



**RADFORD UNIVERSITY BOARD OF VISITORS
EXECUTIVE COMMITTEE
DECEMBER 8, 2017
MARTIN HALL, THIRD FLOOR
PRESIDENT'S CONFERENCE ROOM
RADFORD VIRGINIA**

MINUTES

COMMITTEE MEMBERS PRESENT

Mr. Mark S. Lawrence, Chair and Rector
Mr. Robert A. Archer
Mr. Randolph "Randy" J. Marcus, Vice Rector
Ms. Krisha Chachra
Dr. Rachel D. Fowlkes
Dr. Susan Whealler Johnston
President Brian O. Hemphill

COMMITTEE MEMBERS ABSENT

Dr. Debra "Deb" K. McMahon

OTHERS PRESENT

Ms. Ashley Schumaker, Chief of Staff, Office of the President
Ms. Mary Weeks, Secretary to the Board of Visitors and Senior Assistant to the President
Mr. Allen T. Wilson, Assistant Attorney General, Commonwealth of Virginia

CALL TO ORDER

Mr. Mark S. Lawrence, Rector, formally called the meeting to order at 7:48 a.m. in the President's Conference Room, Third Floor, Martin Hall, Radford, Virginia. Rector Lawrence welcomed the Committee members and thanked Ms. Krisha Chachra for assuming the Chair position on the University Advancement, University Relations and Enrollment Management Committee.

APPROVAL OF AGENDA

Rector Lawrence asked for a motion to approve the December 8, 2017 agenda. Mr. Randy J. Marcus so moved, and Mr. Robert A. Archer seconded. The agenda was approved unanimously as published.

APPROVAL OF MINUTES

Rector Lawrence asked for a motion to approve the September 15, 2017 minutes for the Executive Committee. Mr. Marcus so moved, and Dr. Susan Whealler Johnston seconded. The minutes were unanimously approved as submitted and are available online at:

<https://www.radford.edu/content/bov/home/meetings/minutes.html>.

PRESIDENT’S REMARKS

President Brian O. Hemphill provided updates on current campus issues. He followed with a brief discussion on activity regarding recent meetings with members of the General Assembly. Changes in the General Assembly seats due to the recent election will require additional meetings to share the Radford story. Rector Lawrence thanked President Hemphill for his report and efforts to connect with members of the General Assembly.

CLOSED SESSION

Rector Lawrence requested a motion to move into closed session pursuant to Section 2.2-3711 (A) 1., under the Virginia Freedom of Information Act for the discussion of personnel matters, more specifically relating to the performance evaluation, compensation of certain Radford University employees and evaluation of performance of certain departments of Radford University which will require performance evaluations of specific individuals in those departments.

Dr. Johnston so moved, and Mr. Archer seconded the motion. The motion passed unanimously. The Executive Committee went into closed session at 7:59 a.m. The following were asked to remain, and the public was asked to leave:

- Ms. Ashley Schumaker, Chief of Staff, Office of the President
- Mr. Allen T. Wilson, Assistant Attorney General, Commonwealth of Virginia

RECONVENED SESSION

Rector Lawrence reconvened the meeting at 8:20 a.m. and requested a motion to come out of closed session and for a Certification of Executive Meeting. Mr. Marcus so moved the following resolution:

WHEREAS, the Radford University Board of Visitors Executive Committee has convened a closed session on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and

WHEREAS, §2.2-3712 of the Code of Virginia requires a certification by this Executive Committee that such closed meeting was conducted in conformity with Virginia law;

NOW, THEREFORE, BE IT RESOLVED, that the Board 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. Mr. Archer seconded the motion.

Roll Call:

- | | |
|---|-----|
| Mr. Mark S. Lawrence, Chair and Rector | Yes |
| Mr. Robert A. Archer | Yes |
| Mr. Randolph “Randy” J. Marcus, Vice Rector | Yes |
| Ms. Krisha Chachra | Yes |
| Dr. Rachel D. Fowlkes | Yes |
| Dr. Susan Whealler Johnston | Yes |

REPORTS OF STANDING COMMITTEE CHAIRS

The following Standing Committee Chairs provided a brief verbal report on what will be shared at the full Board meeting:

- Mr. Robert A. Archer, Business Affairs and Audit Committee;
- Dr. Rachel D. Fowlkes, Governance, Administration and Athletics Committee;
- Dr. Susan Whealler Johnston, Academic Affairs Committee and Student Affairs Committee; and
- Ms. Krisha Chachra, University Advancement, University Relations and Enrollment Management Committee.

OTHER BUSINESS

Recommendation to the Board of Visitors Approval of the Performance Plan Update

Rector Lawrence requested a motion to approve the Recommendation for Approval of the Performance Plan. Mr. Marcus so moved, and Dr. Johnston seconded the motion. It was approved unanimously and is hereto attached as *Attachment A* and made a part thereof.

Recommendation to the Board of Visitors Approval for the Delegation of Authority

Rector Lawrence requested a motion to approve the Recommendation for Delegation of Authority. Mr. Marcus so moved, and Mr. Archer seconded the motion. It was approved unanimously and is hereto attached as *Attachment B* and made a part thereof.

ADJOURNMENT

With no further business to come before the Executive Committee, Rector Lawrence requested a motion to adjourn. Mr. Marcus so moved, and Dr. Johnston seconded. The meeting adjourned at 8:36 a.m.

Respectfully submitted,

Ms. Mary Weeks
Secretary to the Board of Visitors/Senior Assistant to the President

Attachment A

DRAFT

Performance Plan Update

**Proposed Resolution
for Executive Committee and Board of Visitors Consideration**

Now Therefore Be it Resolved, the Board of Visitors hereby approves payment for President Brian O. Hemphill's Performance Plan, 2017-2018, as discussed in closed session on December 8, 2017, and that said performance plan pursuant to Section E of the Employment Agreement of Brian O. Hemphill, Ph.D. dated December 15, 2015, and amended November 11, 2016 and May 5, 2017, is considered a personnel record.

Attachment B**RADFORD UNIVERSITY BOARD OF VISITORS****Executive Committee****December 8, 2017****Action Item*****Delegation of Authority to the President*****Item:**

Adoption of a resolution delegating authority for base compensation and state decreed increases of the Provost and Vice Presidents to the President, effective December 8, 2017.

Background:

At the December 4, 2006 meeting of the Radford University Board of Visitors, the President was delegated the authority to implement any state decreed increases for all university employees of a rank below that of Vice President or Provost, but not the Provost or Vice Presidents. The requested resolution is to delegate approval authority to the President.

Action:

Radford University Board of Visitors adoption of a resolution delegating approval authority of state authorized base salary increases.

Radford University Board of Visitors
RESOLUTION
Delegation of Authority
December 8, 2017

WHEREAS, base salary and compensation changes for the President, Provost and Vice Presidents of Radford University requires the approval, by resolution, of the Board of Visitors; and

WHEREAS, at the December 4, 2006 meeting of the Radford University Board of Visitors, the President was delegated the authority to implement any state decreed increases for all university employees of a rank below that of Vice President or Provost, but not the Provost or Vice Presidents; and

WHEREAS, at the September 15, 2017 Board of Visitors Executive Committee meeting, the Committee requested a recommendation to streamline the approval process for salary increases; and

NOW THEREFORE BE IT RESOLVED, effective December 8, 2017, that the Board of Visitors of Radford University hereby delegates to the President approval authority for salary increases for the Provost and Vice Presidents.

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End of Materials