

# Board of Visitors

Quarterly Meeting  
March 21, 2025



**Radford**  
UNIVERSITY



Board of Visitors

Quarterly Meeting

9:00 a.m.\*\*

March 21, 2025

Kyle Hall, Room 340, Radford, VA

**DRAFT**  
**Agenda**

- **Call to Order and Opening Comments** Mr. Marquett Smith, *Rector*
- **Approval of Agenda** Mr. Marquett Smith, *Rector*
- **Approval of Minutes** Mr. Marquett Smith, *Rector*
  - Dec. 6, 2024
- **The Radford Experience** Ella Woods and Wynter O'Toole, *Students*
- **President's Report** Dr. Bret Danilowicz, *President*
- **Legislative Update** Ms. Lisa Ghidotti, *Executive Director of Government Relations and Strategic Initiatives*
- **Strategic Plan 2026-2031 Update** Dr. Angela Joyner and Dr. Sharon Roger Hepburn, *Planning Committee Co-chairs*
- **Academic Excellence and Student Success Committee** Ms. Jeanne Armentrout, *Chair*
  - Report to the Board of Visitors
  - Approval of Faculty Tenure
  - Approval of M.S. in Clinical Psychology
- **Business Affairs and Audit Committee** Dr. Betty Jo Foster, *Chair*
  - Report to the Board of Visitors
  - Approval of the Certification of Compliance with the Debt Management Policy
  - Approval of Tuition and Fees for 2025-2026

- **Enrollment Management and Brand Equity Committee**
  - Report to the Board of Visitors
- **External Engagement Committee**
  - Report to the Board of Visitors
- **Student Affairs and Athletics Committee**
  - Report to the Board of Visitors
- **Report on the Radford University Foundation**
- **Report to the Board of Visitors from the Student Representative to the Board**
- **Closed Session**  
Virginia Freedom of Information Act  
§2.2-3711(A) (1), (2) and (8)
- **Other Business**
  - Election of Non-Voting Advisory Student Representative to the Board of Visitors for 2025-2026
  - Upcoming Call for Nominations for Rector and Vice Rector
- **Announcements**
  - Meeting Dates  
June 5-6, 2025  
July 20-22, 2025 Retreat  
Sept. 11-12, 2025  
Dec. 4-5, 2025
- **Adjournment**

Mrs. Jennifer Wishon Gilbert, *Chair*

Ms. Lisa Pompa, *Chair*

Mr. David A. Smith, *Chair*

Ms. Joann Craig, *BOV Liaison to RU Foundation*

Mr. Onajae Edmonds, *Student Representative to the Board of Visitors*

Mr. Marquett Smith, *Rector*

Mr. Marquett Smith, *Rector*

Mr. Marquett Smith, *Rector*

Mr. Marquett Smith, *Rector*

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

### **BOARD MEMBERS**

Mr. Marquett Smith, Rector

Mr. Tyler W. Lester, Vice Rector

Mr. Dale Ardizzone

Ms. Jeanne S. Armentrout

Ms. Betsy D. Beamer

Ms. Joann S. Craig

Ms. Callie Dalton  
Mr. William C. Davis  
Dr. Betty Jo Foster  
Mrs. Jennifer Wishon Gilbert  
Mr. George Mendiola, Jr.  
Ms. Lisa W. Pompa  
Mr. David A. Smith  
Mr. Jonathan D. Sweet  
Mr. James C. Turk

# Meeting Materials



**Radford**  
UNIVERSITY

**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            |

**Radford University Board of Visitors  
Business Affairs & Audit Committee  
March 20, 2025**

**Action Item  
Compliance with Debt Management Policy**

**Item:**

Adoption of a Resolution certifying that Radford University is in compliance with its Debt Management Policy. In addition, this certification is required annually by the Secretary of Finance for the Commonwealth of Virginia as part of Institutional Performance reporting.

**Background:**

The 2005 Session of the General Assembly adopted, and the Governor signed, legislation that provides Radford University and all other public colleges and universities in the Commonwealth the opportunity to attain certain authority and autonomy to manage its academic and administrative affairs more efficiently and effectively through implementation of the Restructured Higher Education Financial and Administrative Operations Act. At its meeting on June 30, 2005, the Radford University Board of Visitors approved a Resolution of Commitment allowing the University to exercise restructured financial and operational authority as identified in the Restructuring Act.

The 2015 Virginia Acts of Assembly, Chapter 665 includes a requirement in the General Provisions related to Higher Education Restructuring. §4-9.01 requires, in part, that: *“Consistent with §23-9.6:1.01 [recodified as §23.1-206], Code of Virginia, the following education-related and financial and administrative management measures shall be the basis on which the State Council of Higher Education shall annually assess and certify institutional performance. Such certification shall be completed and forwarded in writing to the Governor and the General Assembly no later than October 1 of each even-numbered year. Institutional performance on measures set forth in paragraph D of this section shall be evaluated year-to-date by the Secretaries of Finance, Administration, and Technology as appropriate, and communicated to the State Council of Higher Education before October 1 of each even-numbered year. Financial benefits provided to each institution in accordance with § 2.2-5005 will be evaluated in light of that institution’s performance.”*

The Secretary of Finance collects information to fulfill the reporting requirements as they relate to paragraph D-Financial and Administrative Standards, specifically §4-9.01 d.2. which states: *“Institution complies with a debt management policy approved by its governing board that defines the maximum percent of institutional resources that can be used to pay debt service in a fiscal year, and the maximum amount of debt that can be prudently issued within a specified period.”* To assess this measure, the Secretary of Finance is seeking a statement from the Board of Visitors certifying Radford University’s compliance with said policy and the effective date of that policy.

Schedule A below provides the required ratio calculation and demonstrates the University is in compliance with its Debt Management Policy. Currently, as disclosed in the 2024 unaudited annual financial statements, the University’s debt obligations including affiliated Foundation total \$72,260,646 which is mainly attributable to the Student Recreation and Wellness Center, Renovations of four Residence Hall projects, and the affiliated foundation property acquisition.

| <b>Schedule A</b>   |                |  |   |
|---|----------------|--|---|
| <b>RADFORD UNIVERSITY</b>   |                |  |   |
| <b>DEBT MANAGEMENT POLICY RATIO</b>   |                |  |   |
| The calculation reflects June 30, 2024, unaudited Financial Statements for Total Operating Expenses (as defined in the University’s Debt Management Policy); however, Annual Debt Service reflects expected payments as of June 30, 2025. |                |  |   |
| <b>Board Approved Ratios</b>  | <b>Range</b>   | <b>Formula</b>   | <b>Unaudited Financial Statements as of 6/30/2024</b> |
| <b><u>Debt Burden Ratio</u></b><br>Max Annual Debt Service as % of Operating Expenses   | <b>&lt; 7%</b> | $\frac{\text{Annual Debt Service}^*}{\text{Total Operating Expenses}^*}$ | \$5,747,333   |
|   |                |  | \$284,756,451   |
|   |                |  | <b>2.02%</b>  |

\* Ratio includes Radford University Foundation

The Debt Management Policy also identifies that an annual report shall be prepared for review by the Board of Visitors. The notes to the annual financial statements provide the required elements to comply with the Debt Management Policy. Below are the Financial Statement Notes related to outstanding obligations that were prepared for the year ending June 30, 2024 (unaudited):

## **NOTE 6: Long-Term Debt**

### **Notes Payable—Pooled Bonds**

The University issued 9(d) bonds by participating in the Public Higher Education Financing Program (Pooled Bond Program) created by the Virginia General Assembly in 1996. Through the Pooled Bond Program, the Virginia College Building Authority (VCBA) issues 9(d) bonds and uses the proceeds to purchase debt obligations (notes) of the University and various other institutions of higher education. The University's general revenue secures these notes.

The composition of notes payable at June 30, 2024, is summarized as follows:

| <u>Notes Payable - Pooled Bonds:</u>  | <u>Interest Rates<br/>at Issuance</u> | <u>Maturity at Issuance</u> |
|---|---------------------------------------|-----------------------------|
| Student Fitness Center  |                                       |                             |
| Series 2016A, \$2.285 million par amount - partial<br>refunding of Series 2009B               | 3.00% - 5.00%                         | September 1, 2029           |
| Series 2013A, \$4.865 million par amount  | 3.00% - 5.00%                         | September 1, 2033           |
| Series 2021B, \$13.46 million par amount - partial<br>refunding of Series 2011A, 2012B, 2013A | .48% - 1.91%                          | September 1, 2042           |

### **Bonds Payable—9c**

The University has issued bonds pursuant to section 9(c) of Article X of the Constitution of Virginia. Section 9(c) bonds are general obligation bonds issued by the Commonwealth of Virginia on behalf of the University. They are secured by the net revenues of the completed project and the full faith, credit and taxing power of the Commonwealth of Virginia.

The composition of bonds payable at June 30, 2024, is summarized as follows:

| <u>Bonds Payable - 9c:</u>                                     | <u>Interest Rates<br/>at Issuance</u> | <u>Maturity at<br/>Issuance</u> |
|--|---------------------------------------|---------------------------------|
| Renovation of Washington Hall (residence hall)                 |                                       |                                 |
| Series 2013A, \$5.040 million par amount                       | 2.00% - 5.00%                         | June 1, 2033                    |
| Renovation of Pocahontas, Bolling, Draper (residence<br>halls) |                                       |                                 |
| Series 2014A, \$11.080 million par amount                      | 2.00% - 5.00%                         | June 1, 2034                    |
| Series 2015A, \$8.820 million par amount                       | 2.00% - 5.00%                         | June 1, 2035                    |
| Series 2016A, \$7.160 million par amount                       | 3.00% - 5.00%                         | June 1, 2036                    |
| Series 2020A, \$16.030 million par amount                      | 1.63% - 4.00%                         | June 1, 2040                    |

A summary of changes in long-term debt for the year ending June 30, 2024, is presented as follows:

|                              | Beginning Balance | Additions | Reductions  | Ending Balance | Current Portion | Non-current Portion |
|------------------------------|-------------------|-----------|-------------|----------------|-----------------|---------------------|
| Governmental activities:     |                   |           |             |                |                 |                     |
| Notes payable - pooled bonds | \$15,305,495      | \$-       | \$1,449,773 | \$13,855,722   | \$1,520,000     | \$12,335,722        |
| Bonds payable - 9c           | 39,575,164        | -         | 3,014,930   | 36,560,234     | 2,110,000       | 34,450,234          |
| * Total long-term debt       | \$54,880,659      | \$-       | \$4,464,703 | \$50,415,956   | \$3,630,000     | \$46,785,956        |

| Fiscal Year Ending         | Notes Payable Pooled Bonds | Bonds Payable-9c    | Fiscal Year Ending | Notes Payable Pooled Bonds | Bonds Payable-9c   |
|----------------------------|----------------------------|---------------------|--------------------|----------------------------|--------------------|
| June 30, 2025              | \$1,520,000                | \$2,110,000         | June 30, 2025      | \$195,383                  | \$1,202,606        |
| June 30, 2026              | \$1,545,000                | \$2,215,000         | June 30, 2026      | \$181,380                  | \$1,103,806        |
| June 30, 2027              | \$1,555,000                | \$2,320,000         | June 30, 2027      | \$165,252                  | \$1,000,006        |
| June 30, 2028              | \$1,580,000                | \$2,425,000         | June 30, 2028      | \$144,144                  | \$891,256          |
| June 30, 2029              | \$1,600,000                | \$2,540,000         | June 30, 2029      | \$117,572                  | \$777,506          |
| 2030-2034                  | \$5,865,000                | \$13,985,000        | 2030-2034          | \$207,265                  | \$2,247,325        |
| 2035-2039                  | \$-                        | \$6,470,000         | 2035-2039          | \$-                        | \$428,156          |
| 2040-2043                  | \$-                        | \$1,020,000         | 2040-2044          | \$-                        | \$19,125           |
| <b>Unamortized Premium</b> | <b>\$190,722</b>           | <b>\$3,475,234</b>  | <b>Total</b>       | <b>\$1,010,996</b>         | <b>\$7,669,788</b> |
| Total                      | <u>\$13,855,722</u>        | <u>\$36,560,234</u> |                    |                            |                    |

### Right-to-use Lease Obligations

In March 2018, the University entered into a 25-year capital lease with the Radford University Foundation, LLC to meet student housing demand. Due to existing housing commitments, a management agreement was entered between the Radford University Foundation and a third party to manage the properties. Therefore, the University's obligation regarding the capital lease was not effective until fiscal year 2020. The University accounted for the acquisition of the various residential properties as a capital lease in 2020, and recorded the building as a depreciable capital asset, and recorded a corresponding lease liability in long-term debt, both on its Statement of Net Position. During fiscal year 2021, a portion of the properties were purchased by the University which decreased the capital lease and therefore also decreased the depreciable asset and lease liability.

For fiscal year 2022 the lease asset and liability increased with the implementation of GASB Statement 87 as this lease was remeasured as of the implementation date July 1, 2022, to reflect the present value of the future cash payments discounted at the University's incremental rate of 3.48%. The University then purchased two additional properties from the lease reducing the lease asset and liability. The lease presented below is the only direct debt lease as payments for principal and interest for the debt is made by the University.



A summary of changes in the lease liability for the year ending June 30, 2024, is presented as follows:

|                       | Restated<br>Beginning Balance | Additions | Reductions | Ending<br>Balance | Current<br>Portion | Non-Current<br>Portion |
|-----------------------|-------------------------------|-----------|------------|-------------------|--------------------|------------------------|
| Lease with Foundation | 12,866,943                    | -         | 304,796    | 12,562,147        | 358,076            | 12,204,071             |

Future principal payments and interest payments on the related party long-term lease are as follows:

| Years     | Principal  | Interest  | Total Payment |
|-----------|------------|-----------|---------------|
| 2025      | 358,076    | 437,163   | 795,239       |
| 2026      | 502,198    | 424,702   | 926,899       |
| 2027      | 519,674    | 407,225   | 926,899       |
| 2028      | 537,759    | 389,141   | 926,899       |
| 2029      | 556,473    | 370,427   | 926,899       |
| 2030-2034 | 3,086,677  | 1,547,819 | 4,634,496     |
| 2035-2039 | 3,662,463  | 972,033   | 4,634,496     |
| 2040-2043 | 3,338,827  | 291,526   | 3,630,356     |
| Totals    | 12,562,147 | 4,840,036 | 17,402,183    |

### Long-Term Debt Defeasance

On February 14, 2024, the Treasury Board, on behalf of the University, issued Commonwealth of Virginia Obligation Refunding Bonds, Series 2024B. The bonds were issued at a true interest cost (TIC) of 2.59% to advance refund GOB Series 2013A bond in the amount of \$2,405,000 and GOB Series 2014A in the amount of \$5,915,000. The bonds, issued at a premium of \$1,124,855, are used to provide funds for debt service savings for the University. The advanced refunding resulted in a deferred accounting gain of \$682,200 for the Series 2013 and 2014 bonds, which is being amortized to interest expense over the life of the new debt. The defeasance reduced the University's total debt service obligation by \$1,335,915 for the 10 years after the bonds were issued.

On February 9, 2021, the Virginia College Building Authority, on behalf of the University, issued pooled bonds Series 2021B for \$13,460,000 with interest rates of 0.48 to 1.91 percent to advance refund \$2,900,000 of Series 2011A, \$7,220,000 of Series 2012B and \$3,340,000 of Series 2013A pooled bonds. The bonds, issued at a premium of \$7,343 are used to provide funds for debt service savings for the University. The net proceeds were deposited in an irrevocable trust with an escrow agent to provide for future debt service payments on the refunded bonds.



The advanced refunding resulted in a deferred accounting loss of \$176,827 for the Series 2011 and 2012 bonds and resulted in a deferred accounting gain of \$258,622 for the series 2013 bonds refunded, which is being amortized to interest expense over the life of the new debt. The defeasance reduced the University's total debt service obligation by \$1,202,463 for the 13 years after the bonds were issued. The debt service savings discounted at a rate of 1.144 percent for 2011A, 1.276 percent for 2012B and 1.391 percent for 2013A resulted in a total economic gain of \$1,178,451. As of June 30, 2024, \$245,330 of deferred accounting losses were reported on the Statement of Net Position as a deferred outflow of resources. As of June 30, 2024, \$838,357 of the deferred accounting gains are reported on the Statement of Net Position as a deferred inflow of resources.

For financial reporting purposes, these notes payables are considered an in-substance defeasance and have therefore been removed from the long-term debt payable line item of the Statement of Net Position. The assets in escrow have similarly been excluded. As of June 30, 2024, none of the notes are considered defeased and outstanding.

**NOTE 22E: Component Unit Financial Information**

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The following is a summary of the outstanding notes payable as of June 30, 2024:

|  |          |
|--|----------|
| Note payable in monthly installments of \$5,182 through May 2025, with interest payable at 1 Month IBOR plus 1.48% (6.94% and 6.67% at June 30, 2024 and 2023, respectively), unsecured. | \$52,221 |
|--|----------|

|  |           |
|--|-----------|
| Note payable in monthly interest only payments through April 2020, then monthly installments calculated on a 23-year amortization with a balloon payment of remaining amount in April 2025. Interest payable at 1 Month SOFR plus 0.82% (6.28% and 5.99% at June 30, 2024 and 2023, respectively). Secured by real estate and deposit accounts maintained by an investment property held with the institution. Additionally secured by an assignment of leases and rents | 1,272,173 |
|--|-----------|

|   |           |
|---|-----------|
| Note payable in monthly interest only payments through April 2020, then monthly installments calculated on a 23-year amortization with a balloon payment of remaining amount in April 2025. Interest payable at 4.20%. Secured by real estate and deposit accounts maintained by an investment property held with the institution. Additionally secured by an assignment of leases and rents. | 8,832,012 |
|---|-----------|

Note payable in monthly interest only payments through December 2021, then monthly installments calculated on a 25-year amortization with a balloon payment of remaining amount in May 2026. Interest payable at 2.39%. Secured by real estate, an assignment of rents, and a pledge on securities.

2,760,590

Note payable in monthly installments calculated on a 20-year amortization with a balloon payment of remaining amount in September 2028, with interest payable of 5.77%. Secured by real estate and deposit accounts maintained by an investment property held with the institution. Additionally secured by an assignment of leases and rents.

246,910

Total long-term debt

\$13,163,906

Future principal payments on notes payable for years ending June 30 are as follows:

|                      |                            |
|----------------------|----------------------------|
| 2025                 | 10,257,427                 |
| 2026                 | 2,674,310                  |
| 2027                 | 8,041                      |
| 2028                 | 8,489                      |
| 2029 and thereafter  | <u>215,639</u>             |
| Total long-term debt | <u><u>\$13,163,906</u></u> |

Notes payables are subject to certain affirmative and negative covenants. Management believes the Foundation has complied with all covenants as of June 30, 2024.

**Action:**

Board of Visitors adoption of a Resolution of Compliance with the Radford University Debt Management Policy.

**Radford University Board of Visitors  
Resolution  
Compliance with Debt Management Policy**

**WHEREAS**, the 2005 Session of the General Assembly adopted, and the Governor signed, legislation that provides Radford University and all other public colleges and universities in the Commonwealth the opportunity to attain certain authority and autonomy to manage its academic and administrative affairs more efficiently and effectively through implementation of the Restructured Higher Education Financial and Administrative Operations Act, and

**WHEREAS**, on June 30, 2005, the Radford University Board of Visitors approved a Resolution of Commitment allowing the University to exercise restructured financial and operational authority as identified in the Restructuring Act, and

**WHEREAS**, the Governor has established financial and management measures on which annual assessment and certification of institutional performance will be evaluated, and

**WHEREAS**, the financial and management measures require the Radford University Board of Visitors to approve a Debt Management Policy, and

**WHEREAS**, the Radford University Board of Visitors approved such Debt Management Policy at its March 30, 2007, meeting; revisions to this policy were approved by the Board of Visitors at its August 23, 2007, November 12, 2010, and February 8, 2012 meetings, and

**WHEREAS**, Schedule A demonstrates that the University meets the requirements outlined in the Debt Management Policy; and

**WHEREAS**, the Board of Visitors must annually certify Radford University's compliance with the approved Debt Management Policy to the Secretary of Finance for the Commonwealth of Virginia;

**NOW, THEREFORE, BE IT RESOLVED**, this resolution approved by the Radford University Board of Visitors certifies that the University is in compliance with its Debt Management Policy.

# **RADFORD UNIVERSITY BOARD OF VISITORS**

**March 20, 2025**

## **Action Item Recommendation for 2025-26 Tuition and Fees**

### **Executive Summary:**

At the spring meeting of the Board of Visitors, tuition and fee recommendations are considered for the upcoming fiscal year. Many factors are reviewed when preparing the proposed tuition and fee rates including: legislative actions by the General Assembly, enrollment projections, mandatory cost increases, the Virginia Plan for Higher Education, the University's Strategic Plan, critical programmatic needs, institutional priorities, and the economic outlook. The proposed resolution covers undergraduate and graduate tuition rates, required fees, and room and board charges for the upcoming 2025-26 academic year.

As of this date, the General Assembly continues to work toward approval of the budget amendments during the mid-year 2025 Session. The outcome of the final budget may not be known for some time; therefore, the University is moving forward with tuition and fee recommendations based on conservative estimates to ensure our students are informed as timely as possible.

After several years of declining enrollment, the University experienced an increase in total entering and returning students this past fall. However, competition for in-state undergraduate students in the Commonwealth continues to progressively increase. The current rate recommendations are based on enrollment estimates similar to Fall 2024 enrollment. Actual enrollments will not be confirmed until the Fall 2025 census.

Based on the previously mentioned legislative and enrollment related factors impacting the 2025-26 fiscal year, Radford University's tuition rates are proposed to increase by 1.99% for in-state and 4.0% for out-of-state students for traditional programs. This recommendation reflects a modest tuition increase that allows the University to meet mandatory cost pressures and take on specific strategic initiatives in the absence of permanent base funding from the state in the recent budget proposal. The University is committed to delivering high quality academic programs, supporting operational effectiveness, and focusing on student success and well-being, while still remaining one of the most affordable universities in the Commonwealth. The goal to remain an affordable option is supported by a combination of strategic savings initiatives, prudent fiscal management and modest growth in tuition and fees to offset inflationary pressures that have increased the costs of higher education in general.

### **Development of Proposed Tuition and Fee Rates:**

The proposed tuition and fee recommendations consider estimated legislative requirements, the University's strategic initiatives, projected enrollment, the projected 2025 Budget Session amendments, mandatory cost drivers, programmatic directives, and the overall economic outlook.

On February 19, 2025, in accordance with Section 23.1 – 307(D) and (E) of the Code of Virginia, a 30-day public notification was issued for undergraduate tuition and mandatory fees. The institution presented a projected range increase of 0.0% to 2.5% for tuition and mandatory fees to be considered by the Board of Visitors for the 2025-26 academic year. The University subsequently held a public comment session on March 4, 2025, to discuss the budget overview and provide for public input of this range.

The following depicts the process used to derive the 2025-26 tuition and fee recommendations and outlines the impact of each variable as it relates to the specific recommendation. Please refer to Schedule A for a summary of the necessary resource outlay for 2025-26.

### **Educational & General (E&G) Program:**

#### **University Strategic Direction**

The 2025-26 budget development cycle seeks to align divisional priorities with the efforts identified in the University's two-year strategic plan. A comprehensive list of strategic goals within focal areas include items such as: Defining the University's Distinctive Nature; Stabilizing Enrollment; Enhancing Economic Development & Outreach; Maintaining Affordability. Initiatives aligned with these strategic goals will be given priority during the current budget cycle. These near-term strategic areas have been reviewed by University leadership and affirmed or adjusted as appropriate over the last year. The University is currently developing a new University Strategic Plan and expects that key strategic areas previously defined will continue to be a point of fiscal relevance through the coming years.

#### **Six-Year Planning Processes and 2025-26 Budget Development**

The Virginia Higher Education Opportunity Act of 2011 (TJ21) was passed by the 2011 General Assembly and is based on recommendations from the Governor's Commission on Higher Education Reform, Innovation and Investment, which was formed through Executive Order No. 9 issued in March 2010. The TJ21 legislation requires institutions of higher education to prepare and submit a "Six-Year Plan" by July 1 each year in accordance with criteria outlined by the Higher Education Advisory Committee (HEAC). This landmark legislation also codifies a funding framework for higher education and identifies specific goals such as 100,000 new undergraduate degrees by 2025, increased retention and degree completion, optimal year-round utilization of resources, and investments in STEM-H programs.

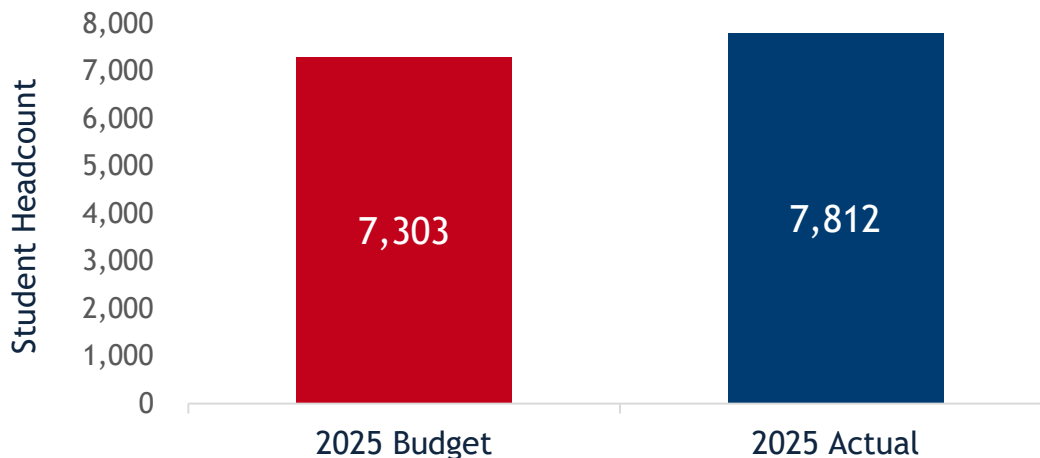
The University's internal annual budget development cycle provides the opportunity to re-evaluate the essential needs for the upcoming fiscal year and outlines divisional priorities for the outlying years. To strategically align the institution's long-range goals with projected resources, the budget

development review engages key personnel and provides a consistent mechanism to prioritize funding requests.

The University submitted an initial 2024-26 Six Year Plan to SCHEV on July 15, 2023. It is anticipated that the University's Six-Year Plan will continue to identify targeted objectives and strategies to achieve both state and institutional goals and provide a foundation for preparing tuition and mandatory fee recommendations for consideration by the Board of Visitors.

### Enrollment Trend

The University remains focused on stabilizing undergraduate student enrollment through its new Radford Tuition Promise, innovative transfer options with the community colleges, such as the Tartan Transfer Program and articulation agreements, as well as increasing enrollment in high demand Health Sciences programs offered on both main campus and at RUC. Additionally, the University has launched accelerated graduate and completer programs to provide an expedited asynchronous learning option for nontraditional students. The Fall of 2024 saw better than expected results from these initiatives and has created a more optimistic outlook than in the prior year.



Enrollment for 2025-26 is conservatively projected to be the same or slightly above prior year levels, as the University analyzes the impact of the national enrollment decline and understands the long-lasting impacts of the pandemic and other market conditions.

Radford University is very reliant upon state general fund support due to the significant number of in-state undergraduate students served (92% as of fall 2024). The cost share model identifies that the University's E&G program should be funded 67% from state general fund support and 33% through institutional non-general fund sources (i.e. tuition, E&G fees, etc.). However, SCHEV's most recent calculation reflects an inversion with Radford University funding 43.2% from institutional non-general fund sources and 56.8% from state general funds.

## **Mandatory Cost Increases**

### ***2025 General Assembly Session Action***

As previously mentioned, the General Assembly has recommended budget amendments during the 2025 mid-year budget session that have not been fully approved. In the area of employee compensation, the General Assembly's introduced budget amendments recommend a 1.5% bonus effective June 2025. The budget also includes the previously approved 3% salary increase for eligible employees in FY26.

The General Assembly's budget also includes an additional \$1.8 million in one-time funding to continue prioritizing affordability for students, as well as \$2.08M in one-time funding to support Radford's increasing nursing program. To be conservative, the University is using estimates of no base changes to additional operating support in its considerations for Tuition and Fee changes.

### ***Other Mandatory Costs***

In addition to the state-mandated items, the University must also address teaching and research faculty promotion and tenure contractual commitments, operation and maintenance of facilities, contractual escalators for technology and maintenance contracts, escalating utilities, and committed costs for previously approved projects.

### ***Division Program Requirements***

After an extensive review of division programmatic activities and requests that were submitted by each Vice President, divisional initiatives related to enrollment stabilization and student retention will be funded at a total of \$1.1 million. Considering current cost pressures and uncertainty, each division was asked to establish division-wide realignment strategies prior to requesting initiative funding.

## **E&G Summary**

The major factors considered in the proposed 2025-26 tuition rates by respective full-time student classification include: (1) Maintain Affordability funding is one-time only, (2) anticipated mandatory cost increases, (3) the expansion of the nursing program, including additional nursing faculty, (4) marketability of programs, and (5) essential programmatic needs of the University to sustain critical instructional support and student services.

Refer to the Summary of Tuition and Fees for 2025-26, Schedule B at the end of this document, for the proposed rates. Part-time tuition rates are derived from the respective full-time tuition rate and can also be referenced in the Summary of Tuition and Fees for 2025-26.

### **Undergraduate Tuition Rates:**

For 2025-26, Radford University's undergraduate full-time tuition rates are proposed to increase by 1.99% for in-state and 4.0% for out-of-state students. The full-time tuition rate increases result in a \$7 per credit hour increase for in-state undergraduates and \$35 per credit hour increase to out-of-state undergraduates.

Refer to the Summary of Tuition and Fees for 2025-26, Schedule B at the end of this document, for further details on the proposed rates.

### **Graduate Tuition Rates:**

For 2025-26, Radford University's graduate full-time tuition rates are proposed to increase by 4% for in-state and out-of-state students. For main campus, the full-time tuition rate increases result in a \$16 per credit hour increase for in-state graduates and \$32 per credit hour increase for out-of-state graduates. For RUC, the part-time tuition rate increases result in a \$16 per credit hour increase for in-state and out-of-state graduates.

Refer to the Summary of Tuition and Fees for 2025-26, Schedule B, at the end of this document, for further details on the proposed rates.

### **Virginia Educator Tuition Rate:**

The Virginia Educator rate is a reduced tuition rate for Virginia elementary and secondary school personnel, regardless of residency status, and assists with maintaining certification and supporting continued improvement in the quality of education provided to the citizens of the Commonwealth. This policy was implemented by the University in recognition of the importance for Virginia educators to enhance their professional knowledge and skills through recertification. The Virginia Educator tuition rate is proposed to remain flat.

To be eligible for the reduced tuition rate, educators (including teachers, administrators, counselors, librarians, coaches, and other instructional support staff) must be a full-time contractual employee in a K-12 public or private school in the Commonwealth of Virginia. The courses must be for professional development (e.g. graduate degree, additional endorsements, or for re-licensure), not for planned career changes outside of education.

Refer to the Summary of Tuition and Fees for 2025-26, Schedule B at the end of this document, for the proposed rate.

### **Differential Tuition Rates:**

Differential tuition is recommended for specialized, high-demand, and/or costly programs. The current programs approved to charge differential tuition rates are provided in Schedule B for reference. Differential tuition rates were identified in the proposals submitted to the State Council for Higher Education (SCHEV) to support these programs upon their approval.



For 2025-26, Radford University proposes to adjust the rate for the following differential programs, unless otherwise noted, by 3% for both in-state and out-of-state students to address the increasing costs related to these programs. The differential programs include Literacy Ed, (MS), Education (Ed.D.), Health Sciences (MS, and DHSC), Healthcare Administration (MS), Occupational Therapy (MOT and OTD), Physical Therapy (DPT), Respiratory Therapy (ASRT-BSRT), Nursing Practice (DNP), and Design Thinking (MFA).

Also, in an effort to align and streamline current differentiated rates, the University proposes to:

- Move the BS, Healthcare Administration and BS, Public Health to the standard undergraduate rate.
- Adjust the Doctor of Nursing Practice, DNP to an online rate.
- Adjust the Doctor of Occupational Therapy, OTD to an online rate and align with Doctor of Health Science, DHSC.

The comprehensive and other applicable fees will be in addition to the per-credit-hour fee unless otherwise noted. Refer to the Summary of Tuition and Fees for 2025-26, Schedule B at the end of this document, for the proposed rates.

### **Technology Fee:**

A technology fee was first approved in 2010-11 to assist with covering increasing costs associated with supporting technology services provided to students. This fee supports standardized student software requirements, such as Microsoft Office and antivirus protection. It also supports the increased demand on the campus network infrastructure, incremental cost for the student enterprise system, and emerging classroom technologies.

Based upon current technology requirements, the fee is recommended to remain flat for 2025-26 at an annual rate of \$120 for both main campus and RUC. Refer to the Summary of Tuition and Fees for 2025-26, Schedule B at the end of this document, for the proposed rate.

### **Auxiliary Enterprises Program:**

#### **Comprehensive Fee:**

The comprehensive fee is used to support certain student services and programs within auxiliary enterprise programs. Auxiliary enterprise activities are required to be self-supporting and, as such, do not receive any state support. Therefore, they must also maintain sufficient fund balances to provide their own operating support, renewal and replacement of equipment, and capital reserves.

The University is recommending a 6.0% increase in the 2025-26 comprehensive fee and a change from \$50 to \$55 per credit hour to the online comprehensive fee. The rate adjustments will cover the cost of mandatory cost escalations, such as the state anticipated 3% salary increase, maintenance and operating expenses, contract escalators, transit services, programmatic requirements, scholarships, and all associated indirect cost charges.

Following is a description of each component of the comprehensive fee:

Athletics: The student fee supports the intercollegiate athletic program, which includes athletic administration, intercollegiate varsity sports teams, travel, scholarships, operation and maintenance of facilities, auxiliary indirect cost, and equipment. This fee entitles students to free admission into all sporting events.

Auxiliary Building/Facilities: The student fee supports auxiliary operation and maintenance of facilities, facilities staff, maintenance reserve projects, leased properties, insurance, auxiliary indirect cost, and equipment.

Auxiliary Support: The student fee supports auxiliary support personnel, operations, and direct student cost associated with the student OneCard services, technology support, photocopying services, and student wages.

Debt Service: The student fee supports debt service payments for auxiliary construction and renovation projects such as the Student Recreation and Wellness Center.

Recreation: The student fee supports the personnel, operations, maintenance, and equipment of all student recreation and intramural facilities and fields.

Student Activities: The student fee supports student programs, clubs, organizations, activities, and events for groups such as R-Space, Student Government Association, Greek Life, Student Organization Assistance and Resources (SOAR), LEAD Scholars Program, etc. Students can attend most events free of charge or at greatly reduced rates, depending on the type of event.

Student Health: The student fee supports general medical services provided by the Student Health Center, normal counseling services provided by the Student Counseling Center, the Center for Accessibility Services, and educational and support services provided by the Substance Abuse and Violence Education Support (SAVES) Office.

Student Services: The student fee supports student professional development through career, advising, and other resource services.

Student Union: The student fee supports administrative and student personnel, operations, maintenance, programmatic events, and equipment for the Bonnie Hurlburt Student Center and Heth Hall meeting rooms.

Transportation: The student fee supports unlimited access to the Radford Transit bus service for enrolled University students. Connections to other transit services (e.g. Smart Way Bus, Blacksburg Transit, etc.) may have separate user fees.

Refer to the Summary of Tuition and Fees for 2025-26, Schedule B at the end of this document, for the proposed rate.

**Room Rates:**

In 2023, the University revised the housing rate structure to realign and reduce complexities in student housing requests, location changes, and additional out of pocket costs for laundry services. While the changes were received favorably, the costs of maintaining and supporting residential facilities continue to increase. To keep pace with escalating costs, the University is recommending a 5.0% increase to the standard double room rate and a 9.4% average increase across all room types in 2025-26. The rate adjustments reflect current market conditions and will support the cost of mandatory cost escalations, such as the state anticipated 3% salary increase, maintenance and operating expenses, contract escalators, and other related increases.

Refer to the Summary of Tuition and Fees for 2025-26, Schedule B at the end of this document, for further details on the proposed rates.

**Board/Off-Campus Meal Plans:**

To meet the changing needs of students, provide better value, and assist with ease of use, the University revitalized meal plan offerings in 2023. The revised on-campus meal plan structure ensures that students will be guaranteed meals throughout the semester and provides more flexible options for commuter students. Students living in University housing must select one of the residential board plans as part of their housing agreement. An off-campus, non-residential student may elect to participate in any of the approved meal plan options. The revised meal plan structure and rates account for the expanded and guaranteed meal options as well as the dining services contractual commitments.

Due to increasing costs cited by its dining vendor, the University is recommending a 4.9% average increase in the 2025-26 meal plan rates.

Refer to the Summary of Tuition and Fees for 2025-26, Schedule B at the end of this document, for further details on the proposed rates.

### Schedule A: 2025-26 Resource Allocation Analysis

|                                      | Total                |
|--------------------------------------|----------------------|
| <b><u>REVENUE - estimated</u></b>    |                      |
| <b>General Fund</b>                  |                      |
| State Appropriations - base          | \$94,266,288         |
| Salary & Fringe Increases            | \$3,390,000          |
| 1x Appropriations into FY26          | \$7,783,000          |
| <b>Total GF</b>                      | <b>\$105,439,288</b> |
| <b>Non-General Fund</b>              |                      |
| Tuition & Fees (Including Waivers)   | \$66,076,000         |
| Other                                | 5,307,821            |
| <b>Total NGF Changes</b>             | <b>\$71,383,821</b>  |
| <b>Total Revenue</b>                 | <b>\$176,823,109</b> |
| <b><u>EXPENSES – estimated</u></b>   |                      |
| Expense Base Budget                  | \$164,929,000        |
| 3% Salary Adjustments                | 4,519,000            |
| Mandatory Cost (State Funded)        | 2,083,000            |
| Mandatory Cost (University Funded)   | 3,328,000            |
| FY25 Strategic Commitments           | 751,000              |
| FY25 Divisional 1% Operating Request | 1,065,000            |
| <b>Sub-Total Commitments</b>         | <b>\$176,675,000</b> |
| <b>RECURRING SURPLUS/(DEFICIT)</b>   | <b>\$148,109</b>     |

Schedule B

**Summary of Proposed 2025-26 Tuition and Fees**

|  | <b>Approved<br/>2024-25</b> | <b>Proposed<br/>2025-26</b> | <b>Dollar<br/>Change</b> | <b>Percent<br/>Change</b> |
|--|-----------------------------|-----------------------------|--------------------------|---------------------------|
| <b>Radford University</b>  |                             |                             |                          |                           |
| <b>Undergraduate</b>   |                             |                             |                          |                           |
| <b><u>In-state Undergraduate (full-time)</u></b>                         |                             |                             |                          |                           |
| Tuition <sup>1</sup>   | \$8,528                     | \$8,698                     | \$170                    |                           |
| Mandatory Technology Fee <sup>2</sup>                                    | 120                         | 120                         | 0                        |                           |
| <b>Subtotal Tuition &amp; Mandatory E&amp;G Fees</b>                     | <b>\$8,648</b>              | <b>\$8,818</b>              | <b>\$170</b>             | <b>1.97%</b>              |
| Mandatory Comprehensive Fee <sup>2</sup>                                 | 3,900                       | 4,134                       | 234                      |                           |
| <b>Total In-state Undergraduate</b>                                      | <b>\$12,548</b>             | <b>\$12,952</b>             | <b>\$404</b>             | <b>3.22%</b>              |
| Room - Dorm Double Occupancy   | 6,650                       | 6,983                       | 333                      |                           |
| Board - Residential Plan   | 5,410                       | 5,640                       | 230                      |                           |
| <b>Total In-state Undergraduate<br/>Living in University Housing</b>     | <b>\$24,608</b>             | <b>\$25,575</b>             | <b>\$967</b>             | <b>3.93%</b>              |
| <b><u>Out-of-state Undergraduate (full-time)</u></b>                     |                             |                             |                          |                           |
| Tuition <sup>1</sup>   | \$21,166                    | \$22,012                    | \$846                    |                           |
| Mandatory Capital Fee <sup>2</sup>                                       | 447                         | 468                         | 21                       |                           |
| Mandatory Technology Fee <sup>2</sup>                                    | 120                         | 120                         | 0                        |                           |
| <b>Subtotal Tuition &amp; Mandatory E&amp;G Fees</b>                     | <b>\$21,733</b>             | <b>\$22,600</b>             | <b>\$867</b>             | <b>3.99%</b>              |
| Mandatory Comprehensive Fee <sup>2</sup>                                 | 3,900                       | 4,134                       | 234                      |                           |
| <b>Total Out-of-state Undergraduate</b>                                  | <b>\$25,633</b>             | <b>\$26,734</b>             | <b>\$1,101</b>           | <b>4.30%</b>              |
| Room - Dorm Double Occupancy   | 6,650                       | 6,983                       | 333                      |                           |
| Board - Residential Plan   | 5,410                       | 5,640                       | 230                      |                           |
| <b>Total Out-of-state Undergraduate<br/>Living In University Housing</b> | <b>\$37,693</b>             | <b>\$39,357</b>             | <b>\$1,664</b>           | <b>4.41%</b>              |

<sup>1</sup> Full-time tuition rates are based on 12-16 credit hours.

<sup>2</sup> For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed the annualized rates for mandatory fees.

|   | <u>Approved<br/>2024-25</u> | <u>Proposed<br/>2025-26</u> | <u>Dollar<br/>Change</u> | <u>Percent<br/>Change</u> |
|---|-----------------------------|-----------------------------|--------------------------|---------------------------|
| <b>Graduate</b>                                 |                             |                             |                          |                           |
| <b><u>In-state Graduate (full-time)</u></b>     |                             |                             |                          |                           |
| Tuition <sup>1</sup>                            | \$9,742                     | \$10,132                    | \$390                    |                           |
| Mandatory Technology Fee <sup>2</sup>           | 120                         | 120                         | 0                        |                           |
| Mandatory Comprehensive Fee <sup>2</sup>        | 3,900                       | 4,134                       | 234                      |                           |
| <b>Total In-state Graduate</b>                  | <b>\$13,762</b>             | <b>\$14,386</b>             | <b>\$624</b>             | <b>4.53%</b>              |
| <b><u>Out-of-state Graduate (full-time)</u></b> |                             |                             |                          |                           |
| Tuition <sup>1</sup>                            | \$19,058                    | \$19,820                    | \$762                    |                           |
| Mandatory Capital Fee <sup>2</sup>              | 447                         | 468                         | 21                       |                           |
| Mandatory Technology Fee <sup>2</sup>           | 120                         | 120                         | 0                        |                           |
| Mandatory Comprehensive Fee <sup>2</sup>        | 3,900                       | 4,134                       | 234                      |                           |
| <b>Total Out-of-state Graduate</b>              | <b>\$23,525</b>             | <b>\$24,542</b>             | <b>\$1,017</b>           | <b>4.32%</b>              |

<sup>1</sup> Full-time tuition rates are based on 12-16 credit hours.

<sup>2</sup> For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed the annualized rates for mandatory fees.

### **Per Credit Hour Rates<sup>1</sup>**

#### **Tuition (per credit hour)**

##### Undergraduate

|              |       |       |     |       |
|--------------|-------|-------|-----|-------|
| In-state     | \$354 | \$361 | \$7 | 1.98% |
| Out-of-state | 881   | 916   | 35  | 3.97% |

##### Graduate

|                   |       |       |      |       |
|-------------------|-------|-------|------|-------|
| In-state          | \$406 | \$422 | \$16 | 3.94% |
| Out-of-state      | \$793 | 825   | 32   | 4.04% |
| Virginia Educator | \$302 | 311   | 9    | 2.98% |

#### **Other Mandatory Fees (per credit hour)**

|   |     |     |     |        |
|---|-----|-----|-----|--------|
| Technology Fee  | \$5 | \$5 | \$0 | 0.00%  |
| Capital Fee (Out-of-state only)   | 19  | 20  | 1   | 5.26%  |
| Comprehensive Fee <sup>2</sup>  | 163 | 173 | 10  | 6.13%  |
| Online Comprehensive Fee <sup>2</sup> (no annualized rate)              | 50  | 55  | 5   | 10.00% |
| Program Fee - Master of Occupational Therapy (MOT) (no annualized rate) | 70  | 70  | 0   | 0.00%  |

<sup>1</sup> Summer tuition and mandatory fees are charged at regular academic year rates.

<sup>2</sup> The Comprehensive fee applies to seat based programs, whereas the Online Comprehensive fee applies to select differential programs that are offered fully online. The Online Comprehensive fee is assessed on a per credit hour basis in lieu of the Comprehensive fee.

|  | <u>Approved<br/>2024-25</u> | <u>Proposed<br/>2025-26</u> | <u>Dollar<br/>Change</u> | <u>Percent<br/>Change</u> |
|--|-----------------------------|-----------------------------|--------------------------|---------------------------|
| <b>Differential Tuition &amp; Fees<sup>1</sup></b>         |                             |                             |                          |                           |
| <b><u>Master of Fine Arts in Design Thinking (MFA)</u></b> |                             |                             |                          |                           |
| <b>In-state (per credit hour):</b>                         |                             |                             |                          |                           |
| Tuition  | \$790                       | \$814                       | \$24                     |                           |
| Mandatory Technology Fee                                   | \$5                         | 5                           | 0                        |                           |
| Mandatory Online Comprehensive Fee                         | \$50                        | 55                          | 5                        |                           |
| <b>Total In-state MFA</b>                                  | <b>\$845</b>                | <b>\$874</b>                | <b>\$29</b>              | <b>3.43%</b>              |
| <b>Out-of-state (per credit hour):</b>                     |                             |                             |                          |                           |
| Tuition  | \$790                       | \$814                       | \$24                     |                           |
| Mandatory Capital Fee                                      | \$19                        | 20                          | 1                        |                           |
| Mandatory Technology Fee                                   | \$5                         | 5                           | 0                        |                           |
| Mandatory Online Comprehensive Fee                         | \$50                        | 55                          | 5                        |                           |
| <b>Total Out-of-state MFA</b>                              | <b>\$864</b>                | <b>\$894</b>                | <b>\$30</b>              | <b>3.47%</b>              |
| <b><u>Doctor of Nursing Practice (DNP)</u></b>             |                             |                             |                          |                           |
| <b>In-state (per credit hour):</b>                         |                             |                             |                          |                           |
| Tuition  | \$535                       | \$551                       | \$16                     |                           |
| Mandatory Technology Fee                                   | \$5                         | 5                           | 0                        |                           |
| Mandatory Online Comprehensive Fee                         | \$50                        | 55                          | 5                        |                           |
| <b>Total In-state DNP</b>                                  | <b>\$590</b>                | <b>\$611</b>                | <b>\$21</b>              | <b>3.63%</b>              |
| <b>Out-of-state (per credit hour):</b>                     |                             |                             |                          |                           |
| Tuition  | \$1,058                     | \$551                       | (\$507)                  |                           |
| Mandatory Capital Fee                                      | \$19                        | 20                          | 1                        |                           |
| Mandatory Technology Fee                                   | \$5                         | 5                           | 0                        |                           |
| Mandatory Online Comprehensive Fee                         | \$50                        | 55                          | 5                        |                           |
| <b>Total Out-of-state DNP</b>                              | <b>\$1,132</b>              | <b>\$631</b>                | <b>(\$501)</b>           | <b>-44.25%</b>            |

<sup>1</sup> For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed the annualized rates for mandatory fees.

|  | <b>Approved<br/>2024-25</b> | <b>Proposed<br/>2025-26</b> | <b>Dollar<br/>Change</b> | <b>Percent<br/>Change</b> |
|--|-----------------------------|-----------------------------|--------------------------|---------------------------|
| <b>Differential Tuition &amp; Fees<sup>1</sup></b> |                             |                             |                          |                           |
| <b><u>Doctor of Education (Ed.D.)</u></b>          |                             |                             |                          |                           |
| <b>In-state (per credit hour):</b>                 |                             |                             |                          |                           |
| Tuition  | \$393                       | \$405                       | \$12                     |                           |
| Program Fee  | \$101                       | 101                         | 0                        |                           |
| Mandatory Technology Fee                           | \$5                         | 5                           | 0                        |                           |
| Mandatory Online Comprehensive Fee                 | 50                          | 55                          | 5                        |                           |
| <b>Total In-state Ed.D.</b>                        | <b>\$549</b>                | <b>\$566</b>                | <b>\$17</b>              | <b>3.01%</b>              |
| <b>Out-of-state (per credit hour):</b>             |                             |                             |                          |                           |
| Tuition  | \$393                       | \$405                       | \$12                     |                           |
| Program Fee  | \$101                       | 101                         | 0                        |                           |
| Mandatory Capital Fee                              | \$19                        | 20                          | 1                        |                           |
| Mandatory Technology Fee                           | \$5                         | 5                           | 0                        |                           |
| Mandatory Online Comprehensive Fee                 | \$50                        | 55                          | 5                        |                           |
| <b>Total Out-of-state Ed.D.</b>                    | <b>\$568</b>                | <b>\$586</b>                | <b>\$18</b>              | <b>3.09%</b>              |
| <b><u>Literacy Education, MS</u></b>               |                             |                             |                          |                           |
| <b>In-state (per credit hour):</b>                 |                             |                             |                          |                           |
| Tuition  | \$406                       | \$418                       | \$12                     |                           |
| Mandatory Technology Fee                           | \$5                         | 5                           | \$0                      |                           |
| Mandatory Online Comprehensive Fee                 | 50                          | 55                          | \$5                      |                           |
| <b>Total In-state Literacy Ed. MS</b>              | <b>\$461</b>                | <b>\$478</b>                | <b>\$17</b>              | <b>3.69%</b>              |
| <b>Out-of-state (per credit hour):</b>             |                             |                             |                          |                           |
| Tuition  | \$406                       | \$418                       | \$12                     |                           |
| Mandatory Capital Fee                              | \$19                        | 20                          | \$1                      |                           |
| Mandatory Technology Fee                           | \$5                         | 5                           | \$0                      |                           |
| Mandatory Online Comprehensive Fee                 | \$50                        | 55                          | \$5                      |                           |
| <b>Total Out-of-state Literacy Ed. MS</b>          | <b>\$480</b>                | <b>\$498</b>                | <b>\$18</b>              | <b>3.75%</b>              |

<sup>1</sup> For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed the annualized rates for mandatory fees.



|   | <u>Approved<br/>2024-25</u> | <u>Proposed<br/>2025-26</u> | <u>Dollar<br/>Change</u> | <u>Percent<br/>Change</u> |
|---|-----------------------------|-----------------------------|--------------------------|---------------------------|
| <b>Differential Tuition &amp; Fees - Fast Track<sup>1</sup></b> |                             |                             |                          |                           |
| <b><u>RN to BSN<sup>2</sup></u></b>                             |                             |                             |                          |                           |
| <b>In-state (per credit hour):</b>                              |                             |                             |                          |                           |
| Tuition   | \$299                       | \$308                       | \$9                      |                           |
| Mandatory Technology Fee  | \$5                         | 5                           | 0                        |                           |
| Mandatory Online Comprehensive Fee                              | \$50                        | 55                          | 5                        |                           |
| <b>Total In-state RN to BSN</b>                                 | <b>\$354</b>                | <b>\$368</b>                | <b>\$14</b>              | <b>3.95%</b>              |
| <b>Out-of-state (per credit hour):</b>                          |                             |                             |                          |                           |
| Tuition   | \$299                       | \$308                       | \$9                      |                           |
| Mandatory Technology Fee  | \$5                         | 5                           | 0                        |                           |
| Mandatory Online Comprehensive Fee                              | \$50                        | 55                          | 5                        |                           |
| <b>Total Out-of-state RN to BSN</b>                             | <b>\$354</b>                | <b>\$368</b>                | <b>\$14</b>              | <b>3.95%</b>              |
| <b><u>Master of Business Administration<sup>2</sup></u></b>     |                             |                             |                          |                           |
| <b><u>Master of Science in Nursing, MSN<sup>2</sup></u></b>     |                             |                             |                          |                           |
| <b>In-state (per credit hour):</b>                              |                             |                             |                          |                           |
| Tuition   | \$430                       | \$443                       | \$13                     |                           |
| Mandatory Technology Fee  | \$5                         | 5                           | 0                        |                           |
| Mandatory Online Comprehensive Fee                              | \$50                        | 55                          | 5                        |                           |
| <b>Total In-state MBA &amp; MSN</b>                             | <b>\$485</b>                | <b>\$503</b>                | <b>\$18</b>              | <b>3.71%</b>              |
| <b>Out-of-state (per credit hour):</b>                          |                             |                             |                          |                           |
| Tuition   | \$430                       | \$443                       | \$13                     |                           |
| Mandatory Technology Fee  | \$5                         | 5                           | 0                        |                           |
| Mandatory Online Comprehensive Fee                              | \$50                        | 55                          | 5                        |                           |
| <b>Total Out-of-state MBA &amp; MSN</b>                         | <b>\$485</b>                | <b>\$503</b>                | <b>\$18</b>              | <b>3.71%</b>              |

<sup>1</sup> For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed the annualized rates for mandatory fees.

<sup>2</sup> Proposed rates in accordance with 7-week term online campus expansion program. Absent 7-week term structure prior year rates would apply.

|  | <u>Approved</u><br><u>2024-25</u> | <u>Proposed</u><br><u>2025-26</u> | <u>Dollar</u><br><u>Change</u> | <u>Percent</u><br><u>Change</u> |
|--|-----------------------------------|-----------------------------------|--------------------------------|---------------------------------|
|--|-----------------------------------|-----------------------------------|--------------------------------|---------------------------------|

**Differential Tuition & Fees - TTIP<sup>1</sup>**

**Tech Talent Investment Program (TTIP)**

**In-state (per credit hour):**

|  |              |              |            |              |
|--|--------------|--------------|------------|--------------|
| Tuition                                  | \$216        | \$216        | \$0        |              |
| Mandatory Technology Fee                 | \$5          | 5            | 0          |              |
| Mandatory Online Comprehensive Fee       | \$50         | 55           | 5          |              |
| <b>Total In-state Undergraduate TTIP</b> | <b>\$271</b> | <b>\$276</b> | <b>\$5</b> | <b>1.85%</b> |

<sup>1</sup> For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed the annualized rates for mandatory fees.

**Competency-Based Education (CBE)**

**Cybersecurity, Geospatial, Education, Data Science - CBE (per credit hour)<sup>1</sup>**

|                                    |              |              |             |              |
|------------------------------------|--------------|--------------|-------------|--------------|
| Tuition                            | \$316        | \$326        | \$10        |              |
| Mandatory Technology Fee           | 5            | 5            | 0           |              |
| Mandatory Online Comprehensive Fee | 50           | 55           | 5           |              |
| <b>Total Cybersecurity - CBE</b>   | <b>\$371</b> | <b>\$386</b> | <b>\$15</b> | <b>4.04%</b> |

<sup>1</sup> Rate reduction of 10% may be applied for prepaid certificate program.

|                                      | <u>Approved<br/>2024-25</u> | <u>Proposed<br/>2025-26</u> | <u>Dollar<br/>Change</u> | <u>Percent<br/>Change</u> |
|--------------------------------------|-----------------------------|-----------------------------|--------------------------|---------------------------|
| <b>Comprehensive Fee<sup>1</sup></b> |                             |                             |                          |                           |
| <b>Mandatory Comprehensive Fee</b>   |                             |                             |                          |                           |
| Athletics                            | \$1,569                     | \$1,765.00                  | \$196                    |                           |
| Auxiliary Building/Facilities        | \$112                       | \$119.00                    | 7                        |                           |
| Auxiliary Support                    | \$337                       | \$347.00                    | 10                       |                           |
| Debt Service                         | \$275                       | \$275.00                    | 0                        |                           |
| Recreation                           | \$386                       | \$409.00                    | 23                       |                           |
| Student Activities                   | \$161                       | \$170.00                    | 9                        |                           |
| Student Health                       | \$380                       | \$403.00                    | 23                       |                           |
| Student Services                     | \$107                       | \$113.00                    | 6                        |                           |
| Student Union                        | \$409                       | \$431.00                    | 22                       |                           |
| Transit                              | \$164                       | \$102.00                    | (62)                     |                           |
| <b>Total Comprehensive Fee</b>       | <b>\$3,900</b>              | <b>\$4,134</b>              | <b>\$234</b>             | <b>6.00%</b>              |

<sup>1</sup> The Online Comprehensive Fee is allocated utilizing a pro rata distribution of the full-time rate allocation.

**Fall & Spring Annual Room Rates<sup>1,2</sup>**

**On-Campus Room (includes laundry)**

|                       |         |          |         |        |
|-----------------------|---------|----------|---------|--------|
| <b>Residence Hall</b> |         |          |         |        |
| Single                | \$8,750 | \$9,950  | \$1,200 | 13.71% |
| Multiple              | \$6,650 | \$6,983  | 333     | 5.00%  |
| Suite                 | \$7,850 | \$8,400  | 550     | 7.00%  |
| <b>Apartment</b>      |         |          |         |        |
| Single                | \$9,950 | \$11,746 | \$1,796 | 18.05% |
| Multiple              | \$7,850 | \$8,243  | 393     | 5.00%  |

**Fall & Spring Annual Board & Meal Plan Rates<sup>2,3</sup>**

**Residential Board Plan**

|                        |         |         |     |       |
|------------------------|---------|---------|-----|-------|
| Highlander All Access  | \$5,854 | \$6,110 | 256 | 4.37% |
| Highlander Residential | \$5,410 | \$5,640 | 230 | 4.25% |

**Residential Apartment Board Plan**

|                |         |         |     |       |
|----------------|---------|---------|-----|-------|
| Highlander Jr. | \$3,170 | \$3,430 | 260 | 8.20% |
|----------------|---------|---------|-----|-------|

**Non-Residential Meal Plan (optional)<sup>4</sup>**

|  |         |         |    |       |
|--|---------|---------|----|-------|
| Highlander Commuter - 25 Swipes/Semester | \$1,148 | \$1,180 | 32 | 2.79% |
|--|---------|---------|----|-------|

<sup>1</sup> Rates are listed on a per student/per bed basis.

<sup>2</sup> Summer and break rates are prorated based on the approved annualized rate.

<sup>3</sup> Select board and meal plans may not be available each term.

<sup>4</sup> Addition to meal plan assessed at an incremental rate.

| <u>Approved</u><br><u>2024-25</u> | <u>Proposed</u><br><u>2025-26</u> | <u>Dollar</u><br><u>Change</u> | <u>Percent</u><br><u>Change</u> |
|-----------------------------------|-----------------------------------|--------------------------------|---------------------------------|
|-----------------------------------|-----------------------------------|--------------------------------|---------------------------------|

## Radford University Carilion

### Undergraduate Tuition<sup>1</sup> & Fees<sup>2</sup>

#### **In-state Undergraduate (full-time)**

|                                     |                 |                 |              |              |
|-------------------------------------|-----------------|-----------------|--------------|--------------|
| Tuition                             | \$8,528         | \$8,698         | \$170        |              |
| Mandatory Technology Fee            | \$120           | 120             | 0            |              |
| Mandatory Comprehensive Fee         | \$3,900         | 4,134           | 234          |              |
| <b>Total In-state Undergraduate</b> | <b>\$12,548</b> | <b>\$12,952</b> | <b>\$404</b> | <b>3.22%</b> |

#### **Out-of-state Undergraduate (full-time)**

|   |                 |                 |                |              |
|---|-----------------|-----------------|----------------|--------------|
| Tuition                                 | \$21,166        | \$22,012        | \$846          |              |
| Mandatory Capital Fee                   | \$447           | 468             | 21             |              |
| Mandatory Technology Fee                | \$120           | 120             | 0              |              |
| Mandatory Comprehensive Fee             | \$3,900         | 4,134           | 234            |              |
| <b>Total Out-of-state Undergraduate</b> | <b>\$25,633</b> | <b>\$26,734</b> | <b>\$1,101</b> | <b>4.30%</b> |

<sup>1</sup> Full-time tuition rates are based on 12-16 credit hours.

<sup>2</sup> For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed the annualized rates for mandatory fees.

|  | <u>Approved<br/>2024-25</u> | <u>Proposed<br/>2025-26</u> | <u>Dollar<br/>Change</u> | <u>Percent<br/>Change</u> |
|--|-----------------------------|-----------------------------|--------------------------|---------------------------|
| <b>Per Credit Hour Rates<sup>1</sup></b>                   |                             |                             |                          |                           |
| <b><u>In-state Undergraduate (per credit hour)</u></b>     |                             |                             |                          |                           |
| Tuition  | \$354                       | \$361                       | \$7                      |                           |
| Mandatory Technology Fee                                   | \$5                         | 5                           | 0                        |                           |
| Mandatory Comprehensive Fee                                | \$163                       | \$173                       | 10                       |                           |
| <b>Total In-state Undergraduate</b>                        | <b>\$522</b>                | <b>\$539</b>                | <b>\$17</b>              | <b>3.26%</b>              |
| <b><u>Out-of-state Undergraduate (per credit hour)</u></b> |                             |                             |                          |                           |
| Tuition  | \$881                       | \$916                       | \$35                     |                           |
| Mandatory Capital Fee                                      | \$19                        | 20                          | 1                        |                           |
| Mandatory Technology Fee                                   | \$5                         | 5                           | 0                        |                           |
| Mandatory Comprehensive Fee                                | \$163                       | 173                         | 10                       |                           |
| <b>Total Out-of-state Undergraduate</b>                    | <b>\$1,068</b>              | <b>\$1,114</b>              | <b>\$46</b>              | <b>4.31%</b>              |
| <b><u>In-state Graduate (per credit hour)</u></b>          |                             |                             |                          |                           |
| Tuition  | \$406                       | \$422                       | \$16                     |                           |
| Program Fee  | \$298                       | 298                         | 0                        |                           |
| Mandatory Technology Fee                                   | \$5                         | 5                           | 0                        |                           |
| Mandatory Comprehensive Fee                                | \$163                       | 173                         | 10                       |                           |
| <b>Total In-state Graduate</b>                             | <b>\$872</b>                | <b>\$898</b>                | <b>\$26</b>              | <b>2.98%</b>              |
| <b><u>Out-of-state Graduate (per credit hour)</u></b>      |                             |                             |                          |                           |
| Tuition  | \$406                       | \$422                       | \$16                     |                           |
| Program Fee  | \$298                       | \$298                       | \$0                      |                           |
| Mandatory Capital Fee                                      | \$19                        | \$20                        | \$1                      |                           |
| Mandatory Technology Fee                                   | \$5                         | \$5                         | \$0                      |                           |
| Mandatory Comprehensive Fee                                | \$163                       | \$173                       | \$10                     |                           |
| <b>Total Out-of-state Graduate</b>                         | <b>\$891</b>                | <b>\$918</b>                | <b>\$27</b>              | <b>3.03%</b>              |

<sup>1</sup> Summer tuition and mandatory fees are charged at regular academic year rates.

|  | <u>Approved<br/>2024-25</u> | <u>Proposed<br/>2025-26</u> | <u>Dollar<br/>Change</u> | <u>Percent<br/>Change</u> |
|--|-----------------------------|-----------------------------|--------------------------|---------------------------|
| <b>Differential Tuition and Fees<sup>1</sup></b>     |                             |                             |                          |                           |
| <b><u>Respiratory Therapy, BS (ASRT-BSRT)</u></b>    |                             |                             |                          |                           |
| <b>In-state Undergraduate (per credit hour):</b>     |                             |                             |                          |                           |
| Tuition  | \$308                       | \$317                       | \$9                      |                           |
| Mandatory Technology Fee                             | \$5                         | \$5                         | \$0                      |                           |
| Mandatory Online Comprehensive Fee                   | \$50                        | \$55                        | \$5                      |                           |
| <b>Total In-state ASRT-BSRT</b>                      | <b>\$363</b>                | <b>\$377</b>                | <b>\$14</b>              | <b>3.86%</b>              |
| <b>Out-of-state Undergraduate (per credit hour):</b> |                             |                             |                          |                           |
| Tuition  | \$308                       | \$317                       | \$9                      |                           |
| Mandatory Capital Fee                                | \$19                        | \$20                        | \$1                      |                           |
| Mandatory Technology Fee                             | \$5                         | \$5                         | \$0                      |                           |
| Mandatory Online Comprehensive Fee                   | \$50                        | \$55                        | \$5                      |                           |
| <b>Total Out-of-state ASRT-BSRT</b>                  | <b>\$382</b>                | <b>\$397</b>                | <b>\$15</b>              | <b>3.93%</b>              |
| <b><u>Health Sciences, MS</u></b>                    |                             |                             |                          |                           |
| <b>In-state Graduate (per credit hour):</b>          |                             |                             |                          |                           |
| Tuition  | \$393                       | \$405                       | \$12                     |                           |
| Program Fee  | \$223                       | 223                         | 0                        |                           |
| Mandatory Technology Fee                             | \$5                         | 5                           | 0                        |                           |
| Mandatory Online Comprehensive Fee                   | \$50                        | 55                          | 5                        |                           |
| <b>Total In-state Health Sciences, MS</b>            | <b>\$671</b>                | <b>\$688</b>                | <b>\$17</b>              | <b>2.50%</b>              |
| <b>Out-of-state Graduate (per credit hour):</b>      |                             |                             |                          |                           |
| Tuition  | \$393                       | \$405                       | \$12                     |                           |
| Program Fee  | \$223                       | 223                         | 0                        |                           |
| Mandatory Capital Fee                                | \$19                        | 20                          | 1                        |                           |
| Mandatory Technology Fee                             | \$5                         | 5                           | 0                        |                           |
| Mandatory Online Comprehensive Fee                   | \$50                        | 55                          | 5                        |                           |
| <b>Total Out-of-state Health Sciences, MS</b>        | <b>\$690</b>                | <b>\$708</b>                | <b>\$18</b>              | <b>2.63%</b>              |

<sup>1</sup> For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed the annualized rates for mandatory fees.

|   | <b>Approved<br/>2024-25</b> | <b>Proposed<br/>2025-26</b> | <b>Dollar<br/>Change</b> | <b>Percent<br/>Change</b> |
|---|-----------------------------|-----------------------------|--------------------------|---------------------------|
| <b>Differential Tuition and Fees<sup>1</sup></b>              |                             |                             |                          |                           |
| <b><u>Master of Occupational Therapy, MOT<sup>2</sup></u></b> |                             |                             |                          |                           |
| <b>In-state Graduate (per credit hour):</b>                   |                             |                             |                          |                           |
| Tuition   | \$406                       | \$418                       | \$12                     |                           |
| Program Fee   | \$70                        | \$70                        | \$0                      |                           |
| Mandatory Technology Fee                                      | \$5                         | \$5                         | \$0                      |                           |
| Mandatory Comprehensive Fee                                   | \$163                       | \$173                       | \$10                     |                           |
| <b>Total In-state MOT</b>                                     | <b>\$644</b>                | <b>\$666</b>                | <b>\$22</b>              | <b>3.43%</b>              |
| <b>Out-of-state Graduate (per credit hour):</b>               |                             |                             |                          |                           |
| Tuition   | \$793                       | \$825                       | \$32                     |                           |
| Program Fee   | \$70                        | \$70                        | \$0                      |                           |
| Mandatory Capital Fee   | \$19                        | \$20                        | \$1                      |                           |
| Mandatory Technology Fee                                      | \$5                         | \$5                         | \$0                      |                           |
| Mandatory Comprehensive Fee                                   | \$163                       | \$173                       | \$10                     |                           |
| <b>Total Out-of-state MOT</b>                                 | <b>\$1,050</b>              | <b>\$1,093</b>              | <b>\$43</b>              | <b>4.10%</b>              |

<sup>2</sup> Tuition rate for 12-16 credit hours will be assessed at the annualized rate.

**Healthcare Administration, MS**

|   |              |              |             |              |
|---|--------------|--------------|-------------|--------------|
| <b>In-state Graduate (per credit hour):</b>     |              |              |             |              |
| Tuition   | \$406        | \$418        | \$12        |              |
| Program Fee                                     | \$212        | 212          | 0           |              |
| Mandatory Technology Fee                        | \$5          | 5            | 0           |              |
| Mandatory Online Comprehensive Fee              | \$50         | 55           | 5           |              |
| <b>Total In-state Healthcare Admin., MS</b>     | <b>\$673</b> | <b>\$690</b> | <b>\$17</b> | <b>2.51%</b> |
| <b>Out-of-state Graduate (per credit hour):</b> |              |              |             |              |
| Tuition   | \$406        | \$418        | \$12        |              |
| Program Fee                                     | \$212        | \$212        | \$0         |              |
| Mandatory Capital Fee                           | \$19         | \$20         | \$1         |              |
| Mandatory Technology Fee                        | \$5          | \$5          | \$0         |              |
| Mandatory Online Comprehensive Fee              | \$50         | \$55         | \$5         |              |
| <b>Total Out-of-state Healthcare Admin., MS</b> | <b>\$692</b> | <b>\$710</b> | <b>\$18</b> | <b>2.60%</b> |

<sup>1</sup> For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed the annualized rates for mandatory fees.

|   | <u>Approved<br/>2024-25</u> | <u>Proposed<br/>2025-26</u> | <u>Dollar<br/>Change</u> | <u>Percent<br/>Change</u> |
|---|-----------------------------|-----------------------------|--------------------------|---------------------------|
| <b>Differential Tuition and Fees<sup>1</sup></b>  |                             |                             |                          |                           |
| <b><u>Doctor of Occupational Therapy, OTD</u></b> |                             |                             |                          |                           |
| <b>In-state Graduate (per credit hour):</b>       |                             |                             |                          |                           |
| Tuition   | \$399                       | \$405                       | \$6                      |                           |
| Program Fee                                       | \$181                       | \$181                       | \$0                      |                           |
| Mandatory Technology Fee                          | \$5                         | \$5                         | \$0                      |                           |
| Mandatory Online Comprehensive Fee                | \$50                        | \$55                        | \$5                      |                           |
| <b>Total In-state OTD</b>                         | <b>\$635</b>                | <b>\$646</b>                | <b>\$11</b>              | <b>1.79%</b>              |
| <b>Out-of-state Graduate (per credit hour):</b>   |                             |                             |                          |                           |
| Tuition   | \$623                       | \$405                       | (\$218)                  |                           |
| Program Fee                                       | \$181                       | \$181                       | \$0                      |                           |
| Mandatory Capital Fee                             | \$19                        | \$20                        | \$1                      |                           |
| Mandatory Technology Fee                          | \$5                         | \$5                         | \$0                      |                           |
| Mandatory Online Comprehensive Fee                | \$50                        | \$55                        | \$5                      |                           |
| <b>Total Out-of-state OTD</b>                     | <b>\$878</b>                | <b>\$666</b>                | <b>(\$212)</b>           | <b>-24.13%</b>            |
| <b><u>Doctor of Health Sciences, DHSC</u></b>     |                             |                             |                          |                           |
| <b>In-state Graduate (per credit hour):</b>       |                             |                             |                          |                           |
| Tuition   | \$393                       | \$405                       | \$12                     |                           |
| Program Fee                                       | \$416                       | \$416                       | \$0                      |                           |
| Mandatory Technology Fee                          | \$5                         | \$5                         | \$0                      |                           |
| Mandatory Online Comprehensive Fee                | \$50                        | \$55                        | \$5                      |                           |
| <b>Total In-state DHSC</b>                        | <b>\$864</b>                | <b>\$881</b>                | <b>\$17</b>              | <b>1.97%</b>              |
| <b>Out-of-state Graduate (per credit hour):</b>   |                             |                             |                          |                           |
| Tuition   | \$393                       | \$405                       | \$12                     |                           |
| Program Fee                                       | \$416                       | \$416                       | \$0                      |                           |
| Mandatory Capital Fee                             | \$19                        | \$20                        | \$1                      |                           |
| Mandatory Technology Fee                          | \$5                         | \$5                         | \$0                      |                           |
| Mandatory Online Comprehensive Fee                | \$50                        | \$55                        | \$5                      |                           |
| <b>Total Out-of-state DHSC</b>                    | <b>\$883</b>                | <b>\$901</b>                | <b>\$18</b>              | <b>2.04%</b>              |

<sup>1</sup> For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed the annualized rates for mandatory fees.



|  | <u>Approved<br/>2024-25</u> | <u>Proposed<br/>2025-26</u> | <u>Dollar<br/>Change</u> | <u>Percent<br/>Change</u> |
|--|-----------------------------|-----------------------------|--------------------------|---------------------------|
| <b>Differential Tuition and Fees<sup>1</sup></b> |                             |                             |                          |                           |
| <b><u>Doctor of Physical Therapy, DPT</u></b>    |                             |                             |                          |                           |
| <b>In-state Graduate (per credit hour):</b>      |                             |                             |                          |                           |
| Tuition  | \$509                       | \$524                       | \$15                     |                           |
| Mandatory Technology Fee                         | \$5                         | \$5                         | \$0                      |                           |
| Mandatory Comprehensive Fee                      | \$163                       | \$173                       | \$10                     |                           |
| <b>Total In-state DPT</b>                        | <b>\$677</b>                | <b>\$702</b>                | <b>\$25</b>              | <b>3.72%</b>              |
| <b>Out-of-state Graduate (per credit hour):</b>  |                             |                             |                          |                           |
| Tuition  | \$1,025                     | \$1,056                     | \$31                     |                           |
| Mandatory Capital Fee                            | \$19                        | 20                          | 1                        |                           |
| Mandatory Technology Fee                         | \$5                         | 5                           | 0                        |                           |
| Mandatory Comprehensive Fee                      | \$163                       | 173                         | 10                       |                           |
| <b>Total Out-of-state DPT</b>                    | <b>\$1,211</b>              | <b>\$1,254</b>              | <b>\$42</b>              | <b>3.48%</b>              |

<sup>1</sup>For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed the annualized rates for mandatory fees.

**Fall & Spring Annual Room Rates<sup>1</sup>**

**Off-Campus Rooms (incl laundry)**

|  |          |          |         |        |
|--|----------|----------|---------|--------|
| Patrick Henry standard/studio - Single   | \$10,900 | \$11,990 | \$1,090 | 10.00% |
| Patrick Henry standard/studio - Multiple | \$8,800  | \$9,416  | 616     | 7.00%  |

<sup>1</sup>Summer rates are prorated based on the approved annualized rate.

**RADFORD UNIVERSITY BOARD OF VISITORS**  
**March 21, 2025**

**Action Item**  
**Recommendation for 2025-26 Tuition and Fees**

**NOW, THEREFORE, BE IT RESOLVED** that the Radford University Board of Visitors approves tuition and fees for the 2025-26 academic year as reflected in the Summary of Proposed 2025-26 Tuition and Fees beginning with the Fall 2025 semester and thereafter until otherwise adjusted by the Board of Visitors.

# Student Representative Report



# Illuminate Black Student Summit



**Radford**  
UNIVERSITY

- Advertised across campus and social media encouraging all students to attend

RADFORD UNIVERSITY STUDENT REPRESENTATIVE TO THE BOARD OF VISITORS

## Illuminate Black Student Summit



MARCH 1ST, 2025  
KYLE HALL 340  
CHECK IN 9:30AM

LEADERSHIP  
EMPOWERMENT  
ACHIEVEMENT  
PROFESSIONALISM

# Mission and Objective



- Empower our students academically and professionally.
- Provide the tools and skills to properly network, focus on mental health, work on financial literacy, and adapt to different circumstances.
- Create a space for dialogue and cultural celebration.



# Guest Speakers



**Radford**  
UNIVERSITY

- Dr. Fredrick Douglas Dixon (Radford University Professor)
- Xavier Duckett (Roanoke Entrepreneur)
- Dr. Vanessa Goodar (Hampton University Professor)
- Dr. Iris Goode Middleton (Hampton University Professor)
- Sheron Henry-Smith (Associate Dean of Students)





# Highlights



- Dr. Angela Joyner as Keynote speaker
- The back & forth discussions
- The Workshops
- The positive energy from everyone

# Future goals



- Gaining partnership(s) with student organization.
- Add incentives for students who participate
- Invite local high schools





# Thank You

# Minutes



**Radford**  
UNIVERSITY



Board of Visitors

**Quarterly Meeting**

**9:00 a.m.\*\***

**December 6, 2024**

**Kyle Hall, Room 340, Radford, VA**

**DRAFT**  
**MINUTES**

**Board Members Present**

Mr. Marquett Smith, Rector

Mr. Tyler W. Lester, Vice Rector

Mr. Dale Ardizzone

Ms. Jeanne S. Armentrout

Ms. Betsy D. Beamer

Ms. Joann S. Craig

Ms. Callie Dalton

Mr. William C. Davis

Dr. Betty Jo Foster

Mrs. Jennifer Wishon Gilbert

Mr. George Mendiola, Jr.

Ms. Lisa W. Pompa

Mr. David A. Smith

Mr. James C. Turk

Dr. Matthew Close, Faculty Representative (Non-voting Advisory Member)

Mr. Onajae Edmund, Student Representative (Non-voting Advisory Member)

**Board Member Absent**

Mr. Jonathan D. Sweet

**Others Present**

Dr. Bret Danilowicz, President

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

Dr. Dannette Gomez Beane, Vice President for Enrollment Management and Strategic Communications

Dr. Rob Hoover, Vice President for Finance and Administration

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

Ms. Susan Richardson, University Counsel

Dr. Susan Trageser, Vice President for Student Affairs

Dr. Bethany Usher, Provost and Senior Vice President for Academic Affairs

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

### **Call to Order**

Rector Marquett Smith called the quarterly meeting of the Radford University Board of Visitors to order at 9:00 a.m. in Room 340 in Kyle Hall. Rector Smith welcomed everyone to the meeting and expressed his appreciation for the meaningful work of the Board and that this work was reinforced when hearing our students share why they chose Radford.

### **Approval of Agenda**

Rector Smith asked for a motion to approve the Board of Visitors meeting agenda for December 6, 2024, as published. Following the addition of the approval of the Crisis and Emergency Management Plan under the Business Affairs and Audit Committee report, Mr. Tyler Lester so moved, Mr. David Smith seconded, and the motion carried unanimously.

### **Approval of Minutes**

Rector Smith asked for a motion to approve the September 6, 2024 minutes of the Board of Visitors meeting. Ms. Joann Craig so moved, Mr. George Mendiola seconded, and the motion carried unanimously.

### **The Radford Experience**

Students Hannah Roark and Roxanne Mercado shared their respective stories about the positive impact of the Radford Tuition Promise and their decisions for attending and continuing their education at Radford University.

### **President's Report**

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

### **Government Relations Update**

Executive Director of Government Relations and Strategic Initiatives Lisa Ghidotti provided an overview of recent government relations activities throughout the fall, an election update and a preview of the upcoming 2025 General Assembly session.

### **Strategic Plan 2026-2031 Update**

Strategic Planning Committee Co-chairs Dr. Angela Joyner and Dr. Sharon Roger Hepburn provided an update to the Board of Visitors including an overview of the process, sub-teams and the recent in-person sessions and online surveys for faculty, staff, students, alumni and community members seeking input on nine questions. The Board of Visitors will be updated again in March and the plan will be voted on at the December 2025 meeting.

### **Report from the Academic Excellence and Research Committee**

Ms. Jeanne Armentrout stated that the Committee met on December 5, 2024, and shared the Committee first heard a presentation by Dr. Jerel Benton, Assistant Provost of Student Success, and Mr. Lee Svete, Director of Career and Talent Development, who shared information regarding student retention, experiential learning and academic advising. The Committee heard an Academic Affairs update from Provost and Senior Vice President for Academic Affairs Bethany M. Usher who provided recent activities and points of pride. The Committee also heard an update in the continued planning for Radford's presence in Roanoke and collaboration with Carilion Clinic.

Faculty Representative to the Board of Visitors Matthew Close reported on recent Faculty Senate motions and the current work of the Senate.

### **Action Item**

#### **Approval of Revisions to the Teaching and Research Faculty Handbook, Section 1.3.3: Selection of Deans**

Ms. Armentrout reviewed the proposed action item with the Board of Visitors. Following discussion, Rector Smith asked for a motion to approve the resolution. Ms. Lisa Pompa so moved, Mr. David Smith seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment B*** and is made a part hereof.

### **Report from the Business Affairs and Audit Committee**

Dr. Betty Jo Foster stated that the Committee met on December 5, 2024, and shared the Committee heard from University Auditor Margaret McManus who presented an oral report on the quarterly review of the University Discretionary Fund and the following internal audit reports: Fiscal Year 2024 Inventory Audit and the College Transition Audit of the School of Nursing. Ms. McManus further provided an overview of the audit process for the Committee's information. She presented Radford University's audit report from the Office of the State Inspector General's Cybersecurity Audit for Virginia Higher Education Institutions and a quarterly follow-up audit status report. Vice President Rob Hoover presented to the Committee an overview of Radford University financial processes, a review of internal budget processes, and a list of priorities for Fiscal Year 2026.

### **Action Items:**

#### **Approval of a Revision in the Internal Audit Charter Policy**

Dr. Foster reviewed the proposed action item with the Board of Visitors. Following discussion, Rector Smith asked for a motion to approve the resolution. Mr. George Mendiola so moved, Ms. Callie Dalton seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment C*** and is made a part hereof.

#### **Approval of the University's Crisis and Emergency Management Plan**

Dr. Foster reviewed the proposed action item with the Board of Visitors. Following discussion, Rector Smith asked for a motion to approve the resolution. Mr. Tyler Lester so moved, Ms. Joann Craig seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment D*** and is made a part hereof.

### **Report from the Enrollment Management and Brand Equity Committee**

Mrs. Jennifer Wishon Gilbert stated that the Committee met on December 5, 2024 and heard from Vice President Dannette Gomez Beane who reported the website redesign project has fully transitioned to the new content management system. The brand perception survey will be launched the week of January 27, 2025 with an email invitation and link. The survey will close on February 10, 2025. Dr. Beane shared with the Committee a working document of the Communications Plan.

Vice President Beane stated that the preliminary census numbers in September were meeting and exceeding our goals and with final census enrollment of 7,812. Early indicators show continued growth. Vice President Beane provided projections for the Radford Tuition Promise beyond 2025, sharing that the current FASFA completion rate for Radford University is over 80% while nationally it is 50%. The University confirmed 1820 students who were eligible for the Radford Tuition Promise and with the added funding we received, an additional 472 became eligible for a total of 2292 students.

### **Report from the External Engagement Committee**

Ms. Lisa Pompa stated that the Committee met on December 5, 2024 and Vice President for Economic Development and Corporate Education Angela Joyner provided an update on the IMPACT Lab action plan and progress continues on pricing, market and program analysis, which remains on track. The Provisional to Professional Pathway is gaining significant momentum among provisionally licensed teachers. Vice President Joyner shared that an offer has been extended and accepted for the next Director

for Economic Development and Community Engagement. The Regional Testing Center remains on track for its December launch. Efforts to build extensive partnerships continue to have significant impact. These collaborations are creating work-based learning opportunities for our students, providing speaking engagements for President Danilowicz and faculty, and fostering new regional projects.

Ms. Pompa reported that Vice President for Advancement and Alumni Relations Penny Helms White announced the successful completion of the TOGETHER campaign for Radford University. The celebration was held on Saturday, October 5, when the total amount raised, \$106,693,338, was announced. Vice President White shared that, as of October 31, we have secured \$5 million toward our \$6 million FY25 goal. Homecoming was held October 3–5 and featured expanded activities throughout the weekend, including the campaign celebration. As part of the strategy to highlight alumni success, accomplished graduates will continue to be showcased, with the Radford Magazine serving as a primary platform for these features.

### **Report from the Student Affairs and Athletics Committee**

Mr. David Smith stated that the Committee met on December 5, 2024 with Student Government Association President Jada Freeman providing an update on the programs and initiatives the Executive Board, Senate and Cabinet Staff members have planned and collaborated on for the beginning of the semester. SGA members continue to collaborate with the athletics department to engage students in sporting events and foster Highlander pride. The Senate introduced legislation for a Food Insecurity Resolution to support the Highlander Pantry.

Mr. Smith shared that Vice President for Student Affairs Susan Trageser provided an update on the division's work related to advancing the two goals in the two-year plan: student engagement and the expansion of outdoor programs. Student Affairs continues to make progress on these goals and is on track to achieve the intended targets. Vice President Trageser provided research showing that the earlier a student gets engaged, makes friends and/or finds their people, the greater likelihood of retaining the student. Vice President Trageser discussed the expansion of outdoor programs as the second goal. The Tartan 5K in Roanoke is a new outdoor program. Sabrina Musick, a graduate student in the Master of Occupational Therapy program, spoke to the Committee regarding her leadership role in planning the race. Student Affairs piloted Family Dinner to create an opportunity for students to come together, talk to each other and hear and consider each other's differences.

### **Report from the Radford University Foundation**

Ms. Joann Craig, Representative to the Radford University Foundation Board of Directors, provided an update on recent Foundation news and activities. Ms. Craig reported that the Foundation Board would be the following week in Staunton. Additionally, the appraisal of the art collection is complete. The Bee and Butter at The Highlander is now open for dinner 7 nights a week. The Foundation's Audit Committee met with the CPA firm on December 3. The Audit will be final once the Board votes on the December 12. Investment returns for fiscal 2024 were almost 12%. The Foundation selected the firm of Robert Half to assist with the search for a new CEO. Ms. Craig distributed an asset summary report, attached hereto as *Attachment E* and made a part hereof.

### **Report from the Student Representative on the Board**

Student Representative to the Board Onajae Edmund shared his work and observations in assessing campus life and was pleased to report an increase in student engagement and memberships in clubs and organizations. Onajae shared his recent experience of attending a state-wide student representative conference at JMU and the work he is doing to plan the Illuminate Black Student Empowerment Conference.

**Closed Session**

Rector Smith requested a motion to move into closed session. Mr. Tyler Lester 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, more specifically related to the president’s employment agreement and performance plan, and for consultation with legal counsel. Mr. David Smith seconded the motion. With all in favor, the Board of Visitors went into closed session at 10:59 a.m.

**RECONVENED SESSION**

Following closed session, public access to the meeting was reconnected. Rector Smith called the meeting to order at 12:11 p.m. On the motion made by Mr. Tyler Lester and seconded by Mrs. Jennifer Wishon Gilbert, 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 |
|------------------------------|------|
| Mr. Dale Ardizzone           | Yes  |
| Ms. Jeanne Armentrout        | Yes  |
| Ms. Betsy Beamer             | Yes  |
| Ms. Joann S. Craig           | Yes  |
| Ms. Callie Dalton            | Yes  |
| Mr. William C. Davis         | Yes  |
| Dr. Betty Jo Foster          | Yes  |
| Mrs. Jennifer Wishon Gilbert | Yes  |
| Mr. George Mendiola          | Yes  |
| Ms. Lisa Pompa               | Yes  |
| Mr. David A Smith            | Yes  |
| Mr. James Turk               | Yes  |
| Mr. Marquett Smith           | Yes  |

**Other Business**

**Employment Agreement Review**

Vice Rector Lester read a resolution acknowledging that the salary equity review as defined in the Employment Agreement with President Danilowicz was conducted and as a result, approves the adjustment as discussed in closed session. Rector Smith asks for a motion to approve. Mr. David Smith so moved, Mr. George Mendiola seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as ***Attachment F*** and is made a part hereof.

Rector Smith reminded Board of Visitors members that at the March meeting members would be interviewing and selecting the Student Representative for 2025-26.

**ANNOUNCEMENTS**

**2025 Dates**

March 20-21, 2025

June 5-6, 2025

July 20-22, 2025 Retreat

Sept. 11-12, 2025

Dec. 4-5, 2025

**ADJOURNMENT**

With no further business to come before the Board, Rector Smith adjourned the meeting at 12:18 p.m.

Respectfully submitted,

Karen Castele

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



**Board of Visitors Remarks**  
**President Bret Danilowicz**  
**December 6, 2024**

As we draw closer to the end of the calendar year, I would like to take this time to recap the successes the university has achieved over the past year. I am full of gratitude to our BoV, Radford faculty, university employees, Highlanders Alumni and our regional community working together to make these achievements possible.

**First, we kept tuition low and made our degree pathways more affordable**

For full-time undergraduates who are residents of Virginia, Radford offers the fourth-lowest total cost among the state's 15 four-year public institutions.

When it was announced last fall, the **Radford Tuition Promise** was a nationally leading statement of affordability among public universities. Funded by a combination of Federal, state and institutional dollars, our promise was to offer an affordable pathway to a degree and reach students with the most need but also students well into the middle class.

- According to our final fall census data, enrollment this fall bounced back from previous years with 6,161 undergraduates and 1,651 graduate students enrolled – a total of 7,812 students. This represented an enrollment increase and the first growth since fall of 2019.
- The Radford Tuition Promise underpinned this enrollment growth and student retention with 2,292 undergraduate students being in-state, in-person, full-time, and financially eligible for the program, including 45% of our new students and 33% of all returning students.
- We increased the yield of First Time in College students by 3% and the yield of high-achieving applicants (with a 3.0 GPA or better) by 20% by using the same aid dollars previously available by adding the additional institutional commitment used to create the promise.
- The spending of the investment for the Radford Tuition Promise performed better than expected and will allow Radford to continue the program this year for 2025 eligible applicants.

**Part-time employment** can be important for many students. For students that chose to work on Radford's campus, they can earn at least \$15 per hour, thanks to our new minimum student wage which began this fall. One of our budget priorities was increasing these wages for student employees to make the pathway to a degree even more affordable.

After a more than a year of collaboration, we finally put pen to paper along with the presidents of eight community colleges in Western Virginia to officially launch the **Tartan Transfer Program** on Nov. 6. Mountain Empire, Mountain Gateway, New River, Patrick & Henry, Southwest Virginia, Wytheville, Virginia Highlands and Virginia Western are part of this agreement.

The eight community colleges that are part of this agreement already feed a significant number of students to our university; almost a quarter of our fall enrolled students have received credits from the eight partner colleges. That includes associate degree-earning students, and high school students who attended community colleges on a dual enrollment track.

This program is one of Radford's most significant affordability initiatives, to date.

- A community college student enrolled in the Virginia G3 program, which covers tuition costs for students pursuing certain in-demand careers across the commonwealth, and who qualifies for

our Radford Tuition Promise, can earn an associate degree and a bachelor's degree without paying tuition.

- Going further, those same students can commute from home for their four years - both at their community college, and here at Radford – then work a part-time job, year-round, and come out ahead: with an associate degree and a bachelor's degree, and cash in pocket. Meaning they have no loans and no debt. We have created an affordable pathway through education for Virginians.

We appreciate the work done by our Academic Affairs and Enrollment Management staff to get this project across the finish line!

### **Second, we've made the university more welcoming to all students**

During this fall semester, we have continued to build a culture where productive civil discourse, freedom of expression, and democratic ideals are recognized as an essential part of the Radford University experience. This continues the work of the Civil Discourse and Freedom of Expression Working Group and addresses a goal established in our Two-Year Plan.

After a successful first year, the Common Grounds “Coffee and Conversations that Matter” meetings have continued this fall, with students, faculty and staff conversing and collaborating around differences. Fall topics included AI in university classrooms and a post-election discussion on moving forward, together.

In October, we welcomed internationally recognized journalist, author and Duke University professor Frank Bruni to the Artis Center to speak about his 2024 book, “The Age of Grievance,” which takes an in-depth look at political dysfunction and “culture wars” in America and ways communities can overcome ideological divides.

We received feature story treatment from the Roanoke Times in the front page of its Election Day edition for our “Highlanders Vote: Road to the Ballot Box” two-day election event. The goal was to allow all students to explore key aspects of the electoral process and encourage civic engagement through insightful panels. This was entirely student-led by our Strategic Communication master's students. Sessions included discussions about the basics of the electoral process, civic engagement and listening skills, global perspectives of democracy, and an election night watch party. I extend a big ‘Thank You’ to our StratCom master's students for putting on a complex, multi-day event and for earning media recognition for their work.

### **Third, Radford University is meeting the needs of employers in Virginia**

During this calendar year, led by Lee Svete and Jeanne Mekolichick launched a strategic plan for our Center for Career and Talent Development with the goal of increasing connections of employers with Radford University's faculty, staff and students.

Career and Talent Development has made 700 **new** connections this calendar year between our students and prospective employers, with internship placements at major employers such as Apple, Dynanet, Peraton, Google, Amazon, Meta, Sherwin-Williams, and many more. The Highlander Works Grant, awarded by SCHEV last year, helped students accept these internships and make necessary travel accommodations, buy supplies and clothes, and cover living expenses.

On campus, Career and Talent Development hosted the Fall 2024 Career Expo September 17 and 18, including a Marketing and Management showcase, and an employer showcase. Representatives from

across all employment sectors were on hand for networking opportunities. Nearly 1,000 students took part and 140 recruiters were present at the expo.

Events like this are positioning Radford University to build a best-in-class career center that will attract prospective students and their families and continue to grow the return on degrees for our graduates.

When the 2025 General Assembly session opens next month, we will begin to advocate for pre-planning funds for a new academic facility in Roanoke. This facility will house all our health science programs that are currently in Community Hospital and at RHEC. All of our Roanoke-based programs have 100% employment placement within 6 months of graduation, clearly showing the demand for our graduates. This new facility will meet current academic and career needs and be built with future growth in mind to grow with the needs of the region. If these funds are received, either through the governor's budget or the legislative process, this would put us on track to open a new building in six years.

More urgently, we are requesting \$2 million for FY26 to recruit and retain nursing faculty. Nursing is our most prominent area of student growth, and with no cap on the number of students, the College of Nursing saw new undergraduate student growth of 37% this fall – that's growth among new freshmen and transfers over last year. Virginia's economic success and quality of life depends on qualified nurses entering the commonwealth's workforce to alleviate the current statewide shortage. Currently, 1-in-4 Radford undergraduate nursing faculty positions are vacant, making targeted support for this program critical.

As we talk about keeping graduates here to build their careers, we have an exceptional track record with nurses; over the past 30 years, 79% of Radford nursing graduates have remained in the commonwealth. Being our largest major, Radford's nursing program is a major contributor to nursing graduates at the state level, and we want to be on the leading edge of producing high quality practitioners who chose to make Virginia their home.

### **Now we are planning for Success.**

We have reached the conclusion of Year 1 of our current Two-Year Strategic Plan; each board member will have an updated version of the plan, its baselines and metrics, as well as a progress report. Year 1 saw the achievement of significant goals focused on enrollment and student success, which included rebranding the institution, increasing visitors to campus, Direct Admission, and increasing retention.

One high-visibility piece of the rebrand was incomplete, and it's something you can see every day on Virginia's highways. I'm talking about the official DMV-issued Radford University license plate. Today, I can show you our newly-approved Radford plates – one with the R shield, and for the first time, an athletics version with the Tartan shield. We had digital renderings available for Convocation in August, but now we have them in a tangible form! By early 2025, the plates will be available for purchase through the DMV website. The First Lady and I will be updating the ones on our vehicles, and we will spread the word across our media platforms to let everyone know when they are live.

This fall, two additional important goals were reached:

- **The new Website went live.** Visitors to radford.edu have noticed significant changes to the user experience since the summer, and our goal has been to make the site friendlier to

prospective students and their families, while enhancing the rich content that gives them a more meaningful understanding of the Radford experience.

- **On an even bigger scale, we completed the TOGETHER Campaign.** On October 5, we celebrated the most significant fundraising effort in Radford University history, when it was revealed that the TOGETHER campaign exceeded its lofty goal of \$100 million by reaching a grand total of \$106,693,338. As Vice President White shared with us yesterday, the impact to elevate the student experience was significant.
  - More than 55,000 gifts made by more than 18,000 donors
  - 178 new scholarships were created, bringing the total to 662
  - 51% of the money raised during this campaign specifically supported scholarships
  - And 139 new endowments— more than \$39 million— were created and will live in perpetuity

This campaign showed how collective pride can have far greater impact than any single act of generosity could achieve on its own. Thank you to all who contributed, in time and funds, and my deepest appreciation goes to Vice President White and her staff for leading Radford University to this transformational accomplishment.

We will now continue to follow this plan into its second year and use its positive outcomes to get us energized about the development of the subsequent six-year strategic plan.

As previously mentioned, we are developing a new six-year strategic plan. In just a few moments, our committee co-chairs, Dr. Angela Joyner and Dr. Sharon Roger Hepburn will share details with you about the process.

This is our progress, to date:

- A 33-person Strategic Planning Committee has been appointed and charged; the committee includes faculty and staff from all colleges and divisions, students and recent graduates, as well as business and government leaders from nearby, and across the commonwealth
- A website dedicated to the strategic plan has been launched, which includes a timeline and updates, and email communications have been shared with the university community about the status of the planning process
- Last month, we began engaging with our stakeholders to identify some of the key themes of the strategic plan with individuals from across the university and community attended in-person planning sessions in Radford and Roanoke or by responding to a survey with open-ended responses.

I am appreciative of the time that our committee has dedicated to the process, and appreciative of the ideas and insights that our students, faculty and staff, and external stakeholders have contributed to help shape the goals for our next six years. I for one cannot wait to see what this plan holds for the future successes of Radford University.

This concludes my report.



**RADFORD UNIVERSITY**  
**ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**  
**December 5, 2024**

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

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

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

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

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

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

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

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Radford University hereby approves in accordance with §5.0 of the *Teaching and Research Faculty Handbook*, **Section 1.3.3: Selection of Deans** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

---

Motion to Revise T&R Faculty Handbook Language for Teaching and Research Faculty Employment Classifications (Full-Time Temporary)



**Referred by:** Governance Committee

## **MOTION:**

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (stricken through) in Section 1.3.3 of the T&R Faculty Handbook.

### Composition of Dean Search Committee

When a vacancy occurs in an academic Deanship, the Provost will, in consultation with the President and upon their approval, call for the formation of a Search Committee composed of **at least six (6) faculty from the college seeking a Dean, one (1) faculty member from outside the college, two (2) students majoring in the programs in the college, and a member of the administration, one (1) Dean from outside the college who will chair the committee in a nonvoting capacity, one (1) classified staff member who is past their probationary period, and one (1) partner who is external to the university.**

### Method of Populating Dean Search Committee

1. **Faculty member from the College:** ~~(a) There shall be at least five (5) faculty members of the Search Committee. Each department or school in the college shall elect by secret ballot one (1) representative to the search committee. (b) Should this result in fewer than five (5)~~ **six (6) internal faculty members of the Search Committee, then at a college meeting chaired by the provost, the faculty of the college shall elect by secret ballot the provost shall ask the faculty of the college to nominate and elect a sufficient number of at-large college faculty representatives to bring the total number of faculty representatives from the College to five (5) six (6).**
2. **Faculty member from outside the College:** The Faculty Senate Executive Council (FSEC) shall nominate three faculty members who are external to the College that is seeking a Dean. The Provost will make the final appointment from the names submitted by the FSEC.
3. **Student members from programs in the College:** ~~The student members (2) shall be recommended by the Student Government Association and/or the Graduate Student Council as appropriate. The Student Government Association or the Graduate Student Council~~ **and the Office of Graduate Affairs shall each propose a list containing at least six three (3) names and submit its list to the Provost, who will make the final appointments of one (1) undergraduate and one (1) graduate student from the College.**
4. **Dean from outside the College:** The Provost shall appoint a Dean from outside the College who has a permanent appointment to their Deanship.
5. **Classified staff:** The Provost will request that the College's classified staff meet and nominate at least three (3) but no more than six (6) classified staff members who are past the probationary period. The Provost will make the final appointment from the names submitted by the College's classified staff.



6. **External Partner:** The Division of Advancement and Alumni Relations shall name a minimum of two (2) and a maximum of three (3) nominees for the external partner. The Provost will make the final appointment of one (1) external partner from the names submitted by this division.

~~The administrative member (1) shall be appointed by the Provost. The Search Committee shall elect its own chair.~~

#### **RATIONALE:**

The purpose of this motion is to modify the composition of the dean search committee while, consistent with the principles of shared governance, preserving the role of faculty in the process of selecting deans who will be both their colleagues and their leaders.

Currently, deans at Radford University interact with and serve multiple constituencies. They supervise faculty and classified staff; serve on college-wide leadership councils; collaborate with faculty and leadership in other colleges; address student issues and interact with student leaders; play a role in recruitment by interacting with admissions and advisory staff and with prospective students and their families; and interact with state and local leaders, leaders of other educational institutions, alumni, donors, and the public at large. Recognition of the multifaceted role of the Radford University dean has led to this motion to modify the dean search committee so that there is an opportunity for representatives from constituencies with which deans interact to offer their perspectives on candidates for the position. At the same time, the motion mandates that the majority of voting seats on the dean search committee will be held by faculty, maintaining the principle that academicians must play a pivotal role in choosing a college's chief academician

- The motion continues to guarantee majority representation of faculty, with a minimum of six seats reserved for faculty from the college, and with the external faculty member, a minimum of seven faculty seats overall. Faculty from the college will be selected by their colleagues; chairs and directors within the College will nominate appropriate faculty from outside the college.
- The motion recognizes the importance of the dean's collaboration with the classified staff who are vital to the day-to-day functioning of a college by assuring that their perspective is represented by the allocation of a seat to that constituency. Classified staff within the College will nominate appropriate classified staff representatives.
- The motion allows for the perspective of a faculty member from outside the college with knowledge about the college's priorities and about ongoing collaborations between colleges. The Faculty Senate Executive Council will nominate appropriate external faculty.
- The motion recognizes the role that deans play in fundraising and representing the college beyond campus borders by allowing for the perspective of an outside representative, such as a member of a college's alumni advisory board or a member of an organization with which the college has or hopes to have a mutually beneficial relationship. Advancement and the Office of Alumni Relations will nominate appropriate external partners.


- The motion continues to allow for the student perspective by allocating seats to students. A representative student body (SGA) will send nominations to the Provost. The Graduate Student Council has been stricken as it is no longer active, and nominations will instead be submitted by the Office of Graduate Affairs.
- The motion allows for the perspective of peer leadership by allocating a seat to a dean from another college who, while nonvoting, will chair the search committee and provide advice and guidance. The T & R Faculty Handbook currently calls for “a member of the administration,” language that will be replaced with language referencing the external dean. The Provost will select the external dean from among deans with permanent appointments to their deanships.

The allocation of seats will allow for filling one existing seat (the “member of the administration”) with one nonvoting member (the external dean chairing the committee) and the addition of three voting members (one member external to the university, one faculty member from an outside college, and one member of the classified staff). At the same time, college faculty voting membership will never fall below six, and depending on the number of departments and schools in a college, may be greater than six, with total voting faculty membership never falling below seven. The motion therefore accommodates the perspectives of constituencies that do have a stake in the selection of a college’s dean while preserving the traditional faculty prerogative that it chooses its leadership.

Adopted: December 6, 2024



\_\_\_\_\_  
 Marquett Smith  
 Rector  
 Radford University Board of Visitors



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 Karen Castele  
 Secretary to the Board of Visitors  
 Radford University



**RADFORD UNIVERSITY BOARD OF VISITORS**

**RESOLUTION  
December 6, 2024**

**Approval of Revised Internal Audit Charter Policy**

**WHEREAS**, the Internal Audit Charter for Radford University was first approved by the Radford University Board of Visitors in 1985 with the initial establishment of the internal audit function, which is now known as the Office of Audit and Advisory Services; and

**WHEREAS**, the Internal Audit Charter describes the general purpose, authority, and responsibility of the Office of Audit and Advisory Services; and

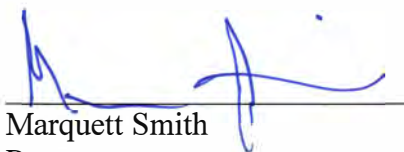
**WHEREAS**, the Internal Audit Charter also serves as a foundational guide to assist the Office of Audit and Advisory Services with conforming to the mandatory elements of The Institute of Internal Auditors' International Professional Practices Framework (IPPF), which are the Global Internal Audit Standards and the Topical Requirements; and

**WHEREAS**, in 2024, the Institute of Internal Auditors significantly revised the structure of the IPPF, including the model Internal Audit Charter; and

**WHEREAS**, revisions are needed to Radford University's Internal Audit Charter to assist with compliance with The Institute of Internal Auditors' requirements;

**NOW THEREFORE BE IT RESOLVED**, the Radford University Board of Visitors approves the revised Internal Audit Charter (University Policy GEN-PO-1005) as presented.

Adopted: December 6, 2024



Marquett Smith  
Rector  
Radford University Board of Visitors



Karen Castele  
Secretary to the Board of Visitors  
Radford University

**RADFORD UNIVERSITY BOARD OF VISITORS**  
**Business Affairs & Audit Committee**  
**December 6, 2024**

**Action Item**  
**Adoption of the Crisis and Emergency Management Plan**

**Item:**

Adoption of the Crisis and Emergency Management Plan in accordance with Virginia Governor's Executive Order 41 and § 23.1-804 of the Code of Virginia.

**Background:**

The first Radford University Emergency Operations Plan (EOP) was adopted by the Radford University Board of Visitors on September 4, 2008. The EOP, now referred to as the Crisis Management Emergency Plan, as been reviewed and adopted by the Board of Visitors every four years thereafter.

In 2019 Virginia's Governor signed Executive Order 41 which describes the overarching strategic preparedness initiatives for State Agencies. Emergency preparedness is a core responsibility of all executive branch agencies and public institutions of higher education. Executive Order 41 directs *"that all State Agencies implement the emergency management initiatives prescribed in this Order to enhance emergency preparedness in our Commonwealth, focusing on continuity of government, continuity of operations, and the operational capability to fulfill their roles in the event of a disaster."* As part of this order, each State Agency shall appoint an Emergency Management Coordinator with responsibility for duties that requires in part the: *"development, adoption, and maintenance of a written Crisis and Emergency Management Plan with respect to public institutions of higher education, and compliance with all related requirements in § 23.1-804 of the Code of Virginia."*

Code of Virginia § 23.1-804, Institutional crisis and emergency management plan, requires in part, that: *"Every four years, each public institution of higher education shall conduct a comprehensive review and revision of its crisis and emergency management plan to ensure that the plan remains current, and the revised plan shall be adopted formally by the governing board. Such review shall also be certified in writing to the Department of Emergency Management."*

The Radford University Crisis and Emergency Management Plan (CEMP) provides all-hazard guidance intended to preserve life, protect property, and contain an incident, emergency, or event on campus in order to continue the University's mission. The CEMP establishes incident organization to direct and control operations by assigning broad responsibilities to specific entities for disaster mitigation, prevention, preparedness, response, and recovery. The CEMP also provides the framework within which more detailed emergency plans and procedures can be developed and maintained.

This plan does not supersede or replace the procedures for safety, hazardous materials response, or other procedures that are already in place. Rather, it supplements those procedures with an organizational structure that provides for the immediate focus of management on response operations and the early transition to recovery operations.

The Plan includes; the Basic Plan, which provides high-level strategic guidance and a conceptual management framework; Annexes which provide operational guidance relative to University

functional areas, foreseeable hazards, and other key information; and Appendices which contain supplement information relevant to all CEMP elements.

The CEMP may be utilized, in whole or in part, whenever incident conditions exist where immediate action is required. Incident response should be prioritized based on several considerations of; protect life safety, secure critical infrastructure and facilities, or to resume teaching and research programs.

Should an incident, emergency, or event require University response, the Executive Policy Group (EPG) may be convened. The EPG provides leadership support to emergency operations, addresses the safety and welfare of students, faculty, staff, and visitors, and assures, to the extent possible, the continuity and timely resumption of University operations.

Additionally, the EPG approves overall priorities and strategies for incident response and recovery, approves any temporary polices, identifies and approves financial resource allocations, approves suspending classes and events or closing the university, approves press releases and external communications, approves returning to normal operations, and remains accessible to the Emergency Management Team for updates and guidance.

In the event of an incident that may cause significant impact to university operations or last for an extended period, members of the Emergency Management Team (EMT) may be activated which may require the use Emergency Operations Center (EOC) to centralize the command, control, and coordination necessary to manage the incident. Upon activation of the CEMP, the EOC may be partially or fully activated (physically or virtually) depending on the type and scope of the incident, emergency, or event.

The EMT provides overall incident management and coordination, determines the scope and impact of the incident, serves as the primary information collection and dissemination clearinghouse, issues communication through Marketing & Communications, identifies resource needs and shortfalls and makes requests for resources, coordinates with local, state, and federal government agencies, maintains situational awareness and a common operating picture throughout the incident, re-assigns/deploys individuals and resources in support of response and recovery operations, and implements university business continuity of operations plan.

The Office of Emergency Management has led efforts with university stakeholders, in conducting a comprehensive review and update to ensure the plan remains current and operable as deemed necessary. Modifications to the previously adopted plan include format and wording changes to adopt best practices; establishment of the Executive Policy Group; update from Incident Management Team to Emergency Management Team; adoption of the Departmental EOC Structure in lieu of Emergency Support Function; establishment & updates of Hazard Annexes versus Functional Annexes; and inclusion of language to account for our Roanoke locations.

**Action:**

Radford University Board of Visitors adoption of the Crisis and Emergency Management Plan, as presented.

**Radford University Board of Visitors**  
**RESOLUTION**  
***Adoption of the Crisis and Emergency Management Plan***  
**December 6, 2024**

Adoption of the Radford University Crisis and Emergency Management Plan;

**WHEREAS**, the Board of Visitors of Radford University is concerned with the health and well-being of its students, faculty and staff and desires that the best possible emergency service be available to them; and

**WHEREAS**, the President is concerned with the health and well-being of its students, faculty and staff and desires that the best possible emergency service be available to them; and

**WHEREAS**, the *Code of Virginia § 23.1-804* states that all public institutions of higher education shall develop, adopt, and keep current a written crisis and emergency management plan; and

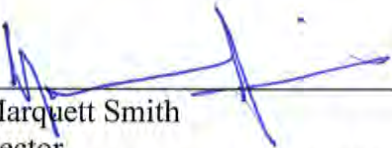
**WHEREAS**, every four years, each institution shall conduct a comprehensive review and revision of its crisis and emergency management plan to ensure the plan remains current, and the revised plan shall be adopted formally by the Board of Visitors; and


**WHEREAS**, such review shall be certified in writing to the Virginia Department of Emergency Management; and

**WHEREAS**, such a plan has been developed by university staff in compliance with Virginia Department of Emergency Management planning standards and best practices as established by the Federal Emergency Management Agency planning guides.

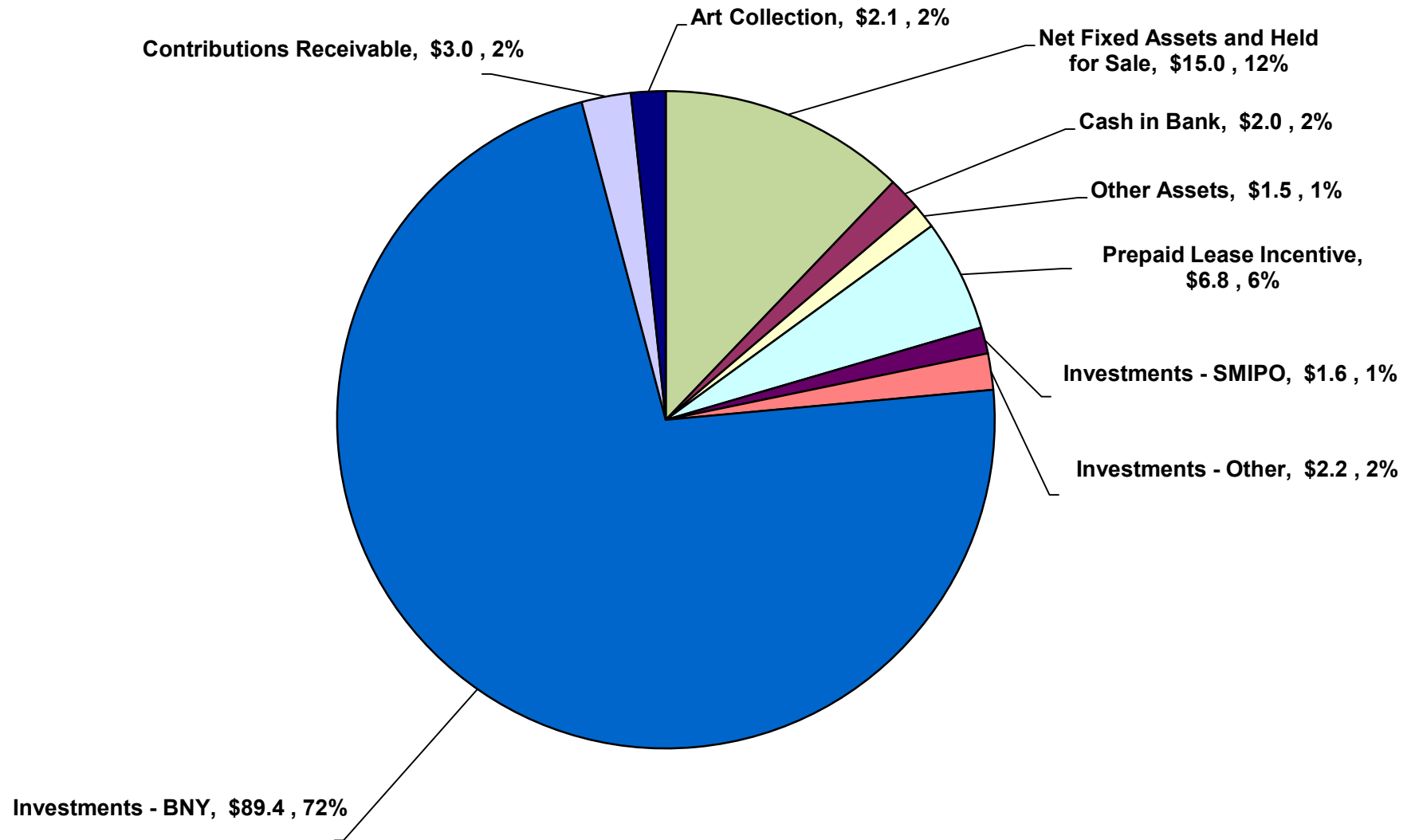
**NOW THEREFORE, BE IT RESOLVED** that the Radford University Board of Visitors does hereby officially adopt the Radford University Crisis and Emergency Management Plan.

Adopted: December 6, 2024

  
\_\_\_\_\_  
Marquett Smith  
Rector  
Radford University Board of Visitors

  
\_\_\_\_\_  
Karen Castele  
Secretary to the Board of Visitors  
Radford University

# Radford University Foundation Asset Composition as of 9/30/2024



(in millions)  
**Total Assets: \$123.6M**

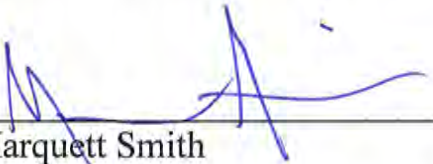


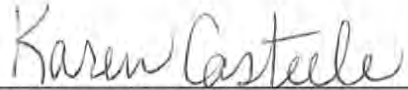
**Radford University Board of Visitors  
Resolution**

**Employment Agreement Review  
December 2024  
President Bret Danilowicz**

**Now Therefore Be It Resolved** that the Board of Visitors hereby acknowledges the salary equity review as defined in Section D of the Employment Agreement with President Bret Danilowicz, dated December 7, 2021, was conducted and as a result, approves the adjustment as discussed in closed session.

Adopted: December 6, 2024

  
\_\_\_\_\_  
Marquett Smith  
Rector  
Radford University Board of Visitors

  
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Karen Castele  
Secretary to the Board of Visitors  
Radford University

# End of Board of Visitors Materials

