

Diversity, Opportunity, and Inclusion 2024 Report
Agency: Radford University
Year: 2024

2024 Accomplishments

Agency Goal 1 – Strengthen Recruitment, Hiring, Onboarding, and Retention

- Expanded job visibility through the Higher Education Recruitment Consortium (HERC).
- Delivered inclusive hiring and bias mitigation training for hiring managers.
- Reduced classified staff voluntary turnover by over 2% across two years.
- Achieved 94% satisfaction with new hire orientation, exceeding the 90% target.
- Launched new compensation structure with career ladders in Facilities and Police.

Agency Goal 2 – Enhance Employee Training and Development

- Surpassed the annual growth goal.

Agency Goal 3 – Support Leadership Development

- Delivered leadership training initiatives focused on succession planning and skill-building, including "Managing from Where You Are," "Navigating Difficult Conversations," and CliftonStrengths.

2025 Agency DOI Goals

Radford University will continue to strengthen efforts in recruitment, development, and leadership in support of the DOI strategy.

Agency Goal 1 – Strengthen Recruitment, Hiring, Onboarding, and Retention

- Launch the PageUp applicant tracking system by June 30, 2025.
- Continue to expanded job visibility through the Higher Education Recruitment Consortium (HERC).

Agency Goal 2 – Enhance Employee Training and Development

- Incorporate learning goals into annual evaluations to support development.

Agency Goal 3 – Support Leadership Development

- Expand leadership training offerings to support readiness and succession planning.