

Dean's Annual Report
Waldron College of Health and Human Services
2024-2025 Academic Year

I joined Radford University in 2002 as a faculty member. Since then, I've had the opportunity to serve as a classroom instructor, clinician, clinic director, department chair, and associate dean prior to my role as academic dean. During that time, I also learned an enormous amount from my colleagues and mentors about teaching and administration. I assumed my duties as dean in July of 2012, and continue to be inspired by working with faculty, staff and students in our College.

This year marks my thirteenth year serving as the dean of the WCHHS. In the time I've served as an administrator at RU (including my time as a chair and associate dean), I've worked with five different RU presidents. There have been thirteen changes in the provost's office. I've served with 38 different deans at RU. I've also had the privilege of serving with 24 different chairs/school directors within the WCHHS. Through all of the change we've seen at RU, faculty commitment to our students has never wavered. I believe that we have created a culture in the college that encourages collegiality, solicits input from faculty and treats people with respect. We make decisions regarding resources, planning that reflects a deep knowledge of the departments' and college's culture. I appreciate everything you do on a daily basis to make sure that students in our college get the highest possible quality education. The WCHHS continues to be a leader at Radford University, thanks to the entire WCHHS family.

Achieving Annual Goals:

At the all-college meeting on August 21, 2024, I shared some of my goals with you for the upcoming academic year and I encouraged collegiality by holding our Waldron College Olympics in Kyle Hall. Major goals in the WCHHS for the 2024-2025 academic year were:

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1. Begin to implement the newly revised WCHHS Strategic Plan and align with the RU two-year plan.
2. Continue to support faculty and student scholarship, research and innovation in the College.
3. Continue to provide support diversity, equity and inclusion initiatives in the College.
4. Continue to support interprofessional education (IPE) and re-envision IPE for the WCHHS and RUC.
5. Continue program growth (where possible).

There were several sub goals for this year, which included the following:

1. Name an interim associate dean for IPE.
2. Replace vacant faculty positions.
3. Replace vacant staff positions.
4. Support accreditation and reaccreditation for programs in our College.
5. Continue to support alumni involvement with the College, fundraising efforts in the College and support the Capital Campaign for RU.
6. Meet with faculty and continue "Coffee with Ken." Keep faculty and staff informed regularly through meetings, emails and updates.

In the following sections I've described my accomplishments for the goals listed above. It is an honor to serve as the Dean of the Waldron College of Health and Human Services.

Dean's Office Updates: Effectively using Associate Deans to Accomplish College's Goals

Staffing in the WCHHS Dean's Office continues to be fluid. One major change in staffing this year was the welcome return of associate dean, Dr. Glen Mayhew in fall 2024 (50%). Glen still serves as the interim assistant provost for Radford University Roanoke part time (50%). Glen had and continues to have my full

support in this role. He continues to advocate for the WCHHS in this capacity and returning to the WCHHS full time in July 2025. We were unable to hire a full time Associate Dean for Interprofessional Education and Practice (IPE) this year, but we were fortunate to hire Dr. Laura Jacobsen as the Interim Associate Dean for IPE. In addition, we transitioned Dr. Kevin Chui from his role as acting associate dean for academic and faculty affairs for the college to Interim Associate Dean for Research. I appreciate Kevin's continued efforts to help us reach our goals for the remainder of the year.

Advocating for the College: Budget, Human Resources, Faculty/Staff Hires

I've advocated for the WCHHS within and beyond the university. The 2024-2025 academic year has had a number of challenges for RU. Specifically, reduced overall enrollment last year has had a detrimental effect on the budget. Last year we were asked to cut about \$350,000 from our college budget. I advocated for the college and instead, we only had to cut about \$52,000 from our operating expenses. This year, the university as a whole has "turned the corner on enrollment," but for this year many positions across academic affairs were still not refilled. Our total budget for the WCHHS for this fiscal year is \$11,820,282, with an operating budget of \$1,030,282. The vast majority of our budget is in salaries. Most of the money in the operating budgets are within the departments. The WCHHS Dean's office operating budget is about \$48,000. Our total RU Foundation budget (including scholarships) as of 10/31/24 is \$9,740,355. Despite having a budget cut in our operating budget for this year (\$52,000), I was able able to work with the administration to get permission to replace or to hire new faculty and staff lines. We received permission to hire a total of seven faculty lines and two replacement staff lines in the WCHHS. We were able to hire one new tenure-track faculty in the School of Social Work, with two pending contract offers. I was able to secure two replacement tenure-track positions in the Department of Occupational Therapy and we have final interviews in the next couple of weeks. We hired a replacement tenure track faculty line in Physical Therapy and have scheduled interviews for a replacement faculty line in

Emergency Services. We hired Dr. Vesna Costello as the permanent Chair for OT. Kari Whitney was named as the permanent Director of the Emergency Services program and Andrew Murray was as Interim Director of Clinical Education for that program following a recent resignation. Dr. Phil Mongan was named as the Interim Director of the School of Social Work for January-August 2025. We've had resignations by our Respiratory Therapy and COSD staff positions this year. I was able to garner replacement lines for those staff positions with hires taking place earlier this year. Congratulations to those serving in new roles this year.

Strategic Plan Update and Implementation

At the all-college meeting in August 2024, we unveiled our WCHHS 2024-2029 strategic plan. This plan was created through a year-long faculty engaged process to reimagine the WCHHS strategic plan and it align with the RU two-year strategic plan. This process was led by Dr. Kevin Chui. He, along with the committee, used an iterative process that incorporated feedback from multiple stakeholders including the Leadership Team and me. The Strategic Plan, including the Mission, Vision and Core Values statement for WCHHS is attached at the end of this document. The plan has 4 overarching pillars:

- Excellence in Teaching and Learning
- Excellence in Research and Scholarship
- Community Service, Outreach and Engagement
- Interprofessional Education and Practice

The WCHHS Leadership Team reviewed and approved the plan over the summer and fall 2024 and implementation began in the fall 2024. Here is a summary of the of what we have achieved so far in the plan.

Under the first pillar of the strategic plan (excellence in teaching and learning) we have started to gather baseline information under the three main objectives. So far, we have focused on fostering an inclusive learning environment by participating in the RISE QEP Food for Thought Programming, having multiple

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faculty and staff participate in the Healthcare Advocacy Committee “lunch and learn” programming, and engaged with CITL on facilitating civil discourse.

For the pillar excellence in research and scholarship, I hired Dr. Kevin Chui as Interim Associate Dean for Research for the WCHHS and received permission to search for a permanent Associate Dean for Research from the provost. This year we submitted 12 external grants and 2 internal grants. We've displayed research from 78 faculty and students in the college through our Waldron Wall of Scholars. We have 95 submissions thus far for our 2025 WCHHS Interprofessional Symposium. We have reviewed the WCHHS Distinguished Faculty award as incentive for scholarship production and provided faculty mentoring opportunities with our interim associate dean for research. We've also created a survey to establish a baseline for areas of research interests in the college that will be deployed later this year.

For the pillar of community service, outreach and engagement we have continued to thrive in the Waldron College. We have grown our clinical placements and partnerships. We have created opportunities for students to be engaged with community service across the departments. We have participated in health fairs and homeless count for Roanoke City. In the summer of 2024, we began discussions on creating a mobile clinic or “health bus” for the Waldron College and College of Nursing. Drs. Sallie Beth Johnson and Carey Cole lead the effort with the goal of submitting for a Radford University Federal earmark grant. We met with the president and provost and other members of the RU Advancement Team. We hired a consultant, and the team continues to gather needs assessment data. Their goal is to submit for funding in fall 2025 or spring 2026.

For the pillar of interprofessional education and practice we've had a generous donation to name our Waldron College Center for Interprofessional Education and Practice (CIPEP) after our former dean and colleague Dr. Raymond N.

Linville. We moved the “Linville Center” into the Artis Center for Adaptive Innovation and Creativity (CAIC) building. We opened our new Artis Interprofessional Clinic on the fourth floor of the Artis building. We have expanded participation in our Case Study events and the WCHHS IPE Symposium.

Faculty Development and Excellence: Support Scholarship and Research in the College

Scholarship is critical to the health sciences and is part of our WCHHS strategic plan. To that end, I hired Dr. Kevin Chui to serve as interim associate dean for research for the College. He has been instrumental in helping us move the needle in the area of scholarship by mentoring faculty and assisting with projects. He mentored eight WCHHS faculty on research and scholarship, reviewed nine manuscripts, reviewed three grant submissions and provided data to me regarding scholarship several times each semester. Kevin worked with faculty from the Departments of Physical Therapy, Occupational Therapy and PHL. I look forward to the seeing the outstanding outcomes of those mentoring efforts.

There are four main objectives that I continued to focus on to help facilitate scholarship and research in the College. The support for these objectives has been accomplished by various activities in the college that were carried out by our team in the Dean's Office. The first was to provide targeted funding for scholarship and/or faculty development support again this year. The second was to continue to support the WCHHS research “Wall of Scholars” on main campus and digitally at RUC. The third was to provide a forum to gather and interact socially while discussing research and scholarship adventures and opportunities. Finally, for the past several years we have provided a venue to showcase research and scholarship in the College.

As of March 2025, faculty have already submitted 10 external grants and 2 internal grants in the College (for \$1,550,949). We have already received

funding this year totaling \$558,226. Over the past 13 years the Dean's Office has been helping to facilitate research by meeting with faculty and helping them develop proposals. In line with the objectives above, I have supplemented opportunities financially from Dean's Office funding. This year, I provided over \$2000 in additional funding from the dean's office for professional development and service-related items. Additionally, our continued goal to support the research activities in the College by showcasing them digitally on our "Wall of Scholars" is ongoing. We re-organized and displayed work and scholarship from faculty and their students digitally at RU and RUC, including 78 faculty and student recognitions for publications, grants and presentations.

All of our efforts in the WCHHS Dean's office to support research and scholarship in our College have paid off. Since 2012, we have funded a total of 55 internal WCHHS Research Awards within the College. Faculty have submitted and received 16 university SEED grants for \$104,801. This year, faculty submitted 12 grants for \$1,550,952 and received 6 of those grants for \$558,226. Additionally, WCHHS faculty have submitted 92 external grants for a total requested amount of \$22,211,473 in the past 13 years. WCHHS faculty have received \$9,529,215 in extramural funding from 71 of those submitted grants since 2012. Additionally, we received \$624,081 in funding from RU for new strategic initiatives. Kudos to all of our faculty for their hard work over the past thirteen years!

The Artis Center Interprofessional Clinic: Contributing to an Environment Conducive for Teaching

As you know we opened the Artis CAIC building in the fall 2024, with our state-of-the-art interprofessional clinic on the fourth floor. We currently serve approximately 90 clients/patients per week in the Artis Clinic. The Radford University Brain Injury Center (RUBI) operates out of the Artis Clinic. We provide speech-language therapy and occupational therapy and collaborate with music therapy and rec therapy in a clinical teaching environment.

The OT Department uses the fourth-floor clinic for level 1 fieldwork with Montgomery County Public Schools, and uses the gym and classroom/clinic rooms for hands on class and lab activities. In addition, they use the storage space for various assessment and materials related to clinic. They will be unitizing the space for their summer clinical activities. In addition, the OT Department uses the state-of-the-art driving simulator for weekly driving screenings, and the Artis clinic for weekly therapy sessions and the Musculoskeletal Intervention course.

Faculty Development and Excellence: Support for Interprofessional Education and Practice in the College

Naming of the Center for Interprofessional Education and Practice: The Dr. Raymond N. Linville Center for Interprofessional Education and Practice. "The Linville Center."

Expanding interprofessional education and practice is an ongoing goal for the WCHHS. As such, we established the Center for Interprofessional Education and Practice (CIPEP)

(<https://www.radford.edu/content/wchs/home/interprofessional-education.html>) in August, 2017. For the past thirteen years, we have worked to create an interprofessional culture, and dialogue has permeated the college over the past several years. Since August 2017, interprofessional events and activities in the WCHHS have been organized from the Center, including the annual Interprofessional Symposium and Expo, the WCHHS Student Education and Practice Symposium, and the Waldron College Interprofessional Simulation Day.

In the fall 2024 the Artis Center for Adaptive Innovation and Creativity (CAIC) opened, and we moved the CIPEP into suite 415 in the Artis Center. This was the culmination of several years of planning and construction and we now have a state-of-the-art interprofessional clinic and center in that building. Our former dean and colleague unfortunately passed away in summer 2024. I began

discussions with his wife to find a way to honor Raymond Linville. We were able to secure a generous gift from the Linville family and on March 27, 2025, we gathered for a ceremony to name the CIPEP for Dr. Raymond N. Linville. The CIPEP will now be known as the "Linville Center."

The goals of the "Linville Center" remain the same and include the creation of interprofessional partnerships to promote student engagement and interprofessional education, holistic care of clients, and collaboration with funding research initiatives/grants to advance interprofessional health care and human services education throughout the Commonwealth of Virginia, with a particular focus on southwest Virginia. The Linville Center allows us to expand and sustain these experiences for students, as well as provide continuing education opportunities for professionals in the region. The Linville Center will allow us to continue to meet the goals of our WCHHS strategic plan as well.

Case Study Events:

This year marked the 14th year of the *Waldron College Interprofessional Education and Practice Symposium (WCIPEPS), or Case Study Activity (we now hold this twice per year)*. It was a huge success again, and because of the extremely important nature of the concept of interprofessional education, we continue to support the programming through the WCHHS Dean's Office. The purpose of the Waldron College Interprofessional Education Case Study Activity is to create interprofessional learning opportunities for health and human services students at Radford University. This event requires interprofessional student groups to work together to develop a care plan for a patient described in the case study.

The goals of the activity vary but are all based on the Interprofessional Education Collaborative framework. Students learn to practice teamwork and communicate their scope of practice, and roles and responsibilities, as well as learn from students in other professions. Participants make connections between academic

knowledge and participation in local and national health and education systems, and problem-solving in the context of contemporary real-world issues.

The bi-annual Waldron College Interprofessional Case Study Events continue to be a cornerstone of interprofessional education at Radford University, fostering the skills, knowledge, and collaboration necessary for future healthcare professionals to provide comprehensive, patient-centered care. This year, the Waldron College Center for Interprofessional Education and Practice hosted events on November 1, 2024, and February 28, 2025.

The purpose of the events was to enhance students' understanding of interprofessional teamwork, roles, and communication in healthcare, with a focus on Interprofessional Education Collaborative (IPEC) Core Competencies: values and ethics, roles and responsibilities, communication, and teamwork. A summary of each event is below:

Summary of the Waldron College Fall 2024 Interprofessional Case Study Event. Date: Friday, Nov. 1, 2024

The Radford University Waldron College Fall 2024 Interprofessional Case Study Event brought together 218 participants across 3 colleges as well as a participating institution, the Virginia College of Osteopathic Medicine. This included 193 student participants and 25 faculty moderators, for an engaging, hands-on learning experience focused on interprofessional collaboration in healthcare. The event was held in the beautiful new Artis Center for Adaptive Innovation and Creativity.

Disciplines represented included:

- Communication Sciences and Disorders
- Nursing
- Occupational Therapy
- Osteopathic Medicine (58 participants from the Virginia College of Osteopathic Medicine)
- Public Health and Healthcare Leadership
- Respiratory Therapy

- School Psychology
- Social Work

Event Activities

Following an interactive activity introducing discipline-specific “elevator speeches,” students engaged in three Micro Case Study Challenges, designed to provide rapid, real-world interprofessional problem-solving scenarios involving pediatric patients. These quick challenges encouraged students to identify each discipline’s role in addressing urgent healthcare needs and to practice clear communication and decision-making within an interprofessional team.

Following the micro cases, students collaborated on the main case study, “The Case of Rosa Garcia”, which challenged them to develop a holistic care plan for an 11-year-old girl recovering from severe injuries, cognitive challenges, and social barriers following a house fire. This case emphasized medical, rehabilitation, psychological, and social considerations, requiring students to integrate their disciplinary expertise to create a patient-centered approach to care.

Outcomes and Impact

The event received overwhelmingly positive feedback from both students and faculty, who emphasized the value of collaborative problem-solving, effective communication, and a deeper appreciation of interprofessional roles in patient care. Students gained hands-on experience applying their knowledge in a team-based setting, helping them prepare for real-world interdisciplinary collaboration in their future careers.

Summary of the Waldron College Spring 2025 Interprofessional Case Study Event. Date: Friday, Feb. 28, 2025

The Radford University Waldron College Spring 2025 Interprofessional Case Study Event brought together 325 participants, including 291 student participants, 30 faculty moderators, and 4 student moderators, for an engaging,

hands-on learning experience focused on interprofessional teamwork and patient-centered care. The event was held in Heth Hall on the Radford University campus and emphasized collaborative approaches to adult patient care, integrating medical, rehabilitative, psychological, and social considerations.

Disciplines represented included:

- Communication Sciences and Disorders
- Medical Laboratory Sciences
- Music Therapy
- Nursing
- Occupational Therapy
- Osteopathic Medicine (21 participants from the Virginia College of Osteopathic Medicine)
- Physical Therapy
- Physician Assistant
- Public Health and Healthcare Leadership
- Respiratory Therapy
- Social Work

Event Activities

Students began with an interprofessional discipline-sharing activity, where they introduced their roles and unique contributions to healthcare teams. They then engaged in three Micro Case Study Challenges, which provided real-world, interdisciplinary problem-solving scenarios involving both adult and pediatric patients. These quick challenges encouraged students to practice team-based decision-making, communication, and role clarification.

The event culminated in an in-depth main case study, “The Case of Patricia Cass”, which focused on a 74-year-old woman recovering from a fall and hospitalization. Students developed a comprehensive care plan addressing Patricia’s physical, cognitive, and social challenges, while also considering ethical concerns, family dynamics, and access to care.

Outcomes and Impact

Faculty and students praised the event for its engaging, practical application of interprofessional teamwork, with participants highlighting how the experience

enhanced their communication skills, clinical reasoning, and understanding of collaborative patient care. Students appreciated the opportunity to work with peers from different disciplines, noting that the event strengthened their confidence in interprofessional collaboration and better prepared them for real-world healthcare practice. Special thanks to the IPE Case Study Event

Committee members.

2024-2025 Interprofessional Case Study Event Committee Members:

Dr. Kim Baskette, Public Health and Healthcare Leadership

Dr. Brianna Blevins, Occupational Therapy

Dr. Tim Castor, Public Health and Healthcare Leadership

Dr. Louise Coats, Nursing

Dr. Emily Dove, School Psychology

Dr. Diane Hodge, Social Work

Dr. Laura Jacobsen, Center for Interprofessional Education and Practice

Dr. Annette Kestner, Social Work

Dr. Wil Kolb, Physical Therapy

Dr. Jennifer McBride, Medical Laboratory Sciences

Dr. Peter Meulenbroek, Communication Sciences and Disorders

Dr. Andrew Murray, Emergency Services

Dr. Sara Nicely, Physician Assistant

Dr. Kathleen Pellant, Respiratory Therapy

Ms. Monica Rich, Waldron College Dean's Office

Dr. Rachel Rotert, Music Therapy

Dr. Kari Whitney, Emergency Services

WCHHS IPE Symposium:

The **Annual Waldron College of Health and Human Services**

Interprofessional Symposium & Expo (IPS&E) was held on April 12, 2024.

The purpose of this event is to continue to develop relationships among faculty and students in the WCHHS programs in the areas of research and scholarship.

The meeting objectives are to showcase research and scholarly work of the WCHHS faculty and students, encourage faculty to incorporate interprofessional scholarship in their course objectives and promote interprofessional scholarship and service in the WCHHS and across the University.

9th Annual Waldron College Interprofessional Symposium

Date: April 11, 2024

The 9th Annual Waldron College Interprofessional Symposium brought together students, faculty, and healthcare professionals to showcase interdisciplinary research, service initiatives, and educational strategies. This annual event continues to serve as a hub for interprofessional collaboration, fostering dialogue, scholarship, and innovation across health and human service disciplines.

Keynote Address

The symposium featured a keynote address by Provost Bethany Usher, titled "Education to Advance the Social Determinants of Health." Her presentation underscored the critical role of education in addressing health disparities and highlighted strategies for integrating social determinants of health into professional practice and academic curricula.

Symposium Overview

The 9th Annual Symposium featured a diverse range of session formats, providing attendees with opportunities to engage in interactive discussions, scholarly presentations, and skill-building workshops. The event included:

- 51 in-person poster sessions
- 13 virtual poster sessions
- 10 virtual Ignite! talks
- 4 roundtable discussions
- 2 workshops

This structure ensured broad participation across multiple disciplines, supporting interprofessional learning and exchange in both in-person and virtual formats.

Committee Leadership and Review Process

The success of the symposium was made possible through the dedicated efforts of the Interprofessional Symposium Committee, which worked to organize sessions, facilitate discussions, and ensure a seamless event experience.

Symposium Committee Members

- Dr. Kim Baskette, Public Health and Healthcare Leadership

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- Dr. Sara Brown, Nursing
- Dr. Carey Cole, Nursing
- Dr. Vesna Costello, Occupational Therapy
- Dr. Sallie Beth Johnson, Public Health and Healthcare Leadership
- Dr. Angela Mickle, Athletic Training
- Dr. Diane Millar, Communication Sciences and Disorders
- Dr. Daniel Miner, Physical Therapy
- Dr. Phil Mongan, Social Work
- Dr. Sara Nicely, Physician Assistant Studies
- Dr. Kathleen Pellant, Respiratory Therapy
- Dr. Chase Poulsen, Respiratory Therapy
- Dr. Dave Sallee, Health and Human Performance
- Dr. Diane Shepard, Nursing
- Dr. Laura Mear, Occupational Therapy
- Dr. Kari Whitney, Emergency Services
- Dr. Kerry Fay Vandergrift, Social Work

Virtual Track Chairs

- Dr. Kim Baskette, Public Health and Healthcare Leadership
- Dr. Sallie Beth Johnson, Public Health and Healthcare Leadership

Interprofessional Symposium Peer Review Committee

- Dr. Stephen Glass, Physical Therapy
- Dr. Sarah Garrison, Occupational Therapy

The peer review process ensured that presentations designated for peer-reviewed status met rigorous academic standards, providing faculty and students with valuable scholarly recognition.

Outcomes and Impact

The 9th Annual Waldron College Interprofessional Symposium received highly positive feedback from participants, with the majority strongly agreeing that they learned something new, gained insights from other professions, and that interprofessional education and research were central to the event. Attendees particularly appreciated the variety of session formats, opportunities for networking, and the engagement of different healthcare disciplines. The poster sessions were widely praised for showcasing diverse research from students and faculty, and some suggested a need for larger or multiple spaces in the future. Overall, the symposium was considered a well-organized, valuable learning experience that continues to foster collaboration and interdisciplinary growth.

This year the **Annual Waldron College Interprofessional Symposium** will be held on **April 17, 2025**.

The 10th Annual Waldron College Interprofessional Symposium will bring together students, faculty, and healthcare professionals to share research, service initiatives, teaching strategies, and theoretical perspectives in an interdisciplinary setting. This annual event fosters interprofessional collaboration and scholarly exchange, reinforcing the importance of teamwork in healthcare and related fields.

The popularity of the Waldron IPE Symposium continues to grow, with 96 proposal submissions this year (final participant count TBD) following a total of 80 submissions and 222 participants last year. Proposals for Spring 2025 were submitted by participants across a diverse range of disciplines, including:

- Communication Sciences and Disorders
- Medical Laboratory Sciences
- Nursing
- Occupational Therapy
- Osteopathic Medicine (VCOM)
- Physical Therapy
- Physician Assistant Studies
- Public Health and Healthcare Leadership
- Respiratory Therapy
- Social Work

The final participant count is expected to again exceed 200, continuing the symposium's tradition of strong engagement across multiple programs and institutions.

Keynote Speaker

We are honored to welcome Dr. Bernard Kadio, Discipline Chair and Associate Professor for Epidemiology, Community and Public Health, and Preventive Medicine at the Virginia College of Osteopathic Medicine (VCOM), as the keynote speaker for the Spring 2025 symposium. Dr. Kadio's expertise will

provide valuable insights into emerging healthcare challenges, interdisciplinary collaboration, and strategies for improving health outcomes.

Diverse Session Formats

The symposium program will feature a variety of interactive and engaging sessions, allowing attendees to present research, share expertise, and foster dialogue. The session types include:

In-Person Sessions:

- Roundtables (30 minutes): Facilitated discussions on broad interprofessional topics such as AI in healthcare, substance use disorder, rural health, health accessibility, maternal and child health, mental health, and pain management.
- Workshops (50 minutes): Interactive sessions designed to engage attendees in skill-building and applied learning, led by individuals or panels.
- Poster Sessions (50 minutes): A platform for presenters to engage with attendees through printed research posters.
- Ignite Talks (5 minutes): Fast-paced presentations using 20 slides that advance automatically every 15 seconds, designed to quickly convey key ideas.

Virtual Sessions (Available to Online Program Participants):

- Virtual Poster Sessions (50 minutes): Presenters will deliver a five-minute summary of their research and participate in a discussion with attendees.
- Ignite Talks (5 minutes): An opportunity for online participants to share ideas in a concise, engaging format.

Peer Review Process

This year, presenters had the opportunity to submit their abstracts for peer review designation, ensuring rigorous academic evaluation in one of four tracks:

- Research
- Service
- Teaching/Pedagogy
- Theory/Literature Review

The peer review committee has carefully evaluated submissions, providing presenters with valuable feedback and the opportunity to receive formal recognition for their scholarly contributions.

Looking Ahead

As we celebrate the 10th year of the Waldron College Interprofessional Symposium, we look forward to a stimulating and enriching event that highlights the strength of interdisciplinary collaboration. With growing participation and an expanding scope of topics and research areas, this symposium continues to serve as a cornerstone for interprofessional education and scholarship in Waldron College and beyond. Special thanks to the Symposium Planning Committee.

2024-2025 Symposium Planning Committee

Dr. Vrushali Angadi, Communication Sciences and Disorders

Dr. Andrea Barrick, Social Work

Dr. Kim Baskette, Public Health and Healthcare Leadership

Dr. Brianna Blevins, Occupational Therapy

Dr. Sara Brown, Nursing

Dr. Emily Dove, School Psychology

Dr. Stephen Glass, Physical Therapy

Dr. Laura Jacobsen, Center for Interprofessional Education and Practice

Dr. Sallie Beth Johnson, Public Health and Healthcare Leadership

Dr. Annette Kestner, Social Work

Dr. Wil Kolb, Physical Therapy

Dr. Sarah Knoeckel, Nursing

Dr. Jennifer McBride, Medical Laboratory Sciences

Dr. Kathleen Pellant, Respiratory Therapy

Dr. Rachel Rotert, Music Therapy

Dr. Dave Sallee, Health and Human Performance

Dr. Kari Whitney, Emergency Services

Dr. Samantha Wilkinson, Nursing

Established a Culture that Promotes Inclusion, Equity and Diversity:

Support Diversity, Equity and Inclusion Issues in the College

Thirteen years ago, I laid the groundwork for faculty in the College to be leaders at RU in diversity, equity and inclusion issues on campus. Following the formation of the WCHHS Equity Committee, I supported the work of the Committee to formulate a series of Brown Bag Sessions to provide an opportunity for faculty, staff and students in the WCHHS to participate in diversity and equity issues at RU. Over the years the Equity Committee has focused on

engaging faculty to make changes at both administrative levels and in the classroom. They used the “Tough Talks” structure and later renamed them to “Conversations for Change,” during which the committee committed to “...*listen compassionately, share honestly, and learn bravely, in an effort to create a kinder world*” and required confidentiality, allowing others to make mistakes, and being supportive of each other.

This year, the members developed and affirmed the focus of the committee on social determinants of health as it relates to healthcare, healthcare advocacy, belonging and civil discourse. As such, the committee voted to change the name of the “Equity Committee” to the “Healthcare Advocacy Committee.” The committee has adopted the structure of “Lunch and Learn” events to facilitate discussion and engagement. These series of Lunch and Learn sessions, faculty, students, and healthcare professionals engaged in conversations on poverty, civil discourse, aging, and community health. These events provided a platform for interdisciplinary learning and reflection, reinforcing the importance of addressing non-medical factors that influence health outcomes.

2024-2025 Events

1. Perspectives on Poverty: The Role of Socioeconomic Status on Health & Well-Being

Presented by: Dr. Jenny Hall, Department of Public Health & Healthcare Leadership

Date: Thursday, Oct. 24, 2024 | Time: 12:00 - 12:50 p.m.

This session explored how socioeconomic status shapes health and well-being, examined perspectives on the causes of poverty, and discussed strategies to advance health equity.

2. Civil Discourse and the Social Determinants of Health

Presented by: Dr. Heather Keith, Executive Director of Faculty Development

Date: Thursday, Nov. 21, 2024 | Time: 12:00 - 12:50 p.m.

This discussion focused on how constructive dialogue and collaboration contribute to social determinants of health. Participants examined how communication skills, community-building, and approaching differences with curiosity and humility impact both higher education and healthcare settings.

3. Social Determinants of Health for Older Women

Presented by: Dr. Diane Hodge, School of Social Work

Date: Thursday, Jan. 30, 2025 | Time: 12:00 - 12:50 p.m.

This session highlighted the unique social and economic challenges faced by older women, including historical gender bias in medical research and the lack of tailored treatments for post-menopausal health conditions. Discussion centered on how healthcare professionals can advocate for better health outcomes for aging women.

4. Social Determinants of Health and Bradley Free Clinic's Fight to Overcome

Presented by: Wendy Dudley, Bradley Free Clinic

Date: Thursday, Feb. 27, 2025 | Time: 12:00 - 12:50 p.m.

Bradley Free Clinic serves uninsured and Medicaid patients, all of whom experience at least one social determinant of health (SDH) that negatively impacts their well-being. This session examined how the clinic trains Peer Recovery Specialists as Community Health Workers to help patients overcome barriers to healthcare access and improve outcomes.

5. Human Factors in Healthcare

Planned presentation by: Dr. Sara Parker, Virginia Tech Carilion

Date: Thursday, Apr. 24, 2025 | Time: 12:00 - 12:50 p.m.

An upcoming Lunch and Learn session to address human factors in healthcare and their impact on patient safety.

2024-2025 Equity Committee / Healthcare Advocacy Committee Members

- Dr. Jenny Hall, Public Health and Healthcare Leadership
- Dr. Renee Huth, Physical Therapy
- Dr. Laura Jacobsen, Center for Interprofessional Education and Practice
- Dr. Diane Millar, Communication Sciences and Disorders

Finally, special thanks to Dr. Laura Jacobsen for her service as the Interim Associate Dean for Interprofessional Education and Practice. She has worked with the "Healthcare Advocacy Committee" this year as the chair/facilitator.

Program Growth

We approved the new Certificate of Advanced Graduate Study in Health Professions Education in the Public Health & Healthcare Leadership (PHHL) Department last year. This 100% online certificate allows eligible students to pursue advanced study in health sciences education, with a target population of health professionals with advanced clinical degrees and experience who wish to

teach in their field of expertise but lack background in educational strategies. After back-and-forth revision with SCHEV, our Health Professions Education Certificate has been resubmitted to SCHEV and are expecting to have approval by the end of the spring semester.

The Department of Occupational Therapy created the MOT "Bridge Track" designed for students who are practicing OTA's to come back to school for their MOT. That program started in fall 2024 and we have approximately 15 students enrolled. The OT Departments revised their OTD program and are currently developing the courses with a planned re-launch in fall 2026.

Student Success: Student Growth and Development

A new question was added to the Dean's Evaluation last year regarding student growth and development (aka student success). The programs in the WCHHS and the dean's office are focused on the growth and development of our students. The programs in the WCHHS have tremendous student outcomes due to the ongoing commitment and dedication of the faculty and staff in the WCHHS. The success of our students is evidenced by our board pass rates, graduation rates and job placement rates in the WCHHS. Here are a few examples.

- Department of PA Studies: 2024 - 88% for the NCCPA PANCE exam. 100% for 2023.
- Department of Physical Therapy: 2024 – 92% pass rate for the NPTE board exam, 100% employment rate.
- Emergency Services: 2024 - ES pass rates: First time pass rate: 100%, Overall 100% pass rate for their national EMS certification exam. 100% employment rate.
- Respiratory Therapy: 2024 – 93% first time pass rates, Overall 100% pass rates on the national board for respiratory care exam. 100% employment rate.
- Communication Sciences and Disorders: 2024 - 100% pass rate on the Praxis II. 100% employment rate.

- Occupational Therapy: 2024 – 96%, 2023 - 100% pass rate on the NBCOT national board exam. 100% employment rate.

RU has continued to focus on Highlander Days in efforts to recruit students. As such, our office continues to work with admissions for these events at RU main campus and RUC.

Governor's School for Medicine and Health Sciences

Radford University at Roanoke hosted the 2024 Summer Residential Governor's School for Medicine and Health Sciences last year. This is a VDOE program for high school juniors and seniors. The program was for 4 weeks last summer, and Nancy Loosle, VP for Student Affairs served as the Director. Many of our WCHHS faculty participated in the programming for the approximately 30 students.

This year, Dr. Glen Mayhew will be serving as the Director of the Governor's School for Medicine and Health Sciences for 20 high school students. The theme for this year is public health and he and our team have been working on the curriculum. The Governor's School will run for 3 weeks this summer and will be managed mostly out of our office for at least the next three years. The Governor's School provides a unique opportunity to recruit some of the brightest students from across the state to RU and into the health sciences careers. Special thanks to Dr. Mayhew for taking on this new role as part of his duties as Associate Dean of the WCHHS.

Sub goals for the year

Meet with Faculty and Staff – Keeping Faculty and Staff Informed:

As I mentioned in our all-college meeting in the fall 2024, one of my goals was to continue to engage more with faculty in the college. Over the past few years I've met with faculty, mostly face to face. This year I've continued to hold meetings

with faculty. I've also continued my "**Coffee with Ken**" meetings. I continue to welcome ideas that come from these meetings with faculty in the College. These meetings, along with our WCHHS Leadership Team meetings, and regular email communication, allow me to keep college faculty and staff informed, listen to and address college faculty concerns, and solicit and encourage input from faculty.

Support Accreditation and Curricular Revisions:

Congratulations to the Department of Communication Sciences and Disorders for a successful site visit on November 14-15, 2024. They received word last week that they have been fully reaccredited for 8 years. Congratulations to the program for their successfully annual reports. The Department of PA Studies had a site visit by the ARC-PA on September 5-6, 2024, and we are awaiting word on the updated status of the program.

According to Dr. Sallie Beth Johnson, Chair of the PHL Department, the Master of Healthcare Administration (MHA) program has continued to make progress toward CAHME accreditation. After careful consideration and consultation with the CAHME site visit team, the site visit originally scheduled for spring 2025, was reschedule for August 2025 so that additional information on the 36 credit hour program of study can be collected and submitted. Other programs continue to write and submit their annual accreditation reports as well. The WCHHS Dean's Office provides initial review and feedback for programs going through reaccreditation. Special thanks for all of your hard work! Also, special thanks to Drs. Kevin Chui and Glen Mayhew for their work on reviewing accreditation documents and providing excellent feedback to the departments.

Also, many of our departments' curricula were substantially revised this year. We had over 25 curriculum proposals pass through the WCHHS Curriculum Committee and me again this year, with an additional 22 pending. I know how much time, effort and energy go into accreditation and curricular revision, and I sincerely appreciate the work of the faculty and staff in continuing to make RU

excellent by maintaining our rigorous professional accreditations. Special thanks to the WCHHS Curriculum Committee (Tom Castor (chair), Andrew Murray, Michelle Lenhart, Garth Mills, Sarah Garrison, Shala Cunningham and Kerry Vandergrift).

Recruit Faculty and Staff:

As mentioned above, I was able to garner support from the provost's office for replacement tenure track lines in the Occupational Therapy, Department of Clinical Health Professions, School of Social Work, and the Department Physical Therapy. This is significant, in that most other colleges were not able to retain their vacant positions. I have provided additional financial support to the units for recruiting faculty as needed. We have been able to cross the finish line on many of those positions and are poised to fill most of them by the end of the academic year. We replaced two staff positions in the College this year as well.

Alumni Involvement and Fundraising:

I've continued to work with University Advancement and Alumni Relations (Penny White) on fundraising activities, cultivating relationships with donors, alumni and friends. We again revised the dean's letters that are being sent out this year to solicit donations. We achieved our fundraising goals over 5 years for the Capital Campaign of \$9,600,000 (for WCHHS and Nursing). The total amount that we have received to date for the capital campaign (since 2019) is \$18,623,704 (for WCHHS and Nursing). From 3/12/24-3/11/25 we raised an additional \$1,140,424 (including scholarships) for the WCHHS. In addition, we raised \$71,455 from 91 new donors this year. We have raised more than \$16,607,413 for the WCHHS (excluding nursing since they separated from WCHHS) since I've been the Dean of the of the College, and I'm confident we can continue to raise even more over the next 5 years. Special thanks to Penny White and her team for all they continue to do for the WCHHS.

Interim Assistant Provost for Graduate Affairs Search Committee:

Provost Bethany Usher appointed me to serve on the Interim Assistant Provost for Graduate Affairs Search Committee. I was elected as chair of that committee and a successful candidate was hired in August 2024 (Dr. Agida Manzade).

College Ambassadors – Student Growth and Development:

Our revised Waldron College Ambassadors Program continues to thrive. As a Student Ambassador, the student has the opportunity to represent the undergraduate and graduate student body of Waldron College and participate in campus events that relate to admissions, student retention, and alumni affairs. While expanding his/her own professional knowledge and experience, the Ambassador provides a student perspective to potential students and their families, current students, and alumni while working with the Waldron College and Office of the Dean.

Facilities Updates:

As you know, last academic year we engaged with a consulting firm (Brightspot) to engage the university and our partners in a process to help us explore future opportunities for RU in Roanoke, with the objective to articulate a vision for the Roanoke Campus, project future programs and facility needs. I served on the Roanoke Campus Project Planning Steering Committee. The Brightspot group collaboratively developed four scenarios to explore a set of distinct opportunities for the future with an eye towards population, programming and faculty. The results were presented at a forum with be held in at RUC for the faculty by Provost Usher and Vice President Hoover on April 12, 2024. President Bret Danilowicz and his team worked with legislators over the past academic year and funding for a new building made it into the governor's budget and through the house and senate at the state level. We are anticipating that the governor will sign the budget this week. This will include detailed planning funds for us to proceed with planning for the new building. Once funding is received in July

2025, there will be several opportunities to engage with faculty regarding this new "Center for Rural Health" that we are going to establish in Roanoke.

Additionally, as you know, several of our programs in the Waldron College upgraded our location and space at RUC. Working with Glen Mayhew and Margie Vest, we moved the PHL Department and Emergency Services to the 10th floor, as well as consolidated OT on the 9th floor in May 2024. We were also able to allocate additional space for Physical Therapy for research in RUC 611.

We are working again this year with RU Facilities Management to explore upgrades to Waldron Hall. Now that the Artis Center is completed, I will be working with RU Facilities Management to discuss our needs in the building. This includes a comprehensive building assessment to identify systems like carpet, doors, etc. that have reached the end of their life spans and to review conditions of all spaces in our building.

Other Activities

- Communicated with Faculty/Staff: Hold regular WCHHS Leadership Team Meetings, send regular email updates from the AALT meetings and the Dean's Council to the WCHHS LT and the WCHHS Staff Team Chair for dissemination to faculty and staff. Met individually with faculty and held regular "Coffee with Ken" meetings
- Provided guidance and counsel to chairs and directors
- Led regular WCHHS Leadership Team meetings
- Continued to support the WCHHS Staff Team and their initiatives
- Advocated for the College: Participated in the Academic Affairs Leadership Team (AALT) meetings
- Participated in the Dean's Council Meetings
- Attended regular (monthly) meetings with the Provost
- Attended and participated in meetings of the President's Leadership Council

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- Attended and reported out to the RUC Operations Advisory Group
- Attended the RUC Integrated Services Steering Committee
- Attended RUC Academic Leader Working Group
- Served on the VIAL Oversight Committee and attended regular quarterly meetings
- Provided support for refining the WCHHS Student Ambassadors program
- Met with candidates for various positions in the College
- Fiscal resources: Facilitated approval for over \$123,081 in ETF funding for the WCHHS
- Participated in commencement activities at RU
- Attended the State of the University Address
- Facilitated the distribution of WCHHS RU Foundation Scholarships
- Chaired the University Academic Policies and Procedures Review Committee
- Provided letters of support for faculty research grants
- Attended RU Board of Visitor meetings
- Assisted with facilitating agency contracts
- Evaluated chairs, directors, associate dean, and College staff
- Continued to oversee medical records management from RU Family Health Clinics closure
- Served as reference for faculty
- Wrote thank you letters to College donors
- Counseled faculty on tenure, promotion and career opportunities
- Provided materials for RU Public Relations on stories about WCHHS
- Met with the personnel from University Relations
- Met with donors and RU Advancement personnel
- Met with HR regarding staff issues
- Continued to support the WCHHS Staff Team and their initiatives (special thanks to Holly Buck for Chairing the Staff Team)
- Submitted budget and “visionary” goals for the College to the Provost

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- Met with RU personnel regarding clinical contracts
- Attended meetings on student retention
- Met with personnel from Student Affairs
- Approved the WCHHS summer school budget
- Met with Dr. Jessica Stowell regarding SACSCOC and SCHEV accreditation and program approvals
- Met with Assistant Provost to discuss program offerings
- Met with representatives from the RU Foundation
- Met with representatives from VCOM regarding collaboration
- Completed mandatory CEU's to maintain licensure and certification
- Met with University Registrar to discuss classroom scheduling for units in the WCHHS
- Met with VP for Enrollment Management
- Awarded the WCHHS Staff Award
- Reviewed applications of the Dalton Eminent Scholar Program
- Participated in RU/RUC commencement December 2024
- Met with representatives from the CAS office
- Met with potential donors
- Met with the Attorney General representative on student issues
- Supported the continuation of the TEACH program with VTC
- Met with University Relations to make revisions to the WCHHS website
- Facilitated the expansion of the WCHHS social media presence
- Participated in Highlander Day events
- Participated in Quest
- Attended Partnerships in Excellence event
- Attended the Assistant Provost for Graduate Affairs Search Meetings
- Attended the RUC Fall Festival
- Attended the RUC Spring Fling
- Represented the WCHHS at the Employee Service Lunch
- Attended AALT retreat at the Highlander Hotel

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- Attended the New Faculty Reception at the HUB
- Met with Vice President for Finance and Administration
- Successfully advocated for 2 faculty professional development leave awards in the WCHHS
- Spoke at the OT and PA Pinning Ceremonies in December
- Attended the DPT White Coat Ceremony in May
- Facilitated the opening of the Artis Clinic in the new Artis Center
- Attended the dedication for the Artis Center
- Gave tours to guests and donors of the Clinic in the Artis Center
- Gave a tour of the Artis Clinical and met with the Lieutenant Governor
- Met with consultants on the RU website redesign
- Continued to discuss possible collaborations with VT
- Attended WCHHS undergraduate and graduate commencement receptions
- Completed IT Security Training
- Met with the president to discuss the WCHHS
- Presented at the DPT student orientation
- Met with the facility management personnel for the Artis CAIC building
- Attended the Scottish Rite Luncheon
- Attended Quest and Highlander Days
- Attended the new faculty luncheon
- Attended Faculty Convocation
- Attended RU Student Convocation
- Attended the Homecoming
- Attended the president's holiday reception
- Participated in the Academic Affairs Leadership Team Retreat
- Participated in interviews for the dean positions
- Met with the Direction of Budgets for Academic Affairs
- Met with IT and nursing personnel to discuss clinical clearance software
- Met with HR to discuss personnel issues

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- Met with advisors from the Highlander Success Center
- Attended the final OTA pinning ceremony
- Attended the first COSD pinning ceremony
- Attended the RU Alumni Event at Elmwood Park
- Met with Carilion Representatives regarding collaborative funding
- Met with RU personnel regarding funding for a mobile health clinic
- Met with state representatives and personnel from the department of budget and planning
- Participated in the Tartan 5K event
- Attended the RU calendar forum
- Met with personnel to discuss voice and swallowing clinic
- Met with personnel from VTC and the FBMRI
- Met with Associate Provost and Director of Undergraduate Research
- Met with the Dean of the VCU School of Dentistry regarding partnerships

In summary, I believe we have accomplished much during this year in the WCHHS and I look forward to the opportunity to continue to serve as dean.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ken Cox', with a stylized flourish at the end.

Ken Cox

**Waldron College of Health and Human Services
Strategic Plan**

The Waldron College of Health and Human Service at Radford University is a premier health and human services educational destination in the Commonwealth of Virginia and beyond.

2024-2029

Mission

The Mission of Waldron College of Health and Human Services is to educate health and human services professionals within an inclusive learning environment to provide high quality holistic health care services by incorporating cultural humility, interprofessional collaboration, and evidence-based practice to promote the health and well-being of the diverse communities we serve.

Our Vision

The Waldron College of Health and Human Services aspires to be a leading, innovative, student-centered institution that educates health and human service professionals with a focus on teaching and learning, research, and service.

Core Values

WE VALUE:

Student Success: WCHHS facilitates students' critical thinking, communication, self-reflection, and creative problem solving for professional development and life-long learning.

Academic Excellence: WCHHS provides high quality instruction, experiential learning, advising, and mentoring of students.

Inclusion and Belonging: WCHHS promotes an accessible and inclusive learning environment, embracing social justice and differences in its diverse community of students, faculty, and staff.

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Integrity: WCHHS is committed to professional and ethical values using evidence-based practice in the areas of teaching and learning, research, and service.

Community: WCHHS engages in experiential learning and service activities with our local, state, regional, and global communities through practicums, partnerships, public stewardship, and altruism.

*The World Health Organization defines health as “a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.”

Radford University Roanoke Aspirational Vision (Academic Excellence and Student Success BOV meeting on June 6, 2024).

Radford University in Roanoke is committed to being the premier destination for health education in Virginia, providing a vibrant, student-oriented environment with state-of-the-art facilities and comprehensive services to foster excellence in teaching, research and community-engaged healthcare professions.

Four Core Pillars of the Disciplines in the WCHHS

1. Excellence in Teaching and Learning
2. Excellence in Research and Scholarship
3. Community Service, Outreach and Engagement
4. Interprofessional Education and Practice

Pillar I: Excellence in Teaching and Learning

Goal: The WCHHS will be a leader in the use of technology in teaching, evidence-based practice, and creating an inclusive learning environment in health and human services.

Objective 1. Integrate innovative teaching technology.

Objective 2. Elevate the teaching of evidenced-based practice within each discipline.

Objective 3. Foster an inclusive learning environment.

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Pillar II: Excellence in Research and Scholarship

Goal: The WCHHS will elevate productivity and engagement of students and faculty in research and scholarship.

Objective 1. Increase faculty and student participation at the WCHHS Symposium

Objective 2. Increase the number of faculty engaged in research and scholarly works

Pillar III: Community Service, Outreach and Engagement

Goal: The WCHHS will continue to lead the university in community engagement, including clinical, fieldwork, and internship placements, collaborative community partnerships, and other high impact practices that have a positive impact on the Social Determinants of Health.

Objective 1. Increase community outreach programs.

Objective 2. Enhance student involvement in community service

Objective 3. Foster sustainable community partnerships.

Objective 4. Facilitate Community Engagement events.

Pillar IV: Interprofessional Education and Practice (IPEP):

Goal: The WCHHS will continue to lead in the area of interprofessional education and practice through its Center of Interprofessional Education and Practice (CIPEP) and Equity Committee.

Objective 1. Increase faculty and student participation in IPE events.

Objective 2. Advance a culture of belonging for faculty, staff, and students that enables them to reach their full potential as individuals and as health professionals.

Objective 3. Create opportunities for civil discourse discussions.