



**RADFORD UNIVERSITY BOARD OF VISITORS
STUDENT AFFAIRS COMMITTEE
10:30 A.M.**
NOVEMBER 10, 2016
BOARD ROOM- MARTIN HALL**

DRAFT

AGENDA

- **CALL TO ORDER** Mr. Mark S. Lawrence, *Chair*
- **APPROVAL OF AGENDA** Mr. Mark S. Lawrence, *Chair*
- **APPROVAL OF MINUTES** Mr. Mark S. Lawrence, *Chair*
September 15, 2016
- **COUNCIL ON STUDENT ENGAGEMENT & SUCCESS** Dr. Irvin Clark, *Interim Vice President for Student Affairs*
- **STUDENT GOVERNMENT ASSOCIATION REPORT** Ms. Jacinda Jones, *Student Government Association President*
 - Student Government Update
- **STUDENT AFFAIRS REPORT** Dr. Irvin Clark, *Interim Vice President For Student Affairs*
- **PRESENTATION, TITLE IX** Ms. Brooke Chang, J.D., *Title IX Coordinator and Director of Diversity and Equity*
- **OTHER BUSINESS** Mr. Mark S. Lawrence, *Chair*
- **ADJOURNMENT** Mr. Mark S. Lawrence, *Chair*

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

COMMITTEE MEMBERS

Mr. Mark S. Lawrence, Chair
Dr. Susan Whealler Johnston, Vice Chair
Dr. Jay Brown
Dr. Debra McMahan
Mr. Steve A. Robinson
Mr. Kevon Dupree, Student Representative (non-voting advisory member)

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**BOARD OF VISITORS
STUDENT AFFAIRS COMMITTEE MEETING
PRESIDENT'S CONFERENCE ROOM - MARTIN HALL
RADFORD, VIRGINIA
8:30 A.M.
SEPTEMBER 15, 2016**

DRAFT

MINUTES

COMMITTEE MEMBERS PRESENT

Mr. Mark S. Lawrence, Chair
Dr. Susan Whealler Johnston, Vice Chair
Dr. Jay Brown
Dr. Debra McMahon
Mr. Kevon DuPree, Student Representative

COMMITTEE MEMBERS ABSENT

Mr. Steve Robinson

BOARD MEMBERS PRESENT

Mr. Chris Wade, Rector

OTHERS PRESENT:

Mr. Ken Bonk, Associate Vice President for Student Life
Dr. Irvin Clark, Interim Vice President for Student Affairs
Ms. Stephanie Jennelle, Associate Vice President for Finance and University Controller
Ms. Jacinda Jones, Student Body President
Ms. Ashley Schumaker, Chief of Staff
Ms. Susan Trageser, Interim Dean of Students
Mr. Allen Wilson, Senior Assistant Attorney General, Commonwealth of Virginia

CALL TO ORDER

Mr. Mark S. Lawrence, Chair, formally called the meeting to order at 8:33 a.m. in the President's Conference Room in Martin Hall.

APPROVAL OF AGENDA

Mr. Lawrence asked for a motion to approve the September 15, 2016 meeting agenda, as published. Dr. Whealler Johnston so moved, Dr. McMahon seconded the motion and the

Agenda was unanimously adopted.

APPROVAL OF MINUTES

Mr. Lawrence asked for a motion to approve the minutes of the May 5, 2016 meeting of the Student Affairs Committee, as published. Dr. Whealler Johnston so moved, Dr. Brown seconded the motion and the May 5, 2016 minutes were unanimously adopted. A copy of the approved minutes can be found at <http://www.radford.edu/content/bov/home/meetings/minutes.html>.

REPORT FROM THE PRESIDENT OF THE STUDENT GOVERNMENT ASSOCIATION

Ms. Jacinda Jones, President of the Student Government Association (SGA), presented the SGA's Strategic Plan for the 2016-2017 academic year. Her presentation outlined the priorities of Student Government, which include Highlander pride events, civic engagement, sexual assault awareness, diversity awareness, community service, school unity, and campus safety. A new initiative for SGA will be to assist with the retention efforts such as: implementing peer to peer mentoring and developing and implementing Grad2Rad program that has Student Government Association leaders establishing an ongoing relationship with the local public schools by visiting the schools and speaking to students about coming to Radford once they graduate. A copy of Ms. Jones' report is attached hereto as *Attachment A* and is made a part hereof.

Mr. Lawrence thanked Ms. Jones for her report.

STUDENT AFFAIRS REPORT

Dr. Irvin Clark, Interim Vice President for Student Affairs, gave a presentation on the Overall Student Experience at Radford University. The presentation highlighted areas of student activities and organizations, including participation in intercollegiate athletics, campus safety, student recreation and wellness programs, student employment on campus, student advocacy, and sexual violence education. A copy of this report is attached hereto as *Attachment B* and is made a part hereof.

Dr. Clark also gave the Student Affairs divisional report in which he shared an overview of the restructuring that has occurred in the Housing and Residential Life and the Sexual Assault Violence Education Services (SAVES) departments.

Dr. Clark also reported that student retention efforts for the University are now with the Student Affairs Division, and as such a new department, the Office of Student Success and Engagement, has been created within the division. He also reviewed several new retention initiatives, including: the MASH (Mentoring Academically Successful Highlanders) Program, which is a peer-to-peer mentoring program; Highlander G.U.I.D.E. (Giving Undergraduates Inspiration, Direction and Empathy), a program that pairs a faculty or staff mentor to incoming first-generation freshman with perceived academic challenges; a calling campaign in which all eligible returning students who did not preregister for fall classes were called to determine why

they had not yet registered; and the implementation of Starfish software, which is an early warning alert system that notifies appropriate University individuals who can then direct students to the resources and assistance they may need.

Dr. Clark also provided an update on Fall Move-In, and residence hall occupancy, noting that over 600 students, faculty and staff volunteers assisted with move in.

He also reported on the campus-wide community service initiatives taking place this fall, including Fear 2 Freedom and Renew the New River. In addition, as part of the celebration for President Hemphill's Inauguration, there will be a campus-wide Radford Gives Back Community Service that seeks to collect 10,000 items of non-perishable food to be distributed to the local food pantries to children identified through the Highlander Helpers Backpack Program and the Bobcat Backpack program.

Dr. Clark also stated that there are several university-wide collaborative initiatives that promote student well-being implemented this semester, including Healthy Minds/Healthy Bodies Suicide Education Program; Highlanders Chat, a pilot program to connect faculty/staff with students over a meal in Dalton Dining; and H.E.H.R.O.S. (Helping to Eradicate Homelessness with Resources Opportunities and Support).

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

Mr. Lawrence thanked Dr. Clark for his reports.

ADJOURNMENT

With no further business to come before the Committee, Mr. Lawrence, Chair, adjourned the meeting at 10:21 a.m.

Respectfully submitted,

Jenni Tunstall
Secretary to the Committee

2016- 2017

**Student Government Association
Strategic Plan**

**RADFORD
UNIVERSITY**

Strategic Plan

RADFORD
UNIVERSITY

Highlander Pride

- Annual t-shirt drive
- National College Colors Day Initiative
 - Friday, September 2nd
- Tailgate
 - Saturday, September 24th, 4pm - 6pm, Cupp Stadium
- SGA/Athletics commitment

Campus Safety

- Campus Walkers
- Fall/Spring Semester Campus Safety Walks
- Cross-walk safety signs pilot program
- LiveSafe App promotion

Civic Engagement

- Increase voter registration turnout
 - Collaborate with other clubs and organizations to generate VAO deputies
- Campus voting precinct
- Residence life programming related to voter registration
- Homecoming voter drive
 - Organize with alumni groups to increase registration.

Sexual Assault Awareness

- Expansion of Consent Campaign
 - Partner with Women's Studies club
 - "No More Campaign" Videos
 - Prevent 5 in a Row (Bingo Game)
 - Sexual Assault statistics and Bystander Intervention facts

Strategic Enrollment

- Partnership with Montgomery County Public Schools Commit to Graduate initiative
- #Grad2Rad Program
 - Developing relationships with students at the high school and community college level to promote commitment and enrollment to Radford University

Student Retention

- SGA/Residence life partnership
 - SGA Study Hall
- Advocate and promote mentoring within various student groups

Diversity Awareness

- **Highlanders Unite Campaign**
 - A progressive campaign to promote and support social justice and equality on Radford University's campus
- **SGA is Committed to: ensuring all student voices are equally represented**
 - Freedom of speech is endorsed
 - Advocating for positive change
 - Participating in social movements

Community Service

- The Dean Goes Green MLK Day of Service
- MLK Day of Service
- Required Community Service Hours
- Tunnel of oppression

School Unity

- CommUNITY Fest
Collaboration with BOV representative

Additional Initiatives

- SGA Career Fair
- SGA Internship Forum
- Get on the Bus with SGA Graduate School Tour
- Exam Study Hall
- SGA Week
- SGA Meetings within Residence Halls

The Overall Student Experience

RADFORD
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Student Organizations

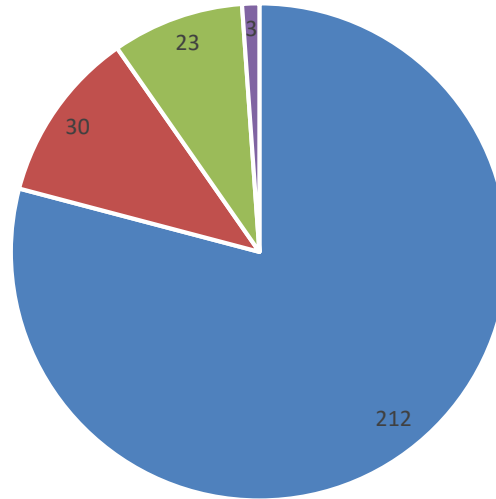
2016 Fall Semester Projections

- 10 alternative late night weekend Radford After Dark programs
- 30 trips and 35 on-campus events funded by the Club Programming Committee
- 15 new student organizations registered
- 275 student leaders trained at Leadership Odyssey (student group trainings)
- 40 additional training workshops offered in SOAR
- 1,800 students using resources in SOAR*

*SOAR-Student Organization, Assistance and Resources

Student Organizations

2016 Club Fair Participants



■ Student Orgs ■ University offices ■ Local businesses ■ Community partners

Greek Life

- Panhellenic Recruitment, September 3rd-9th, 186 women registered
- IFC recruitment, September 5th -16th
- The National Pan-Hellenic Council Annual Stompfest Step Show, September 15th
- National Hazing-Prevention Week in collaboration with Substance Abuse and Violence Education Support services (SAVES), September 19th-24th
- NPHC Council will be attending the 7th Annual Miseducation of the Black Greek Leaders Road-Trip Conference, October 6th-9th

R-SPaCE

Events for Fall 2016 Semester

Movies

- 13 movies, 39 movie showings

28 Programs

- Educational/Multicultural: 7 events
- Late Night Programs: 6 events
- Novelties: 8 events
- Performances: 6 events
- Concerts: 1 event

7 of the above events are co-sponsored with Student Government Association, Barnes and Noble Bookstore, Greek Life, Peer Health Educators, Radford After Dark and Student Activities



LEAD Scholar Program

- Opportunity for freshmen and sophomores to enhance their leadership skills
- LEAD 110: Emerging Leadership Class (three hour class)
- Other program activities include:
 - 28 events that scholars could attend for credit
 - Volunteer/Service: 7 events
 - Educational Program: 13 events
 - Symposium: 2 events
 - Workshops: 6 events

Student Recreation and Wellness Programs

Club Sports Program

- 19 active Sport Clubs (7 men, 7 women, 5 co-ed)
- 350 athletes

Outdoor Programs

- 58 trips and 2 special certification courses offered this semester
- Equipment rentals available
- Outdoor Nation Collegiate Challenge (open to all students)

Fitness & Wellness Program

- 53 GroupX classes offered per week
- 2 “Mindfulness Meditation” classes offered per week
- Personal Training and Assessment Services

Student Recreation and Wellness Programs

Intramural Program

- 10 Sports Leagues
- 14 Tournaments
- 2 5K Fun Runs
- 2 Individual Sport Competitions

Non-Credit Instruction Program: New Offerings

- Women's Self Defense
- Introduction to Mixed Martial Arts
- Partner Dancing

Family Weekend

October 14–16, 2016

- Parents and families are encouraged to “experience” a day in the life of their student.
- A varied and diverse schedule of social, educational, and community events offers something for everyone.
- A visit from parents and families mid-semester can help students cope with homesickness that they may experience during their first semester, while adjusting to their new surroundings.

Student Employment and Education Program

- Students apply what they learn in the classroom to a “real life” setting outside of the classroom.
- Students understand the department’s student learning outcomes and are evaluated each semester. Evaluations are education based.
- Additional required trainings include, but are not limited to: Title IX, leadership skills, mindfulness meditation, safety, financial matters, etc.
- Participation in departmental community service opportunities is reinforced. (i.e. Move-In Day, MLK Day of Service, etc.)
- 175 student employees were hired and trained.

Center for Diversity and Inclusion

Cultural Education Programs

- **Global Café** – Engaging introduction to cultures and issues around the world
- **Dine on Diversity** – Discussion of trending domestic issues relating to diversity and inclusion
- **Latinx Heritage Month events** – Campus visitor Michael Reyes (artist & activist), “On the Dream Act” panel, cultural movie series, developing a scholarly identity
- **Native American Heritage Speaker** – Winona LaDuke
- **State of the Black Union** – Panel during Black Alumni Weekend

Center for Diversity and Inclusion

Educational Programs for Underrepresented Groups (includes non-cultural affiliations)

- **Tunnel of Oppression** – Participants walk through different theater sets designed to display oppression of marginalized groups.
- **Safe Zone Training** – Participants are educated on how to be an ally and advocate to the LGBT community.
- **Emerging Women Leaders** – A webinar series focused on leadership coaching for women.

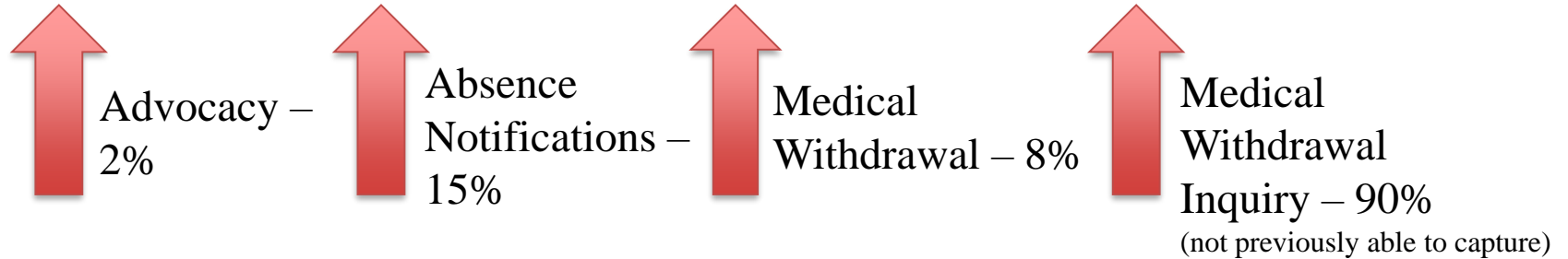
Topical Education Programs

- **Know Your Candidates** – Introduction to candidates' political viewpoints
- **Financial Management Seminar**
- **Living Library**

Student Advocacy

- ***Awareness. Advocacy. Accountability.***
Awareness – Provide information and education to students and their family members from admission through graduation
Advocacy – Advocate for and support our students in developing their self-advocacy skills
Accountability – Prepare students to achieve their life goals through personal accountability; an essential component of the growth and development of a Radford University student
- Continued focus visibility, marketing, and meeting the students where they are

Student Advocacy



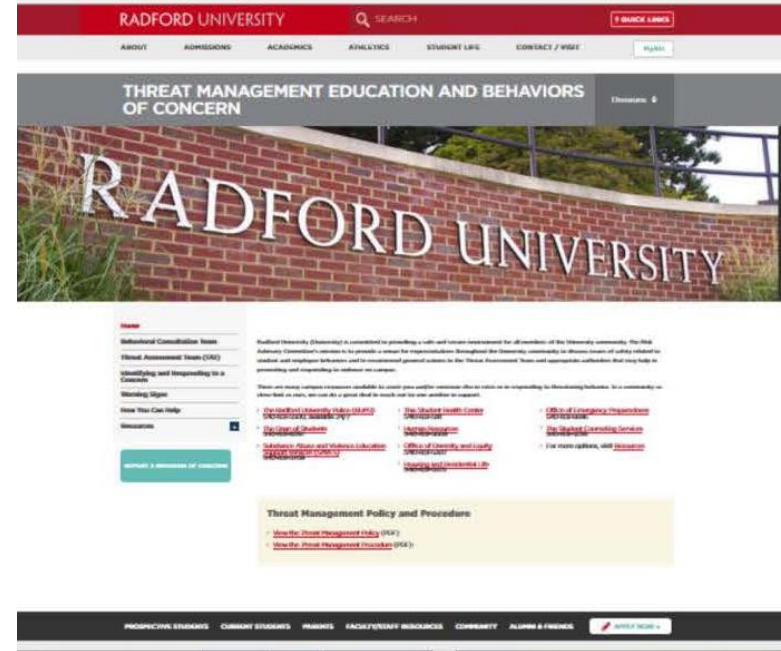
Percentage increase in number of students seeking service and support from Dean of Students Office in 2015-2016 from 2014-2015.

Threat Assessment/Behavioral Consultation Team

- Pro-active approach used to identify, assess, manage, and reduce/resolve the stressors
- Determine effective strategies for addressing the concerns and identify the responsible parties for enacting those strategies
- Support strategies intended to provide a two-fold benefit: direct relief for a student at heightened risk and set that student up for success, while also intervening to prevent the situation from further escalation and crisis

Threat Assessment/Behavioral Consultation Team

- Launched Threat Management Education and Behaviors of Concern
- Healthy Minds Healthy Bodies – Suicide Prevention Education



Sexual Violence Education

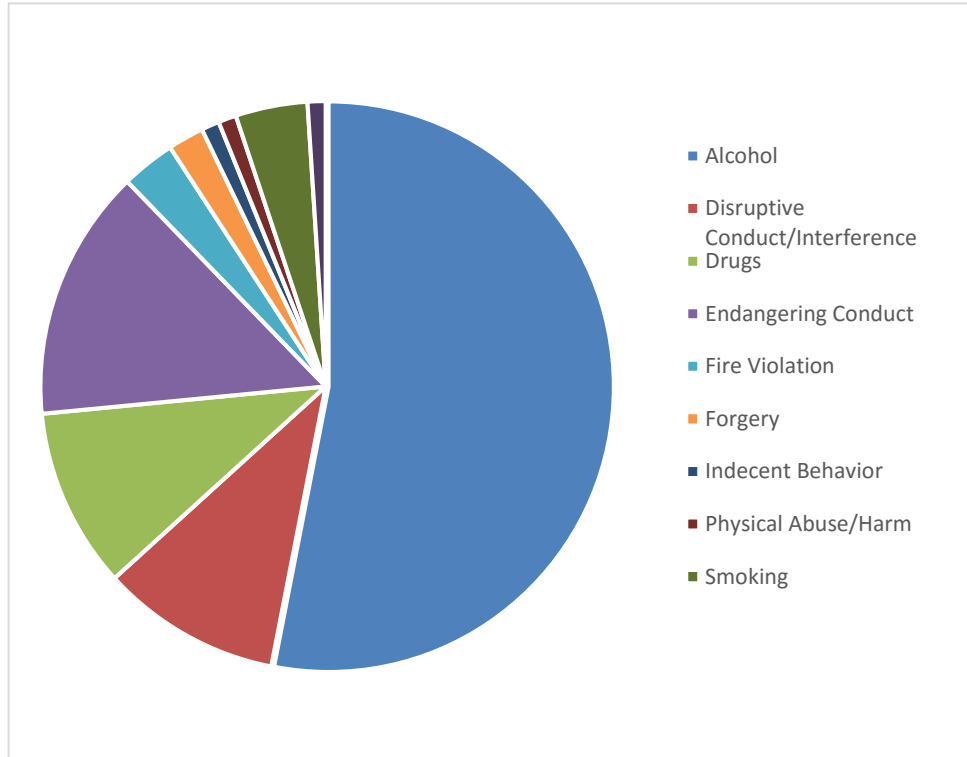
- Collaborative approach between the Office of Diversity and Equity (Title IX Coordinator) and Substance Abuse and Violence Education Support Services (SAVES), Health Educator, Peer Health Educators and Women's Resource Center (WRC)
- In-person trainings and workshops on sexual violence and bystander intervention; approximately ninety-nine offered last year
- Haven and HavenPlus; online modules focusing on sexual violence, consent and bystander intervention
- HavenPlus geared toward graduate and non-traditional students
- New strategies to reach continuing students through student organizations and leadership training

Campus Safety

- Flashing LED Crosswalk Signs
 - After years of partnership and collaboration with Radford City, there are now two signs: one on East Main Street and one on Tyler Avenue.
- SGA Campus Safety Walk in October
- Approximately 39% decrease in alcohol violations since 2013-2014 academic year

Campus Safety

Alleged Violations of Student Standards and Conduct	
Alcohol	52
Disruptive Conduct/Interference	10
Drugs	10
Endangering Conduct	14
Fire Violation	3
Forgery	2
Indecent Behavior	1
Physical Abuse/Harm	1
Smoking	4
Smoking (Residence Hall Policy)	1



Please note that all the numbers have been run by the Office of Student Standards and Conduct for dates ranging 8/25/16-9/1/16

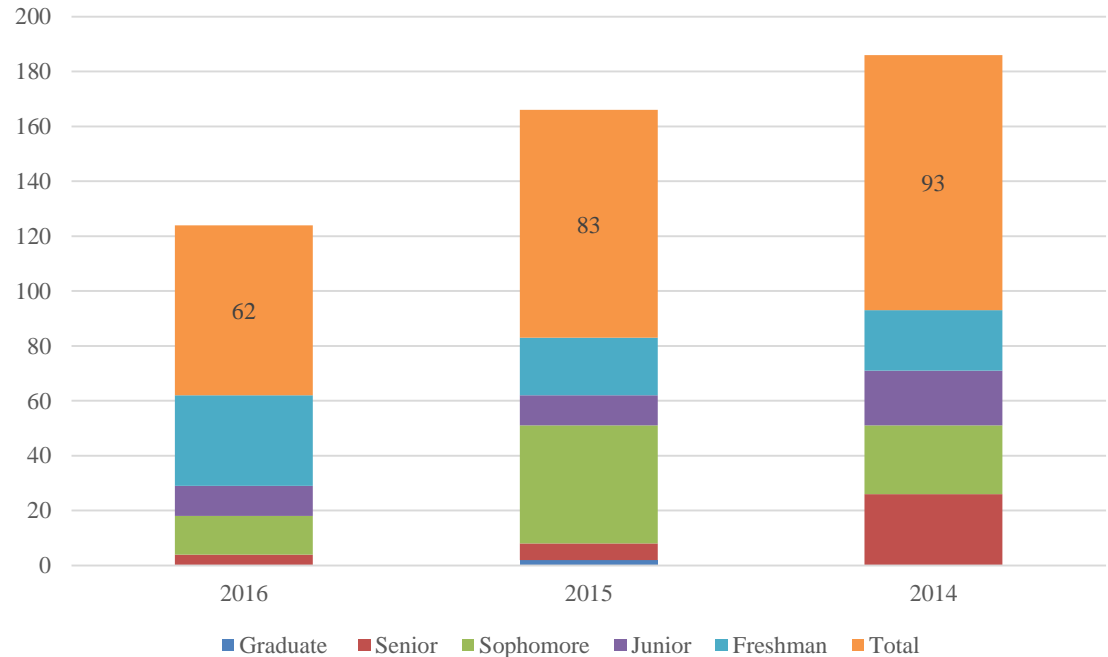
Gender	
Male	37
Female	25

Class	
Senior	4
Sophomore	14
Junior	11
Freshman	33

Campus Safety

	2016	2015	2014
Graduate	0	2	0
Senior	4	6	26
Sophomore	14	43	25
Junior	11	11	20
Freshman	33	21	22
Total	62	83	93

Student Charged by Class 3 Year Comparison



Student-Athlete Advisory Committee

Student-Athlete Experience

Mission

- To make our Athletic Programs better by serving as a liaison between the athletic teams and the Department of Athletics in the development of support services and enrichment programs for student-athletes
- Emphasize academic opportunities and responsibilities of student-athletes in their college experience
- Encourage student-athletes to enrich the experience of being a student-athlete by applying what is learned in athletics to their course of study and ultimately, to their career development
- Organize community service efforts
- Encourage the development of leadership skills for student-athletes
- Promote the opportunity for student-athletes to express their concerns with Athletic Administration
- Emphasize the need of support from faculty and staff for all Athletic Programs

Student-Athlete Advisory Committee

Leadership

- Women's Basketball Student-Athlete Aisha Foy nominated for NCAA Woman of the Year
- Rachel Ross of Women's Basketball and Zach Turk of Men's Soccer participated in the annual Big South Leadership Conference
- Zach Turk of Men's Soccer participated in summer internship with the Governor's Office

Service

- Linus Project, Relay for Life, Elf Shelf, Polar Plunge, Special Olympics

Life Skills

- Keynote speakers-Hazing, Title IX, Mentors and Violence, Social Media, Financial Planning
- Career event focusing on internships

Board of Visitors Report

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New Personnel

- Dr. James 'Jamie' Penven, Director of Housing and Residential Life
- Ms. Kelly Rubin, Director of Substance Abuse and Violence Education Support services
- Mrs. Karen Southerland, Associate Director for Assignments & Technology
- Ms. Amy Damron, Coordinator for Greek Life Programs
- Mrs. Michele Jenkins, Associate Director of Student Success and Retention
- Mrs. Susan Hudson, Starfish Coordinator

Housing & Residential Life

- Residence hall occupancy rate is at 96%.
 - 37 double rooms were sold as singles to offset the open spaces in the residence halls
 - Fall 2015: 3077 or 102%
 - Fall 2016: 3015 or 97.8%
- Revamping current contract processes for returning students to increase fall 2017 housing occupancy
- Increased Student Occupancy in Davis Street Apartments

Housing & Residential Life

Restructuring

- Phase One (Implemented Spring/Summer 2016):
 - New Director of Housing & Residential Life
 - Provide overall leadership for both units to move in one direction
 - New Associate Director for Assignments & Technology
 - Attention on occupancy management and marketing efforts to maintain occupancy
 - Replaced four Graduate Hall Residence Hall Directors (graduated spring 2016) with four Professional Residence Hall Directors
 - Professional staff will increase student learning efforts and support for residential students
- Phase Two (Spring/Summer 2017):
 - Reduce from four Area Directors to two Area Directors
 - Replace eleven Graduate Hall Residence Hall Directors (all graduating in spring 2017) with seven Professional Residence Hall Directors

Housing & Residential Life

New Initiatives:

- Two new Living-Learning Communities:

RU Makers and Eco-Connections

These join already existing LLCs: Community of Artists, ARO, and Biology Connections

- Residential Curriculum Programming Model

Housing & Residential Life is implementing a residential curriculum programming model which includes measurable learning outcomes. Some of the learning goals will include Academic Achievement and Multicultural Competence. As we implement the Residential Curriculum Programming Model, we will actively seek ways to enhance retention intervention strategies between our staff and students.

SAVES Restructuring

- Phase One (Implemented Spring/Summer 2016):
 - New Director of SAVES
 - New Assistant Director for SAVES
- New Strategies Moving Forward:
 - Sexual violence education for continuing students and organizations/teams
 - Violence prevention to include hazing
 - Hazing Prevention Task Force in collaboration with Greek Life
 - Develop Collegiate Recovery Community

Residential Student Retention Initiative

- **M.A.S.H.** (Mentoring Academically Successful Highlanders) has been expanded for the fall 2016 academic year
- 21 Mash Mentors hired
- 92 conditionally admitted students to participate.
- Represents an increase of almost 200% from the fall 2015 numbers (8 Mentors, 32 participants).

New First Generation Freshmen Student Retention Initiative

- **Highlander G.U.I.D.E.** Program (“G.U.I.D.E.” is an acronym for Giving Undergraduates Inspiration, Direction and Empathy)
- Pilot effort being launched fall 2016 by the Divisions of Academic and Student Affairs.
- Students who are first-generation and have other characteristics that place them at risk for attrition.
- Students matched with a faculty/staff “Guide.”
- Goal is for the students to see that, while being a first-generation student carries certain challenges, with the right support network, those challenges can be overcome.
- Guides serve touch points, sounding boards, sources of support and information, and exemplars. The Guide will help students navigate the complexities of higher education so that they successfully transition to Radford University.

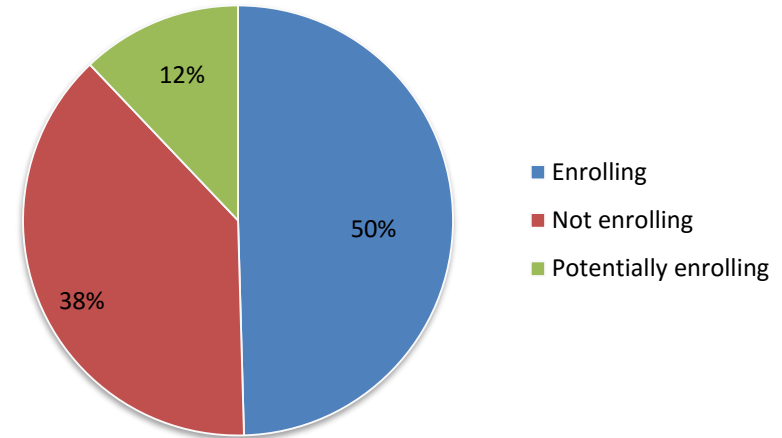
Summer Initiatives to Increase Fall Enrollment

- Calling Campaign to Non-Registered Returning Students
 - Staff from Dean of Students, Student Activities and Administration and Finance
 - Continuing students eligible to register for fall 2016.

Summer Initiatives to Increase Fall Enrollment

- Approximately 559 students called
- Contact made with approximately 338 students
- Approximately 181 continuing students registered within two weeks of the phone calls/emails.

Results of Calling Campaign



Graph represents responses from calls. N=338

Retention Staff Transfer to Student Affairs

- Retention (New Department of Student Success) in Student Affairs
 - Dr. Steve Lerch's Retirement
 - 1.5 Staff in the Department of Student Success
 - Assistant Director for Retention Programming (Housing & Residential Life)

Targeted Retention Initiatives

- **Develop a Council on Student Engagement & Success (CSES)**
- **Develop a Listing of All Current Retention Initiatives**
- **Develop a Comprehensive Retention Plan (the current Retention Plan expires 2016)**
- **Develop a Formalized Communication Plan Between CSES, Academic Colleges and Enrollment Management**
- **Develop an Early Alert System (Starfish Software)**
- **Develop an Exit Interview System**
- **Implement Sustainable Telephone Calling Campaigns**
 - Non-Registered Returning Students
 - Stop-Outs (incompleters who have not requested a transcript for transfer)

Target Retention Initiatives

- **Develop Retention Initiatives in All Student Affairs Units**
- **Other Nascent Retention Initiatives:**
 - Sophomore Student Experience
 - Transfer Student Experience
 - First-Generation Student Initiatives
 - High Achieving Students Initiatives (to prevent transferring out)
 - Mentorship/Student Coaching Initiatives
 - Parents Programs/Newsletter
 - **Student Success Services** (a series to help promote student success by offering workshops on the common concerns and questions first-year students have during their transition to university life)

New University Wide Collaborations

- **Healthy Minds/Healthy Bodies** (Suicide Education)
- **Highlanders Chat** (Pilot Program)
- **H.E.H.R.O.S.** -Helping to Eradicate Homelessness with Resources Opportunities and Support

Fall 2016 Campus Wide Community Service Initiatives

- Fear 2 Freedom
- Highlanders Helpers Food Drive
- Renew the New
- Radford Campus Plant-a-Thon
- Fill the Truck Holiday Drive
- Dr. Martin Luther King Day of Service

Student Engagement

- Robust programming
 - Sex & Drugs Show
 - BE S.E.E.N.
- New collaboration
 - Intramurals in Residence Halls



Academic Affairs/Recreation & Wellness

Student Retention Initiative

Mindfulness Meditation Classes

- Recreation and Wellness has teamed up with the Counselor Education Department to increase the offerings of Mindfulness Meditation classes.
- We anticipate pilot research this semester using several GroupX and Mindfulness class participants and the related impact on retention and mental health measures.

Civic & Community Engagement Initiatives

Radford University currently is:

- One of nearly 100 institutions recognized as being dedicated to civic learning and democratic engagement through NASPA
- Active member with the NRV Regional Commission and Leadership in Economic Alliance
- Laying the groundwork for RUInvolved (OrgSync) to become the collection point for civic engagement initiatives

Research/Defining Purpose:

- Associate Vice President for Student Life to lay the foundation in collaboration with Academic Affairs (Academic Programs)
- Establish a committee to discuss and review emerging leadership and community engagement initiatives
- Developing data bases of students in leadership, civic engagement and identify potential community partners

New Home for the Center for Diversity & Inclusion

- Heth Hall
- New Programs
 - Meditation Room
 - Global Café (Discussion bi-weekly series)
 - Infinity Groups (African American, Asian, White Identity, and LGBT)
 - Diversity Conference, Spring 2017
 - High School Weekend (Recruitment with Washington, DC schools)
 - Enhanced Student Leadership Training & Development

New Home for the Student Media

- Tyler Hall Basement
- New location to increase Student Media's efficiency, will allow easier access to faculty advisors, will allow reporters/leaders to cover their assignments/follow up on news since they will have immediate on-campus access, and will encourage students to join one of the seven media groups without having to leave campus.

Move-In 2016

- New Student Move-in
- Over 640 student volunteers
- Programs designed to help students engage



Thursday, August 25

8 a.m. - 9 p.m.
Accommodation Package Pickup
 Type Hall room key, Suite 54-01
Day Night
 Help provide the 2U and assist if you need to bring your car, car seat, and all your things.
 Sponsored by R-POPC and Student Activities

8:00 p.m. - midnight
Bowling and Billiards
 Sponsored by Student Activities

9 a.m.
Movie: New Year's Eve 2
 Sponsored by R-POPC

Friday, August 26

8 a.m. - 9 p.m.
Accommodation Package Pickup
 Type Hall room key, Suite 54-01
Day Night
 Help provide the 2U and assist if you need to bring your car, car seat, and all your things.
 Sponsored by R-POPC and Student Activities

8:00 p.m. - midnight
Bowling and Billiards
 Sponsored by Student Activities

9 a.m.
Movie: New Year's Eve 2
 Sponsored by R-POPC

8:00 p.m. - midnight
Bowling and Billiards
 Sponsored by Student Activities

8:00 p.m. - midnight
Bowling and Billiards
 Sponsored by Student Activities

9 a.m.
Movie: New Year's Eve 2
 Sponsored by R-POPC

Saturday, August 27

8:00 a.m. - noon
Breakfast
 Sponsored by Student Activities

8 a.m. - 9 p.m.
Accommodation Package Pickup
 Type Hall room key, Suite 54-01

8:00 a.m. - 10:00 p.m.
Transfer Bus Service
 Radford Transit will provide transportation away from the Radford Transit Hub from 8:00 a.m. until 10:00 p.m. and the return to San Francisco from 10:00 a.m. until 10:00 p.m. on the following dates: August 26, 27, and 28. The cost of the transfer is \$10.00. For more information, please contact the Radford Transit Hub at (540) 861-1111.

Saturday, August 27 (continued)

11 a.m. - 11 p.m.
Student Reception and Wellness Center Open
Movie: Mad Max
 Sponsored by Student Reception and Wellness Center

1-4 p.m.
Student Outdoor Recreation Complex
 Sponsored by Student Reception and Wellness Center

2-5 p.m.
Student Reception and Wellness Center
 Sponsored by Student Reception and Wellness Center

3-6 p.m.
Student Reception and Wellness Center
 Sponsored by Student Reception and Wellness Center

4-8 p.m.
Student Reception and Wellness Center
 Sponsored by Student Reception and Wellness Center

5-8 p.m.
Student Reception and Wellness Center
 Sponsored by Student Reception and Wellness Center

6-8 p.m.
Student Reception and Wellness Center
 Sponsored by Student Reception and Wellness Center

7-9 p.m.
Student Reception and Wellness Center
 Sponsored by Student Reception and Wellness Center

8-10 p.m.
Student Reception and Wellness Center
 Sponsored by Student Reception and Wellness Center

9-11 p.m.
Student Reception and Wellness Center
 Sponsored by Student Reception and Wellness Center

10-11 p.m.
Student Reception and Wellness Center
 Sponsored by Student Reception and Wellness Center

Check out our new website:
www.radford.edu/movein
 or call us at (540) 861-1111
 #RUInvolved #MyRU

Questions and Discussion

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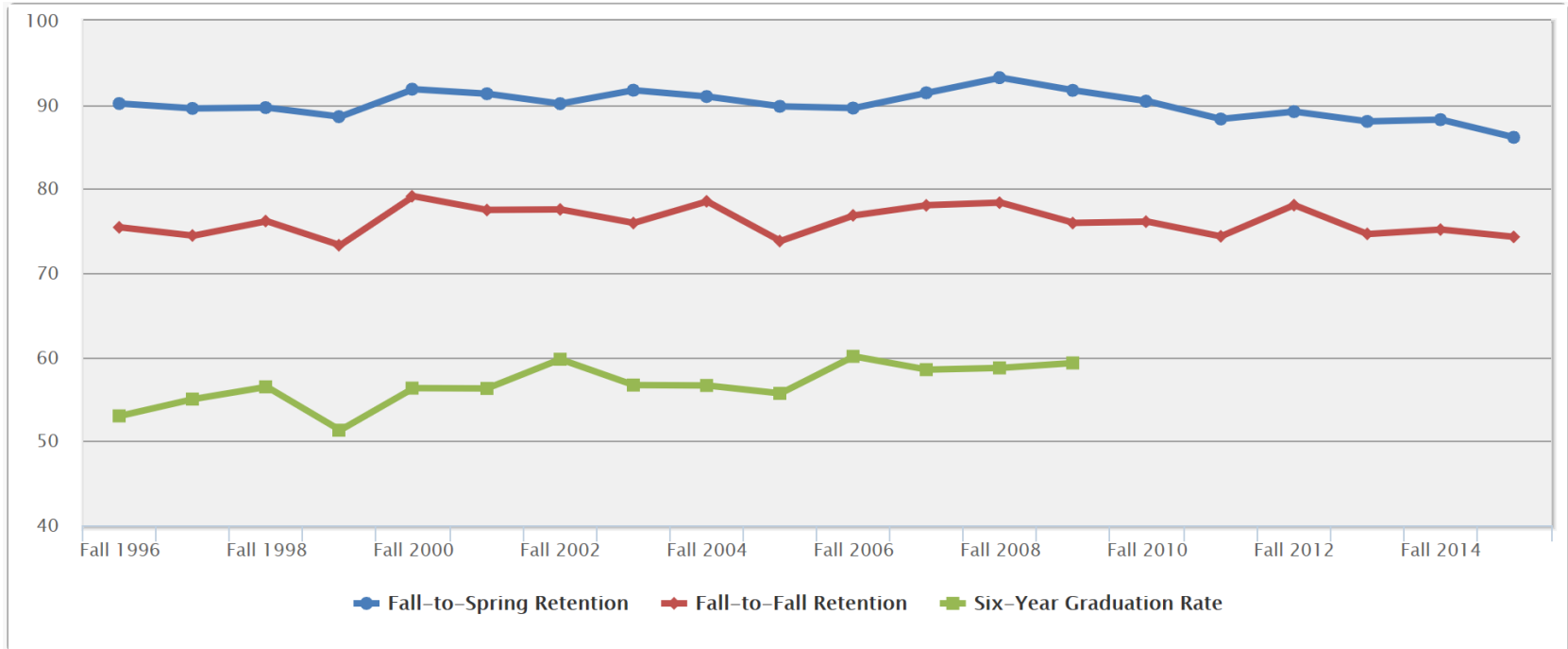
Council on Student Engagement & Success

RADFORD
UNIVERSITY

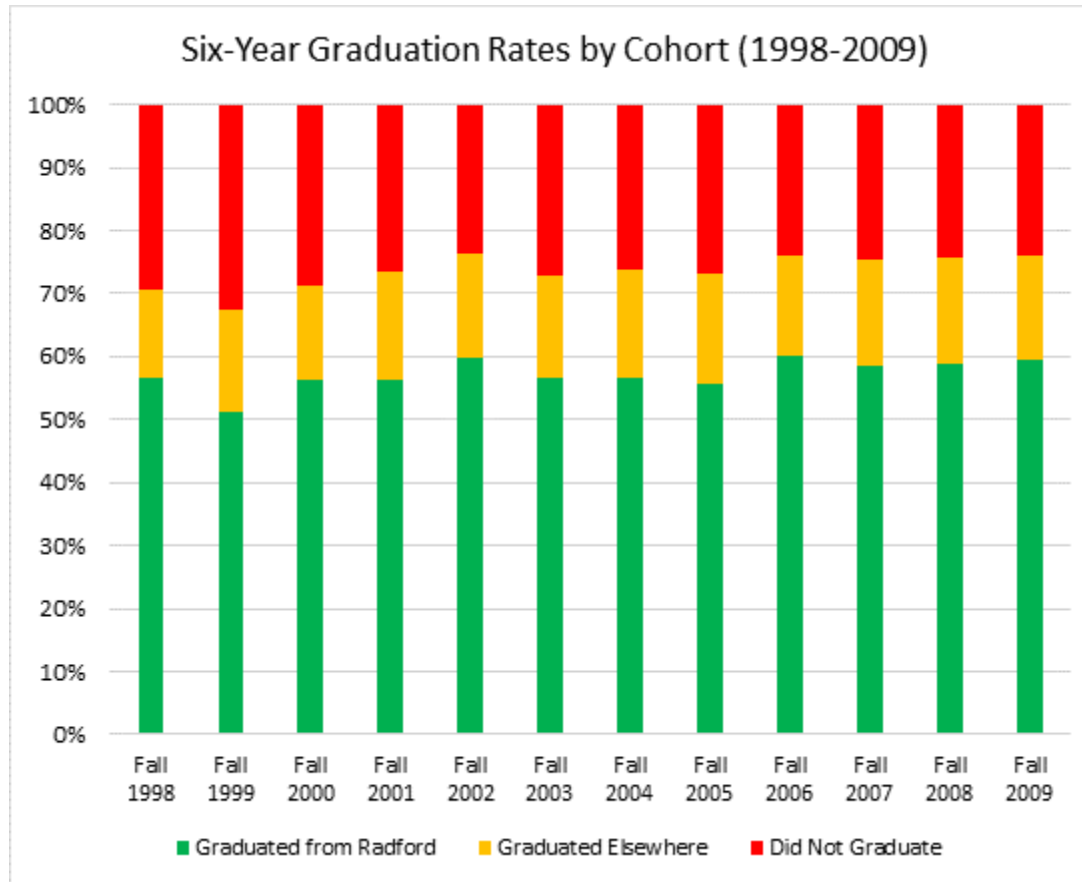
November 10, 2016

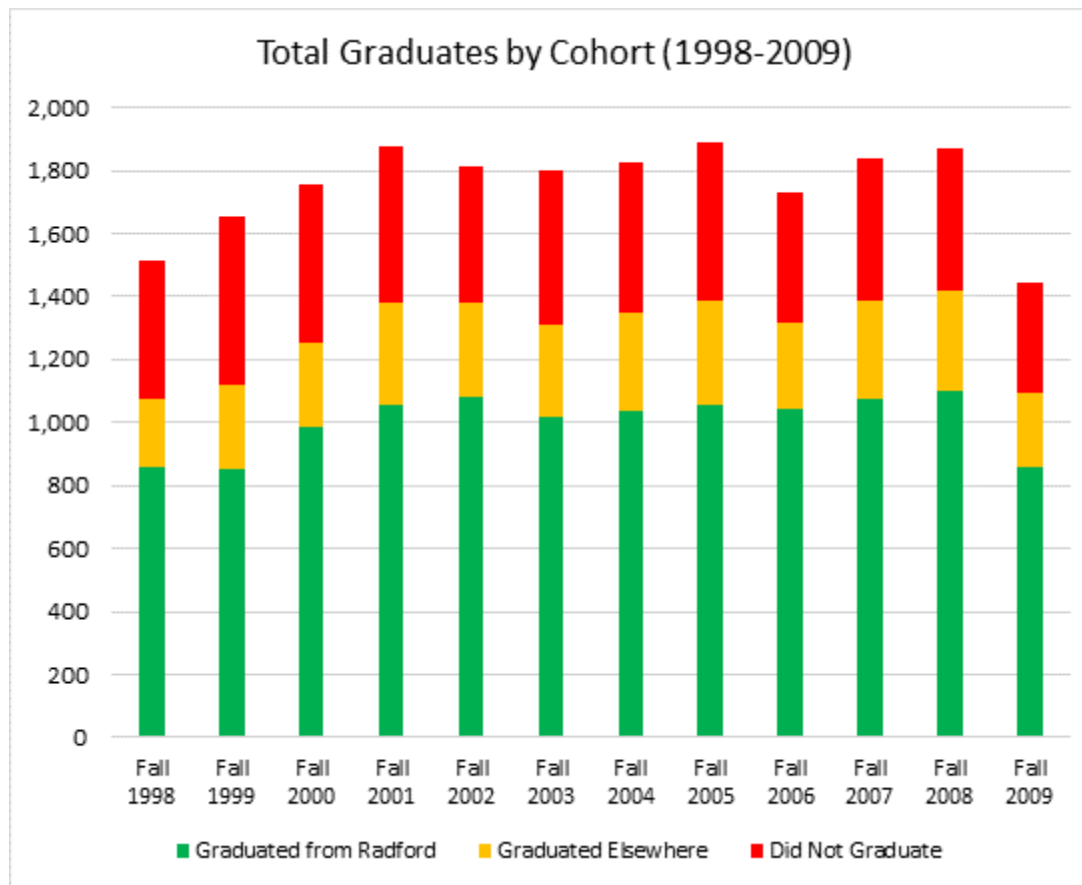
Student Success and Retention

New Freshman Graduation & Retention Rates



Source: Fall Headcount File

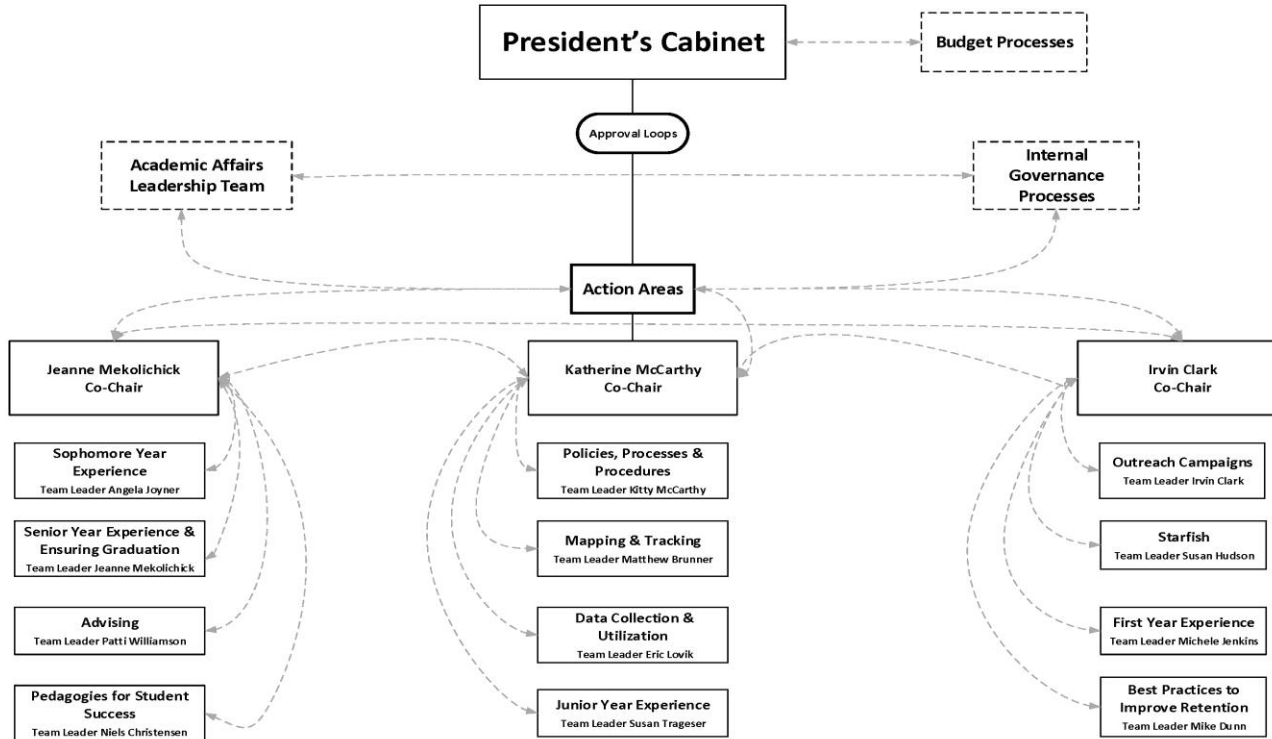




Goals

- Short Term—What can we do this semester? Today? Right now?
- Midterm—What can we do soon? It may take some planning and a few resources.
- Long Range—What can we do that needs planning? Resources? These goals have the potential of having greater, long-term effects.

**Council On Student Engagement & Success
Action Area Flowchart**
(FINAL - as of 27 September 2016)



Note: Each Action Area has responsibility for Assessment/Effectiveness

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2016-2017

**Student Government Association
Strategic Plan Follow Up**

**RADFORD
UNIVERSITY**

Events

- Men's Soccer Tailgating Event
- Charter Bus for UNC Chapel Away Game
 - Sunday December 4, 2016
- SGA Career Fair
 - Spring 2017, 2016
- Get on the Bus with SGA Graduate School Tour
 - Tentative November 12, 2016
- Exam Study Hall
 - Grilled Cheese Night (Library)
 - Left Over Exam Kits (Library)
 - Bonnie Combo Room

Campus Safety

- Campus Safety Patrol
 - Halloween Weekend
- Fall Semester Campus Safety Walk
 - Wednesday, October 26, 2016

Civic Engagement

- Voter Registration
 - Residence halls, classrooms, club meeting
- Voter Drive during Homecoming Weekend
- Registered 533 students



Sexual Assault Awareness

- Consent Campaign - “No More”
- Prevent 5 in a Row (Bingo Game)
 - Goodie Bags

Community Outreach

- **Commit to Graduate (Belle Heth Elementary School)**
 - Thursday, October 20, 2016
 - Bus Greeting, announcements, speak to 6th graders
- **Pizza with Student Council Association**
 - Friday, October 28, 2016

Diversity Awareness

- Views Series



Views

Life Through a Different Lens

Wednesday, October 5
7 p.m. in the Bonnie Auditorium



RADFORD UNIVERSITY
Student Government Association

RADFORD UNIVERSITY
Center for Diversity and Inclusion



RADFORD UNIVERSITY
Diversity Awareness
Programming

VIEWS: A Global Perspective on Discrimination



Diverse Student Panel

Thursday, October 20th
at 7 PM



Location:
Bonnie 249/250



RADFORD UNIVERSITY
Student Government Association

RADFORD UNIVERSITY
Diversity Awareness
Programming



RADFORD UNIVERSITY
Center for Diversity and Inclusion



Community Service

- Adopt a Spot
 - October 1, 2016
- Trunk or Treat
 - October 29, 2016
- Tunnel of Oppression
 - November 9, 2016



School Unity

- UNITY FEST
 - Saturday, April 22, 2017
 - 1-5pm on Moffett Lawn

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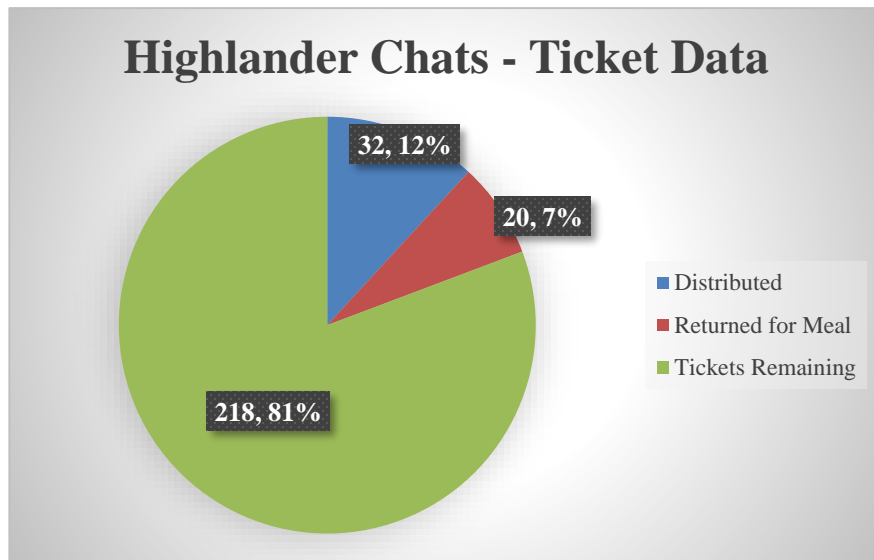
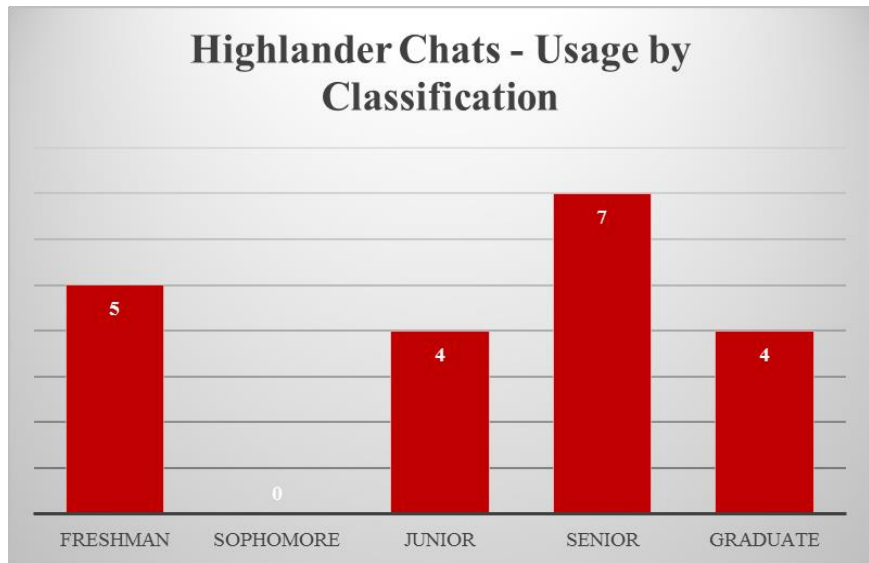
Division of Student Affairs Board of Visitors Report

RADFORD
UNIVERSITY

Highlander Chats

- Pilot program that allows students and faculty/staff to share a complimentary meal together at the Dalton Dining Hall.
- Get students and faculty/staff out of the classroom, studio, laboratory or office to foster discussion in a welcoming environment over a shared meal.
- Tickets for the *Highlander Chats* meal program are available during the first full week of the month.
- Born out of discussion between faculty members and representatives of the Offices of the Dean of Students and University Services who are committed to better serving our students in a manner that fosters inclusive excellence across campus.
- Able to bring the *Highlander Chats* pilot program in partnership with RU Dining Services-Chartwells.

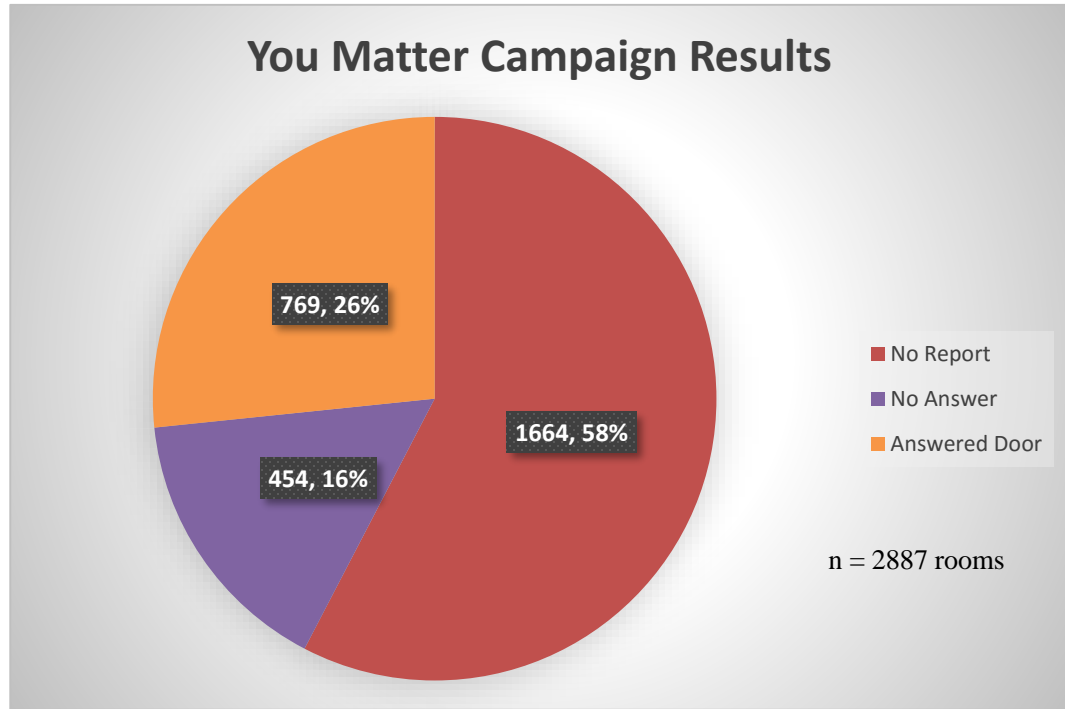
Highlander Chats



- Data as of October 13, 2016

You Matter Campaign

- Campaign spanned a total of four hours over two days; from 4 – 6 p.m. each day.
- Forty-one individuals volunteered to participate on one or both of the days of the campaign.
- Volunteers were staff from the Division of Student Affairs, academic departments, advising centers and faculty.
- Classification and rank of volunteers spanned from all levels of the university. Thirty-three volunteers participated on Tuesday and twenty-five assisted the campaign on Wednesday.



Building a Recovery Community

Substance Abuse and Violence Education Support (SAVES) office seeks to build a Collegiate Recovery Program to support students recovering from addiction to alcohol and/or drugs while working to achieve their academic goals. The overall goal of the program is to provide support, education and networking opportunities to students seeking to build a recovery support system. The SAVES office is striving to create a safer campus that celebrates recovery and saves lives.

- Approximately three students currently participating;
- Submitted proposal for Peter G. Dodge Grant (\$10,000);
- Currently facilitating weekly SMART Recovery meetings; and
- Collaborating with Recovery Community at Virginia Tech.

Diversity and Inclusion

Latino Heritage Month Celebration

- Increase in Latino undergraduate students population on campus, by 27 percent, total number is 590 for Fall 2016.
- Campus offered more than 16 events dedicated to the celebration and awareness of Latino culture, life and history.



Diversity and Inclusion



Ally Week
2016
October 15-21, 2016

- October 18: LGBTQIA Panel with Spectrum
6-8PM | Heth 157
- October 19: Safe Zone Training
3-5PM | Heth 43
- October 20: Drag Queen Transformation
4-6PM | Heth 157
- October 21: Drag Show: Divas in Formation
7-9PM | Preston Auditorium

Join us and bring a friend!

RADFORD UNIVERSITY Center for Diversity and Inclusion
Follow Us: #CDIRadfordU
For More Info: diverse@radford.edu

LGBTQ+

- Safe Zone Training
- More than 83 people have been trained as allies to the LGBTQ+ community on campus
- Active LGBTQ+ organization providing community and acting as a support group for students
- Student LGBTQ+ group panel
- 5th Annual Drag Show
- 4th Annual Ally Week



DIVAS IN FORMATION
DRAG SHOW
Transformation

ATTENDEES RECEIVE VIP ACCESS TO THE DRAG SHOW

See how Drag Performers become their stage personas!

THURSDAY,
OCT. 20
4PM | HETH 157

RADFORD UNIVERSITY Center for Diversity and Inclusion
QUESTIONS?
DIVERSE@RADFORD.EDU

Service Initiative - Fear 2 Freedom



- 500 students, staff, faculty and community members assembled 350 F2F kits
- 125 students, staff, faculty and community members walked to the Women's Resource Center in town to deliver the F2F kits

Service Initiative - Radford Gives Back



- Non-perishable food items were collected during Inauguration week to support the local Backpack program.
- 14,200 food items were collected, and 300 backpacks will be made for distribution.
- 300 students, staff, faculty and community members participated.



198 Student Organizations
720 Unique Volunteers
836 Total Volunteers
2,469 Total Hours
As of Oct. 13, 2016



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**Title IX Compliance
Overview
Radford University
Board of Visitors**

**RADFORD
UNIVERSITY**

Office of Diversity and Equity

Brooke Chang, J.D.
Director and Title IX Officer

What is Title IX?

Title IX of the Education Amendments Act of 1972,
20 U.S.C.A. §1681, et seq.

- “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Violence Against Women Reauthorization Act

Violence Against Women Reauthorization Act of 2013, 42 U.S.C. §§3701,et. seq., and regulations

- In addition to sexual harassment and sex discrimination violations:
 - Sexual assault
 - Dating violence
 - Domestic violence
 - Stalking
- Appoint Title IX Coordinator/Officer by higher education institutions receiving federal funding
- Establishing policy prohibiting these violations
- Require training for incoming and new employees and students
- Establish office for receiving mandated and victim reports, providing interim protective measures for victims, fair and impartial investigations, and making findings and recommended sanctions

DISCRIMINATION, HARASSMENT, SEXUAL MISCONDUCT AND RETALIATION POLICY

Radford University is committed to providing an environment that emphasizes the dignity and worth of every member of its community and that is free from harassment and discrimination based on race, sex, color, national origin, religion, age, veteran status, sexual orientation, gender identity, pregnancy, genetic information, against otherwise qualified persons with disabilities, or based on any other status protected by law.

Initially adopted by the BOV on November 21, 2014, and amended by the BOV on September 18, 2015

RADFORD UNIVERSITY'S POLICY

- ▶ The purpose of this policy is to establish clearly and unequivocally that Radford University prohibits discrimination, harassment, sexual misconduct, and retaliation by individuals subject to its control or supervision and to set forth procedures by which such allegations shall be filed, investigated and adjudicated.
- ▶ The RU policy and procedures are available online on the Office of Diversity and Equity webpage under the “What is Title IX” icon.

Types of Cases Covered

- Sexual assault/violence
- Dating violence
- Domestic violence
- Stalking
- Sexual exploitation
- Sexual harassment
- Discrimination and harassment
- Retaliation

SEXUAL MISCONDUCT INCLUDES:

- Sexual assault/violence
- Dating violence
- Domestic violence
- Sexual exploitation
- Stalking

WHO DOES THIS POLICY APPLY TO?

- ▶ On-campus conduct involving students, employees, faculty, staff, visitors to campus, and contractors working on campus
- ▶ Off-campus conduct involving students, visiting students, employees, faculty and staff participating in Radford University-sponsored activities
- ▶ Off-campus conduct that has continuing effects that create a hostile environment on campus

MANDATORY REPORTING BY EMPLOYEES

- Mandatory employee reporting: All employees, other than the confidential employees, who receive information regarding a complaint or report of discrimination, sexual harassment, sexual misconduct, or retaliation must report any relevant information about the alleged incident to the Title IX Coordinator without delay after addressing the needs of the victim.
- No Radford University employee shall undertake any independent efforts to determine whether or not the report or complaint has merit or can be substantiated before reporting it to the Title IX Coordinator.

Title IX In-Person Training with Instructors

- **Teaching and Research Faculty**
- **Adjunct Faculty**
- **Administrative/Professional Faculty**
- **Classified staff**
- **Wage Staff**
- **Student employees**
- **Students**

What is covered in RU mandatory Title IX training?

- Policy and definitions with examples
- Trauma informed approach
- By stander intervention
- Reporting procedures
- Title IX processes and procedures
- Sanctions and transcript notations for accused students
- Amnesty for victims/survivors

Online Title IX

Mandatory Training for Campus

- Online Title IX training for all faculty, staff, and student employees through vendor, LawRoom called Campus Clarity/Sexual Assault/Violence Prevention and Reporting
- Continuing online training for incoming and new students through vendor, Everfi called Haven on Sexual Assault/Violence Prevention
 - Flexibility
 - Interactive/stimulating
 - User friendly
 - Able to customize modules
 - Able to run reports by university

Mandatory RU Title IX Training

RU Students trained in 2015-16 academic year:

- 2137 completed online training
- 2047 freshmen and 788 transfer students
- 2835 total numbers of RU students
- 75% of the RU students trained

RU Faculty, Staff, and Student Employees trained in 2016

- 2069 completed online training
- 328 completed instructor led in-person training
- 2397 employees trained
- 3284 total numbers of RU employees
- 73% of the RU employees trained

NON-CONFIDENTIAL REPORTING

Brooke Chang, Title IX Coordinator, Office of Diversity and Equity, Tyler Place 2nd Floor (next to Subway), online reporting, or (540) 831-5307

TITLE IX ONLINE REPORTING: OFFICE OF DIVERSITY AND EQUITY WEBSITE

FILE A REPORT ICON:

Title IX

Online reporting for sexual assault/violence, dating violence, domestic violence, stalking, sexual exploitation, and sexual harassment.

- [Online Title IX Reporting for Victims/Survivors:](#)

- Non-confidential online report for students, faculty, and staff. The information provided will not be disseminated to the public unless required by the law.

- [Online Mandatory Title IX Incident Reporting by Employees:](#)

- Non-confidential incident report for employees, including student employees. All Radford University employees in receipt of a complaint or report must report it without delay. The information will not be disseminated to the public unless required by law.

Creation of Title IX Review Committee

Creation of committee to review sexual assault cases under Code of Virginia §23-9.2:15 effective July 1, 2015

- Title IX Coordinator/Officer
- Member of Student Affairs
- Member of Law Enforcement
- Added: Human Resources Member
- Consultant: Member of Student Counseling Services

Title IX Review Committee

Determination by Committee:

- Sexual violence that constitutes felony sexual assault - Report to Commonwealth Attorney without disclosure of victim identity
- Threat to health and safety of student or other individuals - Report to law enforcement agency and Commonwealth Attorney

CONFIDENTIAL CAMPUS REPORTING

- ▶ The Substance Abuse and Violence Education Support Services (SAVES)
- ▶ Student Counseling Services
- ▶ Student Health Center

RESOURCES AND OPTIONS AVAILABLE FOR VICTIMS

- ❖ Advocacy and support for victims/survivors through SAVES
Therapeutic counseling through Student Counseling Services, the Women's Resource Center, and Center for Assessment & Psychological Services (CAPS)
- ❖ Medical services through the Student Health Center and NRV Medical Center
- ❖ No Contact Orders
- ❖ Changes to living and academic settings
- ❖ Safe rooms available in resident halls
- ❖ Academic resources and support
- ❖ Protection against retaliation

INVESTIGATIONS OF SEXUAL ASSAULT/MISCONDUCT AND SEXUAL HARASSMENT

- ▶ Title IX Coordinator and the Deputy Title IX Coordinator are investigators who do not represent the victim/survivor or the accused, and conduct fair and impartial investigations.
- ▶ The Office of Diversity and Equity conducts investigations into allegations of sexual assault/violence, sexual harassment, domestic violence, dating violence, sexual exploitation, stalking, and discrimination.
- ▶ Victims/survivors may opt out of investigation with a written release.
- ▶ The complaining party and responding party both are interviewed, and may bring an advisor who is not a witness or involved in the incident.
- ▶ Witnesses for both parties also may be interviewed.
- ▶ Consider documentary evidence provided (i.e., texts, emails, instant messages).
- ▶ Issue Reports of Investigation with findings of fact and recommended sanctions to both parties.
- ▶ Appeal through the Discrimination Appeals Committee available for both parties.
- ▶ For more details, please see the Office of Diversity and Equity website under “What is Title IX” icon.

SANCTIONS

- Sanctions may include penalties up to and including dismissal for students and termination for employees.
- In addition to sanctions that may be imposed on an individual found in violation of this policy, Radford University will take steps to prevent recurrence of any sexual misconduct, including sexual assault and sexual violence, and to remedy discriminatory effects on the complainant and others, if appropriate.

Student Transcript Notations

Virginia Code §23-9.2:18 effective July 1, 2015

- Any student who is determined to have committed, a violation of this policy involving sexual violence, and the sanction includes suspension or dismissal, will have a prominent notation placed on the student's academic transcript.
- Any student under investigation for such a violation who then withdraws from the University, or does not enroll in a subsequent fall or spring term, prior to the investigation being concluded, will have a prominent notation placed on the student's academic transcript.
- After serving this suspension and if no further violations under this policy or Standards of Student Conduct, this transcription notation will be removed.

STUDENT AMNESTY

In order to facilitate reporting, Radford University will, with the following limited exceptions, provide amnesty to a student who reports an incident in violation of this policy, directed toward that student or another student, for minor disciplinary infractions, such as underage drinking, at the time of the incident.

Notice to RU Students

- General notice to RU students in September of each academic year of transcript notation involving sexual violence in violation of Discrimination, Harassment, Sexual Misconduct & Retaliation (Title IX) Policy by the Office of Student Standards and Conduct
- Specific notice to RU students through written “Notification to Respondent” during initial interview with Title IX Coordinator or Deputy Title IX Coordinator.
- Final notice to RU students in an email when placing notation on transcript by the Office of Student Standards and Conduct or Office of Diversity and Equity.

Implementation of Stall News

- Displayed in bathroom stalls on campus
- Information on what is sexual assault/violence, dating & domestic violence, and Stalking
- Where to get help!
- Where to report a Title IX Incident or file a complaint
- Available campus and off-campus resources
- How to support a survivor

Additional Title IX Efforts

- Provide Title IX Resources and Information to campus: Redesigned the Office of Diversity and Equity webpage for ease of online reporting and access to Title IX policy and procedures, resources, and information.
- Campus awareness: Stall News on Sexual Assault, Dating and Domestic Violence and stalking information. How to get help, report an incident, and available resources
- Participate in prevention programs: Presented and cosponsored “Step Up! Bystander Intervention” during sexual assault awareness month. Cosponsoring “Speaking of Sex” Theater Production during the first six weeks of the semester, and participating in dating/domestic awareness month programs.
- Conducted student and student employees sexual assault training: Student Athletes, Greek Life, ROTC, University 100 Peer Instructors, Graduate Assistant/teaching Assistants, Resident Assistant and Directors, Quest Assistants, and Governor’s School Counselors on Sexual Assault and Interpersonal Violence.
- Improving Sexual Assault Responses: Convened meetings to coordinate sexual assault response efforts with campus and community stakeholder to include, Office of Dean of Students, SAVES Office, RU Police Department, Student Counseling Center, Office of the Commonwealth Attorney, Radford City Police Department, Women’s Resource Center, and NRV Medical Center Forensics staff. The Title IX Officer also is a member of the Radford City Sexual Assault Response Team (SART).

Office of Diversity and Equity

Brooke Chang, J.D.

Title IX Coordinator & Director

Geoffrey Gabriel

Deputy Title IX Coordinator

314B Tyler Place 2nd Floor

(540) 831-5307

www.radford.edu/ode

QUESTIONS ?

