

# **Diversity, Opportunity, and Inclusion 2025 Accomplishment Report**

## **Agency: Radford University**

### **Year: 2025**

#### **2025 Agency DOI Accomplishments**

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

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

- Launched the PageUp applicant tracking system on June 30, 2025, providing a modernized platform to support recruitment and hiring activities.
- Continued training and development of search committee members on best practices for interviewing and candidate evaluation.
- Expanded job visibility and recruitment outreach through the Higher Education Recruitment Consortium (HERC), increasing awareness of employment opportunities and supporting broader candidate outreach efforts.

#### **Agency Goal 2 – Enhance Employee Training and Development**

- Launched Udemy for all employees, including full-time, part-time, wage, and adjunct faculty, significantly expanding access to professional development resources across the university.
- Provided employees with access to thousands of self-paced courses in leadership, communication, technology, compliance, accessibility, and Diversity, Equity, and Inclusion (DEI), supporting continuous learning and skill development at all career stages.
- Enhanced workforce development and employee engagement by offering flexible, on-demand learning opportunities that support career growth, leadership readiness, and organizational effectiveness.

#### **Agency Goal 3 – Support Leadership Development**

- Continued established leadership and supervisory training programs throughout 2025.
- Expanded performance management course focused on goal setting, coaching, performance feedback, accountability, and employee development to strengthen supervisory effectiveness and leadership capabilities.

**Diversity, Opportunity, and Inclusion 2026 Goals**  
**Agency: Radford University**  
**Year: 2026**

**2026 Agency DOI Goals**

**Agency Goal 1 – Strengthen Employee Engagement, Onboarding, and Workplace Culture**

- Increase opportunities for employee engagement, connection, and professional growth to support a positive and inclusive workplace environment.

**Agency Goal 2 – Support a Positive Employee Experience**

- Encourage workplace practices that foster collaboration, engagement, and professional success.
- Identify opportunities to improve employee onboarding and integration into the university community.

**Agency Goal 3 – Process Improvement**

- Work with a cross-functional team to review PageUp processes to identify opportunities to improve timeliness, user experience, and efficiency.
- Evaluate and refine recruitment system workflows to streamline administrative steps, enhance consistency, and strengthen communication and collaboration across departments.