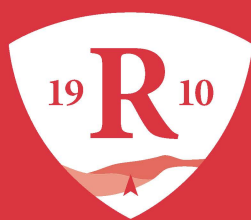


Board of Visitors

Quarterly Meeting
June 7, 2024



Radford
UNIVERSITY



Board of Visitors

Quarterly Meeting

9:00 a.m.**

June 7, 2024

Kyle Hall, Room 340, Radford, VA

DRAFT

Agenda

- **Call to Order and Opening Comments** Dr. Debra McMahon, *Rector*
- **Approval of Agenda** Dr. Debra McMahon, *Rector*
- **Approval of Minutes** Dr. Debra McMahon, *Rector*
 - March 21, 2024 and March 22, 2024
- **President's Report** Dr. Bret Danilowicz, *President*
- **Discussion – Impact of Incorporating Standardized Test Requirements** Dr. Dannette Gomez Beane, *Vice President for Enrollment Management and Strategic Communications*
- **Academic Excellence and Student Success Committee** Ms. Jeanne Armentrout, *Chair*
 - Report to the Board of Visitors
 - Approval of Tenure Recommendation
 - Approval to Establish an Office of Graduate Affairs and the Dissolution of the College of Graduate Studies
 - Approval of Closure of M.A. in Criminal Justice
 - Approval of Closure of B.A. in Recreation, Parks and Tourism
 - Approval of Revisions to the Teaching and Research Faculty Handbook for Faculty Evaluation Policies in Section 1.4.1.1
 - Approval of Revisions to the Teaching and Research Faculty Handbook for Faculty Evaluation Procedures for Special Purpose, Temporary, and Part-time Faculty in Section 1.4.1.4.2
 - Approval of Revisions to the Teaching and Research Faculty Handbook for T & R Language for Tenure in Section 1.7

- **Business Affairs and Audit Committee**
 - Report to the Board of Visitors
 - Approval of Rebate for Tuition Increase
 - Approval of Administrative and Professional Faculty Handbook Revisions
 - **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**
 - **Response Planning for Campus Unrest**
 - **AI Taskforce Update**
 - **CLOSED SESSION**
Virginia Freedom of Information Act §2.2-3711(A) (1) and (8)
 - **ACTION ITEMS**
 - Report from Nominating Committee
Election of Rector for 2024-2025
Election of Vice Rector for 2024-2025
 - Approval of Evaluation and Compensation
 - Approval of Resolutions
 - **OTHER BUSINESS**
 - **ANNOUNCEMENTS**
- Mr. Tyler Lester, *Chair*
- Mrs. Jennifer Wishon Gilbert, *Chair*
- Ms. Lisa Pompa, *Chair*
- Mr. David A. Smith, *Chair*
- Mr. Marquett Smith, *BOV Liaison to RU Foundation*
- Mr. Troy Stallard, *Student Representative to the Board of Visitors*
- Ms. Tricia Smith, *AVP for Student Life*
Dr. Matt Smith, *Dean, College of Humanities and Behavioral Sciences*
Chief Eric Plummer, *University Polica*
- Mr. Charley Cosmato, *Task Force Co-chair*
Dr. Matt Dunleavy, *Task Force Co-chair*
Mr. Ed Oakes, *Task Force Member*
- Dr. Debra McMahon, *Rector*
- Mr. David Smith, *Chair*
- Dr. Debra McMahon, *Rector*
- Dr. Debra McMahon, *Rector*
- Dr. Debra McMahon, *Rector*

- **Meeting Dates**
July 21-23, 2024 Retreat
Sept. 5-6, 2024
Dec. 5-6, 2024

2025 Dates

March 20-21, 2025
June 5-6, 2025
July 20-22, 2025 Retreat
Sept. 11-12, 2025
Dec. TBD

- **ADJOURNMENT**

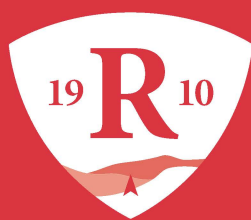
Dr. Debra McMahon, *Rector*

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

BOARD MEMBERS

Dr. Debra McMahon, Rector
Mr. Marquett Smith, Vice Rector
Mr. Robert A. Archer
Ms. Jeanne S. Armentrout
Ms. Betsy D. Beamer
Dr. Jay A. Brown
Ms. Joann S. Craig
Dr. Betty Jo Foster
Mrs. Jennifer Wishon Gilbert
Mr. Tyler W. Lester
Mr. George Mendiola, Jr.
Ms. Lisa W. Pompa
Mr. David A. Smith
Ms. Georgia Anne Snyder-Falkinham
Mr. James C. Turk

Meeting Materials



Radford
UNIVERSITY

Impact of Incorporating Standardized Test Requirements



Fall-to-Fall Retention (Full-Time New Freshmen) by SAT score range

Term	600	700	800	900	1000	1100	1200	1300	1400	1500	Opt	No Score
Fall 1994	63%	68%	68%	69%	66%	70%	50%	100%				76%
Fall 1995	76%	70%	73%	73%	77%	76%	81%					65%
Fall 1996	75%	73%	80%	76%	74%	71%	74%	82%				68%
Fall 1997	71%	73%	74%	75%	74%	81%	71%	69%				66%
Fall 1998		85%	74%	76%	77%	75%	80%	93%				65%
Fall 1999	88%	73%	74%	72%	76%	74%	68%	86%				63%
Fall 2000	64%	77%	80%	80%	81%	73%	78%	79%				84%
Fall 2001	75%	74%	78%	80%	77%	77%	69%	69%				71%
Fall 2002	67%	73%	81%	80%	75%	75%	79%	76%				69%
Fall 2003		63%	76%	78%	75%	75%	78%	81%				77%
Fall 2004	60%	78%	75%	80%	78%	77%	81%	82%				79%
Fall 2005		72%	78%	74%	72%	74%	76%	73%	60%			68%
Fall 2006		80%	77%	79%	75%	79%	72%	80%				76%
Fall 2007			78%	78%	80%	76%	75%	86%				75%
Fall 2008			81%	78%	77%	76%	83%	71%	80%			81%
Fall 2009			77%	76%	76%	81%	69%	75%				72%
Fall 2010			74%	76%	76%	73%	85%	86%				78%
Fall 2011			70%	74%	75%	76%	74%	67%				74%
Fall 2012			75%	79%	79%	80%	72%	71%				77%
Fall 2013			72%	78%	72%	72%	76%	80%				74%
Fall 2014		69%	71%	77%	78%	80%	74%	80%				71%
Fall 2015		67%	72%	73%	76%	80%	79%	92%				74%
Fall 2016	70%	70%	75%	77%	72%	82%	92%	80%				75%
Fall 2017		79%	58%	69%	72%	75%	78%	82%			70%	68%
Fall 2018		68%	63%	66%	71%	75%	82%	90%			72%	68%
Fall 2019		67%	76%	74%	77%	79%	81%	83%			70%	68%
Fall 2020		48%	60%	61%	73%	71%	78%	92%				64%
Fall 2021		60%	57%	69%	75%	84%	88%	84%				66%
Fall 2022		55%	67%	76%	76%	81%	74%	69%				72%

Old SAT

Test Optional

New SAT

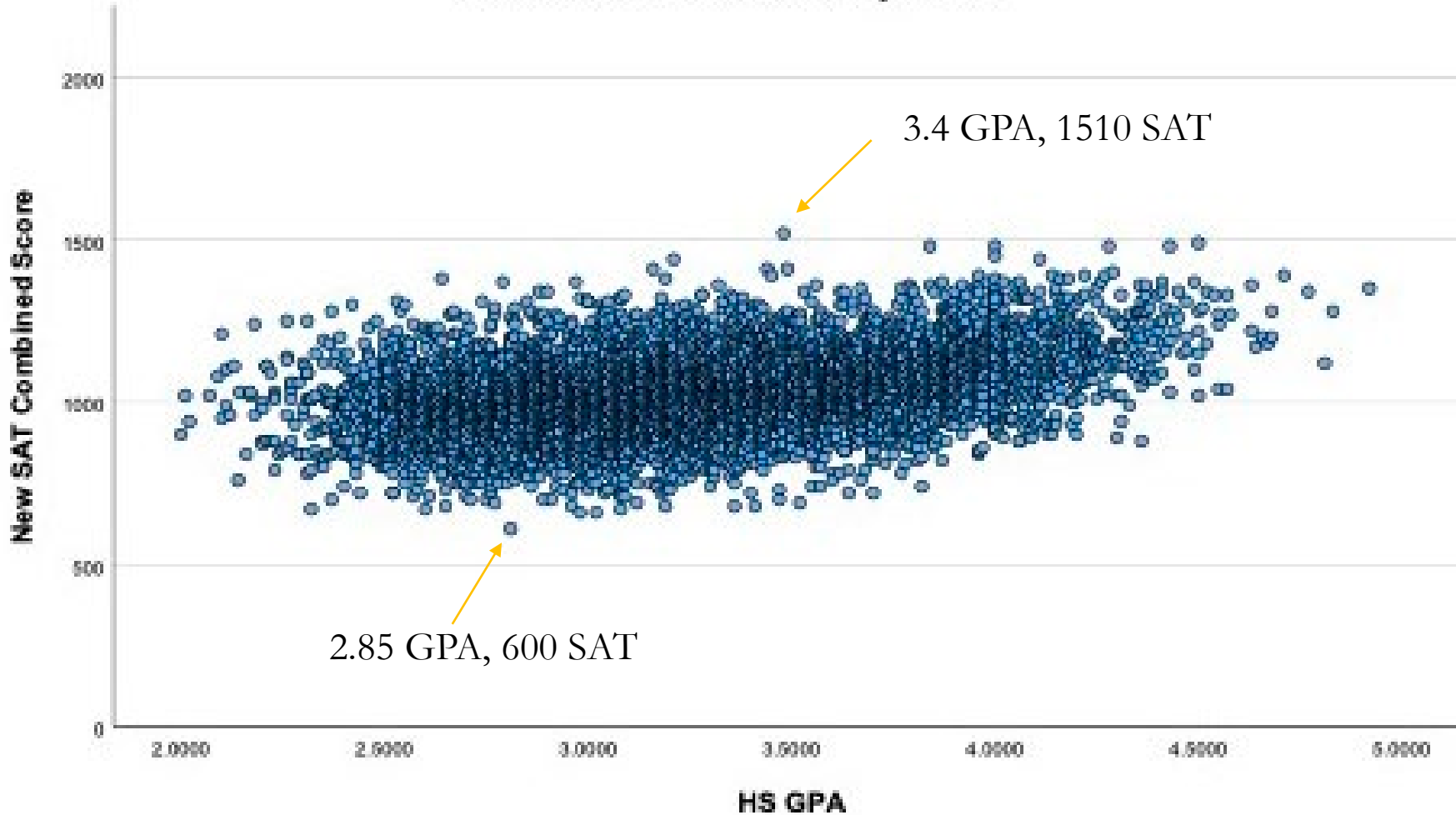


Fall-to-Fall Retention (Full-Time New Freshmen) by GPA range

Term	2.0	2.1	2.2	2.3	2.4	2.5	2.6	2.7	2.8	2.9	3.0	3.1	3.2	3.3	3.4	3.5	3.6	3.7	3.8	3.9	4.0	4.1	4.2	4.3	4.4	4.5
Fall 1994	48%	60%	52%	60%	61%	69%	59%	71%	78%	78%	64%	87%	78%	89%	69%	83%	81%	79%	87%	69%	100%					
Fall 1995	76%	64%	69%	62%	66%	62%	74%	77%	74%	72%	77%	82%	72%	85%	73%	88%	88%	89%	86%	89%	88%					
Fall 1996	57%	65%	69%	73%	67%	72%	77%	72%	76%	77%	78%	77%	79%	80%	74%	89%	80%	83%	83%	85%	93%					
Fall 1997	73%	58%	74%	56%	70%	69%	71%	66%	73%	72%	77%	81%	77%	85%	82%	83%	86%	82%	84%	78%	85%					
Fall 1998	86%	79%	64%	73%	77%	73%	78%	78%	79%	71%	69%	77%	86%	69%	62%	84%	85%	80%	89%	100%	84%					
Fall 1999	64%	81%	72%	66%	65%	78%	66%	67%	72%	72%	70%	80%	67%	80%	81%	80%	80%	86%	88%	82%	87%	100%	80%			
Fall 2000	67%	75%	71%	73%	69%	77%	81%	84%	78%	74%	79%	80%	78%	76%	79%	82%	87%	89%	82%	95%	96%	71%				
Fall 2001		38%	56%	64%	70%	64%	79%	73%	79%	82%	81%	81%	75%	81%	76%	86%	86%	88%	84%	85%	88%					
Fall 2002		64%	69%	54%	71%	74%	74%	77%	78%	79%	80%	72%	84%	80%	77%	84%	82%	79%	85%	90%	88%	100%				
Fall 2003			50%	55%	75%	74%	75%	71%	79%	75%	74%	75%	75%	74%	78%	76%	82%	79%	84%	100%	81%	100%	91%			
Fall 2004		67%	75%	70%	60%	70%	74%	74%	80%	75%	78%	73%	83%	90%	85%	85%	84%	86%	89%	81%	80%	87%	90%			
Fall 2005		57%	50%	72%	55%	69%	70%	72%	70%	71%	75%	81%	79%	76%	80%	72%	83%	85%	61%	82%	86%	60%	90%			
Fall 2006			50%	71%	71%	70%	71%	72%	73%	74%	78%	77%	80%	83%	76%	78%	78%	85%	88%	90%	100%	83%	100%			
Fall 2007				100%	92%	65%	72%	80%	77%	71%	78%	79%	75%	81%	75%	82%	86%	86%	88%	82%	86%	85%	100%			100%
Fall 2008			67%	74%	69%	74%	78%	78%	78%	76%	78%	76%	76%	79%	78%	80%	82%	85%	86%	84%	93%	100%	86%	100%		
Fall 2009			20%	50%	58%	67%	64%	62%	73%	80%	74%	78%	76%	78%	78%	79%	75%	79%	92%	97%	100%	83%	100%	100%		
Fall 2010			80%	73%	52%	55%	63%	68%	67%	73%	72%	80%	74%	82%	82%	78%	84%	80%	90%	86%	86%	100%	86%		100%	
Fall 2011		100%	82%	61%	57%	57%	53%	76%	65%	81%	74%	77%	82%	75%	76%	82%	88%	76%	86%	74%	89%	88%	82%	89%	75%	
Fall 2012				73%	74%	70%	69%	77%	71%	77%	76%	83%	84%	81%	81%	82%	72%	83%	81%	88%	92%	88%	94%	71%		
Fall 2013					59%	64%	75%	62%	74%	75%	71%	72%	75%	79%	79%	75%	76%	83%	87%	89%	86%	89%	78%	100%		
Fall 2014					60%	77%	65%	69%	74%	68%	72%	74%	72%	75%	80%	83%	79%	85%	82%	89%	86%	92%	95%	100%		
Fall 2015			60%	51%	58%	57%	63%	68%	69%	66%	74%	76%	78%	80%	82%	82%	84%	94%	84%	79%	82%	93%	100%	100%	100%	83%
Fall 2016		83%	67%	77%	65%	56%	65%	68%	69%	72%	72%	85%	71%	82%	75%	81%	86%	87%	88%	86%	89%	96%	100%	75%	90%	100%
Fall 2017			40%	54%	53%	55%	66%	60%	58%	62%	65%	68%	67%	74%	79%	79%	79%	85%	95%	84%	83%	89%	93%	100%	86%	100%
Fall 2018				40%	61%	64%	58%	64%	63%	62%	70%	77%	70%	73%	71%	74%	80%	76%	80%	89%	86%	63%	78%			
Fall 2019			64%	63%	71%	68%	75%	65%	71%	72%	71%	72%	74%	74%	71%	73%	77%	78%	80%	82%	89%	90%	92%			
Fall 2020			50%	44%	60%	58%	43%	67%	58%	60%	46%	65%	63%	68%	66%	79%	79%	73%	71%	78%	88%	88%	83%	71%		
Fall 2021		67%	40%	47%	54%	50%	45%	55%	60%	60%	58%	65%	67%	59%	72%	75%	77%	80%	83%	89%	94%	89%	89%	84%	67%	100%
Fall 2022		80%	33%	50%	62%	55%	67%	54%	47%	61%	69%	69%	68%	59%	75%	78%	77%	82%	77%	81%	93%	96%	89%	97%	92%	100%

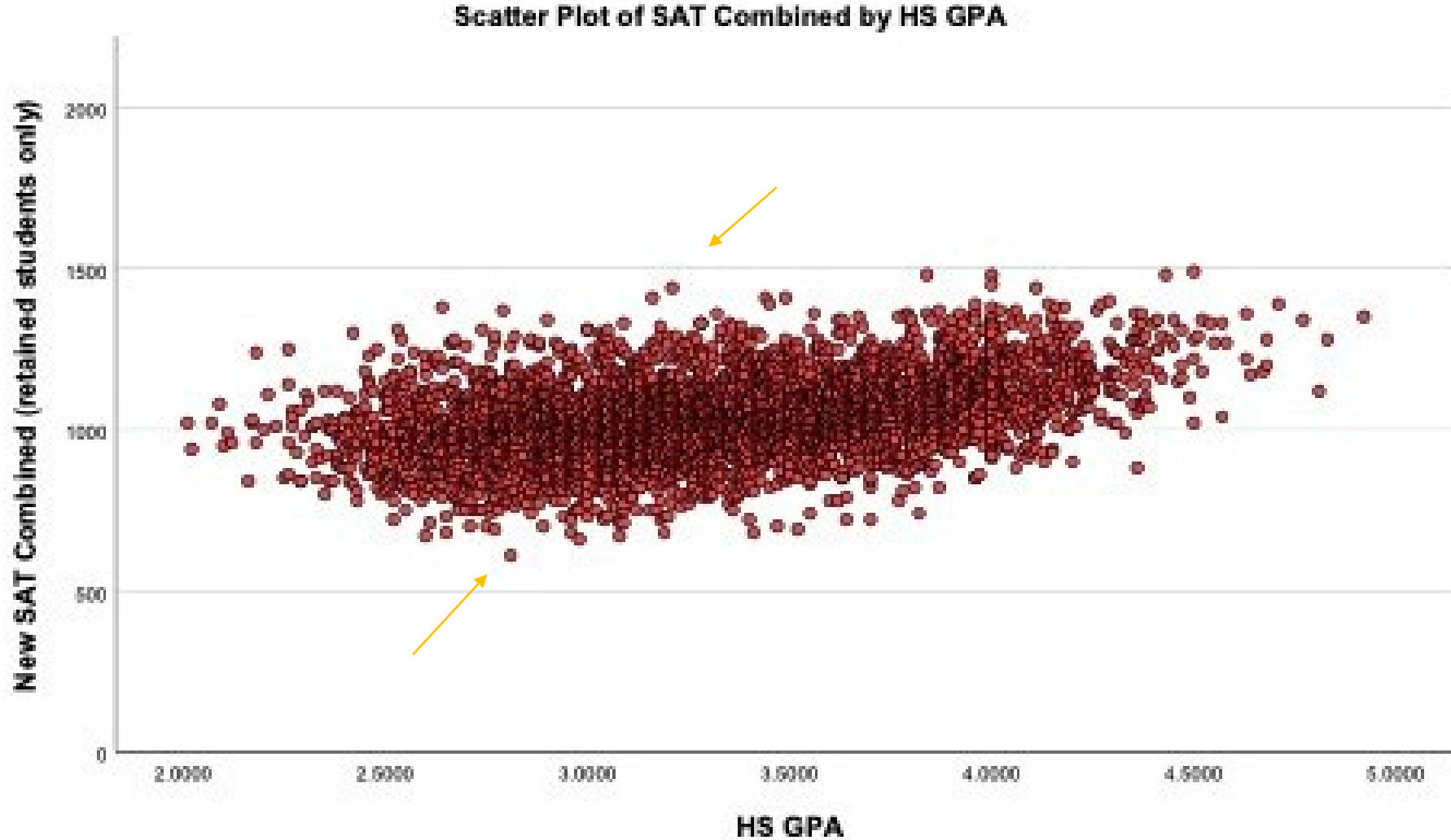
Does High School GPA Predict Score on the New SAT?

Scatter Plot of SAT Combined by HS GPA



Analysis: If there were a strong correlation between HS GPA (independent variable) and performance on the “new” combined SAT score (dependent variable) the line of best fit (centerline) would be much sharper in the “ / “direction. The upper and lower lines are the 95% confidence interval. In other words, you can be 95% sure predicting that the SAT combined score will fall within the two lines when the HS GPA is at that level. There is a wide range of values that SAT score could end up being based upon HS GPA only (HS GPA does NOT predict SAT score very well). Thus, while HS GPA may be somewhat effective at predicting success in college, new SAT scores are not as effective.

Retained students



Look at who is retained and look who is missing.

SAT Discussion – Freshmen Analysis

Study: SAT and GPA combined and separate analysis of fall-to-fall retention

Analysis: 1. with the whole data set from (1994 to present) 2. Logistic regression (last 10 years) and again

Findings:

- Both analysis were congruent in their findings
- Found that SAT is statistically significant but does not increase the likelihood of students returning.
- SAT combined scores do not meaningfully relate to retention.
- By itself, HS GPA is a significant predictor, but when adding SAT to the model it does not make a difference.
- **Analysis 1:** The effect of SAT on retention **was** statistically significant but only minimally and included more data (more than 30,000 than Analysis 1). **Analysis 2:** When both SAT and HS GPA are included in the model, the effect of SAT on retention **was not** statistically significant (p-value = 0.7946).
- The coefficient for SAT is -0.00005, indicating a negligible change in the odds of retention for each point increase in SAT score.
- The lack of significance and the small coefficient suggest that SAT scores do not add meaningfully predictive power to retention when HS GPA is already considered in the model.



Discussion

Page 12 of 123



Radford

U N I V E R S I T Y

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

JUNE 6, 2024

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;

DAVIS COLLEGE OF BUSINESS AND ECONOMICS

<u>Name</u>	<u>Department</u>
Donna McCloskey	Department of Management

THEREFORE, BE IT RESOLVED, it is recommended that the Academic Excellence and Student Success Committee recommend that the Board of Visitors approves the faculty Tenure recommendations listed above to become effective the beginning of the 2024-2025 academic year.

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

JUNE 6, 2024

**RESOLUTION TO ESTABLISH AN OFFICE OF GRADUATE AFFAIRS AND THE
DISSOLUTION OF THE COLLEGE OF GRADUATE STUDIES**

WHEREAS, Radford University reaffirms its commitment to supporting and growing graduate academic programs in alignment with our mission in Radford, in Roanoke, across Southwest Virginia, and online; and

WHEREAS, Radford University supports and plans to expand a wide range of highly ranked research-based profession and executive graduate programs; and

WHEREAS, several of the functions currently in the College of Graduate Studies can more efficiently and effectively be administered by leveraging strengths in other units, reducing redundancy in operations; and

WHEREAS, Academic Affairs defines Colleges as Academic Units that manage academic programs and have Teaching and Research Faculty assigned; and

WHEREAS, the Division of Academic Affairs proposes to discontinue the College of Graduate Studies and distribute the current responsibilities between Enrollment Management, University Registrar, and a newly formed Office of Graduate Affairs; and

WHEREAS, an Office of Graduate Affairs will be able to leverage internal and external partnerships to support graduate academic affairs, curriculum, development, and policy; and support graduate student success;

NOW, THEREFORE, BE IT RESOLVED, a decision has been made to dissolve the College of Graduate Studies and re-organize its various responsibilities across a newly formed Office of Graduate Studies, Academic Affairs, and Enrollment Management; and it is further **RESOLVED**, that the President and/or his designee(s) are hereby authorized to submit any and all documentation that may be required to receive approval of the discontinuance of the College to the State Council of Higher Education of Virginia (SCHEV).

Faculty Senate passed a motion in support of this action on April 18, 2024

Graduated Affairs Committee passed a motion in support of this action on April 19, 2024

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

JUNE 6, 2024

**RESOLUTION FOR DISCONTINUANCE OF THE MASTER OF ARTS (MA) DEGREE
DESIGNATION IN CRIMINAL JUSTICE**

WHEREAS, the Department of Criminal Justice in the College of Humanities and Behavioral Sciences at Radford University proposes to discontinue the Master of Arts (MA) degree designation in Criminal Justice; and

WHEREAS, the purpose of the Master of Arts (MA) Degree Designation in Criminal Justice was to prepare students for careers in criminal justice and related fields. The program is designed both to enhance students' existing capabilities and to develop unique competencies and skills for future academic and career goals;

HOWEVER, the program only had between 0 and 4 enrolled students annually; and

WHEREAS, the current MA degree designation has limited use among the criminal justice degree programs at public institutions in Virginia. In August 2023, faculty reviewed the degree programs offered by Virginia's 15 public four-year institutions. Of the 5 other Virginia public institutions that offer a masters level criminal justice degree program, only one (1) has a MA degree designation.; and

WHEREAS, the Criminal Justice Department intends to continue the existing Master of Science (MS) degree designation in Criminal Justice to serve the same purpose;

NOW, THEREFORE, BE IT RESOLVED, a decision has been made to discontinue the Master of Arts (MA) Degree Designation in Criminal Justice and remove it from the Radford University degree inventory; and it is further **RESOLVED**, that the President and/or his designee(s) are hereby authorized to submit any and all documentation that may be required to receive approval of the discontinuance of the program to the State Council of Higher Education of Virginia.

Proposed Intent to Discontinue

Radford University (Radford) requests to discontinue the Master of Art (MA) degree designation from the Master of Arts/Master of Science (MA/MS) degree program in Criminal Justice (CIP code: 43.0104). The degree program would be a Master of Science (MS) in Criminal Justice (CIP code: 43.0104). The degree program is located in the College of Humanities and Behavioral Sciences, Department of Criminal Justice.

Background

Radford University first offered the Master of Art/Master of Science (MA/MS) degree in Criminal Justice in fall 1987. The purpose of the degree program was and remains to prepare students for careers in criminal justice and related fields. The program is designed both to enhance students' existing capabilities and to develop unique competencies and skills for future academic and career goals.

On August 17th, 2023, the faculty of the Criminal Justice department discussed the future of the Criminal Justice Master's Degree program during a faculty retreat. This retreat is an annual meeting where enrollment data, student learning data and other matters related to curriculum are discussed. At this meeting, faculty discussed the presented enrollment data, in particular enrollment differences between the MA and MS degree designations. The department faculty for the graduate program determined there was a need to discontinue the MA degree designation. The graduate program coordinator presented a proposal to discontinue the MA degree designation on September 4, 2023, and it was approved by the department faculty on that date.

On January 2024 the proposal to discontinue the MA degree designation was approved by the Dean of the College of Humanities and Behavioral Sciences. On April 4, 2024, Faculty Senate approved the closure of the MA degree designation. On April 15, 2024, the Provost approved the closure.

Rationale for Intent to Discontinue

The proposed intent to discontinue the MA degree designation is needed for two reasons: 1) lack of student enrollment; and 2) common degree designation.

Enrollment

Enrollment in the MA degree designation in Criminal Justice has steadily decreased. Institutional records show enrollment has declined since 2014. Students have not consistently enrolled in the program and since fall 2022 no students have enrolled in the degree designation.

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Enrollments	3	0	1	1	1	0	4	0	1	0
New Enrollments	0	0	0	0	0	0	0	0	0	0

It is apparent that the degree designation is no longer desirable for students at Radford University. The lack of enrollment supports the need to discontinue the degree designation at this time.

Common Degree Designation

The current MA degree designation has limited use among the criminal justice degree programs at public institutions in Virginia. In August 2023, faculty reviewed the degree programs offered by Virginia's 15 public four-year institutions. Of the 5 other Virginia public institutions that offer a

masters level criminal justice degree program, only one (1) has a MA degree designation. Faculty determined that not offering the MA degree designation would be beneficial in that Radford's degree program's designation would align with the other public institutions in Virginia. Thus, the discontinuance of the degree designation is needed to help the University maintain appropriate similarity and competitiveness with public four-year institutions in Virginia.

Critical Shortage Area

The MA degree designation in Criminal Justice is not in a critical shortage area. The curriculum will continue to be offered in the MS degree designation in Criminal Justice.

Teach-out Plan

No students are enrolled in the MA degree designation of the program MA/MS in criminal Justice degree program. A teach-out plan is not needed.

All faculty have been made aware of the impending degree designation closure. No faculty positions will be lost as result of the discontinuance of the degree designation. All faculty will continue to teach core and required courses in the MS in Criminal Justice degree program.

“Stopped-Out” Students

Institution records show that no students are “stopped out” of the MA degree designation of the degree program. No plan is needed to notify students.

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

JUNE 6, 2024

**RESOLUTION FOR DISCONTINUANCE OF THE BACHELOR OF ARTS (BA) IN
RECREATION, PARKS AND TOURISM**

WHEREAS, the Department of Recreation, Parks, and Tourism in the College of Education and Human Development at Radford University proposes to discontinue the Bachelor of Arts (BA) Degree Designation in Recreation, Parks and Tourism; and

WHEREAS, the purpose of the Bachelor of Arts (BA) Degree Designation in Recreation, Parks and Tourism to enrich lives and make a positive impact on individuals, communities, and the environment, through empowering students with knowledge, skills, and experiences to create meaningful and sustainable recreational opportunities for people of all ages, backgrounds, and abilities.

HOWEVER, the degree designation only had 0-2 students enrolled annually, graduating only 7 students in 23 years; and

WHEREAS, the Recreation, Parks and Tourism Department intends to continue the existing Bachelor of Science (BS) degree designation in Recreation, Parks and Tourism to meet the purpose described above.

NOW, THEREFORE, BE IT RESOLVED, a decision has been made to discontinue the Bachelor of Arts (BA) Degree Designation in Recreation, Parks and Tourism and remove it from the Radford University degree inventory; and it is further **RESOLVED**, that the President and/or his designee(s) are hereby authorized to submit any and all documentation that may be required to receive approval of the discontinuance of the program to the State Council of Higher Education of Virginia.

Proposed Intent to Discontinue

Radford University requests to discontinue the Bachelor of Art (BA) degree designation from the Bachelor of Arts/Bachelor of Science (BA/BS) degree program in Recreation, Parks and Tourism (CIP code: 31.0101). The degree program would be a Bachelor of Science (BS) in Recreation, Parks, and Tourism (CIP code: 31.0101). The degree program is located in the College of Education and Human Development, Department of Recreation, Parks and Tourism.

Background

Radford University first offered the Bachelor of Art/Bachelor of Science (BA/BS) degree in Recreation Administration in 1969. Since that time the major has undergone a number of name changes and currently holds the name Recreation, Parks and Tourism. A separate, independent, self-governing Department of Recreation was established in 1974 and was renamed the Department of Recreation and Leisure Services in 1975. Subsequently, the name changed to the Department of Leisure Services in 1995 and in Spring 2000 became the Department of Recreation, Parks and Tourism. The program was first accredited by the Council on Accreditation for Parks, Recreation Tourism and Related Professions (COAPRT) in 1979.

The purpose of the degree program was and remains to prepare students for careers that enrich lives and make a positive impact on individuals, communities, and the environment. The program is designed to empower students with knowledge, skills, and experiences to create meaningful and sustainable recreational opportunities for people of all ages, backgrounds, and abilities.

At the Council of Chairs meeting on February 14, 2024, Provost Usher outlined a Curriculum Lifecycle and expressed her desire to streamline majors and reduce complexity. One element of this process was to look for uneven distribution of B.A. and B.S. degrees within a major. The Interim Department Chair, Dr. Susan Van Patten, contacted the Office of Institutional Research who provided degrees conferred since 2000-2001. It was determined that removing the Bachelor of Arts degree options would simplify the curriculum and reduce confusion for students with very minimal impact. This decision was supported by the Department and College Curriculum Committees, Dean, and Faculty Senate.

Rationale for Intent to Discontinue

The proposed intent to discontinue the BA degree designation is needed for two reasons: 1) lack of student enrollment; and 2) common degree designation.

Enrollment

Enrollment in the BA degree designation in Recreation, Parks and Tourism has been low for 23 years. Most years there have been no students in this designation and only in 4 of the past 23 years have there been any enrollment in the degree designation. Further, only 7 students have graduated with this degree designation in the past 23 years.

Common Degree Designation

The current BA degree designation has little or no recognition in the field. Currently, degree programs that are preparing students for professional positions or graduate programs use the BS degree designation. The Bachelor of Science designation typically indicates the curriculum included "science" coursework. The rigor of the coursework prepares students for leadership roles that can include complete management and oversight of an organization. The BA degree designation does not include this science coursework. Thus, the discontinuance of the degree designation is needed.

Critical Shortage Area

The BA degree designation in Recreation, Parks, and Tourism is not in a critical shortage area. The curriculum will continue to be offered in the BS degree designation in Recreation, Parks and Tourism.

Teach-out Plan

No students are enrolled in the BA degree designation of the program BA/BS in Recreation, Parks, and Tourism degree program. A teach-out plan is not needed.

All faculty have been made aware of the impending degree designation closure. No faculty positions will be lost as result of the discontinuance of the degree designation. All faculty will continue to teach core and required courses in the BS in Recreation, Parks and Tourism degree program.

“Stopped-Out” Students

Institution records show that no students are “stopped out” of the MA degree designation of the degree program. No plan is needed to notify students.

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

JUNE 6, 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 1.5: Reappointment** 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 Language for Faculty Evaluation Policies

Referred by: Faculty Issues

MOTION:

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (stricken through) in Section 1.4.1.1 of the T & R Faculty Handbook.

All full-time and part-time faculty are subject to annual evaluation. Responsibility and authority for evaluation of faculty of all classifications whose appointments are more than 50% teaching and research rests with the Department Chair and is subject to review by the Dean. Each faculty evaluation shall be made by the Department Chair consistent with the criteria that follow, in accordance with a given faculty classification and any published Department-specific evaluation criteria, and in accordance with College evaluation procedures.

The Department Personnel Committee also makes recommendations regarding reappointment of faculty as described in section 1.5 of this Handbook.

All evaluated activities shall be in the context of the faculty member's role as professor-scholar rather than in personal roles such as citizen or parent.

RATIONALE:

This motion clarifies that all faculty, including adjunct faculty, are to be evaluated on an annual basis. At present, adjunct faculty are evaluated at the end of each semester, which places a considerable administrative burden on both adjuncts and department chairs. This change, therefore, should make the evaluation process more efficient, while still adhering to SACS requirements.

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

JUNE 6, 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 1.5: Reappointment** of the *Teaching and Research Faculty Handbook* as hereby amended. Said sections are to now read as follows (additions are in **red**):

Referred by: Faculty Issues

MOTION:

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (stricken through) in Section 1.4.1.4.2 of the T & R Faculty Handbook.

The evaluation of special purpose and full-time temporary faculty shall adhere to the same procedures as those for tenure-track faculty except that the range of weights for each category of evaluation shall be:

Teaching: 75% - 100%

Professional ~~Service~~ **Contributions**: 0% - 20%

University Service: 0% - 15%

~~The Personnel Committee shall administer student evaluations of special purpose, full-time temporary, and part-time faculty between the thirteenth and the fourteenth weeks of the semester for all courses, every semester.~~ The appeals procedures shall also be the same as for tenure-track faculty.

The evaluation of part-time faculty shall **occur at least once per academic year, the end of the semester**; based on assigned responsibilities outlined in their letter of appointment. The Department Chair shall prepare a written evaluation of the part-time faculty member's performance and send a copy to the faculty member. If the faculty member disagrees with the evaluation from the Department Chair, he or she may send a written statement of disagreement to the College Dean.

The Personnel Committee shall administer student evaluations of special purpose, full-time temporary, and part-time faculty for all courses, every semester.

RATIONALE:

This motion makes a number of changes for clarity and consistency. Changing "Professional Service" to "Professional Contributions" makes the language in this section consistent with language elsewhere in the Handbook. Moving the language about student evaluations to the end of the section, rather than the middle, makes the section's arrangement more coherent. The current language about when student evaluations are administered is unnecessary and overly specific and thus has been deleted. Finally, changing evaluation of adjuncts from every semester to once annually will decrease the administrative burden on department chairs.

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

JUNE 6, 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 1.5: Reappointment** 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 Language for Tenure

Referred by: Faculty Issues

MOTION:

The Faculty Senate approves the addition of language (red type) and the deletion of language (stricken through) in Section 1.7 of the T & R Faculty Handbook.

A decision to grant tenure is an affirmative decision and is available only to tenure-track faculty, College Deans, the Provost, and the President of the University.

Faculty members are only eligible for tenure at the conclusion of a probationary period. That probationary period, for all instructor and professorial ranks at Radford University, shall be six years. Should a tenure-track faculty member be approved for an Externally Funded Professional Leave, the time period of the leave shall be included in the probationary period for tenure.

Should a tenure-track faculty member take a Professional Leave Without Pay, the time period of the leave shall be included in the probationary period only with the recommendation of the Department Personnel Committee, the Department Chair, and the College Dean, and approval by the Provost. Should a faculty member take Personal Leave, the time period of the leave shall not be counted in the probationary period for tenure.

~~Faculty hired on a full-time temporary basis are not eligible for tenure.~~ Should a full-time ~~temporary~~ faculty member **in a position ineligible for tenure** later be hired to a tenure-track position, the faculty member will be offered the opportunity to count **up to five years of his or her their** continuous and uninterrupted prior service ~~as a full-time temporary faculty member~~ at Radford University as part of the probationary period. **The faculty member's decision to count or to waive credit for prior service will be made at the time of initial hiring to the tenure-track position.** Faculty hired on a part-time basis shall not be eligible for tenure. Should a part-time faculty member later be hired to a tenure-track position, previous part-time service shall not be counted as part of the probationary period.

RATIONALE:

This motion allows any non-tenure track faculty member who has served in a full-time role the option to count their continuous and uninterrupted service at Radford as part of the probationary period if later hired to a tenure-track position. Current handbook language specifies that FTT 32 faculty already have this option, but no mention is made of other non-tenure track positions (SPF, Visiting Faculty, In-Residence Faculty). These edits also eliminate a redundancy, as Section 1.1 already defines which roles are ineligible for tenure.

RADFORD UNIVERSITY BOARD OF VISITORS
June 7, 2024

Resolution
Approval of a Rebate for the 2024-25 Tuition Increase

WHEREAS, on March 22, 2024, the Radford University Board of Visitors voted to increase tuition by 1.5% for all undergraduate traditional programs with a commitment to reevaluate the university's financial outlook after Virginia's state budget was finalized; and

WHEREAS, upon the recommendation of the university administration and the Business Affairs and Audit Committee, the Radford University Board of Visitors commends the investment by the Commonwealth of Virginia and the shared commitment to making education accessible and affordable for current and future students;

NOW, THEREFORE, BE IT RESOLVED that the Radford University Board of Visitors approves a rebate for undergraduate in-state students in the amount of the tuition increase of 1.5% in the 2024-25 academic year. This rebate is applicable to traditional programs approved for increase by the Board of Visitors in March 2024. This rebate is not applicable to differential program rates.

RADFORD UNIVERSITY BOARD OF VISITORS
Business Affairs and Audit Committee
June 5, 2024

Action Item

Approval of the Radford University Administrative and Professional Faculty Handbook Revision

Item:

Board of Visitors approval of the Radford University Administrative and Professional (AP) Faculty Handbook Revisions.

Summary:

The AP Faculty Handbook has been updated to remove the requirement of annual contract renewal letters. Language states that AP faculty members can expect to continue employment contingent on job performance and position viability with the University. However, non-renewal does not require establishment or documentation of just cause.

Within the termination for cause section, language was added to include unsatisfactory job performance, consistent with the Classified Handbook. Within the Annual Leave section, language was updated to be consistent with University practice related to leave carry-forward.

The revision to the AP Faculty Handbook is now being submitted to the Board of Visitors for consideration and final approval. The AP Faculty Senate has recommended the revision, legal counsel has reviewed the revision, and the President's Cabinet has approved the revision.

The following proposed language represents the recommended edits to the Administrative and Professional Faculty AP Faculty Handbook.

1.2 TERMS AND CONDITIONS OF APPOINTMENT AND CONTINUING EMPLOYMENT

Initial appointments to AP positions are typically 12- month term contracts. In some cases, the appointment can be 9, 10, or 11 months depending on programmatic needs. To the extent that specific terms and conditions set out by a University approved appointment letter are in addition to, contrary to, or inconsistent with the provisions of this Handbook, the terms and conditions of the appointment letter shall supersede this Handbook. If the appointment letter deviates from the standard template letter in the AP Recruitment Guide, the hiring supervisor must provide the Chief Human Resource Officer with a copy of the letter for review and approval prior to making an offer or renewing a contract that has special terms and conditions.

Typically, an AP faculty member can expect to continue employment each year if job performance remains at a high level of productivity, effectiveness, and there is a continued need for the position by the University. However, non-renewal does not require establishment or documentation of just cause.

The 12-month contract period is from June 25 to June 24. All AP members are paid over 24 pay periods regardless of the length of their contracts. Starting and ending dates for the 9-, 10-, and 11-month contracts are dependent on the programmatic need. Typically, the initial contract will cover the period from the date of the appointment to the beginning of the normal contract period (e.g. June 25 is the beginning of the normal contract period for 12-month contracts).

AP members whose contracts are not being renewed will receive written notice of the non-renewal. The length of the notice is determined by the length of the AP member's Radford University consecutive years of service in a Classified, Administrative and Professional Faculty and/or Teaching Faculty position as follows:

Length of Notice:

Less than 1 year of service 1 month notice
1 to 5 years of service 3 months notice
More than 5 years of service 12 months notice

(NOTE: Restricted AP positions are covered under section 1.1.4 and are not subject to provisions of this section.)

If the contract of an AP member is not being renewed, he or she will be presented with a notification of non-renewal of the contract from the office offering the contract through their supervisor. The notice of non-renewal will specify the notice period required for the AP member based on his or her length of service. If the notice period extends beyond the current contract period, the AP member will receive a terminal appointment letter for the period between the ending date of the current contract and the ending date of the required notice. For example, if an individual on a 12-month contract with four years of service is notified on May 25 that his or her contract is not being renewed, he or she will receive a terminal appointment letter for the period of June 25 to August 24 to meet the notice requirement of three months. However, if the same AP member is notified on March 25 that his or her contract is not being renewed, he or she will have been given the required notice of three months by the end of the current contract and a terminal appointment letter for a period beyond the current contract will not be necessary.

The non-renewal of a contract with the appropriate notice is not grievable as defined in Section 1.10 of this Handbook and does not fall under the AP grievance procedure.

1.3 SANCTIONS AND TERMINATION FOR CAUSE

Distinguished from the non-renewal of a contract or continuation of employment beyond a specified date which is governed by Section 1.2 of this Handbook, termination means the dismissal of any AP member during the term of the individual's contract of employment. Cause for termination includes, but is not limited to, unsatisfactory job performance, unethical conduct, unsatisfactory attendance, falsifying credentials or records, unauthorized removal or damage to University property or another employee's property, acts of violence, violation of the University's policies, criminal convictions relating to job responsibilities or of such a nature that continuing the employee in his or her position may constitute negligence on the part of the University.

Termination of an AP member for cause does not require the advance notice for the non-renewal of a contract as described in Section 1.2 of this Handbook. However, if a supervisory administrative officer has determined that the termination of an AP member is warranted, the AP member shall be informed in writing of the charges on which the decision to terminate is based. In turn, the AP member will be afforded the opportunity to respond to the charges within a defined period of time of not less than two business days after the day of receipt of the notice of termination.

If the AP member elects to respond to the notice of intended termination, and the response is deemed unsatisfactory by the supervisory administrative officer, the AP member will be notified in writing of the

termination action and the effective date thereof within ten (10) business days. The written notification will state specifically the reasons for the termination and shall inform the individual of his or her right to access the grievance procedure for AP members to appeal the termination decision.

1.5 REASSIGNMENT

AP members may be reassigned at any time. Reassignment may involve a change in administrative title or supervisory responsibilities, reassignment to another position or department, or salary adjustment commensurate with responsibilities. Neither notice of non-reappointment nor removal for cause is required to affect a reassignment.

Tenured and tenure-track administrators holding rank may be assigned full-time teaching duties with appropriate adjustments in salary should their administrative assignments be terminated.

1.11.2 Annual Leave

Personnel on 12-month appointments earn 192 hours of annual leave per year. Newly hired AP members are granted 48 hours of annual leave at the time they are hired and for their first 12 months of employment earn 6 hours of annual leave per pay period. At the beginning of the second year of employment, AP members earn 8 hours of annual leave per pay period.

Personnel on 9-, 10-, and 11-month appointments earn leave for the pay periods actually worked and at the same rate as 12-month appointments. The number of days of annual leave granted at the time of hire to new AP members on 9-, 10-, and 11-month appointments is prorated based on the number of months for which they are appointed.

AP members should record annual leave as approved by their supervisor.

AP members with less than five consecutive years of full-time service at Radford University may accrue annual leave and carry over up to a maximum of 240 hours of leave from one calendar year to the next. AP members with five or more consecutive years of full-time service at Radford University may accrue annual leave and carry over up to a maximum of 280 hours of leave from one calendar year to the next.

Upon voluntary separation of employment AP members are eligible for payment of unused annual leave following the below scale based on their most recent full-time Radford University service.

Annual Leave Payout upon voluntary separation:

Less than 5 years	Zero payout of unused Annual Leave
5 – 9 years	240 hours maximum payout of unused Annual Leave
10 years or more	280 hours maximum payout of unused Annual Leave

Annual leave is administered on a leave year which begins January 10 and ends on January 9.

The last day an employee actually works is considered the separation date unless leave has been approved by the Division Head.

Action:

Radford University Board of Visitors approval of the revisions to the AP Faculty Handbook

RADFORD UNIVERSITY BOARD OF VISITORS
Resolution
June 7, 2024

Approval of the Radford University AP Faculty Handbook Revisions

BE IT RESOLVED, the Radford University Board of Visitors approves the Administrative and Professional (AP) Faculty Handbook revisions as presented within the proposed action item.

Student Representative Report



Spring Semester

- Health and Well-being Taskforce
- Blue Ridge Partnership for the Health Sciences
- Eagle Rock Science Festival
- New River Valley Veteran Leadership Council



Peer Mentor Program

- RUC Military Resource Center Pilot Program
- Focus on:
 - Mental health
 - Wellbeing
 - Crisis management
 - Professional development
 - Transition initiative to personnel and the new MRC director



Radford
UNIVERSITY



Page 35 of 123

Student Representative



Radford
UNIVERSITY

Goals



Radford
UNIVERSITY

- Continue meeting with Radford Personnel
- Continue Veteran Outreach
- Radford University Medical Health Sciences Governor's School
- Assist in the transition of the incoming student representative

Page 36 of 123

Student Representative



Radford
UNIVERSITY

Discussion



Student Representative



Radford
UNIVERSITY



Radford
UNIVERSITY

Artificial Intelligence (AI) Task Force

Update and Recommendations Report

Page 38 of 123

Board of Visitors

June 7, 2024

Introduction: AI Task Force Co-Chairs

Charley Cosmato, M.S.

Director

Center for Innovative Teaching and Learning (CITL)

Matt Dunleavy, Ph.D.

Executive Director

Vinod Chachra IMPACT Lab

Background

- On September 20, 2023, Governor Youngkin issued [Executive Directive Number 5 \(ED5\)](#) to examine Artificial Intelligence in Virginia’s public institutions of Higher Education.
- On January 18, 2024, Governor Youngkin issued [Executive Order 30 \(EO30\)](#) “to promulgate important safety standards..., to provide best-in-class state government services, and to ensure that our students are well prepared for this technology.”
- In response, Radford University formed an internal task force to examine the specific areas of ED5 and EO30 that are relevant to the mission and operations of Radford University.
- Recent related legislation: SB 487 directs the Joint Commission on Technology and Science (JCOTS) to conduct an analysis of the use of artificial intelligence by public bodies, including higher education, in the Commonwealth and to create a Commission on Artificial Intelligence.

Page 40 of 123

Task Force Charge

- Carefully read the ED5 and EO30 to ascertain the sections relevant to Radford University.
- Conduct an environmental scan and deliver a preliminary report with a knowledge map of how AI is currently being used in the Radford University community. (Completed December 6, 2023)
- Bring recommendations to the President's Cou for areas that need to be addressed in the short, medium, and long-term (Deadline: March 18, 2023)
 - This presentation provides: 1) a summary of task force work to date; 2) preliminary findings from survey research conducted during the fall 2023 semester; and 3) proposed next steps and recommendations aligned with ED5 and EO30.

Page 41 of 123

AI Definition

Generative AI refers to a class of artificial intelligence systems designed to generate new, often realistic, data that resembles existing examples.

These systems utilize various techniques, such as neural networks and probabilistic models, *to understand patterns in data and create novel content*, which can include text, images, music, and other forms of information.

AI Applications

- Writing text: Generative AI models can be used to write different kinds of creative text formats, like poems, code, scripts, musical pieces, email, letters, etc. Leading generative AI platforms include: OpenAI's ChatGPT, GitHub CoPilot, and Google AI's Gemini.
- Creating new art and music: Generative AI models can be used to create new paintings, sculptures, musical pieces, and other forms of art. Two examples of AI art generator are OpenAI's DALL-E 3 (images) and MuseNet (music).
- Generating realistic videos: Generative AI models can be used to generate realistic videos, which can be used for a variety of purposes, such as training simulations or creating virtual worlds. Two examples of AI video generators are Synthesia and AI Studios.
- Evolving slate of EDU focused platform variants: Microsoft CoPilot for Education; ChatGPT Edu, and others will follow, quickly.

AI Applications: Examples

What if we were to prompt a slate of AI tools to:

- generate a team of universally appealing faculty members;
- write an introductory course in Theoretical Astrophysics; and
- prepare instructional media for the course using the generated faculty members, rich opportunities for personalization and interaction, and all with a modern Radford University look and feel?

Well, we did. This following are some of the results using currently available AI tools...



Radford
UNIVERSITY

Theoretical Astrophysics!

DR. DEEP FAKE

Full Professor



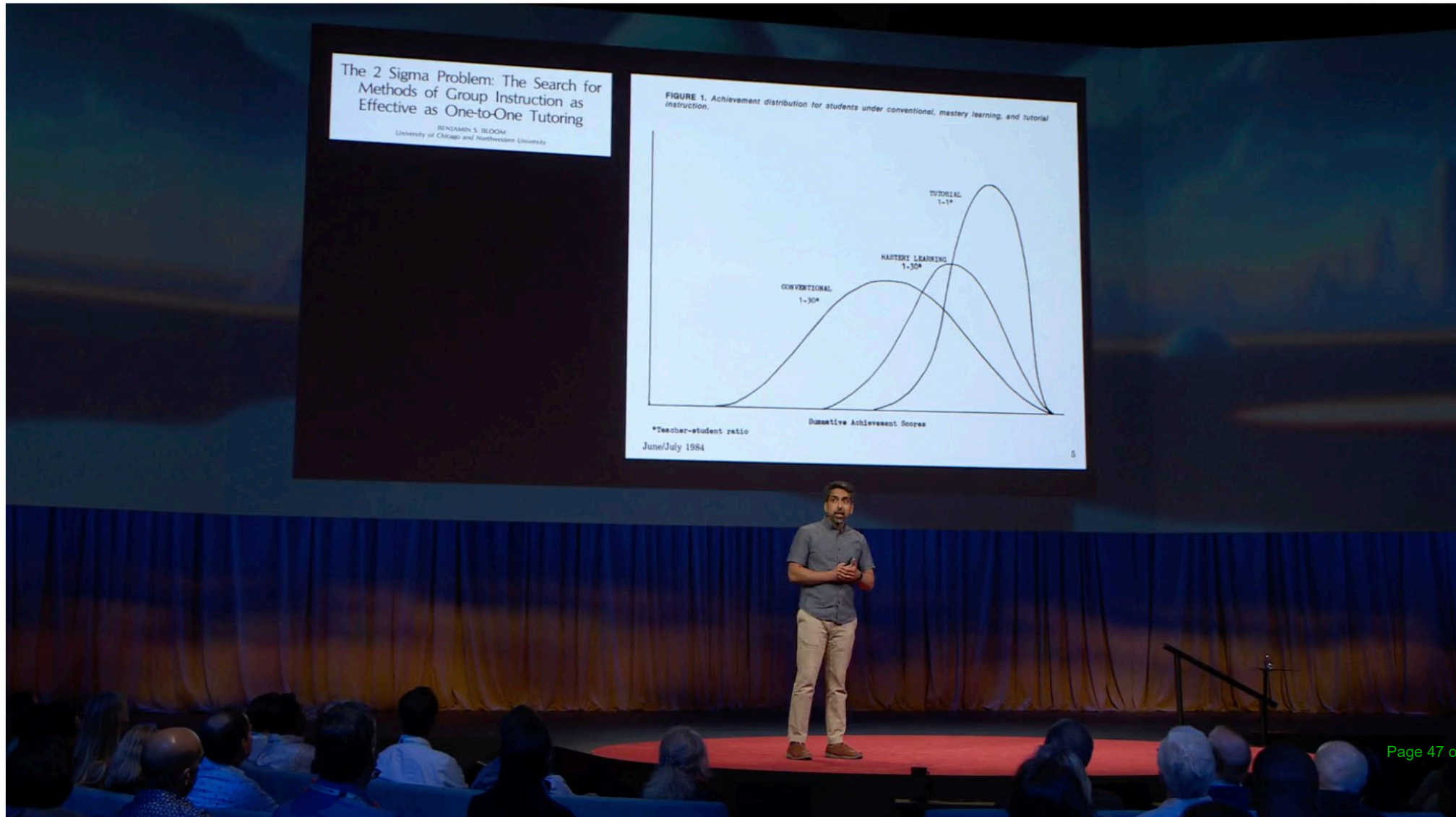
Page 45 of 123



AI in Higher Education: Potential Uses

- **Personalized and Adaptive Learning:** AI can tailor educational experiences to the unique needs of individual students.
- **Administrative Efficiency:** AI can streamline processes from student enrollment and registration to academic advising and financial aid management.
- **Research and Development:** AI becomes a strategic ally, crunching massive datasets for data analysis and offering predictive modeling to foresee emerging research trends.
- Beyond academics, AI extends its reach into other areas of higher education such as **Campus Security** by enhancing surveillance and early threat detection systems, predictive student retention activities.

Page 46 of 123



How AI could save (not destroy) education

2,918,937 views | Sal Khan | TED2023 • April 2023

AI in Higher Education: Potential Uses

- **Personalized and Adaptive Learning:** AI can tailor educational experiences to the unique needs of individual students.
- **Administrative Efficiency:** AI can streamline processes from student enrollment and registration to academic advising and financial aid management.
- **Research and Development:** AI becomes a strategic ally, crunching massive datasets for data analysis and offering predictive modeling to foresee emerging research trends.
- Beyond academics, AI extends its reach into other areas of higher education such as **Campus Security** by enhancing surveillance and early threat detection systems.

AI in Higher Education: Concerns and Challenges

- **Privacy Issues** emerge, questioning the ethical boundaries of extensive data collection.
- **Bias and Fairness** concerns loom, as algorithms risk introducing biases in admissions and evaluations.
- **Job Displacement** concerns raise questions about the future role of human administrators and educators.
- **Transparency and accountability** concerns are introduced with the use of automated AI decision-making processes and AI-generated content.
- **Accessibility** concerns emphasize the need to ensure the benefits of AI are inclusive.
- **Integration and Training** concerns encompass the need for faculty training to effectively integrate AI.

Page 49 of 123

AI Campus Survey: Overview

- The AI Task Force solicited feedback from the entire campus community via survey starting on November 14 and closing on November 29.
- We collected 352 total survey responses with the vast majority coming from our students. The table below outline the response rates amongst our community.
- In this preliminary report, we focus on the findings from the faculty and student responses to provide the provost and academic affairs leadership insight relevant to academic affairs.

Community Member	# of Responses
Students	199 (3%)
Other	65
Faculty	60 (9%)
Staff	24 (4%)

Page 50 of 123

AI Campus Survey: Results

“The very definition of knowledge will change, as will modes of accessing current knowledge, generating new knowledge, and analyzing the meaning and significance of knowledge. We will need to shift our methods for instruction, research, and writing to incorporate a robust and holistic approach to prompting AI networks, evaluating ethical considerations, validating AI outputs, and continuously improving to address the rapid, ongoing development of AI technologies.”

-Geoffrey Pollick, Ph.D. Assistant Professor of Religious Studies

Page 51 of 123

AI Campus Survey: Results

- 65% of the faculty 56% of the students who responded believe AI has the potential to **positively** impact various aspects of the university.
- 81% of the faculty and 65% of the students who responded believe AI has the potential to **negatively** impact various aspects of the university.
- 94% of the faculty and 70% of students who responded are **concerned about the ethical implications** of AI in academia, such as bias, privacy, academic integrity/cheating, and other ethical issues.
 - Faculty expressed the **urgent need for guidance and policy** pertaining to ethical use of AI.
- 93% of faculty and 65% of student survey respondents think AI should be integrated into university curricula.
 - **Curricular programming is the purview of the faculty** and best fit of AI in the curricula is a topic that survey respondents are overwhelmingly interested in.

Page 52 of 123

Ongoing AI Task Force Initiatives

➤ A team of five Radford University T&R and Professional Faculty will investigate issues, opportunities solutions for AI in teaching and learning via participation in the AAC&U AI Pedagogy and Curriculum Institute (Starting September 12):

- Charley Cosmato - Task Force Co-chair and Director, CITL
- Jennifer Resor-Whicker - Librarian, Head of Library Research Services
- Bruce Mahin -Professor, Department of Music
- David Beach - Director, Undergraduate Curriculum/Professor, Department of English
- Hwajung Lee - Director/Professor Director, School of Computing and Information Sciences

Ongoing AI Task Force Initiatives – Training / Dev

- Laura Vernon, Ph.D., named 2024-2025 Faculty Fellow of CITL – Her project will be leading an AI Professional Community of Practice
- CITL is coordinating with Laura and appropriate campus units to offer a fall learning series. Topics under consideration and/or development:
 - Workshop on the Pedagogical Implications of AI and Teaching Practices – Laura Vernon
 - Applied use of AI for Media Studies Research and Instruction – John Brummette
 - Computer Science Practice and Computer Science Education in an AI-rich world – Hwajung Lee
 - Business Practices, Leadership and Education with AI - Sam Stiedle and Dan Farhat
 - AI and Scholarly Publication– Research Librarian (TBD)
 - Grant Writing and AI – Tom Cruise (TBD)
 - Developing Course-Level AI Policy - Charley Cosmato, Samantha Blevins
 - IT updates and Information Sessions: Business Systems and practices with AI; AI detection tools and Academic Integrity; IT Use Policies – (TBD)
 - LibGuide for AI and Other Library AI Instructional Resources – Jennifer Resor-Whicker.
 - Ethical / Philosophical Implications of AI in Education and Beyond -.Geoffrey Pollick

Principles Guiding Recommendations

1. Alignment of the Task Force's specific recommendations with both Executive Directive #5 (ED5) and Executive Order 30 (EO30).
2. Providing the President and the Cabinet's leadership with flexibility in terms of how these recommendations are implemented.
3. Empowering the university community to stay abreast of this emerging and fast-moving technological phenomenon.

AI Task Force Recommendations

- Bring recommendations to the President's Cabinet for areas that need to be addressed in the short, medium, and long-term

Recommendation	ED5 & EO30 Alignment
1. Develop and implement <i>mandatory</i> approval processes for all AI capabilities. <ul style="list-style-type: none">○ Conduct return on investment (ROI) analysis on purchasing related AI tools and investments (existing and new applications).	ED5.1; EO30 AI Policy Standards
2. Develop and implement <i>mandatory</i> disclaimers to accompany any AI generated products or outcomes.	ED5.1; EO30 AI Policy Standards
3. Develop and implement <i>required protocols</i> to follow when we employ AI products or technologies	ED5.1; EO30 AI IT Standards
4. Develop policies for acceptable use of AI inside and outside the classroom.	ED5.1; EO30 AI Guidelines 1 & 3
5. Launch a website that provides faculty, staff, and administrators with AI resources, best practices, and spotlights AI success inside and outside of RU.	ED5.2; EO30 AI Guidelines 1, 2, & 3

AI Task Force Recommendations (cont.)

- Bring recommendations to the President’s Cabinet for areas that need to be addressed in the short, medium, and long-term

Recommendation	ED5 & EO30 Alignment
6. Review all programs and majors and identify the ones that are most vulnerable to AI and develop mitigation strategies.	ED5.2; EO30 AI Guidelines 1 & 3
7. Identify and develop new credit and non-credit offerings <i>with appropriate budget</i> that can prepare our students to thrive in an AI world (e.g., “micro-credential” p. 4).	ED5.2 & 5.4; EO30 AI Guidelines 1, 2, & 3
8. Provide faculty, staff, and administrators professional development <i>with appropriate budget</i> .	ED5.2; EO30 AI Guideline 2.1
9. Launch a “skunkworks” team <i>with appropriate budget</i> separate from the Task Force to research and develop prototype AI applications for feasibility, scalability, and ROI.	ED5.2; EO30 AI Guidelines 2 & 3
10. Establish a bi-annual competition <i>with appropriate budget</i> to create applications that empower students, faculty, and staff to leverage AI “to expand human capacity” (p. 2).	ED5.2; EO30 AI Guidelines 1, 2, & 3

AI Task Force Members

Charley Cosmato, M.S., Director, CITL

Matt Dunleavy, Ph.D., Executive Director, Vinod Chachra IMPACT Lab

Lisa Ghidotti, Executive Director of Government Relations

Richard Gruss, Ph.D., Assistant Professor of Management

Hwajung Lee, D.Sc., Director and Professor, School of Computing and Information Sciences

Jeanne Mekolichick, Ph.D., Associate Provost for Research, Faculty Success and Strategic Initiatives

Ed Oakes, Associate Vice President for Information Technology Services & CIO

David Stuart, Director, Office of Student Standards and Conduct

Leah Taylor, Assistant Vice President, Human Resources

Brent Webb, Ph.D., Associate Professor of Drawing and Painting

Page 58 of 123

Preliminary Report and Power Points Available

REPORT: [AI Task Force - Preliminary Report - 12.06.23.pdf](#)

POWERPOINT: [AI Task Force AALT 12.06.23.pptx](#) (view/download only)

POWERPOINT: [AI Task Force President's Cabinet 03.18.24.pptx](#)

POWERPOINT: [AI Task Force BOV Presentation 6 7 2024 .pptx](#)

Discussion

Minutes



Radford
UNIVERSITY



Board of Visitors

Quarterly Meeting

12:30 p.m.**

March 21, 2024

Roanoke Higher Education Center, Room 212, Roanoke, VA

DRAFT
MINUTES

Board Members Present

Dr. Debra McMahon, Rector
Mr. Marquett Smith, Vice Rector
Mr. Robert A. Archer
Ms. Jeanne S. Armentrout
Ms. Betsy D. Beamer
Dr. Jay A. Brown
Ms. Joann S. Craig
Dr. Betty Jo Foster
Mrs. Jennifer Wishon Gilbert
Mr. Tyler W. Lester
Mr. George Mendiola, Jr.
Mr. David A. Smith
Ms. Georgia Anne Snyder-Falkinham
Mr. James C. Turk
Dr. Kurt Gingrich, Faculty Representative (Non-voting Advisory Member)
Mr. Troy Stallard, Student Representative (Non-voting Advisory Member)

Board Member Absent

Ms. Lisa W. Pompa

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 University Advancement

Call to Order

Rector Debra K. McMahon called the meeting of the Radford University Board of Visitors to order at 12:35 p.m. in Room 212 of the Roanoke Higher Education Center.

CLOSED SESSION

Rector McMahon requested a motion to move into closed session. Mr. Marquett Smith made the motion that the Radford University Board of Visitors convene a closed session pursuant to **Section 2.2-3711 (A) Items 2 and 8** under the Virginia Freedom of Information Act for the discussion of personnel matters, more specifically related to the President’s performance plan and for consultation with legal counsel. Mr. George Mendiola seconded the motion. The Board of Visitors went into closed session at 12:38 p.m.

RECONVENED SESSION

Following closed session, public access to the meeting was reconnected. Rector McMahon called the meeting to order at 1:10 p.m. On the motion made by Mr. Marquett Smith and seconded by Ms. Betsy Beamer, 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. Marquett Smith	Yes
Mr. Robert A. Archer	Yes
Ms. Jeanne Armentrout	Yes
Ms. Betsy D. Beamer	Yes
Dr. Jay Brown	Yes
Ms. Joann S. Craig	Yes
Dr. Betty Jo Foster	Yes
Mrs. Jennifer Wishon Gilbert	Yes
Mr. Tyler Lester	Yes
Mr. George Mendiola	Yes
Mr. David A Smith	Yes
Ms. Georgia Anne Snyder-Falkinham	Yes
Mr. James Turk	Yes
Dr. Debra K. McMahon	Yes

ADJOURNMENT

With no further business to come before the Board, Rector McMahon adjourned the meeting at 1:12 p.m.

Respectfully submitted,

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

End of Board of Visitors Materials





Board of Visitors

Quarterly Meeting

9:00 a.m.**

March 22, 2024

Roanoke Higher Education Center, Room 212, Roanoke, VA

DRAFT
MINUTES

Board Members Present

Dr. Debra McMahon, Rector
Mr. Marquett Smith, Vice Rector
Mr. Robert A. Archer
Ms. Jeanne S. Armentrout
Ms. Betsy D. Beamer
Dr. Jay A. Brown
Ms. Joann S. Craig
Dr. Betty Jo Foster
Mrs. Jennifer Wishon Gilbert
Mr. Tyler W. Lester
Mr. George Mendiola, Jr.
Mr. David A. Smith
Ms. Georgia Anne Snyder-Falkinham
Mr. James C. Turk
Dr. Kurt Gingrich, Faculty Representative (Non-voting Advisory Member)
Mr. Troy Stallard, Student Representative (Non-voting Advisory Member)

Board Member Absent

Ms. Lisa W. Pompa

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 University Advancement

Call to Order

Rector Debra K. McMahon called the quarterly meeting of the Radford University Board of Visitors to order at 9:00 a.m. in Room 212 of the Roanoke Higher Education Center and acknowledged that the meeting was being live streamed to the public. Rector McMahon expressed her appreciation to Board Member Bob Archer and his family at Blue Ridge Beverage for hosting a reception. Rector McMahon also discussed the benefits of touring Radford University Carilion, seeing the students in action and meeting faculty.

Approval of Agenda

Rector McMahon asked for a motion to approve the Board of Visitors meeting agenda for March 22, 2024, as published. Mr. Marquett Smith so moved, Mr. Robert Archer seconded, and the motion carried unanimously.

Approval of Minutes

Rector McMahon asked for a motion to approve the December 1, 2023 minutes of the Board of Visitors meeting. With the addition of Ms. Georgia Anne Snyder-Falkinham in attendance at the meeting, Ms. Betsy D. Beamer so moved, Dr. Betty Jo Foster seconded, and the motion carried unanimously.

Welcome

Dr. Kay Dunkley, Executive Director of the Roanoke Higher Education Center, welcomed the Board to the Higher Education Center and provided a history of the Center and its relationship the Radford University. Dr. Dunkley also shared that, as a two-time alumna of Radford University, she is an example of the successful transformation a Radford education provides.

Special Presentation

Delegate Sam Rasoul presented two commending resolutions, HJR 230 and HJR 348, that he introduced on behalf of the College of Nursing and School of Social Work, respectively, to Interim Dean Wendy Downey and Dean Ken Cox. Delegate Rasoul shared the importance of the work that both programs provide in lifting our communities' health and well-being.

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.

Legislative Update

Executive Director of Government Relations Lisa Ghidotti provided an overview of the 2024 General Assembly session including the impact of changes in leadership, Radford University activities throughout the session, and an update on legislation and its impact on higher education and Radford.

Report from the Academic Excellence and Research Committee

Ms. Jeanne Armentrout stated that the committee met on March 21, 2024, and shared the committee heard a presentation from Daniel Miner, Assistant Professor of Physical Therapy, and student Cassidy Gilmore on the effects Rock Steady Boxing on the gait and balance of people with Parkinson's disease. Provost Bethany Usher provided an Academic Affairs report including Points of Pride, reaccreditation and updates to the Two-Year Plan.

Action Items

Ms. Armentrout reviewed the following action items with the Board of Visitors.

Page 66 of 123

Approval of Department of Geospatial Science and the Department of Geology into the Department of Geospatial and Earth Sciences

A copy of the resolution is attached hereto as *Attachment B* and is made a part hereof.

Approval of Resolution on Tenure Recommendations for 2024-25

A copy of the resolution is attached hereto as *Attachment C* and is made a part hereof.

Approval of Revisions to the Teaching and Research Faculty Handbook Language for Employment Classifications (Full-Time Temporary)

A copy of the resolution is attached hereto as *Attachment D* and is made a part hereof.

Approval of Revisions to the Teaching and Research Faculty Handbook to be Consistent in the Use of the Ranking System in the Faculty Evaluation Procedures

A copy of the resolution is attached hereto as *Attachment E* and is made a part hereof.

Approval of Revisions to the Teaching and Research Faculty Handbook for Employment Classifications (Special Purpose Faculty)

A copy of the resolution is attached hereto as *Attachment F* and is made a part hereof.

Approval of Revisions to the Teaching and Research Faculty Handbook for Reappointment

A copy of the resolution is attached hereto as *Attachment G* and is made a part hereof.

After reviewing the action items, Ms. Armentrout offered the items to be approved in a block vote if there was no objection. Mr. David Smith made the motion to approve all five action items, Mr. Bob Archer seconded, and the motion carried unanimously.

Report from the Business Affairs and Audit Committee

Mr. Tyler Lester stated that the committee met on March 21, 2024, and shared the committee heard from Zachary Borgerding with the Auditor of Public Accounts who presented information regarding the ongoing audit of the University's FY 2023 financial statements, including Audit Objectives, Audit Plan, and Audit Roles. The Committee also heard from University Auditor Margaret McManus who noted that FORVIS, an independent accountant contracted by the APA, had issued its NCAA agreed-upon procedures report, presented an oral report on the December 2023 quarterly review of the University Discretionary Fund, presented an audit report on FY 2023 University Cash Fund Reviews and a follow-up audit status report. Mr. Lester reported that the committee heard an update on the 2024-25 division goals, the Compensation Study, Roanoke Program Planning and the financial overview.

Action Items

Mr. Lester reviewed the following action items with the Board of Visitors.

Approval of Resolution Certifying Compliance with the Radford University Debt Management Policy

Following discussion, Mr. Tyler Lester asked for a motion to approve the resolution. Ms. Betsy D. Beamer so moved, Mrs. Jennifer Wishon Gilbert seconded, and the motion carried unanimously.

A copy of the resolution is attached hereto as *Attachment H* and is made a part hereof.

Approval of Resolution for 2024-25 Tuition and Fees

Following discussion, Mr. Tyler Lester asked for a motion to approve the resolution. Ms. Jeanne Armentrout so moved, Mrs. Jennifer Wishon Gilbert seconded, and the motion carried unanimously.

A copy of the resolution is attached hereto as *Attachment I* and is made a part hereof.

Page 67 of 123

Report from the Enrollment Management and Brand Equity Committee

Mrs. Jennifer Wishon Gilbert stated that the committee met on March 21, 2024, and that they heard many exciting updates regarding visits to campus, increased number of deposits and the challenges of the

FAFSA. The committee also heard an update of the continued brand roll out and overview of the FY 2025 enrollment financial impact and scenarios for enrollment growth versus enrollment decline.

Report from the External Engagement Committee

Mr. Jimmy Turk stated that the committee met on March 21, 2024 and shared that Vice President of University Advancement Penny Helms White provided updates to the committee on the 2023–2025 University Advancements strategic goals and that the magazine will be mailed soon. The committee heard updates from Alumni Relations, annual giving, the TOGETHER Campaign and plans to relaunch the Society of 1910.

Mr Jimmy Turk reported that the committee heard from Vice President for Economic Development and Corporate Education Angela Joyner who reviewed the strategies as they fall under the two-year strategic goals, including the Provisional to Professional Pathway has enrolled the first group of teachers from across Virginia and the Vinod Chachra IMPACT Lab has been approved by the New River Mount Rogers Workforce Development Board as an eligible training provider for a cybersecurity certificate program. The team continues to identify work-based learning opportunities and internships for students as part of partnership conversations.

Report from the Student Affairs and Athletics Committee

Mr. David Smith stated that the committee met on March 21, 2024 and shared that Director of Athletics Robert Lineburg presented that the student-athletes earned a cumulative GPA of 3.49 for the fall semester. Junior volleyball player, Meredith Page recently testified before Congress on the negative effects of considering student-athletes as employees. Winter sports saw impressive finishes as the Women’s Indoor Track and Field and Women’s Basketball teams finished 3rd in the Big South regular season. Women’s Basketball was the Big South Championship runner-up. The committee also heard an update on external revenue secured with a 12% increase thus far in FY24.

Mr. Smith reported that the committee heard an update from Ms. Abigail Ridpath and Ms. Gift Kwofie, Student Representatives to SCHEV, who shared the focus of the SCHEV Student Advisory Council this year.

Mr. Smith reported that Student Government Association President Ms. Lora Ellen Starr provided an update on the programs and initiatives that the Executive Board, Senate and Cabinet staff members have planned and collaborated on this semester, including partnering with Athletics to increase student engagement at basketball tailgates/games and Talk About It Thursdays, when members offer golf cart rides to students in exchange for completing a brief survey. SGA members participated in Advocacy Day and shared that new SGA officers would be announced soon.

Mr. Smith reported that Vice President for Student Affairs Susan Trageser provided the committee an update on the Division’s Student Employment Initiative, a two-year goal to increase student retention, support academic success and foster career readiness. Next steps include a focus on supervisor training and broadening the conversations with campus partners related to a model that can be implemented across campus.

Report from the Radford University Foundation

Mr. Marquett Smith, Representative to the Radford University Foundation Board of Directors, provided an update on recent Foundation news and activities. The next Foundation Board meeting will be held March 28 at The Highlander. Improvements continue to be made at the hotel to increase efficiency and customer experience. A SMIPO student group and Dr. Kaushik made trip to New York City which included a tour of the BNY Mellon NYC Office. BNY Mellon manages most of the Foundation’s investments. Mr. Smith also shared that Foundation CEO John Cox will be retiring in June 2025.

Mr. Marquett Smith distributed an asset summary report, attached hereto as *Attachment J* and made a part hereof.

Report from the Student Representative on the Board

Student Representative to the Board Troy Stallard provided the Board with an update on his activities during spring semester, including the Health and Well-being Taskforce, Advocacy Day, the Virginia Women Veterans Ceremony and Peer Mentorship. Mr. Stallard shared that he will continue working with faculty and staff, as well as veteran outreach throughout the remainder of the semester.

CLOSED SESSION

Rector McMahan requested a motion to move into closed session. Ms. Betsy D. Beamer made the motion that the Radford University Board of Visitors convene a closed session pursuant to **Section 2.2-3711 (A) Items 2 and 8** under the Virginia Freedom of Information Act for the discussion of scholastic records, specifically interviews of student representative candidates and for consultation with legal counsel. Dr. Betty Jo Foster seconded the motion. The Board of Visitors went into closed session at 10:43 a.m.

RECONVENED SESSION

Following closed session, public access to the meeting was reconnected. Rector McMahan called the meeting to order at 12:41p.m. On the motion made by Ms. Betsy D. Beamer and seconded by Mr. Tyler Lester, 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. Marquett Smith	Yes
Mr. Robert A. Archer	Yes
Ms. Jeanne Armentrout	Yes
Ms. Betsy D. Beamer	Yes
Dr. Jay Brown	Yes
Ms. Joann S. Craig	Yes
Dr. Betty Jo Foster	Yes
Mrs. Jennifer Wishon Gilbert	Yes
Mr. Tyler Lester	Yes
Mr. George Mendiola	Yes
Mr. David A Smith	Yes
Ms. Georgia Anne Snyder-Falkinham	Yes
Mr. James Turk	Yes
Dr. Debra K. McMahan	Yes

OTHER BUSINESS

Election of Non-voting Advisory Student Representative to the Board of Visitors for 2024-25

Rector Debra McMahan asked for a motion to elect Onajae Edmund to serve as the Non-voting Advisory Student Representative to the Board of Visitors for 2024-25. Mr. Marquett Smith so moved, ~~Ms. Betsy D. Beamer~~ Mr. Robert Archer seconded, and the motion carried unanimously.

Upcoming Call for Nominations for Rector and Vice Rector

Rector McMahon shared the process for the upcoming election of Rector and Vice Rector and named the Nominating Committee, which includes David Smith, as chair, Jennifer Wishon Gilbert and Bob Archer. Mr. Smith shared that he, as Committee Chair, will have a call for nominations on May 1 and it will be open for 10 days. The Nominating Committee will bring forward the recommendations at the June meeting for voting on the Rector and Vice Rector to serve 2024-2025.

ANNOUNCEMENTS

June 6-7, 2024

July 21-23, 2024 Retreat

Sept. 5-6, 2024

Dec. 5-6, 2024

ADJOURNMENT

With no further business to come before the Board, Rector McMahon adjourned the meeting at 12:50 p.m.

Respectfully submitted,

Karen Castele

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

President Danilowicz's Remarks
Radford University Board of Visitors Meeting, March 22, 2024

Enrollment

- As indicated at our last meeting, baseline measures from past enrollment cycles are generally used to determine enrollment projections of new freshman and transfer students for the upcoming year. But we have changed so many factors at the same time, we cannot equate many of our enrollment tracking numbers with those from last year. And the delays associated with the FAFSA program have further obscured the comparison.
- That said, enrollment deposits are the closest predictor we have for the enrollment class, and deposits for new freshman are tracking well above last year, and deposits for transfers are almost 100% higher at this time. We do not know where these numbers will end until the semester starts in August, but it is a positive sign to be tracking above previous year's numbers than tracking below.
- Radford University offers high quality, highly engaged degrees with excellent outcomes for its graduates at a price that is affordable. As we help prospective students and their parents understand the value proposition at Radford, it appears to be making a difference in their choice of where to go to a university next year.

Strategic Planning

- You heard the first quarterly updates from our 2024-2025 strategic plan yesterday and a handout is provided to you today with several updated baselines. We are still gathering some of the baseline data, as several sets won't be complete until the end of the fiscal year in June 2024. Using the stated metrics, we are making steady progress across all aspects of the plan. Feedback on how we present the quarterly updates to you is encouraged, as we want to make sure our efforts and progress are transparent and understandable.
- We are finalizing the approach to take for planning our six-year strategic plan that will begin in 2026. A committee structure and responsibilities have been set, and we are in the final steps of securing a facilitator for the process. It is my expectation that a facilitator will be named and the committee charged in April, so we can begin engaging university stakeholders, including our Board of Visitors, with the planning process over the summer months.
- Artificial Intelligence has arrived, and many of us are testing how we can use it to support our own positions, including as president. To provide more strategic guidance, we have had a cross-divisional committee exploring how we can and should incorporate AI across university operations. I anticipate that the committee's report and recommendations will be presented at our June Board meeting. Our students will need to be equipped with knowledge and skills around AI when they graduate to remain highly employable. So over this next year, given this new resource, we will need to actively and aggressively work to change how we teach, how we run our operations, and how we dream about what is now possible for our students and our future as an institution of higher education.

Government Relations and Advocacy

- During the 2024 legislative session, our students participated in Radford University's 24th Advocacy Day- the longest standing advocacy day in the Commonwealth. I greatly appreciate Jennifer Wishon Gilbert for helping to organize guests and coordinate their interviews with our students, and Karen Castele, Susan Trageser, Lisa Ghidotti and Matt Smith for organizing the event and preparing our students for how to advocate for the university. Page 71 of 123
- Lisa Ghidotti will shortly provide an overview of our government relations efforts this session. Just one brief point, I do want to state that Senators Hackworth and Suetterlein, and Delegates Ballard and Rasoul, continue to be excellent partners in understanding and advocating for the impact of

Radford University in education and economic development in our region. They are wonderful to work with.

- In the 2025 legislative session, we will present the pressing need for a new health sciences building in Roanoke, a facility that will be co-located with both Carilion and Virginia Tech, and request design funds to get that much needed facilities project underway.

Academic Updates

- On a daily basis, I am impressed by our students. Art education student Cora Burt, along with Dr. Joe Wirgau, Director of Office of Undergraduate Research and Scholarship (OURS), led the first webinar of a series put on by the Council on Undergraduate Research. This was a national webinar, Cora was presenting as a subject expert on best practices for designing impactful research posters, and she is only a sophomore. I ran into the students who went to Utqiagvik, Alaska to conduct research with equipment they developed themselves. Most equipment worked, some did not, but they learned about how successes and failures combine to overall make a successful research expedition. They all loved the experience gained through being immersed in research in an extreme field setting, despite it being below freezing all of the time. Meredith Page, a junior business management major and member of the Highlander Volleyball team, serves as the president of Radford's Student-Athlete Advisory Committee (SAAC), also serves as the chair of the Big South Conference SAAC, recently testified in front of the U.S. Congress on the impact of potential NIL regulations and their impact on student-athletes at universities like Radford University. These are just a few examples of many stellar students at Radford, and we need to remember how fortunate we are to serve them as educators and mentors.
- As you know we are very focused on creating affordable pathways through higher education. The Radford Tuition Promise is a clear signal of our focus. With support from a \$100,000 grant on behalf of the Virginia Talent + Opportunity Partnership (V-TOP), Radford University is launching the Highlander Works Grant Program to support student participation in work-based learning opportunities. This grant helps cover the hidden expenses associated with internships making these important opportunities affordable for Radford students. We also received a second grant for \$100K to organize data collection around internships to allow establishment of baselines and tracking to document where gaps are in internship coverage and participation so we can appropriately focus our efforts on areas where need is highest. Both of these successful grants were led by Associate Provost Jeanne Mekolichick.
- A few recent accolades include our 2022 MOT class hit 100% certification pass rates and 100% employment, the top BSN program in Virginia (public or private) by RegisteredNurses.org and top RN to BSN program by allnurses.com in Virginia (public or private), and we are receiving two significant upgrades to our ranks for supporting our military and veteran students- although that announcement is embargoed until next week. These are just examples, but they are a signal of the quality of the students, faculty and staff at Radford that make these achievements possible.
- In 1998, President Covington established the university Motto as "Investing in Lifetimes." We will be bringing the Motto back into use.
- Speaking of investing in lifetimes, the Together Campaign continues to move forward, and we anticipate celebrating the successful completion of the campaign on October 5 at Homecoming. As all funding in this campaign supports our students, we continue to encourage everyone to determine how they will invest in Radford's students. The campaign celebration will be for donors only, and you don't want to miss out on this celebration.

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

MARCH 21, 2024

**RESOLUTION TO MERGE THE DEPARTMENT OF GEOSPATIAL SCIENCE AND THE
DEPARTMENT OF GEOLOGY INTO THE DEPARTMENT OF GEOSPATIAL AND EARTH
SCIENCES**

WHEREAS, Faculty Senate approved the merger of the Department of Geospatial Science and the Department of Geology; and

WHEREAS, Faculty in the Department of Geospatial Science and in the Department of Geology have approved a proposal to merge the departments to form the Department of Geospatial and Earth Sciences; and

WHEREAS, the change to the proposed departmental structure has a net-neutral effect on the budget;

NOW, THEREFORE, BE IT RESOLVED, that the Academic Excellence and Student Success Committee recommends that the Board of Visitors approves merger of the Department of Geospatial Science and the Department of Geology; and furthermore approve naming the merged unit as the Department of Geospatial and Earth Sciences;

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 name change to the State Council of Higher Education for Virginia (SCHEV) and the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

Motion to Approve the Merger of the Department of Geospatial Science and the Department of Geology into the Department of Geospatial and Earth Sciences

Referred by: Curriculum Committee

MOTION:

The Faculty Senate approves the merger of the Department of Geospatial Science and the Department of Geology into the Department of Geospatial and Earth Sciences. See the SCHEV proposal to change the administrative structure in the Appendix.

RATIONALE:

Due to recent and upcoming retirements, the Department of Geology will consist of two faculty members (three if we are successful in a current search) and the Department of Geospatial Science will have four faculty members come Fall 2024. To create a more productive and efficient administrative structure, we propose merging these two departments into one unit starting in Fall 2024.

The Department of Geospatial Science in coordination with the Department of Geology are proposing the “Department of Geospatial and Earth Sciences” as the name of the department because of the change in administrative structure. This name reflects the unique position of Geospatial Science in the Commonwealth; it is the only undergraduate program in Virginia. The name also reflects that the field of geology has shifted away from traditional oil and gas and mining and toward engineering and environmental work – infrastructure, natural disasters, water, sea level rise, environmental clean-up, etc. Our students will have to understand the Earth as a system within their future employment. Additionally, the term “Earth Sciences” reflects opportunity for curricular developments that we hope will come about by the merger of these faculty under one umbrella.

This administrative combination will result in small budget savings associated with one fewer chair stipend and 12 credit hours per year fewer course releases. All the current programs from the two departments will be offered under the Department of Geospatial and Earth Sciences.

The faculty from both departments met in a joint curriculum committee meeting and unanimously approved the merger and new department name. The Artis College faculty and Curriculum Committee also unanimously approved the proposed change.

Approved: March 22, 2024



Debra K. McMahon, Ph.D.
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

**RADFORD UNIVERSITY
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE
MARCH 20, 2024**

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

<u>Name</u>	<u>Department</u>
Sarah Lorraine Foltz	Department of Biology
Tara Anne Pelletier	Department of Biology
Chet Bhatta	RUC-Department Biology

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT

<u>Name</u>	<u>Department</u>
Tiesha Racquel Martin	Department of Health and Human Performance
Harold George Philippi	Department of Health and Human Performance
Sarah Ann Capello	School of Teacher Education and Leadership
Whitney Idol	School of Teacher Education and Leadership

COLLEGE OF HUMANITIES AND BEHAVIORAL SCIENCES

<u>Name</u>	<u>Department</u>
Sean M. Keck	Department of English
Geoffrey N. Pollick	Department of Philosophy and Religious Studies
Zehui Dai	School of Communication

COLLEGE OF NURSING

<u>Name</u>	<u>Department</u>
Christi L. Callahan	College of Nursing

COLLEGE OF VISUAL AND PERFORMING ARTS

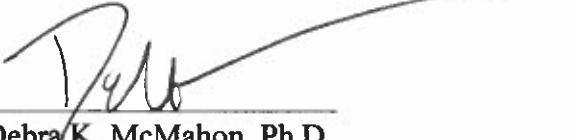
<u>Name</u>	<u>Department</u>
Denise R. Bernardini	Department of Music
Matthew T. Cataldi	Department of Music
David Clay Rivers	Department of Music

WALDRON COLLEGE OF HEALTH AND HUMAN SERVICES

<u>Name</u>	<u>Department</u>
Daniel G. Miner	RUC – Department of Physical Therapy

THEREFORE, BE IT RESOLVED, it is recommended that the Academic Excellence and Student Success Committee recommend that the Board of Visitors approves the faculty Tenure recommendations listed above to become effective the beginning of the 2024-2025 academic year.

Approved: March 22, 2024

A handwritten signature in black ink, appearing to read 'DKM', with a long horizontal flourish extending to the right.

Debra K. McMahon, Ph.D.
Rector
Radford University Board of Visitors

A handwritten signature in black ink, appearing to read 'Karen Castele', written in a cursive style.

Karen Castele
Secretary to the Board of Visitors
Radford University

**RADFORD UNIVERSITY
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE
MARCH 21, 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 1.1.4: Full Time Temporary Faculty** 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: Faculty Issues

MOTION:

The Faculty Senate approves the addition of language (red type) and the deletion of language (stricken through) in Section 1.1.4 of the T&R Faculty Handbook.

Full-time temporary faculty positions are authorized to supplement the faculty of a department whenever full-time teaching faculty are needed but a tenure-track position is not available. Full-time temporary faculty hold appointments ~~for one-year terms~~ without eligibility for tenure; where authorized by the Provost, appointments ~~may be renewed~~ **are customarily renewed** for up to a maximum of three years as described in section 1.5 of this Handbook. Such appointments carry rank without the opportunity for promotions and carry full benefits. A terminal degree consistent with accreditation criteria of the discipline and the Southern Association of Colleges and Schools is generally required for a full-time temporary appointment. Specific duties and assignments of full-time temporary faculty are given in their letter of appointment.

In the event that a full-time temporary faculty member is subsequently hired in a tenure-track position, his or her probationary period is subject to the policies described in section 1.6 of this Handbook.

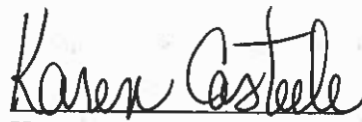
RATIONALE:

This motion provides more flexibility for departments reliant on FTT faculty to fill immediate, short-term needs. Eliminating the requirement of “one year terms” allows for FTT to be hired for a single semester, as well as for an entire academic year.

Approved: March 22, 2024



Debra K. McMahon, Ph.D.
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

**RADFORD UNIVERSITY
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE
MARCH 21, 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 1.4.1.4.1: Faculty Evaluation Procedures** 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 to be Consistent in the Use of the Ranking System in the Faculty Evaluation Procedures

Referred by: Governance

MOTION:

The Faculty Senate approves the addition of language (**red type**) and the deletion of language (~~stricken through~~) in Section 1.4.1.4.1 of the T&R Faculty Handbook.

1.4.1.4.1 Evaluation Procedures for Tenured and Tenure-track Faculty

1. By August 15, each returning faculty member shall submit to the Department Chair a Faculty Annual Report, which includes specific information concerning the faculty member's significant activities for the past academic year in the areas of teaching, professional contributions, and university service, and a brief statement of what the faculty member hopes to accomplish in each area for the upcoming academic year. A brief description of the workload of the faculty member, including factors which might influence faculty performance, such as overloads, number of class preparations, graduate hours taught, independent studies, supervision of interns, off-campus assignments, etc. should be included.

If an individual faculty member chooses to include intra-departmental, extra-departmental, or extra-university colleague evaluations as part of his or her evaluation, the department as a whole must develop and approve, by majority vote, a procedure for obtaining such colleague evaluations, and determining the weight that shall be given to them. Evaluators (i.e. Department Chair, Dean, or Provost) shall not request or initiate such internal or external colleague evaluations.

2. Annually, the Department Chair shall prepare evaluations of all faculty based on the activities of the previous academic year for teaching and university service and the past three years for scholarly and professional activities. The Department Chair shall use the three previous years' student evaluations in the annual teaching evaluation of each tenured faculty member. For example, the 2001-02 annual evaluation shall include student evaluations of teaching from 1999-2000, 2000-01, and 2001-02. Numerical data from student ratings should be evaluated in context. Chairs should consider a variety of factors that influence student ratings; these may include the number and level of students in the course being evaluated, whether the course is required, the difficulty of the subject matter, the rigor of course requirements, and written student comments. Chairs (and personnel committees) will specify the criteria used in addition to student evaluations and indicate their weighting in the evaluation.

For the evaluation of tenure-track faculty members, it is also important that the Department Chair consider the previous year's recommendations and supporting justifications for reappointment or non-reappointment provided by the Personnel Committee.

The evaluation shall include:

- a. strengths and/or weaknesses within the categories of teaching, professional contributions, and university service, citing examples;
- b. a description of performance for each category of evaluation, using the terms outstanding, above expectations, meets expectations, ~~meets expectations minimally~~, below expectations, or ~~poor~~ unacceptable;
- c. an overall evaluation and written justification for the ratings assigned in each evaluation category;
- d. an assessment of the faculty member's progress towards the minimum criteria for eligibility for tenure and/or promotion, where appropriate.

If weaknesses are cited or if ratings below 3.5 appear in any of the three evaluation categories, the Department Chair shall include recommendations to the faculty member for improving performance.

3. A weighted average of the three categories (teaching, professional contributions, and university service) shall be used to determine the overall evaluation of each faculty member. The range of acceptable weights for each category is as follows, with the stipulation that the sum of the weights must equal 100%:

Teaching	40% - 75%
Professional Contributions	15% - 40%
University Service	5% - 30%

For faculty and Department Chairs who have reassigned time for university service, the minimal weights allowable for teaching and university service shall be commensurate with their reassigned time. Faculty who receive reassigned time for research or grant work shall have at least 30% of their evaluation in the category of Professional Contributions. Faculty who have externally funded reassigned time shall be entitled to an exception to these lower limits, to be determined in consultation with the Department Chair. Faculty who have reassigned time for administrative work shall have at least 25% of their evaluations in the category of University Service. Faculty with other special circumstances shall determine an appropriate range of weights to be assigned to each category of evaluation in consultation with their department chair.

Annually, each faculty member, in consultation with the Department Chair, determines the percentage value (within the prescribed range) for each evaluation category that will be used in her or his evaluation after the Chair's final rating in each category is submitted to the individual faculty member.

Colleges and departments may make decisions regarding more specific expectations for faculty effort within these ranges and shall clearly communicate these expectations in writing to faculty at the beginning of the academic year.

The Department Chair shall assign a numerical value to the descriptive term that represents her or his assessment of a faculty member in each of the three evaluation categories, as follows:

Outstanding	4.5 - 5.0
Above Expectations	3.5 - 4.49
Meets Expectations	3.0 - 3.49
Below Expectations	2.0 - 2.99
Unacceptable	Below 2.0

A tenured faculty member whose overall evaluation rating falls below 3.0 or whose teaching rating falls below 3.0 is subject to post-tenure review which, after due process, may result in sanctions up to and including dismissal.

A faculty member's overall evaluation will be determined as follows:

- The numerical value assigned to each of the three evaluation categories will be multiplied by the weight previously determined for the category, e.g., a weighted percentage value of 40% - 75% will be used in the evaluation category "teaching."
- The numerical values thus obtained for the three evaluation categories will be added together to determine the faculty member's overall evaluation.


For example: Assume that faculty member "X" elects to count "teaching" as 60% of her or his evaluation, "professional contributions" as 30%, and "University service" as 10%. If the Department Chair assigns this faculty member numerical ratings of 3.6 (above expectations) in teaching, 4.5 (outstanding) in professional contributions, and 2.7 (~~meets expectations minimally~~ below expectations) in University service, the faculty member's overall evaluation would be determined as follows:

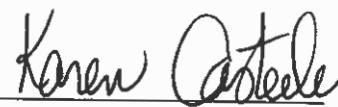
Teaching	$3.6 \times .60 = 2.16$
Professional contributions	$4.5 \times .30 = 1.35$
University service	$2.7 \times .10 = .27$
OVERALL RATING	3.78 (above expectations)

RATIONALE:

The current handbook references two different ranking systems in the faculty evaluation procedures. They should align.

Approved: March 22, 2024


 Debra K. McMahon, Ph.D.
 Rector
 Radford University Board of Visitors


 Karen Castele
 Secretary to the Board of Visitors
 Radford University

**RADFORD UNIVERSITY
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE
MARCH 21, 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 1.1.3: Special Purpose Faculty** 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 Language for Teaching and Research Faculty Employment Classifications
(Special Purpose Faculty)

Referred by: Faculty Issues

MOTION:

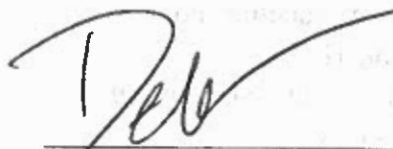
The Faculty Senate approves the addition of language (**red type**) and the deletion of language (stricken through) in Section 1.1.3 of the T & R Faculty Handbook.

Special purpose faculty hold full-time or part-time appointments, ~~subject to annual reappointment,~~ without eligibility for tenure, and are subject to ~~annual~~ reappointment as described in section 1.5 of this Handbook. **Special purpose faculty members can be reappointed to terms of one, two, or three years, pending approval of the Provost. Upon expiration of a special purpose faculty member's term,** continuation of employment is contingent upon the need of the service, the availability of funds, and performance that meets or exceeds expectations. Such appointments carry rank with opportunity for promotion and carry full or part-time benefits, except in cases of certain leaves. A terminal degree in the discipline is not required for appointment; however, special purpose faculty must hold an advanced degree consistent with the accreditation criteria of the discipline and the Southern Association of Colleges and Schools Commission on Colleges.

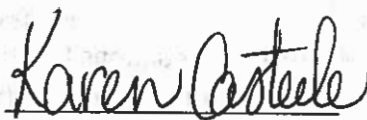
RATIONALE:

This motion allows for the possibility of multi-year appointments for special purpose faculty members.

Approved: March 22, 2024



Debra K. McMahon, Ph.D.
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

**RADFORD UNIVERSITY
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE
MARCH 21, 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 1.5: Reappointment** 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 Language for Reappointment

Referred by: Faculty Issues

MOTION:

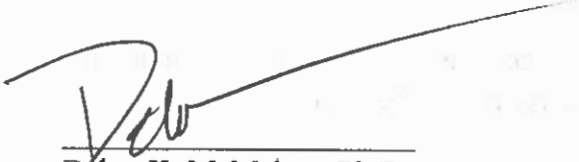
The Faculty Senate approves the addition of language (red type) and the deletion of language (stricken through) in Section 1.5 of the T & R Faculty Handbook.

Teaching faculty subject to annual reappointment include tenure-track faculty, ~~special purpose faculty~~, and those full-time temporary faculty hired with an option for renewal. **Special purpose faculty are subject to reappointment at the end of their designated term.**

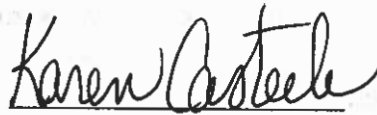
RATIONALE:

This motion adjusts the reappointment process for special purpose faculty members, allowing for the possibility of multi-year appointments. As such, the intention is to replace an annual reappointment process for all SPF members with a reappointment process that occurs at the end of an individual SPF member's designated term of service.

Approved: March 22, 2024



Debra K. McMahon, Ph.D.
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
March 21, 2024**

**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 2023 unaudited annual financial statements, the University’s debt obligations including affiliated Foundation total \$80,142,350 which is mainly attributable to the Student Recreation and Wellness Center, Renovations of four Residence Hall projects, and the affiliated foundation property acquisition.

Schedule A				
RADFORD UNIVERSITY				
DEBT MANAGEMENT POLICY RATIO				
The calculation reflects June 30, 2023, 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, 2024.				
Board Approved Ratios	Range	Formula	Unaudited Financial Statements as of 6/30/2023	
<u>Debt Burden Ratio</u>				
Max Annual Debt Service as % of Operating Expenses	< 7%	$\frac{\text{Annual Debt Service}^*}{\text{Total Operating Expenses}^*}$	\$6,192,894	2.34%
			\$264,336,827	

* 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, 2023 (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, 2023, is summarized as follows:

<u>Notes Payable - Pooled Bonds:</u>	<u>Interest Rates at Issuance</u>	<u>Maturity at Issuance</u>
Student Fitness Center		
Series 2009B, \$3.720 million par amount	2.00% - 5.00%	September 1, 2029
Series 2016A, \$2.285 million par amount - partial refunding of Series 2009B	3.00% - 5.00%	September 1, 2029
Series 2011A, \$4.235 million par amount	3.00% - 5.00%	September 1, 2031
Series 2012B, \$11.155 million par amount	3.00% - 5.00%	September 1, 2032
Series 2013A, \$4.865 million par amount	2.00% - 5.00%	September 1, 2033
Series 2021B, \$13.46 million par amount - partial refunding of Series 2011A, 2012B, 2013A	.48% - 1.91%	September 1, 2033

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, 2023, is summarized as follows:

<u>Bonds Payable - 9c:</u>	<u>Interest Rates at Issuance</u>	<u>Maturity at 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 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, 2023, is presented as follows:

	Beginning Balance	Additions	Reductions	Ending Balance	Current Portion	Non-current Portion
Governmental activities:						
Notes payable - pooled bonds	\$16,686,233	\$-	\$1,380,738	\$15,305,494	\$1,410,000	\$13,895,494
Bonds payable - 9c	41,902,757	-	2,327,593	39,575,164	2,170,000	37,405,164
* Total long-term debt	\$58,588,990	\$-	\$3,314,326	\$54,880,658	\$3,580,000	\$51,300,659

Future principal payments on long-term debt are as follows:

Future interest payments on long-term debt are as follows:

Fiscal Year Ending	Notes Payable Pooled Bonds	Bonds Payable - 9c	Fiscal Year Ending	Notes Payable Pooled Bonds	Bonds Payable - 9c
June 30, 2024	\$1,410,000	\$2,170,000	June 30, 2024	\$255,116	\$1,284,606
June 30, 2025	\$1,520,000	\$2,270,000	June 30, 2025	\$215,516	\$1,186,556
June 30, 2026	\$1,545,000	\$2,365,000	June 30, 2026	\$195,383	\$1,092,406
June 30, 2027	\$1,555,000	\$2,465,000	June 30, 2027	\$181,380	\$999,556
June 30, 2028	\$1,580,000	\$2,560,000	June 30, 2028	\$165,252	\$901,906
2029-2033	\$7,125,000	\$14,235,000	2029-2033	\$449,149	\$3,050,244
2034-2038	\$340,000	\$8,245,000	2034-2038	\$19,832	\$887,106
2039-2041		\$2,025,000	2039-2041		\$113,531
Unamortized Premium	\$230,494	\$3,240,164	Total	\$1,481,628	\$9,515,913
Total	\$15,305,494	\$39,575,164			

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. In fiscal year 2023, the lease asset and liability were decreased to reflect the required remeasurement of the lease at the new lessor rate of 5.3%. 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, 2023, is presented as follows:

	Restated Beginning Balance	Additions	Reductions	Ending Balance	Current Portion	Non-Current Portion
Lease with Foundation	13,161,490	-	4,108,408	9,053,082	252,448	8,800,634

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

Years	Principal	Interest	Total Payment
2024	252,448	542,281	794,727
2025	266,191	527,158	793,349
2026	277,995	511,213	789,208
2027	294,646	494,560	789,208
2028	312,296	476,912	789,208
2029-2033	1,865,518	2,080,520	3,946,038
2034-2038	2,495,307	1,450,732	3,946,039
2039-2043	3,288,681	608,330	3,897,011
Totals	<u>9,053,082</u>	<u>6,691,706</u>	<u>15,744,788</u>

Long-Term Debt Defeasance

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. At June 30, 2023, \$245,330 of deferred accounting losses are reported on the Statement of Net Position as a deferred outflow of resources. At June 30, 2023, \$179,057 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, 2023, \$2,890,000 of the notes are considered defeased and outstanding.

NOTE 22E: Component Unit Financial Information

The following is a summary of the outstanding notes payable at June 30, 2023:

Note payable in monthly installments of \$5,182.12 through May 2025, interest payable at IBOR plus 1.48 percent (6.67% and 2.6% at June 30, 2023 and 2022, respectively). Unsecured.	\$108,604
--	-----------

Notes payable in monthly installments calculated on a 25-year amortization with a balloon payment of remaining amount in May 2028, with interest payable at 1 month SOFR plus 0.82% with a floor of 1.57% beginning May 2021 (5.99% and 2.44% at June 30, 2023 and 2022, respectively). Secured by real estate and deposit accounts maintained by and investment property held with the institution. Additionally, secured by an assignment of leases and rents.	332,193
--	---------

Notes payable in monthly installments calculated on a 17-year amortization with a balloon payment of remaining amount in June 2028, with interest payable at 1 Month SOFR plus 0.82% with a floor of 1.57% (6.02% and 1.94% at June 30, 2023 and 2022 respectively). Secured by real estate and deposit accounts maintained by and investment property held with the institution. Additionally, secured by an assignment of leases and rents.

Notes payable in monthly Interest only payments through April 2020, then monthly installments calculated on a 23-year amortization with a balloon payment of the remaining amount In April 2025. Interest payable at 1 Month SOFR plus 0.82 (6.03% and 1.88% at June 30, 2023 and 2022, respectively). Secured by real estate and deposit accounts maintained by and investment property held with the institution. Additionally, secured by an assignment of leases and rents.

1,302,923

Notes 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 and investment property held with the institution. Additionally, secured by an assignment of leases and rents.

9,130,740

Notes payable in monthly installments on a 15-year amortization with a balloon payment of remaining amount in June 2024, with interest payable at 3.72%. Secured by real estate and deposit accounts maintained by and investment property held with the institution. Additionally, secured by an assignment of leases and rents.

164,940

Notes 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.

2,852,028

Total long-term debt

\$14,264,150

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

2024	668,540
2025	10,276,307
2026	2,693,795
2027	28,766
2028 and thereafter	<u>599,742</u>
Total long-term debt	<u>\$14,264,150</u>

Notes payables are subject to certain affirmative and negative covenants. Management believes the Foundation has complied with all covenants as of June 30, 2023.

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

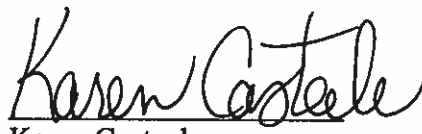
WHEREAS, the Board of Visitors must annually certify Radford University's compliance with the approved Debt Management Policy to the Secretary of Finance for the Commonwealth of Virginia;

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.

Approved: March 22, 2024



Debra K. McMahon, Ph.D.
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

RADFORD UNIVERSITY BOARD OF VISITORS

March 21, 2024

**Action Item
Recommendation for 2024-25 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 2024-25 academic year.

As of this date, the General Assembly has completed its work towards a proposed 2024-2026 biennium budget. 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.

In recent years, the University's undergraduate population has decreased from a high point of 11,780 students in 2019, as competition for in-state undergraduate students in the Commonwealth has progressively increased. The current rate recommendations are based on enrollment estimates slightly below Fall 2023 enrollment. Actual enrollments will not be confirmed until the Fall 2024 census.

Based on the previously mentioned legislative and enrollment related factors impacting the 2024-25 fiscal year, Radford University's tuition rates are proposed to increase by 1.5% for both in-state and out-of-state students for traditional programs. This recommendation reflects a modest tuition increase that allows the University to meet mandatory cost pressures while ensuring transformational educational services and support are provided to students. 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 2024-26 Biennial Budget, mandatory cost drivers, programmatic directives, and the overall economic outlook.

On February 21, 2024, 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 2024-25 academic year. The University subsequently held a public comment session on March 12, 2024, to discuss the budget overview and provide for public input of this range.

The following depicts the process used to derive the 2024-25 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 2024-25.

Educational & General (E&G) Program:

University Strategic Direction

The 2024-25 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 will be reviewed by new University leadership and affirmed or adjusted as appropriate over the next year. In the meantime, these goals will emphasize specific opportunities for the University to strategically focus on critical initiatives during a time of leadership transition and stabilization. Key strategic areas previously defined will continue to be a point of fiscal relevance through the coming years.

Six-Year Planning Processes and 2024-25 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.

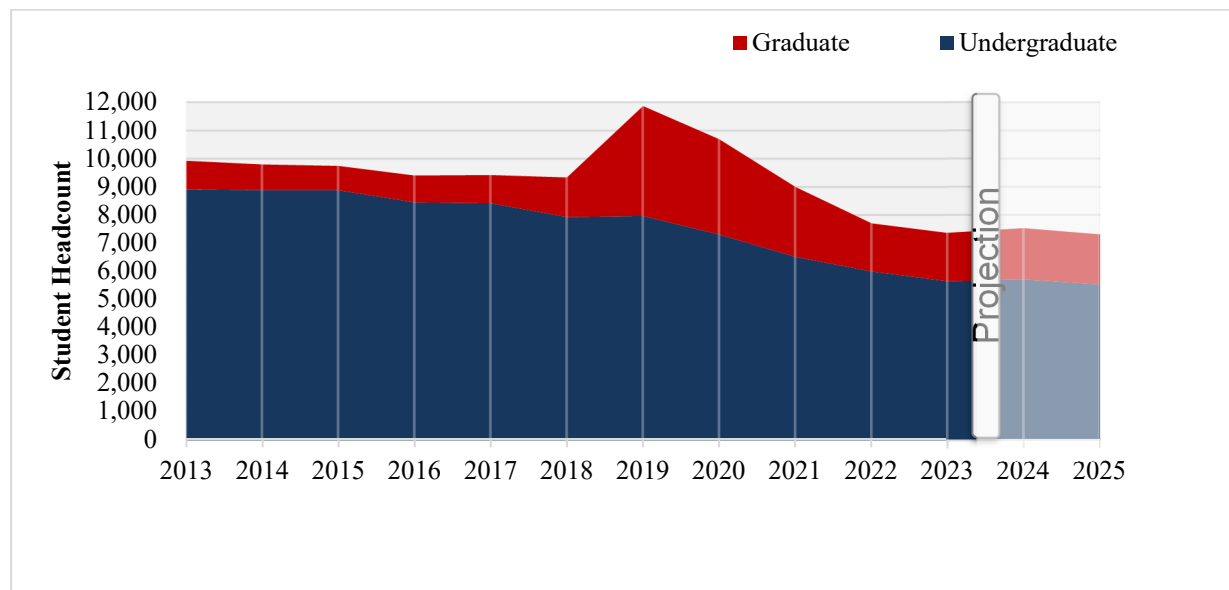
The University's internal annual budget development cycle provides the opportunity to re-evaluate the essential needs for the upcoming fiscal year and outlines divisional priorities for the outlying years. To strategically align the institution's long-range goals with projected resources, the budget

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

As previously stated, the University significantly increased enrollment in Fall 2019 through success of the Competency Based Education program and the addition of RUC allied health programs. However, since that time the University has experienced enrollment decline at its main campus. The University remains focused on stabilizing undergraduate student enrollment through innovative transfer options with the Community Colleges, such as the Bridge 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.



Enrollment for 2024-25 is conservatively projected to be 3% below 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 (91% as of fall 2023). 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 43.9% from institutional non-general fund sources and 56.1% from state general funds.

Mandatory Cost Increases

2024 General Assembly Session Action

As previously mentioned, the General Assembly completed its work on the Caboose Budget for the current fiscal year and the 2024-26 Biennial Budget; the budgets passed by the General Assembly have been communicated to Governor Youngkin for his review and action. In the area of employee compensation, the Governor's introduced Executive Budget recommended a 1% bonus effective December 2024 and a 1% salary increase effective December 2025. The budget passed by the General Assembly includes a 3% salary increase for eligible employees in FY 25 and an additional 3% in FY 26.

The General Assembly's budget also includes an additional \$3.5 million in Affordable Access funding, targeted to increase University base operating support and can be used to address operation & maintenance and employee compensation increases. To be conservative, the University is using estimates of no base changes to salary or 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 savings strategies of 3% budget reductions for 2024-25, totaling \$3.2 million.

In addition to the division-wide savings strategies, the Faculty Early Retirement Program (FERP) continues to generate savings of \$2.1 million and provide resources that will be used to balance the 2024-25 operating budget. This program provided special benefits to faculty who voluntarily retired from Radford University employment. The program also facilitated the release of faculty resources for budget reallocation or reduction in accordance with strategic plan goals, enrollment changes, and other University needs, while providing a financial incentive for eligible faculty.

E&G Summary

The major factors considered in the proposed 2024-25 tuition rates by respective full-time student classification include: (1) anticipated Affordable Access funding, (2) anticipated mandatory cost increases, (3) the implementation of the University's Strategic Plan, (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 2024-25, 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 2024-25.

Undergraduate Tuition Rates:

For 2024-25, Radford University's undergraduate full-time tuition rates are proposed to increase by 1.5% for in-state and out-of-state students. The full-time tuition rate increase results in a \$5 per credit hour increase for in-state undergraduates and \$13 per credit hour increase to out-of-state undergraduates.

Refer to the Summary of Tuition and Fees for 2024-25, Schedule B at the end of this document, for further details on the proposed rates.

Graduate Tuition Rates:

For 2024-25, Radford University's graduate full-time tuition rates are proposed to increase by 3% for in-state and out-of-state students. For main campus, the full-time tuition rate increase results in a \$12 per credit hour increase for in-state graduates and \$23 per credit hour increase for out-of-state graduates. For RUC, the part-time tuition rate increase results in a \$12 per credit hour increase for in-state and out-of-state graduates.

Refer to the Summary of Tuition and Fees for 2024-25, 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 re-licensure), not for planned career changes outside of education.

Refer to the Summary of Tuition and Fees for 2024-25, 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 2024-25, 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 Emergency Services, Medical Laboratory Science, Healthcare Management (BS), Public Health (BS), Health Sciences (BS, MS, and DHSC), Healthcare Administration (MS), Occupational Therapy (MOT and OTD), Physical Therapy (DPT), Doctorate of Nursing Practice, Doctor of Education, and Design Thinking (MFA).

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

- Align the Fast Track MBA and MSN to the same rate.
- Adjust the Master of Occupational Therapy (MOT) to the standard University rate.
- Adjust the Literacy Education, MS to an online rate, with in-state and out-of-state rates.
- Move the BS, Emergency Services and Medical Lab Sciences to the standard undergrad rate. Address BS, Healthcare Admin and Public Health in the following year once necessary structural decisions are made.

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 2024-25, 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 2024-25 at an annual rate of \$120 for both main campus and RUC. Refer to the Summary of Tuition and Fees for 2024-25, 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 3.59% increase in the 2024-25 comprehensive fee and a change from \$40 to \$50 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. New for 2024-25, the Literacy Education, M.S. will be assessed the online comprehensive fee as it is solely offered online.

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 2024-25, 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 3.4% average increase in the 2024-25 housing rates. The rate adjustments 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 2024-25, 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 our dining vendor, the University is recommending a 5.7% average increase in the 2024-25 meal plan rates.

Refer to the Summary of Tuition and Fees for 2024-25, Schedule B at the end of this document, for further details on the proposed rates.

Schedule A: 2024-25 Resource Allocation Analysis

	Total
<u>REVENUE - estimated</u>	
General Fund	
State Appropriations	\$91,293,000
Total GF	\$91,293,000
Non-General Fund	
Tuition & Fees (Including Waivers)	\$62,539,000
Other	3,546,000
Total NGF Changes	\$66,085,000
Total Revenue Changes	\$157,378,000
<u>EXPENSES – estimated</u>	
Expense Base Budget	\$150,974,000
Fringe Benefit Increases	1,351,000
Mandatory Cost (State Funded)	4,607,647
Mandatory Cost (University Funded)	3,592,000
FY25 Strategic Commitments	4,854,000
FY25 Divisional 1% Operating Request	1,065,000
Sub-Total Commitments	\$166,443,647
<u>SAVINGS STRATEGIES -</u>	
Divisional Savings	(\$3,193,000)
Unallocated Contingency	(4,000,000)
Salary Variance Forecast	(1,882,000)
Total Savings Strategies	(\$9,075,000)
RECURRING SURPLUS/(DEFICIT)	\$9,353

Schedule B
Summary of Proposed 2024-25 Tuition and Fees

	<u>Approved 2023-24</u>	<u>Proposed 2024-25</u>	<u>Dollar Change</u>	<u>Percent Change</u>
Radford University				
Undergraduate				
<u>In-state Undergraduate (full-time)</u>				
Tuition ¹	\$8,401	\$8,528	\$127	
Mandatory Technology Fee ²	120	120	0	
Subtotal Tuition & Mandatory E&G Fees	\$8,521	\$8,648	\$127	1.49%
Mandatory Comprehensive Fee ²	3,765	3,900	135	
Total In-state Undergraduate	\$12,286	\$12,548	\$262	2.13%
Room - Dorm Double Occupancy	6,450	6,650	200	
Board - Residential Plan	5,114	5,410	296	
Total In-state Undergraduate Living in University Housing	\$23,850	\$24,608	\$758	3.18%
<u>Out-of-state Undergraduate (full-time)</u>				
Tuition ¹	\$20,853	\$21,166	\$313	
Mandatory Capital Fee ²	447	447	0	
Mandatory Technology Fee ²	120	120	0	
Subtotal Tuition & Mandatory E&G Fees	\$21,420	\$21,733	\$313	1.46%
Mandatory Comprehensive Fee ²	3,765	3,900	135	
Total Out-of-state Undergraduate	\$25,185	\$25,633	\$448	1.78%
Room - Dorm Double Occupancy	6,450	6,650	200	
Board - Residential Plan	5,114	5,410	296	
Total Out-of-state Undergraduate Living In University Housing	\$36,749	\$37,693	\$944	2.57%

¹ Full-time tuition rates are based on 12-16 credit hours.

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

	<u>Approved</u> <u>2023-24</u>	<u>Proposed</u> <u>2024-25</u>	<u>Dollar</u> <u>Change</u>	<u>Percent</u> <u>Change</u>
Graduate				
<u>In-state Graduate (full-time)</u>				
Tuition ¹	\$9,457	\$9,742	\$285	
Mandatory Technology Fee ²	120	120	0	
Mandatory Comprehensive Fee ²	3,765	3,900	135	
Total In-state Graduate	\$13,342	\$13,762	\$420	3.15%
<u>Out-of-state Graduate (full-time)</u>				
Tuition ¹	\$18,503	\$19,058	\$555	
Mandatory Capital Fee ²	447	447	0	
Mandatory Technology Fee ²	120	120	0	
Mandatory Comprehensive Fee ²	3,765	3,900	135	
Total Out-of-state Graduate	\$22,835	\$23,525	\$690	3.02%

¹ Full-time tuition rates are based on 12-16 credit hours.

² 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 Rates¹

Tuition (per credit hour)

Undergraduate

In-state	\$349	\$354	\$5	1.43%
Out-of-state	868	881	13	1.50%

Graduate

In-state	\$394	\$406	\$12	3.05%
Out-of-state	770	793	23	2.99%
Virginia Educator	302	302	0	0.00%

Other Mandatory Fees (per credit hour)

Technology Fee	\$5	\$5	\$0	0.00%
Capital Fee (Out-of-state only)	19	19	0	0.00%
Comprehensive Fee ²	157	163	6	3.82%
Online Comprehensive Fee ² (no annualized rate)	40	50	10	25.00%
Program Fee - Master of Occupational Therapy (MOT) (no annualized rate)	63	70	7	11.11%

¹ Summer tuition and mandatory fees are charged at regular academic year rates.

² 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.

	Approved 2023-24	Proposed 2024-25	Dollar Change	Percent Change
Differential Tuition & Fees¹				
<u>Master of Fine Arts in Design Thinking (MFA)</u>				
In-state (per credit hour):				
Tuition	\$767	\$790	\$23	
Mandatory Technology Fee	\$5	5	0	
Mandatory Online Comprehensive Fee	\$40	50	10	
Total In-state MFA	\$812	\$845	\$33	4.07%
Out-of-state (per credit hour):				
Tuition	\$767	\$790	\$23	
Mandatory Capital Fee	\$19	19	0	
Mandatory Technology Fee	\$5	5	0	
Mandatory Online Comprehensive Fee	\$40	50	10	
Total Out-of-state MFA	\$831	\$864	\$33	3.97%
<u>Doctor of Nursing Practice (DNP)</u>				
In-state (per credit hour):				
Tuition	\$519	\$535	\$16	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total In-state DNP	\$564	\$590	\$26	4.53%
Out-of-state (per credit hour):				
Tuition	\$1,027	\$1,058	\$31	
Mandatory Capital Fee	19	19	0	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total Out-of-state DNP	\$1,091	\$1,132	\$41	3.74%

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

	<u>Approved 2023-24</u>	<u>Proposed 2024-25</u>	<u>Dollar Change</u>	<u>Percent Change</u>
Differential Tuition & Fees¹				
<u>Doctor of Education (Ed.D.)</u>				
In-state (per credit hour):				
Tuition	\$382	\$393	\$11	
Program Fee	101	101	0	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total In-state Ed.D.	\$528	\$549	\$21	4.06%
Out-of-state (per credit hour):				
Tuition	\$382	\$393	\$11	
Program Fee	101	101	0	
Mandatory Capital Fee	19	19	0	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total Out-of-state Ed.D.	\$547	\$568	\$21	3.92%
<u>Literacy Education, MS</u>				
In-state (per credit hour):				
Tuition	\$394	\$406	\$12	
Mandatory Technology Fee	5	5	\$0	
Mandatory Online Comprehensive Fee	40	50	\$10	
Total In-state Literacy Ed. MS	\$439	\$461		5.01%
Out-of-state (per credit hour):				
Tuition	\$770	\$406	(\$364)	
Mandatory Capital Fee	19	19	\$0	
Mandatory Technology Fee	5	5	\$0	
Mandatory Online Comprehensive Fee	40	50	\$10	
Total Out-of-state Literacy Ed. MS	\$834	\$480	\$10	-42.45%

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

	<u>Approved 2023-24</u>	<u>Proposed 2024-25</u>	<u>Dollar Change</u>	<u>Percent Change</u>
Differential Tuition & Fees - Fast Track¹				
<u>RN to BSN²</u>				
In-state (per credit hour):				
Tuition	\$299	\$299	\$0	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total In-state RN to BSN	\$344	\$354	\$10	2.91%
Out-of-state (per credit hour):				
Tuition	\$299	\$299	\$0	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total Out-of-state RN to BSN	\$344	\$354	\$10	2.91%
<u>Master of Business Administration²</u>				
<u>Master of Science in Nursing, MSN²</u>				
In-state (per credit hour):				
Tuition	\$410/\$420	\$430	\$10/\$20	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total In-state MBA & MSN		\$485		N/A
Out-of-state (per credit hour):				
Tuition	\$410/\$420	\$430	\$10/\$20	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total Out-of-state MBA & MSN		\$485		N/A

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

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

	Approved 2023-24	Proposed 2024-25	Dollar Change	Percent Change
Differential Tuition & Fees - TTIP¹				
<u>Tech Talent Investment Program (TTIP)</u>				
In-state (per credit hour):				
Tuition	\$216	\$216	\$0	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total In-state Undergraduate TTIP	\$261	\$271	\$10	3.83%

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

<u>Competency-Based Education (CBE)</u>				
<u>Cybersecurity - CBE (per credit hour)¹</u>				
Tuition	\$316	\$316	\$0	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total Cybersecurity - CBE	\$361	\$371	\$10	2.77%
<u>Geospatial - CBE (per credit hour)¹</u>				
Tuition	\$316	\$316	\$0	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total Geospatial - CBE	\$361	\$371	\$10	2.77%
<u>Education - CBE (per credit hour)¹</u>				
Tuition	\$316	\$316	\$0	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total Education - CBE	\$361	\$371	\$10	2.77%
<u>Data Science - CBE (per credit hour)¹</u>				
Tuition	\$316	\$316	\$0	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total Data Science - CBE	\$361	\$371	\$10	2.77%

¹ Rate reduction of 10% may be applied for prepaid certificate program.

Radford University Board of Visitors
 March 22, 2024
 Recommendation for 2024-25 Tuition & Fees

	<u>Approved</u> <u>2023-24</u>	<u>Proposed</u> <u>2024-25</u>	<u>Dollar</u> <u>Change</u>	<u>Percent</u> <u>Change</u>
Comprehensive Fee¹				
Mandatory Comprehensive Fee				
Athletics	\$1,502	\$1,569	\$67	
Auxiliary Building/Facilities	109	112	3	
Auxiliary Support	327	337	10	
Debt Service	267	275	8	
Recreation	375	386	11	
Student Activities	156	161	5	
Student Health	369	380	11	
Student Services	104	107	3	
Student Union	397	409	12	
Transit	159	164	5	
Total Comprehensive Fee	\$3,765	\$3,900	\$135	3.60%

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

	<u>Approved 2023-24</u>	<u>Proposed 2024-25</u>	<u>Dollar Change</u>	<u>Percent Change</u>
Fall & Spring Annual Room Rates^{1,2}				
On-Campus Room (includes laundry)				
Residence Hall				
Single	\$8,450	\$8,750	\$300	3.55%
Multiple	6,450	6,650	200	3.10%
Suite	7,600	7,850	250	3.29%
Apartment				
Single	\$9,600	\$9,950	\$350	3.65%
Multiple	7,600	7,850	250	3.29%
Fall & Spring Annual Board & Meal Plan Rates^{2,3}				
Residential Board Plan				
Highlander All Access	\$5,538	\$5,854	316	5.71%
Highlander Residential	5,114	5,410	296	5.79%
Residential Apartment Board Plan				
Highlander Jr.	\$2,962	\$3,170	208	7.02%
Non-Residential Meal Plan (optional)⁴				
Highlander Commuter - 25 Swipes/Semester	\$1,100	\$1,148	48	4.36%

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

² Summer and break rates are prorated based on the approved annualized rate.

³ Select board and meal plans may not be available each term.

⁴ Addition to meal plan assessed at an incremental rate.

	<u>Approved</u> <u>2023-24</u>	<u>Proposed</u> <u>2024-25</u>	<u>Dollar</u> <u>Change</u>	<u>Percent</u> <u>Change</u>
--	-----------------------------------	-----------------------------------	--------------------------------	---------------------------------

Radford University Carilion

Undergraduate Tuition¹ & Fees²

<u>In-state Undergraduate (full-time)</u>				
Tuition	\$8,401	\$8,528	\$127	
Mandatory Technology Fee	120	120	0	
Mandatory Comprehensive Fee	3,765	3,900	135	
Total In-state Undergraduate	\$12,286	\$12,548	\$262	2.13%
<u>Out-of-state Undergraduate (full-time)</u>				
Tuition	\$20,853	\$21,166	\$313	
Mandatory Capital Fee	447	447	0	
Mandatory Technology Fee	120	120	0	
Mandatory Comprehensive Fee	3,765	3,900	135	
Total Out-of-state Undergraduate	\$25,185	\$25,633	\$448	1.78%

¹ Full-time tuition rates are based on 12-16 credit hours.
² For applicable differential tuition programs, students enrolled in 12 to 18 credit hours will be assessed the annualized rates for mandatory fees.

	<u>Approved</u> <u>2023-24</u>	<u>Proposed</u> <u>2024-25</u>	<u>Dollar</u> <u>Change</u>	<u>Percent</u> <u>Change</u>
Per Credit Hour Rates¹				
<u>In-state Undergraduate (per credit hour)</u>				
Tuition	\$349	\$354	\$5	
Mandatory Technology Fee	5	5	0	
Mandatory Comprehensive Fee	157	163	6	
Total In-state Undergraduate	\$511	\$522	\$11	2.15%
<u>Out-of-state Undergraduate (per credit hour)</u>				
Tuition	\$868	\$881	\$13	
Mandatory Capital Fee	19	19	0	
Mandatory Technology Fee	5	5	0	
Mandatory Comprehensive Fee	157	163	6	
Total Out-of-state Undergraduate	\$1,049	\$1,068	\$19	1.81%
<u>In-state Graduate (per credit hour)</u>				
Tuition	\$394	\$406	\$12	
Program Fee	298	298	0	
Mandatory Technology Fee	5	5	0	
Mandatory Comprehensive Fee	157	163	6	
Total In-state Graduate	\$854	\$872	\$18	2.11%
<u>Out-of-state Graduate (per credit hour)</u>				
Tuition	\$394	\$406	\$12	
Program Fee	298	298	0	
Mandatory Capital Fee	19	19	0	
Mandatory Technology Fee	5	5	0	
Mandatory Comprehensive Fee	157	163	6	
Total Out-of-state Graduate	\$873	\$891	\$18	2.06%

¹ Summer tuition and mandatory fees are charged at regular academic year rates.

	<u>Approved 2023-24</u>	<u>Proposed 2024-25</u>	<u>Dollar Change</u>	<u>Percent Change</u>
Differential Tuition and Fees¹				
<u>Respiratory Therapy, BS (ASRT-BSRT)</u>				
In-state Undergraduate (per credit hour):				
Tuition	\$299	\$308	\$9	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total In-state ASRT-BSRT	\$344	\$363	\$19	5.51%
Out-of-state Undergraduate (per credit hour):				
Tuition	\$299	\$308	\$9	
Mandatory Capital Fee	19	19	0	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total Out-of-state ASRT-BSRT	\$363	\$382	\$19	5.23%
<u>Healthcare Administration, BS</u>				
In-state Undergraduate (per credit hour):				
Tuition	\$316	\$325	\$9	
Mandatory Technology Fee	5	5	0	
Mandatory Comprehensive Fee	157	163	6	
Total In-state Healthcare Administration, BS	\$478	\$493	\$15	3.24%
Out-of-state Undergraduate (per credit hour):				
Tuition	\$316	\$325	\$9	
Mandatory Capital Fee	19	19	0	
Mandatory Technology Fee	5	5	0	
Mandatory Comprehensive Fee	157	163	6	
Total Out-of-state Healthcare Admin., BS	\$497	\$512	\$15	3.12%

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

	Approved 2023-24	Proposed 2024-25	Dollar Change	Percent Change
Differential Tuition and Fees¹				
<u>Public Health, BS</u>				
In-state Undergraduate (per credit hour):				
Tuition	\$316	\$325	\$9	
Mandatory Technology Fee	5	5	0	
Mandatory Comprehensive Fee	157	163	6	
Total In-state Public Health, BS	\$478	\$493	\$15	3.24%
Out-of-state Undergraduate (per credit hour):				
Tuition	\$316	\$325	\$9	
Mandatory Capital Fee	19	19	0	
Mandatory Technology Fee	5	5	0	
Mandatory Comprehensive Fee	157	163	6	
Total Out-of-state Public Health, BS	\$487	\$512	\$15	5.24%
<u>Health Sciences, MS</u>				
In-state Graduate (per credit hour):				
Tuition	\$382	\$393	\$11	
Program Fee	223	223	0	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total In-state Health Sciences, MS	\$650	\$671	\$21	3.30%
Out-of-state Graduate (per credit hour):				
Tuition	\$382	\$393	\$11	
Program Fee	223	223	0	
Mandatory Capital Fee	19	19	0	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total Out-of-state Health Sciences, MS	\$669	\$690	\$21	3.21%

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

	<u>Approved 2023-24</u>	<u>Proposed 2024-25</u>	<u>Dollar Change</u>	<u>Percent Change</u>
Differential Tuition and Fees¹				
<u>Master of Occupational Therapy, MOT²</u>				
In-state Graduate (per credit hour):				
Tuition	\$387	\$406	\$19	
Program Fee	63	70	7	
Mandatory Technology Fee	5	5	0	
Mandatory Comprehensive Fee	157	163	6	
Total In-state MOT	\$612	\$644	\$32	5.24%
Out-of-state Graduate (per credit hour):				
Tuition	\$605	\$793	\$188	
Program Fee	63	70	7	
Mandatory Capital Fee	19	19	0	
Mandatory Technology Fee	5	5	0	
Mandatory Comprehensive Fee	157	163	6	
Total Out-of-state MOT	\$849	\$1,050	\$201	23.69%

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

Healthcare Administration, MS

In-state Graduate (per credit hour):				
Tuition	\$393	\$406	\$13	
Program Fee	212	212	0	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total In-state Healthcare Admin., MS	\$650	\$673	\$23	3.52%
Out-of-state Graduate (per credit hour):				
Tuition	\$393	\$406	\$13	
Program Fee	212	212	0	
Mandatory Capital Fee	19	19	0	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total Out-of-state Healthcare Admin., MS	\$669	\$692	\$23	3.42%

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

	Approved 2023-24	Proposed 2024-25	Dollar Change	Percent Change
Differential Tuition and Fees¹				
<u>Doctor of Occupational Therapy, OTD</u>				
In-state Graduate (per credit hour):				
Tuition	\$387	\$399	\$12	
Program Fee	181	181	0	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total In-state OTD	\$613	\$635	\$22	3.53%
Out-of-state Graduate (per credit hour):				
Tuition	\$605	\$623	\$18	
Program Fee	181	181	0	
Mandatory Capital Fee	19	19	0	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total Out-of-state OTD	\$850	\$878	\$28	3.31%
<u>Doctor of Health Sciences, DHSC</u>				
In-state Graduate (per credit hour):				
Tuition	\$382	\$393	\$11	
Program Fee	416	416	0	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total In-state DHSC	\$843	\$864	\$21	2.55%
Out-of-state Graduate (per credit hour):				
Tuition	\$382	\$393	\$11	
Program Fee	416	416	0	
Mandatory Capital Fee	19	19	0	
Mandatory Technology Fee	5	5	0	
Mandatory Online Comprehensive Fee	40	50	10	
Total Out-of-state DHSC	\$862	\$883	\$21	2.49%

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

	Approved 2023-24	Proposed 2024-25	Dollar Change	Percent Change
Differential Tuition and Fees¹				
<u>Doctor of Physical Therapy, DPT</u>				
In-state Graduate (per credit hour):				
Tuition	\$494	\$509	\$15	
Mandatory Technology Fee	5	5	0	
Mandatory Comprehensive Fee	157	163	6	
Total In-state DPT	\$656	\$677	\$21	3.17%
Out-of-state Graduate (per credit hour):				
Tuition	\$995	\$1,025	\$30	
Mandatory Capital Fee	19	19	0	
Mandatory Technology Fee	5	5	0	
Mandatory Comprehensive Fee	157	163	6	
Total Out-of-state DPT	\$1,176	\$1,212	\$36	3.05%

¹ 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 Rates¹				
Off-Campus Rooms (incl laundry)				
Patrick Henry standard/studio - Single	\$10,500	\$10,900	\$400	3.81%
Patrick Henry standard/studio - Multiple	8,500	8,800	300	3.53%

¹ Summer rates are prorated based on the approved annualized rate.

RADFORD UNIVERSITY BOARD OF VISITORS
March 22, 2024

Action Item
Recommendation for 2024-25 Tuition and Fees

NOW, THEREFORE, BE IT RESOLVED that the Radford University Board of Visitors approves tuition and fees for the 2024-25 academic year as reflected in the Summary of Proposed 2024-25 Tuition and Fees beginning with the Fall 2024 semester and thereafter until otherwise adjusted by the Board of Visitors.

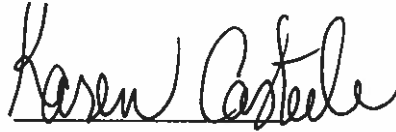
Approved: March 22, 2024



Debra K. McMahon, Ph.D.

Rector

Radford University Board of Visitors

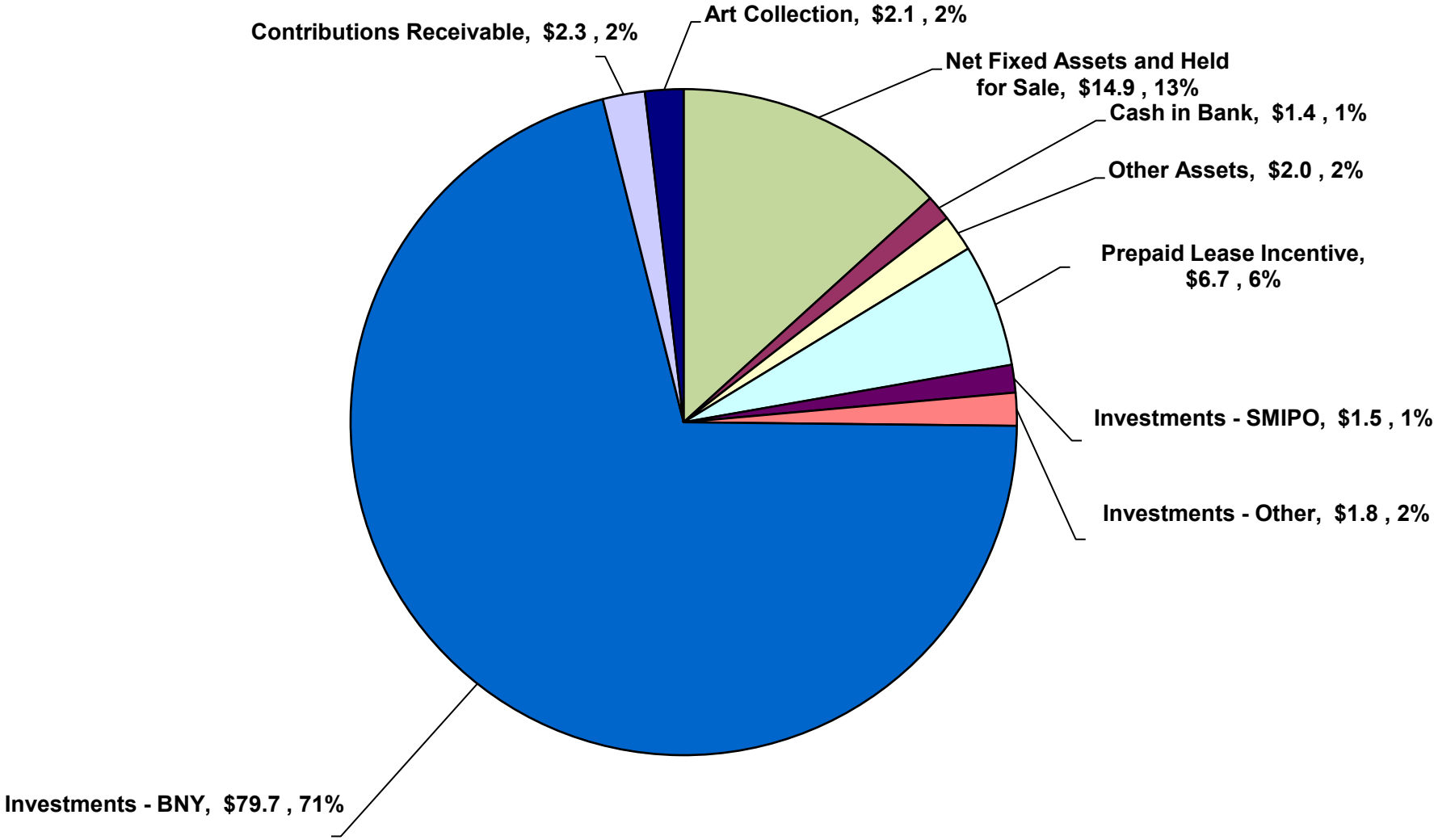


Karen Castele

Secretary to the Board of Visitors

Radford University

Radford University Foundation Asset Composition as of 12/31/2023



(in millions)
Total Assets: \$112.4M

End of Board of Visitors Materials

