

SEARCH PROFILE:

DIRECTOR OF CONTINUING EDUCATION



Radford
UNIVERSITY

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THE OPPORTUNITY

The Director of Continuing Education (DCED) at Radford University is a senior leader within the Division of Economic Development and Corporate Education. The position reports to the Vice President of Economic Development and Corporate Education. The Director for Continuing Education is responsible for developing, implementing and overseeing a non-degree educational portfolio of programs for adult learners and professionals seeking to enhance their skills or pursue new career opportunities. The director works collaboratively with the entire Economic Development and Corporate Education team to meet collective divisional vision and goals. The director develops, markets and manages non-degree programs, including professional certificates, workforce training, online courses and community educational offerings. At Radford University, many continuing education programs are focused on healthcare, education and technology. The director works closely with faculty, industry partners and community organizations to identify emerging workforce needs and design programs that support career advancement and economic development.





ABOUT RADFORD UNIVERSITY

Radford University serves the Commonwealth of Virginia and the nation through a wide range of academic, cultural, human service and research programs. First and foremost, the university emphasizes teaching and learning and the process of learning in its commitment to the development of mature, responsible, well-educated citizens. Radford University develops students' creative and critical thinking skills, teaches students to analyze problems and implement solutions, helps students discover their leadership styles and fosters their growth as leaders. Toward these ends, the university is student-focused and promotes a sense of caring and of meaningful interaction among all members of the university community. Research is viewed as a vital corollary to the teaching and learning transaction as it sustains and enhances the ability to teach effectively. Radford University believes in the dynamics of change and has a strong commitment to continuous review, evaluation and improvement in the curriculum and all aspects of the university, in order to meet the changing needs of society.

With more than 7,800 students, Radford University is a comprehensive public institution that has received national recognition for many of its undergraduate and graduate academic programs, as well as its sustainability initiatives. Well-known for its strong faculty/student bonds, innovative use of technology in the learning environment, and vibrant student life on a beautiful, 211-acre American classical campus, Radford provides students with many opportunities to get involved and succeed in and out of the classroom.

The university offers 75 bachelor's degree programs in 47 disciplines and six certificates at the undergraduate level; 27 master's programs in 23 disciplines and five doctoral programs at the graduate level; 21 post-baccalaureate certificates and one post-master's certificate. A Division I member of the NCAA and Big South Conference, Radford University competes in 16 men's and women's varsity athletics. With more than 200 clubs and organizations, Radford University offers many opportunities for student engagement, leadership development and community service. In addition to robust academic offerings and engaging student experiences on the main campus, the university also offers a clinical-based educational experience for more than 1,000 students living and learning in Roanoke, Virginia, as part of Radford University Carilion, a public-private partnership focused on the cutting-edge delivery of health sciences programming, outreach and service.

The university recently completed a comprehensive planning process. *Shaping Tomorrow – Together: Radford University Strategic Plan 2026-31* guides the institution's collaborative work to advance the institution and all the constituencies it serves. The plan's six overarching themes are below.

- **Culture of Care:** Radford University fosters a comprehensive culture of care that prioritizes the holistic well-being and success of every community member. We create supportive environments where students, faculty and staff feel valued and empowered to thrive through proactive, coordinated support systems.

ABOUT RADFORD UNIVERSITY (CONT.)

- **Academic Achievement and Intellectual Discovery:** Radford University pursues academic distinction through innovative teaching, impactful research and creative scholarship. We are strengthening what we do best – our core programs in arts and humanities, natural and social sciences, business, health and education – while embracing new technologies and supporting our faculty to deliver exceptional learning experiences.
- **Student Success and Experiential Learning:** Radford University ensures student success through transformative educational experiences and hands-on learning opportunities that develop professional competencies, ethical foundations and critical thinking skills which ultimately prepare graduates for meaningful careers and purposeful lives.
- **Strategic Partnerships and Community Engagement:** Radford University serves as a catalyst for prosperity through intentional partnerships with industry, government and community stakeholders. We build lasting relationships that align our strengths with regional needs, enhancing educational and philanthropic opportunities and positioning ourselves as an indispensable partner in Southwest Virginia and beyond.
- **Organizational Excellence and Continuous Improvement:** Radford University operates with excellence across all aspects of our work, continuously evolving systems and practices to better serve our community. We embrace and utilize data-informed decision-making, operational efficiency and collaborative problem solving that removes barriers and enhances experiences for everyone.
- **Communication and Collaboration:** Radford University builds success through effective communication and meaningful engagement as a collaborative, transparent institution. We foster open dialogue, break down silos and ensure all voices are valued and respected while telling our story through authentic relationships that strengthen our shared purpose

The complete plan may be found at https://www.radford.edu/strategic-plan/_documents/2026-2031-strategic-plan.pdf. The successful candidate will have the opportunity to contribute to the achievement of the plan's goals and objectives and help the university's continued progress.





MISSION, VISION AND VALUES

MISSION - EMPOWER BRIGHTER FUTURES, BUILD STRONGER COMMUNITIES

Radford University empowers lifelong success through inclusive education, innovation and collaboration. We foster personal growth, professional development and community impact while building strong partnerships and addressing societal needs in Southwest Virginia and the commonwealth.

VISION

At Radford University, students will find their voices and build confidence through real-world experiences to help define their purpose and path forward. Within our close-knit community, Highlanders will be empowered to lead with compassion and drive positive impact in their communities.

CORE VALUES

- **Collaboration:** We are committed to a spirit of cooperation, embracing all members of our Highlander Community.
- **Community:** We foster relationships and a culture of service and sustainability within and beyond our university community.
- **Culture of Care:** We provide students, staff and faculty with the opportunities and resources necessary to enjoy a Highlander experience that supports their well-being through care and compassion.
- **Empowerment:** We engage and support our students, staff and faculty in the discovery and pursuit of their own unique paths.
- **Innovation:** We inspire and support creativity through experiential learning, scholarship, service and research.
- **Intellectual Freedom:** We encourage and defend a fearless exploration of knowledge in all its forms.



PEOPLE

PRESIDENT BRET S. DANILOWICZ

Bret S. Danilowicz has served as Radford University's eighth president since July 2022. Under his leadership, Radford has reversed declining enrollment and grown its enrollment to more than 7,800 students, driven in part by strategic initiatives such as Direct Admission, the Tartan Transfer pathway and the Radford Tuition Promise – programs focused on access, affordability and streamlined pathways for Virginians. He also led the most successful fundraising campaign in the university's history, exceeding \$106 million to enhance the student experience and support academic priorities, and oversaw the opening of the Artis Center for Adaptive Innovation and Creativity, the largest academic building in campus history. Danilowicz places a strong emphasis on community and economic engagement, exemplified by the development of The HUB at Radford to connect students and faculty with regional employers and partners, and he fosters collaborative ties across the New River Valley. Previously, he served as provost and vice president for academic affairs at Florida Atlantic University and held various leadership roles at Oklahoma State University, Georgia Southern University and University College Dublin. Danilowicz holds a Ph.D. in zoology from Duke University, an MBA from Georgia Southern University, an M.A. in education from The Open University (U.K.) and a B.S. from Utica College.

VICE PRESIDENT FOR ECONOMIC DEVELOPMENT AND CORPORATE EDUCATION ANGELA M. JOYNER

Angela M. Joyner is the vice president for Economic Development and Corporate Education at Radford University, where she leads strategic initiatives that build partnerships, strengthen workforce development and connect the university to the regional economy. In this role, she oversees economic engagement efforts, corporate training programs and collaborative ventures such as The HUB at Radford, a downtown center that brings together students, businesses and community resources to support innovation and talent pipelines across the New River Valley. Joyner joined Radford University in 2016 and has held a variety of leadership roles, including interim chief of staff, interim vice president of enrollment management and strategic marketing and special advisor to the president on partnerships. Before her higher education career, she held executive leadership roles in the consumer-packaged goods industry, bringing business acumen and strategic insight to her work at Radford. Joyner holds a B.S. in textile and apparel management from North Carolina State University, an MBA from the Fuqua School of Business at Duke University and a Ph.D. in organizational leadership from The Chicago School of Professional Psychology. She serves on multiple regional and community boards and councils that support economic growth and education, reflecting her commitment to aligning university resources with broader workforce and innovation goals.

DIVISION OF ECONOMIC DEVELOPMENT AND CORPORATE EDUCATION

The Division of Economic Development and Corporate Education fosters connections to the programs, services and networks that create a strong talent pipeline, support innovation and drive economic growth throughout the region and the Commonwealth of Virginia. The university's economic development initiatives are designed to actively engage corporations and communities to provide expertise and business solutions in today's dynamic economy. Radford University and its world-class faculty are uniquely positioned to provide expertise and services to support the diverse needs

of industry partners. The division serves faculty, students, alumni and corporate and community partners by fostering connections to the programs, services and networks that support innovation and economic growth, both within and outside the university. The HUB at Radford University is the home to the Division of Economic Development and Corporate Education. This dynamic facility fosters engagement with businesses and communities, supporting regional and commonwealth-wide economic development through various resources and opportunities located in The HUB.



THE CITY OF RADFORD AND THE NEW RIVER VALLEY

Radford University is located in Radford, an independent city in the southwest corner of the Commonwealth of Virginia. The community sits along the New River and is surrounded by the foothills of the scenic Blue Ridge Mountains. The river borders three sides of the city and creates the New River Valley. The area features parks, trails and access to activities such as kayaking, fishing and hiking. The university is the largest employer in the city, making Radford a quintessential college town.

In addition to Radford University, the region is also home to several other colleges and universities. New River Community College is located only 8 miles away in Dublin, Virginia. Virginia Polytechnic Institute and State University (Virginia Tech) and the Edward Via College of Osteopathic Medicine are both located in nearby Blacksburg, Virginia. The region also has excellent public and private elementary and secondary school options, making it attractive for families.

Housing in Radford is generally more affordable than the U.S. average, partly because the town is centered around the university. Rental and purchase prices in the New

River Valley are also well below those in other areas of the commonwealth, especially northern Virginia and the large metropolitan areas.

Radford is located on I-81, a major north-south highway in the eastern part of the United States. Individuals traveling to the region by plane typically use the Roanoke-Blacksburg Regional Airport. Roanoke (about 45 minutes from Radford) is also serviced by Amtrak.

In addition to higher education being a major employer in the New River Valley, there are several significant healthcare and manufacturing operations in the region. Carilion New River Valley Medical Center is located in nearby Christiansburg, and several other hospitals serve the region. Volvo Group North America, BAE Systems, Moog, Kollmorgen, Celanese and Corning all have manufacturing operations in the valley.

Living in Radford offers affordable housing, scenic mountain surroundings, a welcoming small-town atmosphere and the energy of a college community, making it an appealing place for people who enjoy a quieter lifestyle with access to nature and nearby cities.



THE POSITION

The Director of Continuing Education has the following primary responsibilities:

Strategic Planning and Program Development

- Develop a strategic roadmap and plan for continuing education at Radford University; consult and collaborate with stakeholders to create a comprehensive continuing education plan.
- Establish short and long-term objectives for the continuing education department.
- Assess market needs and trends in continuing education; provide insight and opportunities for continuing education at Radford University.
- Develop and implement new programs aligned with university goals and market needs.
- Collaborate with university faculty and staff to leverage internal expertise and facilitate new program development.
- Develop opportunities for faculty, staff and alumni to partner with organizations/events focused on continuing education.
- Consult with faculty members interested in course development or lifelong learning projects to support the strategic roadmap.

Program Management

- Provide oversight for the day-to-day operations of business development and continuing education programs.
- Ensure high-quality curriculum and instruction across all offerings.
- Monitor program performance and implement improvements as needed.

Budget and Financial Management

- Develop and manage the department's budget.
- Identify and pursue funding opportunities, including grants and partnerships.

Partnerships and Outreach

- Collaborate with the Vice President for EDCE to develop strategic partnerships, identify program opportunities and implement continuing education initiatives.
- Cultivate relationships with regional workforce development agencies, local businesses, industries and community organizations.
- Partner with the university's alumni relations team to identify potential opportunities and programs.
- Represent the university at relevant conferences and events.
- Serve on local, state and regional committees and task forces, as needed.

Marketing and Enrollment

- Develop marketing strategies to promote continuing education programs.
- Set and achieve enrollment targets for various programs.

Staff Development and Team Culture

- Ensure that every member of the continuing education staff has a meaningful role and is provided with the tools and training necessary to accomplish the work that is needed.
- Create/identify career pathways for each staff member to enable individual growth.
- Champion and enable a culture that encourages teamwork and self-actualization.
- Develop goals and performance reviews for the department leadership team and ensure the direct reports complete similar activities within the department.

Quality Assurance and Compliance

- Ensure all programs meet accreditation standards and legal requirements.
- Implement assessment measures to evaluate program effectiveness.

Division Initiatives Leadership

- Planning: engage in short and long-term planning for the division and support the execution of strategic division projects, as directed by the vice president.
- University/Community Engagement: serve on university-wide or external committees as appropriate for professional development, division need or directed by the vice president.



LEADERSHIP AGENDA

- Establish a formal, comprehensive adult learner recruitment pipeline.
- Build a continuing education program with short, stackable credentials aligned with regional workforce needs.
- Enhance the outreach of The HUB at Radford University, including customized corporate training programs, industry-recognized certification prep and potential tuition-benefit partnerships with employers.
- Further align continuing education programs with regional economic development needs.
- Explore new partnerships with industry, ed-tech companies and training providers.
- Create a lifelong learning model that engages alumni, employees and community members to provide up-skilling, professional development and experiential learning.
- Implement a data dashboard for program evaluation.
- Position the continuing education program as a strategic university partner through collaboration with academic departments, development of revenue-sharing models and supporting faculty entrepreneurship in non-credit programs.

MINIMUM QUALIFICATIONS

- Master's degree in education, business administration or a related field required.
- Minimum of five years of progressive experience in continuing education, workforce development or a related field, with at least three years in a supervisory role.
- Demonstrated experience in program development, budget management and strategic planning within an educational or training environment.

PREFERRED QUALIFICATIONS

- Doctorate in education, higher education administration or a related field.
- Proven ability to secure grants and external funding to support educational programs.

KNOWLEDGE, SKILLS AND ABILITIES

- Strong knowledge of adult learning principles and practices, with a track record of successfully developing and managing educational programs for diverse populations.
- Excellent interpersonal, communication and leadership skills, with the ability to engage and collaborate with a wide range of stakeholders.
- Strategic planning and leadership to develop, implement and evaluate continuing education programs aligned with organizational goals.
- Knowledge of adult learning theory, instructional design and professional development best practices.
- Ability to build partnerships with industry, faculty and community stakeholders to expand program offerings.
- Strong budget management and resource allocation skills to ensure program sustainability and growth.
- Experience with accreditation standards, compliance requirements and continuing education regulations.
- Data analysis and program assessment skills to measure outcomes, improve quality and guide decision-making.

COMPENSATION AND BENEFITS

Radford University offers a comprehensive package of Commonwealth of Virginia and university-specific benefits available to employees. These benefits include health insurance, flexible spending accounts, leave, life insurance and primary and supplemental retirement plans. Also included are employee-centered benefits such as CommonHealth, Wellness and employee tuition assistance. Detailed information about the university's benefits plan may be found at the link below:

www.radford.edu/human-resources/current-employees/benefits-wellness/

The salary range for the position is \$79,650 - \$99,562, commensurate with education and experience.



APPLICATIONS AND NOMINATIONS

This search is assisted by Academic Search, Inc., and a university search committee.

Applications should consist of:

1. A detailed cover letter addressing the expectations of the position;
2. A current curriculum vitae (CV); and
3. A list of three professional references with contact information and a note explaining the working relationship of each to the applicant.

References will not be contacted without the explicit permission of the candidate. All documents should be in PDF format.

Nominations and applications should be sent electronically to RUDCED@academicsearch.org. The position is open until filled, but only applications received by May 18 can be assured full consideration. Nominators and prospective

candidates may arrange a confidential discussion about this opportunity with Tara S. Singer, senior consultant, at tara.singer@academicsearch.org.

Radford University is committed to providing an environment that emphasizes the dignity and worth of every member of its community and is free from harassment and discrimination based on race, sex, color, national origin, religion, age, veteran status, sexual orientation, gender identity, gender expression, pregnancy, genetic information, against otherwise qualified persons with disabilities or based on any other status protected by law. Per federal Title IX regulations, as well as other federal and state regulations, Radford University prohibits discrimination and harassment in its educational programs and activities, on the basis of sex or any other protected class, by individuals subject to its control or supervision. This requirement to not discriminate in the educational program or activity of Radford University extends to admission and employment.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Radford University in this work. For 50 years Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

