression



**94%**  
Overall Retention+Graduation Rate



# Transfer Student Success Initiatives

# Tartan Transfer



## ACCESS AND AFFORDABILITY

### Tartan Transfer Benefits



#### Access

Participants are eligible for direct admission.



#### Affordability

VCCS partners offer tuition free options and the Radford Tuition Promise covers tuition for qualified Radford students.



#### Personalized Advising

Tartan Transfer advisors help students plan a course of study.



#### Maximize Credits

Curriculum alignments ensure the maximum number of credits are realized.



#### Tartan Access

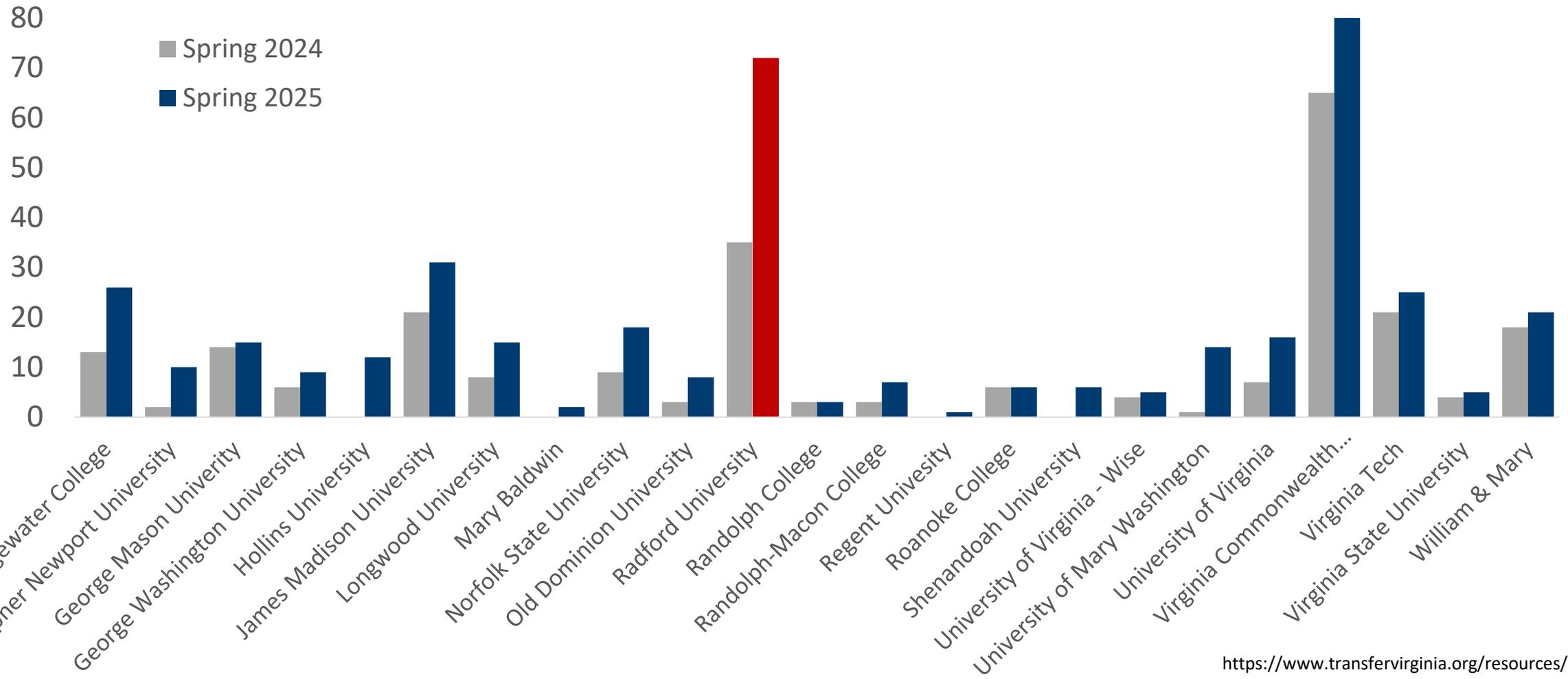
Students have access to the Highlander experience before transferring.



#### Career Prep

Special internship and co-curricular experiences prepare participants for career success.

# Transfer Virginia Major Guides



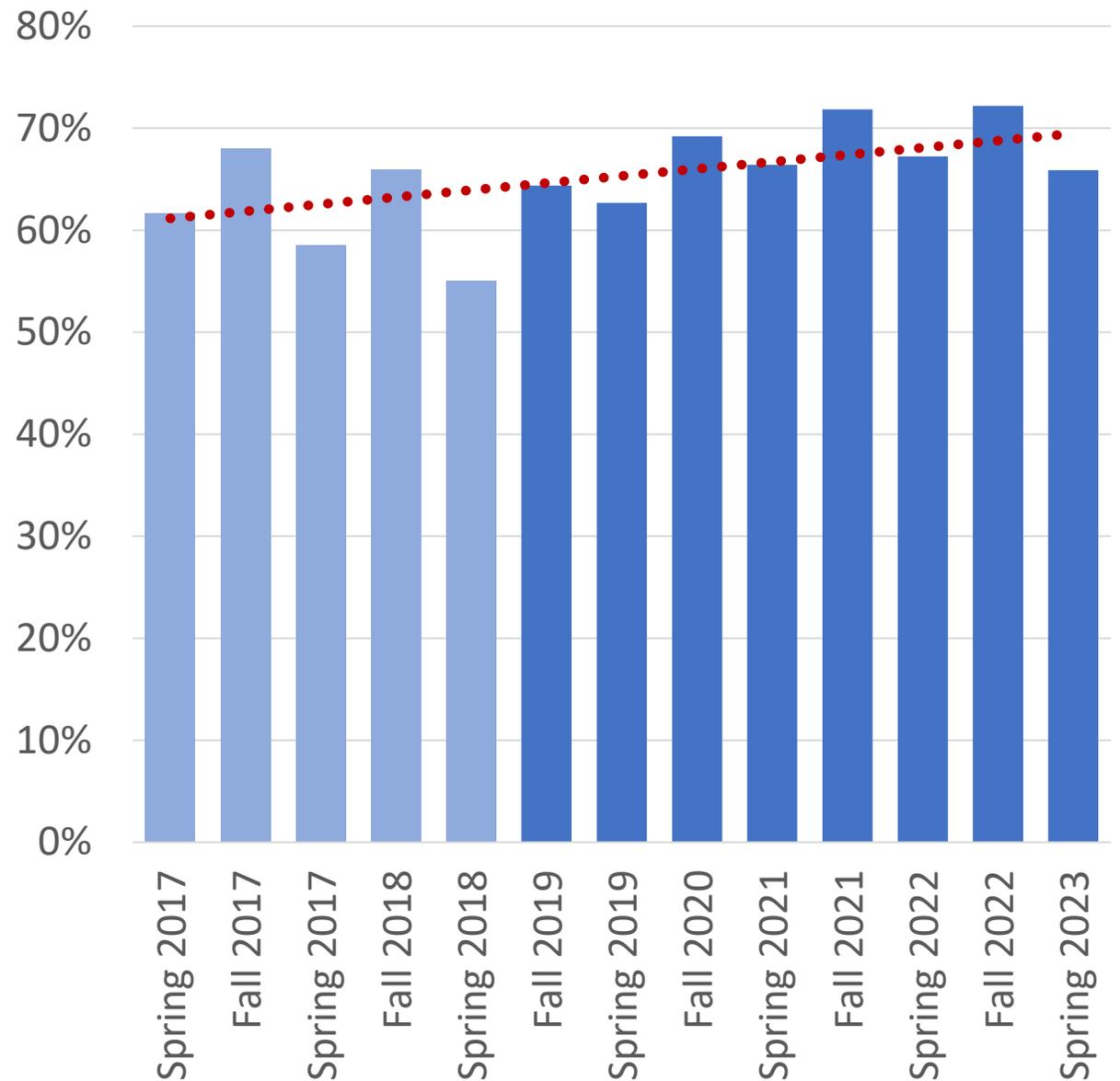
<https://www.transfervirginia.org/resources/>



# Banded Tuition Proposal

As of Fall 2019, Radford instituted a banded tuition policy that reduced the maximum undergraduate credits from 18 to 15 for standard tuition.

Over that time, about 10% more students have taken 15 or less credits per semester.



# Student Success Council and Academic Policy and Procedures Committee Recommendation (January 2025):

*Adjust the Banded Tuition Policy to include up to 18 credit hours for undergraduates*

## Benefits

- Student Success: encourage students to take additional courses within a semester; reducing time-to-degree, fostering academic momentum.
- Affordability: students maximize tuition by taking up to 18 credit hours at no additional cost.
- Alignment with Institutional Goals: commitment to improving retention and graduation rates.

## Costs

Approximately \$660,000 based on 2024-2025 enrollment

**Two-Year Strategic Plan:  
Reposition academic  
programs and  
administration to increase  
efficiency and effectiveness**

# Radford University sites

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Radford Main Campus



Health Science Education  
Center in Roanoke



Radford Online

# Division of Academic Affairs

Artis College of Science and Technology  
*Dean Steven Bachrach*

College of Visual and Performing Arts  
*Interim Dean Tim Channell*

College of Education and Human Development  
*Dean Tamara Wallace*

Davis College of Business and Economics  
*Dean Donna McCloskey*

College of Humanities and Behavioral Science  
*Interim Dean Jeff Aspelmeier*

Waldron College of Health and Human Services  
*Dean Kenneth Cox*

College of Nursing  
*Dean Wendy Downey*

Provost and Senior Vice President  
**Bethany M. Usher**

Academic Affairs  
*Associate Provost Jeanne Mekolichick*

University Registrar  
*Katie Piper*

Student Success  
*Assistant Provost Jerel Benton*

Finance and Administration  
*Director Adam Neal*

Faculty and Curriculum  
*Assistant Provost Jessica Stowell*

Radford University @ Roanoke  
*Assistant Provost Glen Mayhew*

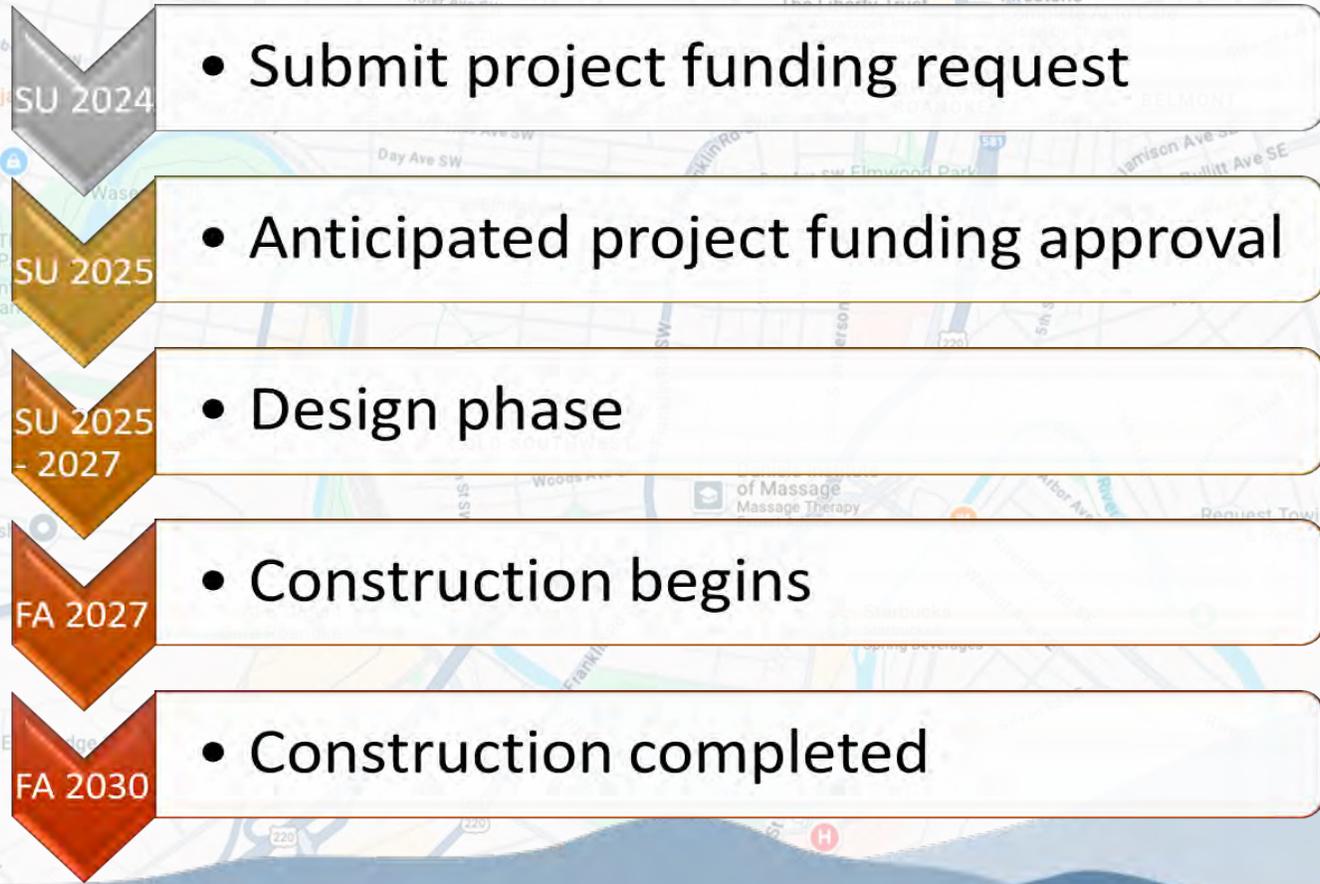
Graduate Affairs  
*Interim Assistant Provost Agida Manizade*

Executive Director of Health Sciences  
*TBD*

Executive Director of Radford Online  
*TBD*



# RU Roanoke Health Sciences Center Timeline



# Academic Planning in the current environment

# Academic Planning in the current environment

- Federal Research Grants
  - Review of Facilities and Administration “F&A” reliance
- Reviewing academic programs and activities to ensure that, “every student attending a Virginia institution of higher education has an educational environment that is free of discrimination” (Guidera, 2025)
  - All academic degree programs are open to all students
  - Activities being reviewed to ensure compliance.
- Potential workforce, internship, and employment challenges



# Board Items

# Information Item: 2025-2026 Faculty Promotions

## **Artis College of Science and Technology**

*Christopher Monceaux* (Chemistry), Professor  
*Sandra Liss* (Physics), Associate Professor  
*Andrew Ray* (Computing/Info Science), Professor  
*Jobriath Kauffman* (Mathematics & Statistics),  
Assistant Professor  
*Matthew Close* (Biology), Professor  
*Laura Gruss* (Biology), Professor

## **College of Humanities and Behavioral Sciences**

*Laura Vernon* (Writing, Language & Lit), Professor  
*Justine Jackson Stone* (Writing, Language & Lit),  
Senior Instructor  
*Roberto Santos* (Criminal Justice), Professor  
*Riane Bolin* (Criminal Justice), Professor  
*Dayna Hayes* (Psychology), Professor  
*Daniel Berry* (Psychology), Associate Professor  
*Samuel Jennings* (Communication), Professor

## **College of Education and Human Development**

*Darren Minarik* (Teacher Education and Leadership),  
Professor  
*Bethany Lanier* (Counselor Ed), Associate Professor

## **College of Visual and Performing Arts**

*Amy VanKirk* (Dance), Professor  
*Jennifer McDonel* (Music), Professor  
*Jimmy Ward* (Theatre), Professor  
*Bruce Parsons* (Design), Associate Professor

## **Davis College of Business and Economics**

*Thomas Duncan* (Economics), Professor  
*Michael Chatham* (Accounting, Finance &  
Information Systems), Professor  
*Yiwen Li* (Accounting, Finance & Information  
Systems), Associate Professor  
*Benjamin Biermeier-Hanson* (Management),  
Associate Professor

## **Waldron College of Health and Human Services**

*Kimberly Baskette* (RUC Public Health & Healthcare  
Ldshp), Associate Professor  
*Thomas Castor* (RUC Public Health & Healthcare  
Ldshp), Associate Professor  
*Rebecca McIntyre* (RUC Public Health & Healthcare  
Ldshp), Associate Professor

*Carey Peerman* (RUC Public Health & Healthcare  
Ldshp), Associate Professor  
*Jacob Elias* (RUC Public Health & Healthcare Ldshp),  
Associate Professor  
*Philip Mongan* (Social Work), Professor  
*Sarah Rakes* (Social Work), Associate Professor  
*Stephen Glass* (RUC Physical Therapy), Associate  
Professor  
*Renee Huth*, (RUC Physical Therapy), Associate  
Professor  
*Kevin Parcetich* (RUC Physical Therapy), Associate  
Professor  
*Kenneth Gentry* (Occupational Therapy), Associate  
Professor  
*Chase Poulsen* (RUC Respiratory Therapy), Professor  
*Sara Nicely* (RUC Physician Assistant). Professor

# Board Action Item: 2025-2026 Tenure Recommendations

## **Artis College of Science and Technology**

*Sandra Liss* (Physics)

## **College of Nursing**

*Sara Brown* (Nursing)

*Carey Cole* (Nursing)

## **College of Visual and Performing Arts**

*Bruce Parsons* (Design)

## **Davis College of Business and Economics**

*Yiwen Li* (Accounting, Finance & Info Systems)

## **Waldron College of Health and Human Services**

*Kimberly Baskette* (Health and Healthcare Leadership)

*Thomas Castor* (Health and Healthcare Leadership)

*Rebecca McIntyre* (Health and Healthcare Leadership)

*Sarah Rakes* (Social Work)

*Stephan Glass* (Physical Therapy)

*Kevin Parcetich* (Physical Therapy)

*Kenneth Gentry* (Occupational Therapy)

*Chase Poulsen* (Respiratory Therapy)

*Sara Nicely* (RUC Physician Assistant)

# New Program Proposal: Master of Science in Clinical Psychology

- First and only program in VA to train students for licensure as Psychological Practitioners
- Program helps address critical shortage of mental health professionals in Virginia
- Virginia is ranked 38 out of 50 states in terms of Mental Health Workforce Availability
- 96% of localities in Virginia are federally-designated shortage areas
- Fills demand among current students and recent graduates.



# Board Action Item: Master of Science in Clinical Psychology Approval

- Two years/54-credit hours
- Graduates are eligible for licensure as Psychological Practitioners by the Virginia Board of Psychology
- Projected job growth: 19% between 2023 to 2033
- Projected Enrollment: 12-15 students per cohort (24-30 total)
- Three faculty FTE to support the program (repurposed from Psy.D. program closure)

# Discussion

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE  
MARCH 20, 2025**

**2025-2026 PROMOTIONS WITH SALARY INCREMENTS**

The following Teaching and Research faculty members have been recommended for promotion by their respective Department Promotion Committees, Department Chairs, and College Deans and approved by the Provost and President.

**ARTIS COLLEGE OF SCIENCE AND TECHNOLOGY**

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Christopher J. Monceaux	Professor	Department of Chemistry
Sandra Liss	Associate Professor	Department of Physics
Andrew A. Ray	Professor	School of Computing & Information Sciences
Matthew T. Close	Professor	Department of Biology
Laura T. Gruss	Professor	Department of Biology
Jobriath S. Kauffman	Assistant Professor	Department of Mathematics & Statistics

**COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT**

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Darren Minarik	Professor	School of Teacher Education & Leadership
Bethany A. Lanier	Associate Professor	Department of Counselor Education

**COLLEGE OF HUMANITIES AND BEHAVIORAL SCIENCE**

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Laura Vernon	Professor	School of Writing, Language & Literature
Justine Jackson Stone	Senior Instructor	School of Writing, Language & Literature
Roberto G. Santos	Professor	Department of Criminal Justice
Riane M. Bolin	Professor	Department of Criminal Justice
Dayna M. Hayes	Professor	Department of Psychology
Daniel R. Berry	Associate Professor	Department of Psychology
Samuel R. Jennings	Professor	School of Communication

## **COLLEGE OF VISUAL AND PERFORMING ARTS**

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Amy L. VanKirk	Professor	Department of Dance
Jennifer S. McDonel	Professor	Department of Music
Jimmy R. Ward	Professor	Department of Theatre
Bruce Parsons	Associate Professor	Department of Design

## **DAVIS COLLEGE OF BUSINESS AND ECONOMICS**

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Michael D. Chatham	Professor	Department of Accounting, Finance & Information Systems
Yiwen Li	Associate Professor	Department of Accounting, Finance & Information Systems
Thomas K. Duncan	Professor	Department of Economics
Benjamin Biermeier-Hanson	Associate Professor	Department of Management

## **WALDRON COLLEGE OF HEALTH AND HUMAN SERVICES**

<u>Name</u>	<u>Proposed Rank</u>	<u>Department</u>
Kimberly G. Baskette	Associate Professor	RUC – Department of Public Health & Healthcare Leadership
Thomas S. Castor	Associate Professor	RUC – Department of Public Health & Healthcare Leadership
Rebecca R. McIntyre	Associate Professor	RUC – Department of Public Health & Healthcare Leadership
Carey H. Peerman	Associate Professor	RUC – Department of Public Health & Healthcare Leadership
Jacob J. Elias	Associate Professor	RUC – Department of Public Health & Healthcare Leadership
Philip C. Mongan	Professor	School of Social Work
Sarah E. Rakes	Associate Professor	School of Social Work
Stephen M. Glass	Associate Professor	RUC - Department of Physical Therapy
Renee M. Huth	Associate Professor	RUC - Department of Physical Therapy
Kevin M. Parcetich	Associate Professor	RUC - Department of Physical Therapy
Kenneth K. Gentry	Associate Professor	Department of Occupational Therapy
Chase R. Poulsen	Professor	RUC - Department of Clinical Health Professions – Respiratory Therapy
Sara L. Nicely	Professor	RUC - Department of Physician Assistant

It has been the practice of Radford University to recognize faculty promotions at the beginning of the next academic year with a salary adjustment according to rank. The following increments were approved by you and are recommended for 2025-2026 academic year.

Promotion to Senior Instructor	\$1,500
Promotion to Assistant Professor	\$3,500
Promotion to Associate Professor	\$5,500
Promotion to Professor	\$8,000

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE  
MARCH 20, 2025**

**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**

Name _____	Department _____
Sandra Liss	Department of Physics

**COLLEGE OF NURSING**

<u>Name</u>	<u>Department</u>
Sara Simpson Brown	College of Nursing
Carey A Cole	College of Nursing

**COLLEGE OF VISUAL AND PERFORMING ARTS**

<u>Name</u>	<u>Department</u>
Bruce Parsons	Department of Design

**DAVIS COLLEGE OF BUSINESS AND ECONI**

<u>Name</u>	<u>Department</u>
Yiwen Li	Department of Accounting, Finance and Information Systems

**WALDRON COLLEGE OF HEALTH AND HUMAN SERVICES**

<u>Name</u>	<u>Department</u>
Kimberly Grimes Baskette	RUC-Department of Public Health & Healthcare Leadership
Thomas Scott Castor	RUC-Department of Public Health & Healthcare Leadership
Rebecca F McIntyre	RUC-Department of Public Health & Healthcare Leadership
Sarah E Rakes	School of Social Work
Stephen Michael Glass	RUC-Department of Physical Therapy
Kevin M Parcetich	RUC-Department of Physical Therapy
Kenneth Keith Gentry	Department of Occupational Therapy
Chase Raymond Poulsen	RUC-Department of Clinical Health Professions-Respiratory Therapy
Sara Linkenhoker Nicely	RUC-Department of Physician Assistant

**THEREFORE, BE IT RESOLVED**, that the Academic Excellence and Student Success Committee recommends that the Board of Visitors approve the faculty Tenure recommendations listed above to become effective the beginning of the 2025-2026 academic year.

**RADFORD UNIVERSITY  
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**MARCH 21, 2025**

**RESOLUTION TO CREATE A NEW MASTER OF SCIENCE (MS) IN CLINICAL  
PSYCHOLOGY DEGREE PROGRAM**

**WHEREAS**, Faculty Senate approved the creation of the new Master of Science in Clinical Psychology degree program; and

**WHEREAS**, Southwest Virginia has a severe shortage of mental health resources. Thirty-eight counties and cities in the area, including Giles, Bland, Wythe, Galax City, Grayson, Smyth, Buchanan, Dickenson, Russell, and Tazewell Counties, are all designated as “High Need Mental Health Professional Shortage Areas.” Furthermore, Mental Health America ranks Virginia 34<sup>th</sup> in terms of access to mental health services; and

**WHEREAS**, jobs in the field of Clinical Psychology are expected to grow in Virginia at a rate of 19%, faster than the average for all occupations; and

**WHEREAS**, The American Psychological Association (APA) has developed guidelines and processes for the accreditation of master’s-level psychology programs that can lead to licensure, including Clinical Psychology, Counseling Psychology, and School Psychology. The APA Council on Accreditation (APA-COA) is finalizing these guidelines and processes and has initiated a pilot group of programs currently undergoing accreditation; Furthermore, the state legislature and Governor have granted the Virginia Board of Psychology (VABP) authority to license Psychological Practitioners who are graduates of master’s programs in Clinical and Counseling Psychology; and

**WHEREAS**, the new degree program is projected to have a net-neutral effect on the budget and be more cost effective than the PsyD program;

**NOW, THEREFORE, BE IT RESOLVED**, that the Academic Excellence and Student Success Committee recommends that the Board of Visitors approve the creation of the new Master of Science in Clinical Psychology degree;

**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 new degree program to the State Council of Higher Education for Virginia (SCHEV) and the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

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Selected text from the SCHEV Proposal

### **Duplication**

There are currently no degree programs at the master's level using the 42.2801 CIP code in Virginia Public Institutions. This program would be the first of its kind in Virginia.

### **Relationship to and Effect on Existing Degree Programs**

Radford University offers related programs: Counseling and Human Development, with two concentrations, clinical mental health counseling and school counseling (M.S.) and Social Work (MSW). Although there is overlap in behavioral health training, key distinctions exist. Historically, Radford's Psychology Department had a Clinical-Counseling concentration, preparing students for licensure as Licensed Professional Counselors (LPC). However, in 2009, the Virginia Board of Counseling changed its regulations regarding eligibility to become an LPC.

These changes made it impossible for students earning a Master's degree in psychology to obtain licensure as an LPC in Virginia. After years of unsuccessful applications and appeals by graduates of the program, it was for this reason that the Clinical-Counseling Psychology Master's concentration stopped admitting students in the Fall of 2019. At that point, the American Psychological Association (APA) was in the early stages of developing policies for accrediting Master's level mental health programs (clinical psychology, counseling psychology, and school psychology) but there was no timeline for the completion of that process. The hope was that the Clinical-Counseling concentration could be reactivated once a path to licensure for graduates of psychology Master's programs was established. However, the final version of the Master's-level accreditation requirements outlined by the APA and the guidance provided by the Virginia Board of Psychology could not be accommodated within the existing Clinical-Counseling Psychology concentration because of limitations on concentrations established by SCHEV (e.g., 50% overlap in coursework with other program concentrations). Instead, a separate program had to be established to meet accreditation, licensure, and SCHEV requirements. Additionally, when the Department of Psychology chose to discontinue the Doctor Psychology (Psy.D.) in Counseling Psychology Program, part of the intent was to redirect resources from the existing doctoral program to a Master's-level training program. The proposed Master's program is less resource intensive than the Psy.D. program, requiring fewer faculty and serving a larger number of fee-paying students.

Now, with APA accreditation for Master's programs and the Virginia Board of Psychology (BoP) authorizing licensure for Master's-level psychology graduates as Licensed Psychological Practitioners (LPP), a new program has been proposed. This program is distinct and cannot be accommodated as a concentration due to existing SCHEV limitations.

### **Program Distinctions:**

- **Licensure:**
  - Counselor Education: LPC (Virginia Board of Counseling)
  - Social Work: LCSW (Virginia Board of Social Work)
  - Clinical Psychology: LPP (Virginia Board of Psychology)

- **Accreditation:**
  - Counselor Education: Council for Accreditation of Counseling and Related Educational Programs
  - Social Work: Council on Social Work Education
  - Clinical Psychology: American Psychological Association Commission on Accreditation
- **Eligibility:**
  - Each program leads to distinct licensure, with graduates ineligible for the other licenses.
- **Orientation:**
  - Although all programs train behavioral health providers, they emphasize different approaches and opportunities.

### **Employment Outcomes:**

- Clinical Psychology graduates may be most appropriate for research settings, hospitals, and federally qualified health centers.
- Counselor Education graduates may thrive in community mental health settings and schools.
- Social Work graduates work in various settings, including hospitals, community mental health, and government agencies.

The region's mental health professional shortage necessitates all three programs. The proposed program complements existing programs, enhances training options, and strengthens community impact. The Master of Science in Clinical Psychology program is designed to complement, not compete with, Radford University's existing Master of Social Work (MSW) and Counselor Education (M.S.) programs. No degree programs will close as a result of this initiative.

The proposed program will enhance the university's behavioral health training portfolio, offering a distinct path to licensure as a Licensed Psychological Practitioner (LPP), which is unavailable through existing programs. This differentiation will attract an additional applicant pool, potentially increasing overall enrollment in behavioral health programs.

The institution has analyzed the effect of student enrollment and determined that the program will not negatively impact the resources available to other degree programs. Collaborative opportunities for students and faculty across programs may increase, particularly in interdisciplinary training settings.

The historical co-existence of Radford's Master's in Clinical-Counseling Psychology with current programs, without incident, supports the expectation of a harmonious integration. The new program addresses a critical workforce need and provides a licensure pathway previously unavailable, further strengthening Radford's commitment to mental health education.

### **ROI**

SCHEV has a new requirement that degree program proposals use "return on investment" from the Foundation for Research on Equal Opportunity at <https://freeopp.org/roi-landing/>

As there are no current programs of this nature in Virginia, there is no ROI data to report. The website also did not have any Doctoral Clinical Psychology programs in Virginia to use as comparison. Our existing master's in psychology degree has ROI numbers as follows:

Institution	Level	Field of Study	Earnings (1 year)	Earnings (10 years)	ROI (on time completion)	ROI (non-completion)
Radford University	Master's	Psychology, General	\$57,374	\$73,335	\$329,835	\$261,826



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# Faculty Senate Report

Matthew Close, Ph.D.

President of the Radford University T&R Faculty Senate

# Faculty Senate 2024-2025



**Radford**  
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1. General Education Improvement
2. Master of Science in Clinical Psychology
3. Faculty Morale Surveys
4. University Governance Internal Review (UIGRC)

# Faculty Senate 2024-2025



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## General Education Improvement Task Force (12/16/2024-2/28/2025)

**Christopher Monceaux**, Ph.D., Associate Professor of Chemistry

**Anna Devito**, Ph.D., Professor of Health and Human Performance

**Brock Cutler**, Ph.D., Professor of History, College of Humanities and Behavioral Sciences

**LeAnna Ratliff**, M.S.N., R.N., Instructor, College of Nursing

**Amy VanKirk**, M.F.A., Associate Professor of Dance

**Thomas Duncan**, Ph.D., Associate Professor of Economics

**Sarah Rakes**, Ph.D., Assistant Professor of Social Work

**Courtney Watson**, Ph.D., M.F.A., Professor of English

**Kim Gainer**, Ph.D., Professor of English

**Jerel Benton**, Ed.D., Assistant Provost for Student Success

**David Beach**, Ph.D., M.F.A., Director of Undergraduate Curriculum and Professor of English

**Jennifer Hart**, Ph.D., Facilitator, Chair and Professor of History at Virginia Tech

# Faculty Senate 2024-2025



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## General Education Improvement Task Force

- Proposal with recommendations available for on February 28, 2025
- Real Council on 3/4/2025 (Passed)
- Faculty Senate (in process)

# Faculty Senate 2024-2025



## 24-25.11 Motion to Create the Master of Science in Clinical Psychology

- Graduate Affairs Council (passed on 2/7/2025)
- Faculty Senate (passed on 3/6/2025)

# Faculty Senate 2024-2025



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## Faculty Morale Surveys

- 23-24 FMS Report being compiled by Campus Environment Committee
- 24-25 COACHE Job Satisfaction Survey (open, concludes April 4, 2025)

## University Internal Governance (IG) Reform

- Composition and Changes to IG Committees and to the IG document
- University Internal Governance Committee (University IG documents)
- Faculty Senate (Faculty Handbook and Bylaws)
- Quadrennial Review (anticipated 2025-2026)

# Minutes



**Radford**  
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Academic Excellence and Student Success Committee  
9:45 a.m.  
December 5, 2024  
Mary Ann Jennings Hovis Memorial Board Room  
Martin Hall, Radford, VA

**DRAFT**  
**MINUTES**

**Committee Members Present**

Ms. Jeanne Armentrout, Chair  
Ms. Betsy D. Beamer, Vice Chair  
Mr. Dale S. Ardizzone  
Mr. William C. Davis  
Ms. Lisa W. Pompa  
Dr. Matt Close, (Non-Voting Faculty Advisory Representative)

**Board Members Present**

Mr. Marquett Smith, Rector  
Mr. Tyler W. Lester, Vice Rector  
Ms. Joann S. Craig  
Ms. Callie M. Dalton  
Ms. Jennifer Wishon Gilbert  
Mr. George Mendiola Jr.  
Ms. Lisa W. Pompa  
Mr. David A. Smith  
Mr. James C. Turk

**Others Present**

Dr. Bret Danilowicz, President  
Dr. Bethany Usher, Provost and Senior Vice President for Academic Affairs  
Dr. Rob Hoover, Vice President for Finance and Administration  
Dr. Angela Joyner, Vice President for Economic Development and Corporate Education  
Ms. Penny Helms White, Vice President for Advancement and Alumni Relations  
Dr. Dannette Beane, Vice President for Enrollment Management and Strategic Communications  
Dr. Susan Trageser, Vice President for Student Affairs  
Ms. Karen Castele, Secretary to the Board of Visitors and Special Assistant to the President  
Ms. Susan Richardson, University Counsel

### **Call to Order**

Ms. Jeanne Armentrout, Chair, formally called the meeting to order at 9:39 am in Martin Hall Board Room on the campus of Radford University.

### **Approval of Agenda**

Ms. Armentrout asked for a motion to approve the December 5, 2024, agenda. Ms. Betsy D. Beamer so moved, Mr. William C. Davis seconded, and the motion carried unanimously.

### **Approval of Minutes**

Ms. Armentrout asked for a motion to approve September 5, 2024, minutes. Ms. Lisa W. Pompa so moved, Ms. Betsy D. Beamer seconded, and the motion carried unanimously.

### **Presentation**

Ms. Jeanne Armentrout introduced Dr. Jerel Benton, Assistant Provost of Student Success, and Mr. Lee Svete, Director of Career and Talent Development, who presented “Past to Future: Unlocking Success Through Retention, Graduation and Career Pathways.” The key highlights of the presentation were:

- Goals for student retention, participation in experiential learning, competition and post-graduate success
- Retention-steadily improving
- Framework for experiential learning (including internships and undergraduate research) that they are following to ensure career success
- Dr. Benton is working across campus to enhance academic advising

### **Academic Affairs Updates**

Dr. Bethany M. Usher, Provost and Senior Vice President for Academic Affairs, delivered updates from across Academic Affairs. The key highlights of her presentation were:

- Wicked Fest, an event that almost 600 students identified solutions to problems, from local to international
- Important visitors on campus this fall, such as Attorney General Jason Miyares, Lt. Governor Winsome Earle-Sears and NY Times Columnist and author Frank Bruni
- Points of Pride for faculty and students
- The Office of Sponsored Programs had a 46% increase in submissions for funded research

An update was given on the Dean Searches for the College of Humanities and Behavioral Sciences and for the College of Visual and Performing Arts. Both searches are being handled through the Office of the Provost and with the help of Buffkin Baker Search Firm.

Lastly, Provost Usher, along with Vice President for Finance and Administration Robert Hoover gave an overview of the continued planning for Radford’s presence in Roanoke and collaboration with Carilion Clinic.

### **Information Items**

Provost Usher announced as an informational item the faculty members who were awarded emeritus status.

### **Action Item**

Provost Usher discussed the recommendation to Approve Revision to the Teaching and Research Faculty Handbook for addition of language and the deletion of language (Full-Time Temporary). Ms. Jeanne Armentrout asked for a motion to present to the full Board. Ms. Betsy D. Beamer so moved, Mr. Dale S. Ardizzone seconded, and the motion carried unanimously. A copy of the proposed resolution is attached hereto as ***Attachment A*** and is made a part hereof.

### **Faculty Senate Report**

Faculty Senate Update was provided by Faculty Senate President Matthew Close with the following highlights:

- Discussion about Senate motions
- Discussion on current Senate work

### **Adjournment**

With no further business to come before the Committee, Ms. Armentrout adjourned the meeting at 11:10 a.m.

Respectfully submitted,

Karen Montgomery

Executive Assistant to the Provost and Senior Vice President of Academic Affairs

# End of Board of Visitors Materials

