



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

**Approved**

**MINUTES**

**COMMITTEE MEMBERS PRESENT**

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

**COMMITTEE MEMBERS ABSENT**

Mr. Steve A. Robinson

**BOARD MEMBERS PRESENT**

Mr. Christopher Wade, Rector  
Mr. Robert A. Archer  
Ms. Krisha Chachra  
Ms. Callie M. Dalton  
Dr. Rachel D. Fowlkes  
Ms. Mary Ann Hovis  
Ms. Georgia Anne Snyder-Falkinham

**OTHERS PRESENT:**

President Brian O. Hemphill  
Dr. Irvin Clark, Interim Vice President for Student Affairs  
Mr. Joe Carpenter, Vice President for University Relations 7 Chief Communications Officer  
Ms. Ashley Shumaker, Chief of Staff, Office of the President  
Mr. Ken Bonk, Associate Vice President for Student Life  
Ms. Susan Trageser, Interim Dean of Students  
Ms. Jacinda Jones, Student Body President  
Ms. Stephanie Jennelle, Associate Vice President for Finance & University Controller  
Mr. Allan Wilson, Assistant Attorney General, Commonwealth of Virginia

Ms. Mary Weeks, Secretary to the Board of Visitors/Senior Assistant to the President  
Radford University Faculty and Staff

### **CALL TO ORDER**

Mr. Mark Lawrence, Chair, formally called the meeting to order at 10:38 in the Board Room in Martin Hall.

### **APPROVAL OF AGENDA**

Mr. Mark Lawrence asked for a motion to approve the November 10, 2016 meeting agenda, as published. Dr. Jay Brown so moved, and Dr. Susan Whealler Johnston seconded the motion. The motion carried unanimously.

### **APPROVAL OF MINUTES**

Mr. Lawrence asked for a motion to approve the minutes of the September 15, 2016 meeting of the Student Affairs Committee, as published. Dr. Susan Whealler Johnston so moved, and Dr. Brown seconded the motion and the motion carried unanimously. Minutes are available online at: <https://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 progress to date of SGA's Strategic Plan for the 2016-2017 academic year. Her presentation outlined initiatives completed thus far by the SGA and included: a voter registration drive, a campus safety walk with the University and City Police, several sexual assault awareness events and community service projects. In an effort to assist with recruitment efforts, SGA representatives have visited local elementary and middle schools and spoke with students about attending Radford University (Grad2Rad program). A copy of Ms. Jones's report is attached hereto as *Attachment A* and is made a part hereof.

### **STUDENT AFFAIRS REPORT**

Dr. Irvin Clark, Interim Vice President for Student Affairs, gave a presentation on the newly formed Council on Student Engagement and Success. This Council will advise campus leadership in design, implementation and assessment of strategies and programs that improve student academic success, retention and graduation. The presentation outlined the 12 action teams within the Council and the short and long term goals identified to improve retention and graduation rates. A copy of this report is attached hereto as *Attachment B* and is made a part hereof.

Dr. Irvin Clark also provided the Student Affairs divisional report. He shared an overview of new retention focused programs that were introduced this fall. "Highlander Chats" is a pilot program that allows students and faculty/staff to share a complimentary meal together in the dining hall, and the "You Matter" Campaign involves faculty and staff visiting each residence hall room to welcome students and inform them of campus resources. The Substance Abuse and Violence Education Support (SAVES) office has started a Collegiate Recovery Community to provide support, education and networking opportunities to students seeking to build a recovery

system. He also updated the committee on the numerous diversity and inclusion and community service initiatives. The most successful Fall 2016 service initiative was the “Radford Gives Back” food drive held during Inauguration week and collected over 14,000 food items for the local Backpack program. A copy of the report is attached hereto as *Attachment C* and is made a part hereof.

**TITLE IX PRESENTATION**

Ms. Brooke Chang, Title IX Coordinator and Director of Diversity and Equity, gave a presentation on the purpose and role of the Diversity and Equity office. She updated the committee on reporting mandates, trainings for employees and students and cases handled each year. She discussed the sanctions for those found guilty and the resources available to victims. A copy of the report is attached hereto as *Attachment D* and is made a part hereof.

**ADJOURNMENT**

Mr. Lawrence asked for a motion to adjourn. Dr. Jay Brown so moved, and Dr. Debra MacMahon seconded the motion. The motion carried unanimously. With no further business to come before the Committee, Mr. Lawrence adjourned the meeting at 12:19.

Respectfully submitted,



Jenni Tunstall

Secretary to the Committee

**2016-2017**

**Student Government Association  
Strategic Plan Follow Up**

**RADFORD  
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# Events

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- 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

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

# Civic Engagement

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



# Sexual Assault Awareness

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



# Community Outreach

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- **Commit to Graduate (Belle Heth Elementary School)**
  - Thursday, October 20, 2016
  - Bus Greeting, announcements, speak to 6<sup>th</sup> 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 20<sup>th</sup>  
at 7 PM



Location:  
Bonnie 249/250



RADFORD UNIVERSITY  
Student Government Association  
RADFORD UNIVERSITY  
Diversity Awareness  
Programming  
BLACK STUDENT ALLIANCE  
RADFORD UNIVERSITY  
Center for Diversity and Inclusion

# Community Service

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



# School Unity

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

Attachment B

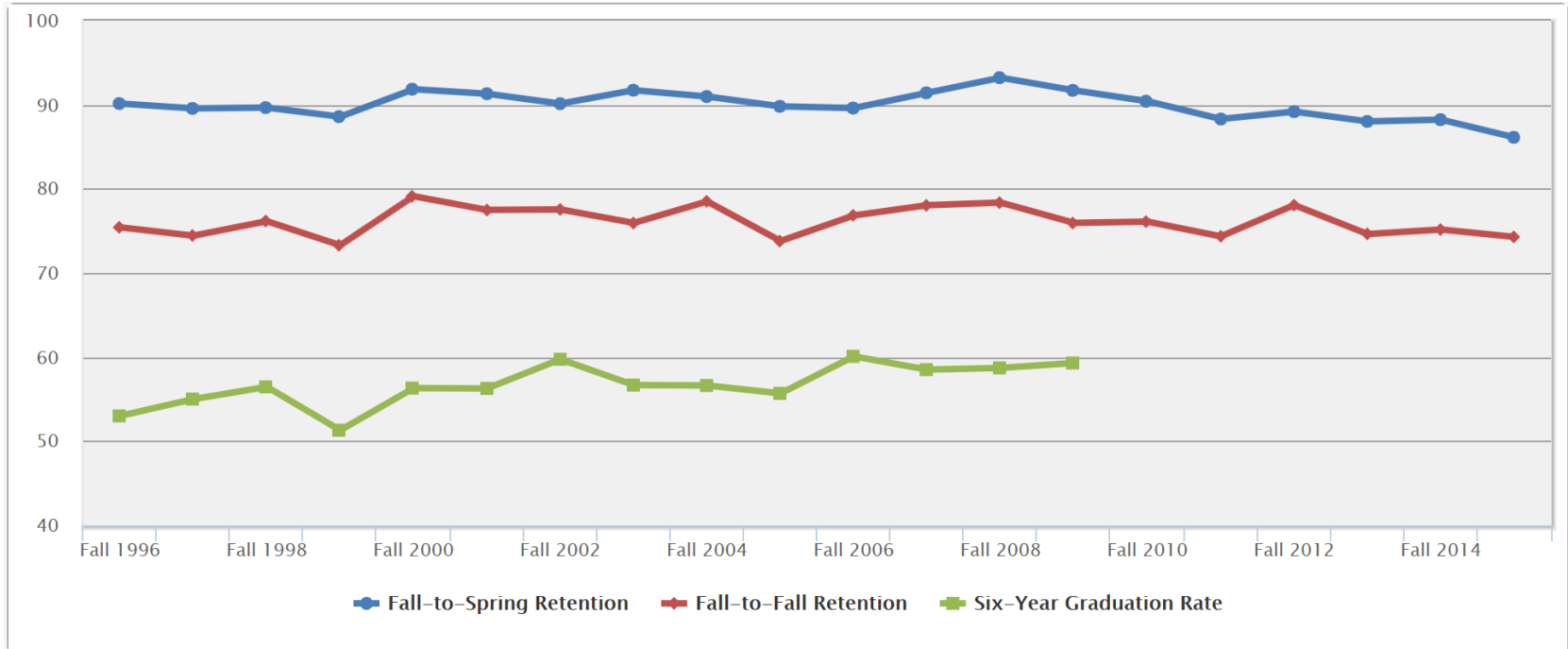
# Council on Student Engagement & Success

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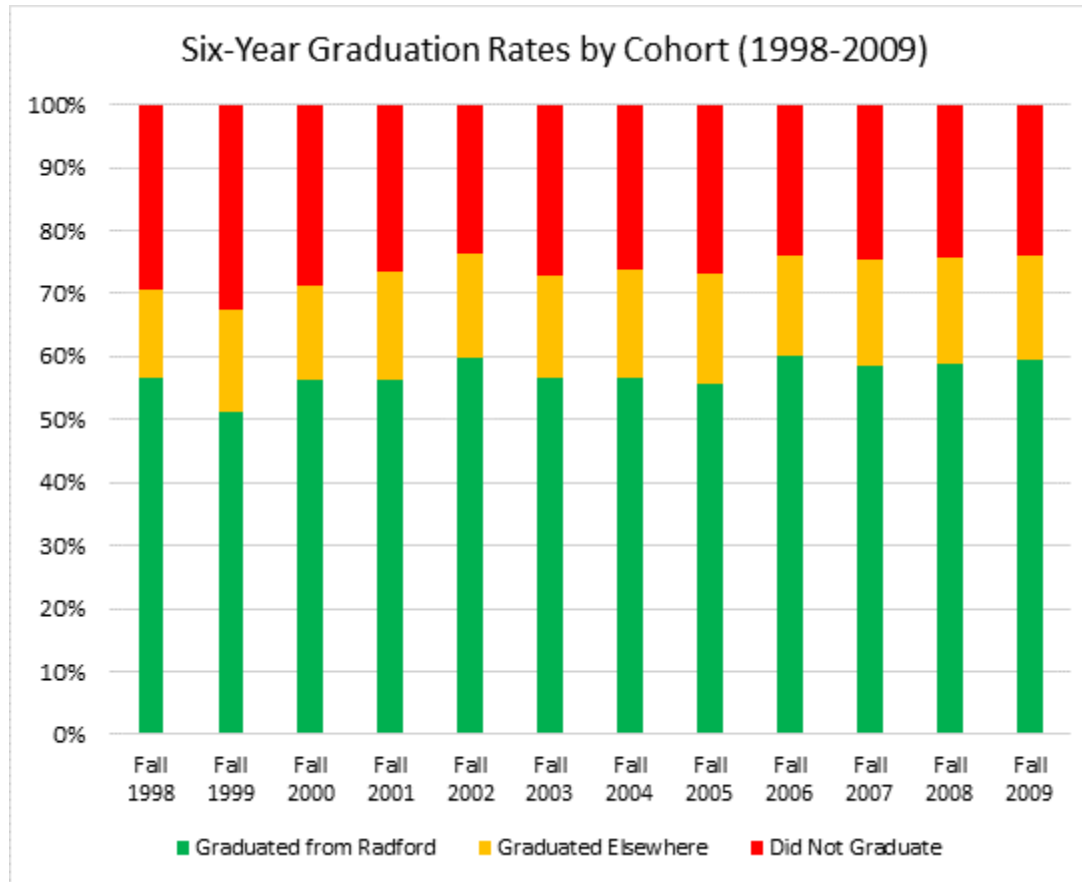
November 10, 2016

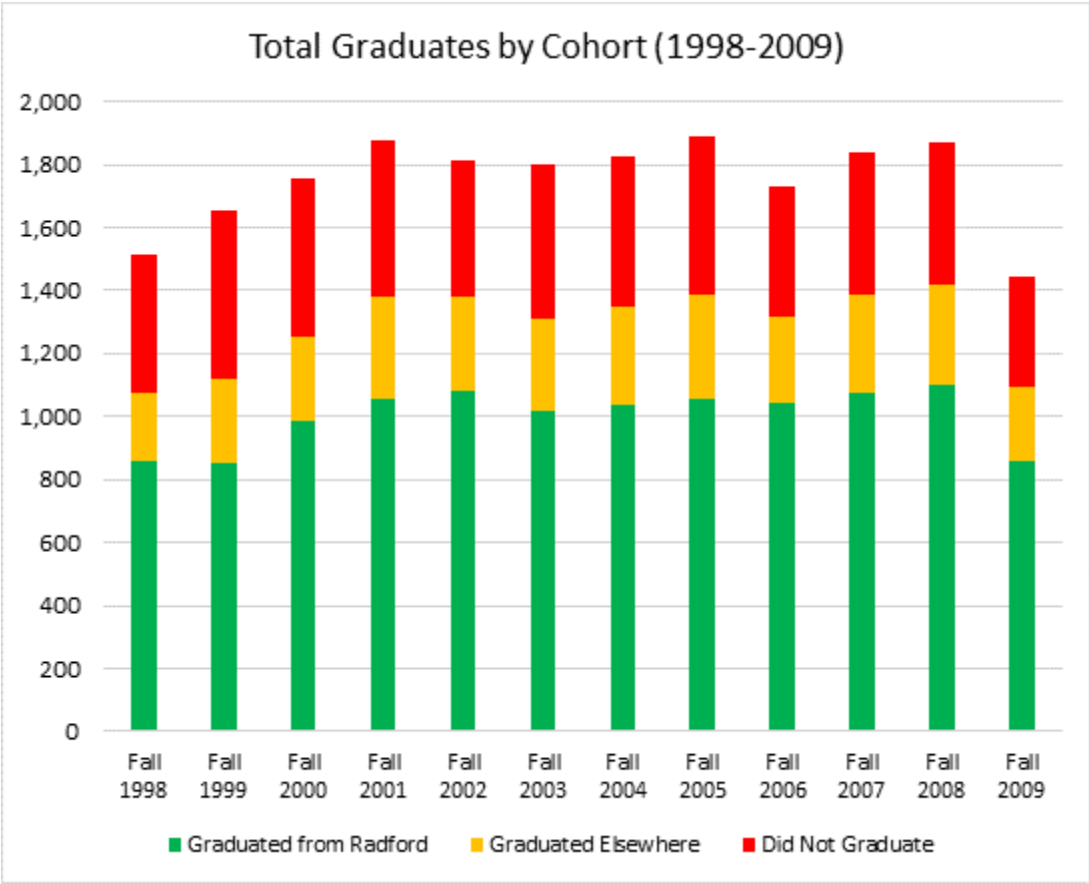
Student Success and Retention

# New Freshman Graduation & Retention Rates



Source: Fall Headcount File





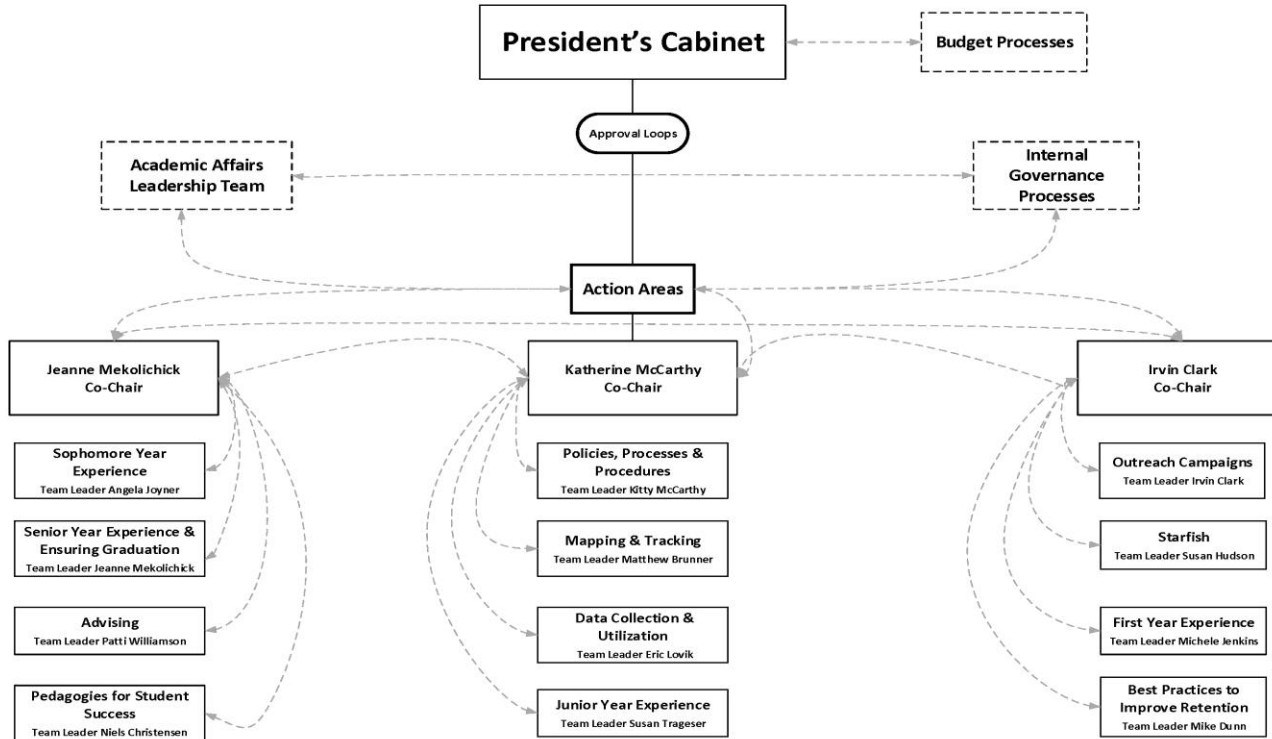


# Goals

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- 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

# Division of Student Affairs Board of Visitors Report

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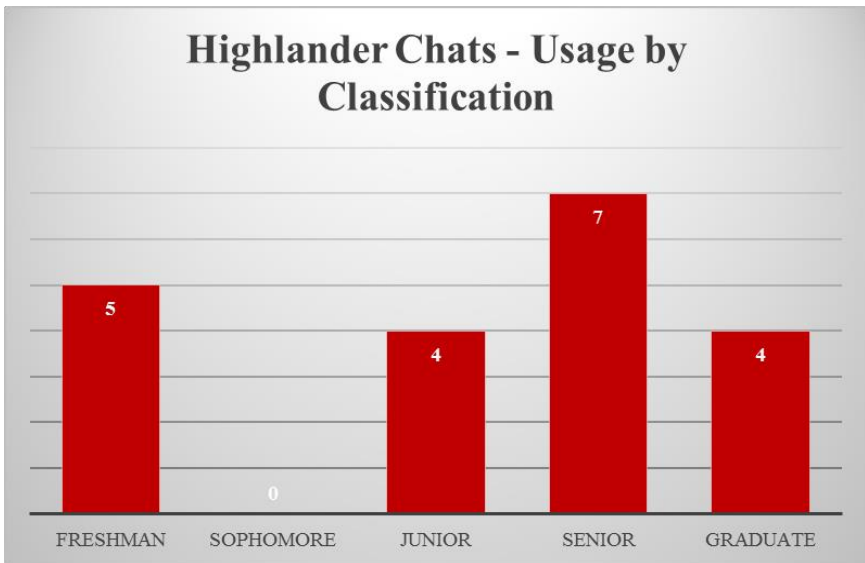
# Highlander Chats

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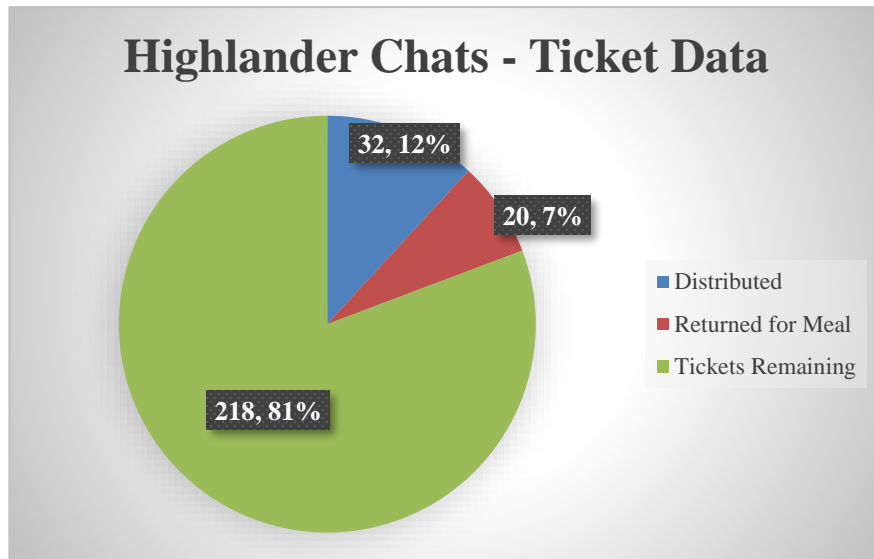
- Pilot program that allows students and faculty/staff to share a complimentary meal together at the Dalton Dining Hall.
- Get students and faculty/staff out of the classroom, studio, laboratory or office to foster discussion in a welcoming environment over a shared meal.
- Tickets for the *Highlander 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

## Highlander Chats - Usage by Classification



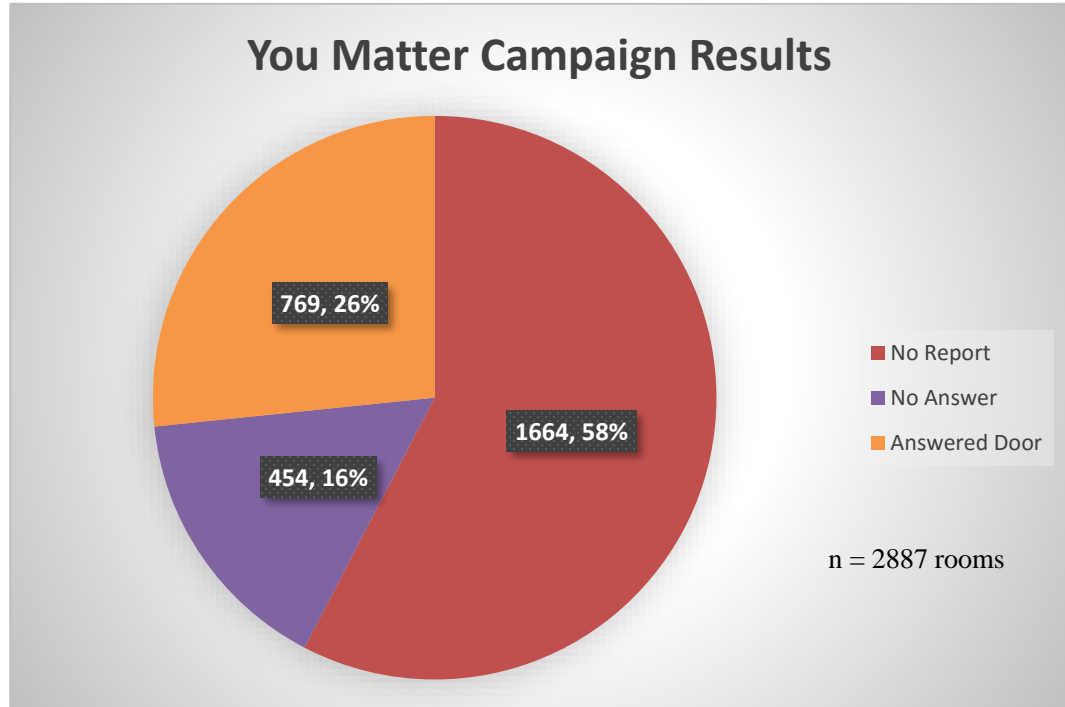
## Highlander Chats - Ticket Data



- 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

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**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

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## 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
- 5<sup>th</sup> Annual Drag Show
- 4<sup>th</sup> 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



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

**RADFORD  
UNIVERSITY**

# Office of Diversity and Equity

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

# What is Title IX?

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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

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## 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

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- 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

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- **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?

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- 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

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- 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

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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 2<sup>nd</sup> 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

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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

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## 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

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- 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

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- 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

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- 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

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**Brooke Chang, J.D.**

Title IX Coordinator & Director

**Geoffrey Gabriel**

**Deputy Title IX Coordinator**

314B Tyler Place 2<sup>nd</sup> Floor

(540) 831-5307

[www.radford.edu/ode](http://www.radford.edu/ode)



# QUESTIONS ?

