



Radford
UNIVERSITY

Annual Financial Report

FOR THE YEAR ENDED JUNE 30, 2025

Radford, Virginia



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Management's Discussion and Analysis (Unaudited)





Introduction

The following unaudited Management's Discussion and Analysis (MD&A) provides an overview of the financial position and results of activities of Radford University in an objective, easily readable format. This discussion includes an analysis of the University's financial condition and results of operations for the fiscal year ended June 30, 2025. Since this analysis includes highly summarized data, it should be read in conjunction with the accompanying financial statements, footnotes and other required supplementary information. The Radford University Foundation, Inc. is included in the accompanying financial statements in a separate column as a component unit. However, the following discussion and analysis does not include Radford University Foundation's financial condition and activities. The University's management is responsible for all financial information presented, including this discussion and analysis.

The University Financial Statements Include:

- Statement of Net Position
- Statement of Revenues, Expenses, and changes in Net Position
- Statement of Cash Flows
- Financial Notes Disclosures
- Required Supplementary Information

All financial statements are prepared in accordance with Governmental Accounting Standards Board (GASB) principles.

University Overview

Radford University is a mid-sized, comprehensive public institution dedicated to creating and disseminating knowledge and providing students with transformative educational experiences. Founded in 1910 as an all-women's college, the university became co-educational in 1972 and was granted university status by the Virginia General Assembly in 1979. The university's main campus is situated on 211 acres in the New River Valley, approximately 35 miles southwest of Roanoke, Virginia, in the Blue Ridge Mountains. It has two locations in Roanoke focused on delivering health sciences programming, outreach and service — Radford University Carilion and the Roanoke Higher Education Center — and provides educational programming in the Southwest Virginia Higher Education Center in Abingdon, Virginia. The university enrolls more than 8,700 students and employs nearly 1,200 faculty and staff, with an annual budget of approximately \$314 million.

Radford University offers 76 bachelor's degree programs in 47 disciplines and six certificates at the undergraduate level; 28 master's programs in 23 disciplines and five doctoral programs at the graduate level; and 18 post-baccalaureate certificates and one post-master's certificate. Well known for its strong faculty-student interaction in the classroom, the university provides students with numerous opportunities to learn outside of class, including research in the lab and in the field, work-based learning experiences and study abroad programs.

A Division I member of the NCAA and Big South Conference, Radford University competes in 16 men's and women's varsity sports programs. The university also offers over 200 clubs and organizations and more than 20 fraternities and sororities to boost student engagement, cultivate students' leadership skills and instill a culture of service to others. In addition, students enjoy easy access to outdoor recreation, including hiking, caving, fishing, rock climbing, kayaking and biking.

Amongst the many achievements of the University for the year included:

- Named by Blue Ridge Outdoors magazine as the "Top Adventure College" in 2025 among colleges and universities in the Mid-Atlantic and Southeastern region of the country.
- Recognized as a 2025-2026 College of Distinction based on hands-on learning, strong student-faculty relationships, active campus community and stellar student outcomes. The university also earned badges of distinction for Nursing, Business and Education, as well as Military Support and Career Outcomes.
- Named an Opportunity College and University – Higher Access, Higher Earnings by the Carnegie Classification of Institutions of Higher Education, placing the university among the top 16% of institutions nationwide recognized for providing exceptional value to students through both access to higher education and strong post-graduate outcomes.

Statement of Net Position

The Statement of Net Position presents the assets, deferred outflows of resources, liabilities, deferred inflows of resources and net position of the University as of the end of the fiscal year. The purpose of the statement is to present a snapshot of the University's financial position to the readers of the financial statements. The data presented in the Statement of Net Position aids readers in determining the assets available to continue the operations of the University as well as determining how much the University owes to vendors and creditors. Furthermore, the Statement of Net Position provides a picture of the net position, or available resources of the University, which serves as one indicator of the current financial condition of the University.

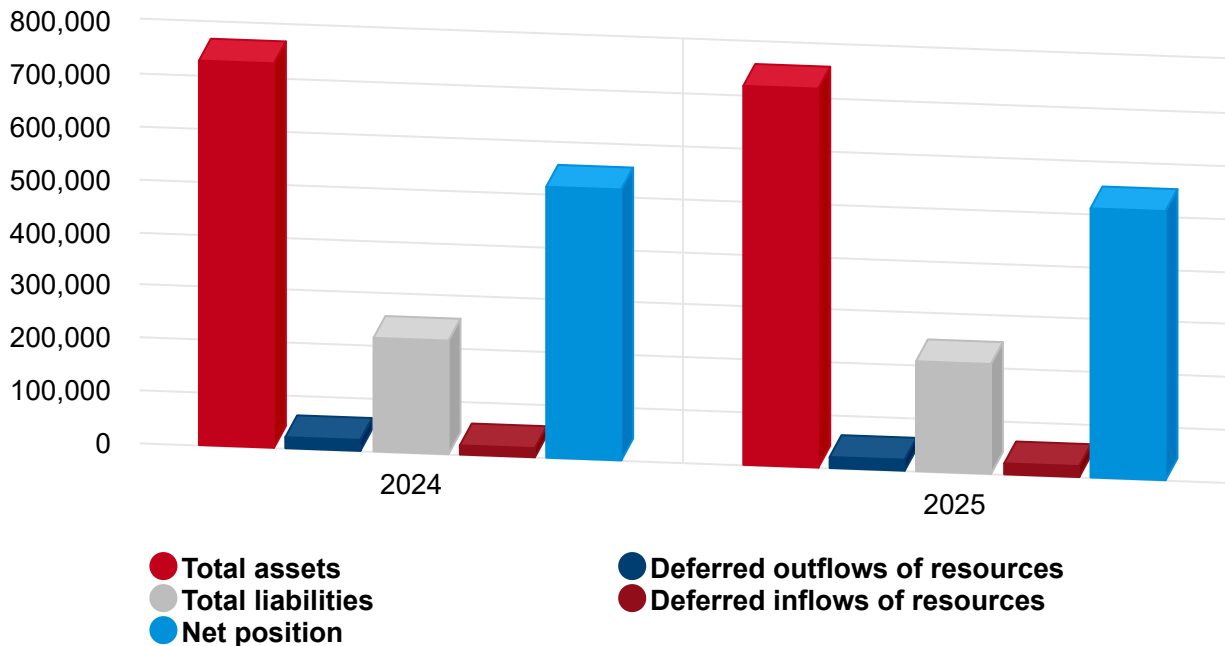
Net position is classified into four major components: net investment in capital assets, restricted expendable, restricted non-expendable and unrestricted. Change in net position is an assessment of whether the overall financial condition has improved or worsened during the year, while sustained increases or decreases in net position over time are one indicator of the financial stability or instability of an organization.

The University's Statement of Net Position at June 30, 2025, and June 30, 2024, is summarized as follows:

Summary of the Statement of Net Position (\$ shown in thousands)

	2025	2024	Amount Increase/ (Decrease)	Percent Increase/ (Decrease)
Assets				
Current assets	177,009	192,894	(15,885)	(8%)
Capital assets, net	493,905	475,224	18,681	4%
Non-current assets	45,712	58,255	(12,543)	(22%)
Total assets	716,626	726,373	(9,747)	(1%)
Deferred outflows of resources	21,879	19,787	2,092	11%
Total assets and deferred outflow of resources	738,505	746,160	(7,655)	(1%)
Liabilities				
Current liabilities	65,114	58,324	6,790	12%
Non-current liabilities	144,046	157,604	(13,558)	(9%)
Total liabilities	209,160	215,928	(6,768)	(3%)
Deferred inflows of resources	19,112	18,411	701	4%
Total liabilities and deferred inflows of resources	228,272	234,339	(6,067)	(3%)
Net position	510,233	511,822	(1,589)	-%

Statement of Net Position - Comparative Chart
(\$ shown in thousands)



Net Position

Net position is classified into four major components: net investment in capital assets, restricted expendable, restricted non-expendable and unrestricted. Change in net position is an assessment of whether the overall financial condition has improved or worsened during the year, while sustained increases or decreases in net position over time are one indicator of the financial stability or instability of an organization.

Net Position (in thousands)	2025	2024	Amount Increase/ (Decrease)	Percent Increase/ (Decrease)
Net investment in capital assets	414,907	390,731	24,176	6%
Restricted-Expendable	47,712	60,403	(12,691)	(21%)
Unrestricted	47,614	60,688	(13,074)	(22%)
Total net position	510,233	511,822	(1,589)	-%

The University's net position decreased by \$1.6 million from the prior fiscal year. This is primarily due to the decrease in current assets and decrease in non-current assets. The decreases were offset by an increase in capital assets and a decrease in non-current liabilities.

The University's total assets decreased by \$9.7 million or 1% in the current year. Current assets decreased by \$15.9 million, mainly due to decrease in cash and cash equivalents of \$11.6 million and prepaid expenses of \$4.6 million, Due from Commonwealth \$.3 million, and to the notes receivable

(net of allowance for doubtful accounts) of \$.3 million partially offset by increases in net accounts receivables (net of allowance for doubtful accounts) \$.9 million. Non-current assets increased by \$6.1 million, driven by increases of \$18.6 million in net capital assets, a \$.5 million in Public-Private Partnership assets, \$.3 million in other post employment benefits, and \$.1 million in notes receivable (net of allowance for doubtful accounts). These increases were offset by a \$13.3 million decrease in appropriations for capital projects. The decrease in current assets was primarily driven by a drawdown in cash for multiple capital projects and storm damage recovery from Hurricane Helene. Current assets were also decreased by a decrease in prepaid assets as timing on large lease payments were reversed and not prepaid in the current fiscal year. The decrease in non-current assets was caused by the decrease in the appropriations available - Capital Projects balance as capital appropriations from prior fiscal years were expended on projects such as the COGEN facility and improving the campus utility infrastructure.

The total liabilities decreased by \$6.8 million or 3% this year. Current liabilities increased by \$6.8 million, mainly due to increase in current portion of other noncurrent liabilities of \$3.9 million and vendors and suppliers accounts payable of \$1.7 million, obligations under securities lending \$1.4 million, capital projects and retainage payable \$.6 million, and other various payables \$.8 million which were partially offset by decrease in employee salaries, wages, and fringe benefits payable of \$0.6 million and deposits held in custody for others of \$0.5 million, and unearned revenue of \$.5 million. The non-current liabilities decreased by \$13.6 million, due to decrease in long-term debt of \$6.7 million and pension obligations of \$4.5 million, and other postemployment benefits of \$2.4 million. The increase in the current portion of the other non-current liabilities is due to the implementation of GASB Statement 101, Compensated Absences which incorporated a wider range of leave types and applied a more likely than than not criteria that resulted in a large increase in the current liability for compensated absences. The increase in vendor payables resulted primarily from timing and inflation of costs for supplies, particularly software and utilities. The decrease in long term debt is a result of the continued reduction of the bond payable balances from payments, a bond refunding, and net decreases to right to use liabilities. The decrease to non-current liabilities is from multiple sources including the majority of the 2023 Faculty Early Retirement Plan recipients receiving final payments, increases to non-current portion of compensated absences, and decreases to the federal capital contribution plan.

Net decreases in the deferred outflows and inflows of \$1.0 million are a result of accounting for the University's defined benefit pension and other post employment plans. Details of these changes can be found in Notes 16, 18, and the required supplementary information.

Capital Projects

The University is constantly assessing its programs, population, and space needs. To further its education mission while continuing to meet its goals of promoting sustainability through LEED (Leadership in Energy and Design) is a paramount piece of the overall University strategic plan.

Currently, the largest construction project is the Artis Center for Adaptive Innovation and Creativity, completed in the fall of 2024. At 178,000 square feet the Artis Center represents the largest capital construction in the history of Radford University in relation to total project funding and square footage. This building will be home to the college of Visual and Performing Arts and will function as an interdisciplinary space serving the Waldron College of Health and Human Services and the Artis College of Science and Technology. In addition to providing state of the art instruction support, clinical lab space, and art studios the building is expected to be LEEDs-Silver certified.

The University is also undergoing continuous improvements and construction projects including renovation of dormitory spaces and infrastructure maintenance and upgrades. See Note 5, Capital Assets for details. See Note 15 for construction commitment details.

Debt Financing

The University is dedicated to maintaining fiscally responsible levels of debt to effectively operate within its means and maximize its resources to reach its strategic goals. The University did not issue any new debt for the fiscal year and continues to maintain its low debt burden levels. The state completed an advanced bond refunding during the current fiscal year. See Note 7 for more detail.



Major Projects in Progress:

Artis Center For Adaptive Innovation and Creativity

Norwood and Tyler Residence Hall Renovation

Current Year Expenditures

17,591,126

14,523,710

Expected Completion

FY25

FY26

Statement of Revenues, Expenses, and Changes in Net Position

The Statement of Revenues, Expenses, and Changes in Net Position presents the University's operating and nonoperating activities, which changes the University's total net position. The purpose of the statement is to present the University's operating revenues earned, operating expenses incurred, and all other revenues, expenses, gains and losses.

Generally, operating revenues are received from providing goods and services to students and various customers and constituencies of the University. Operating expenses are expenditures made to acquire or produce the goods and services provided in return for operating revenues and to carry out the mission of the University. Compensation and fringe benefits for faculty and staff are the largest category of operating expenses.

Nonoperating revenues are revenues received for which goods and services are not directly provided. For example, state appropriations are non operating revenues because they are provided by the legislature without the legislature directly receiving commensurate goods and services for those revenues. State appropriations provide substantial support for paying operating expenses of the University. Therefore, the University, like most public institutions, does not cover all operating expenses with operating revenues and expects to report an operating loss.

Statement of Revenues, Expenses, and Changes in Net Position - Summary (\$ shown in thousands)

	2025	2024	Amount Increase/ (Decrease)	Percent Increase/ (Decrease)
Operating revenues	93,915	100,948	(7,033)	(7%)
Less: Operating expenses	242,287	228,279	14,008	6%
Operating income/(loss)	(148,372)	(127,331)	(21,041)	17%
Nonoperating revenues (expenses)	142,676	126,568	16,108	13%
Income before other revenues, expenses, gains, or losses	(5,696)	(763)	(4,933)	647%
Other revenues, expenses, gains, or losses	8,964	35,700	(26,736)	(75%)
Increase/(Decrease) in net position	3,268	34,937	(31,669)	(91%)
Net position - beginning of the year	511,822	469,967	41,855	9%
Net position restatement for GASB Statements Implemented	(4,857)	6,918	(11,775)	(170%)
Net position - end of year	510,233	511,822	(1,589)	-%

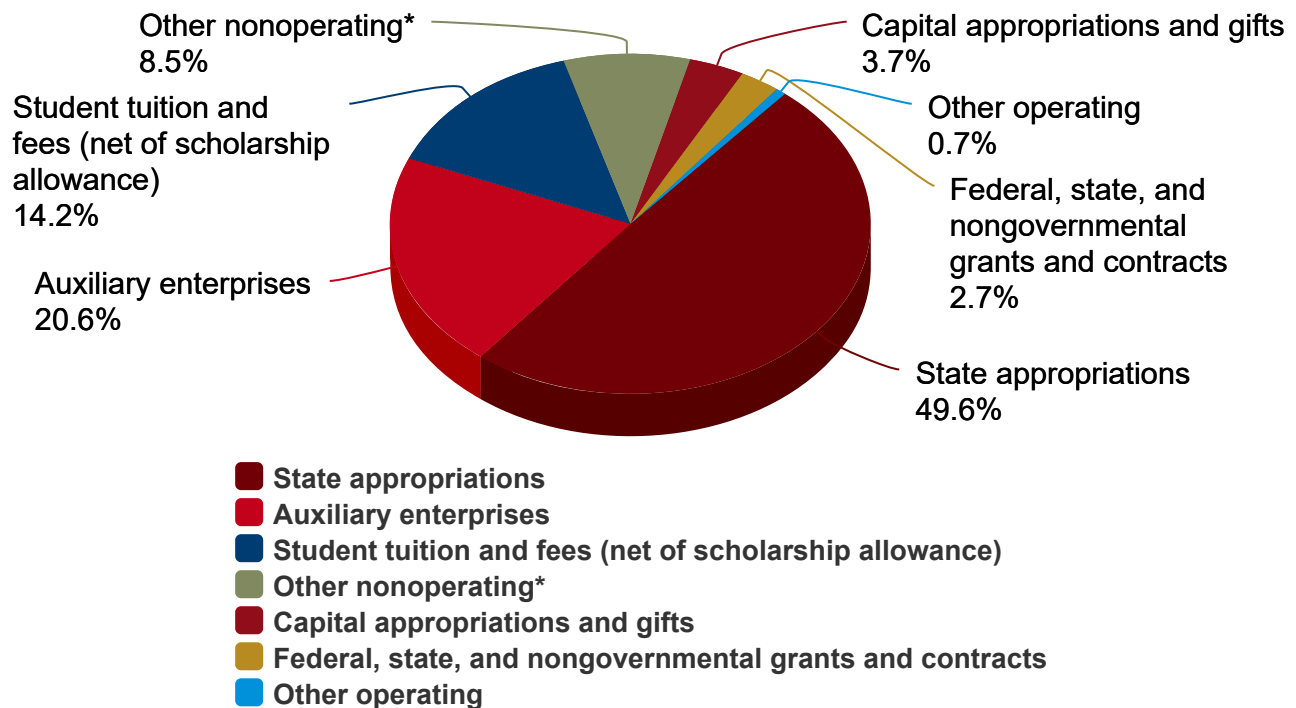
The University's revenues for the years ended June 30, 2025 and June 30, 2024, are summarized below:

Revenues by Source Comparison
(\$ shown in thousands)

Revenue by source	2025	2024	Amount Increase/ (Decrease)	Percent Increase/ (Decrease)
Student tuition and fees (net of scholarship allowance)	34,814	36,680	(1,866)	(5%)
Federal, state, and nongovernmental grants and contracts	6,659	13,457	(6,798)	(51%)
Auxiliary enterprises	50,643	48,559	2,084	4%
Other operating	1,799	2,252	(453)	(20%)
State appropriations	121,766	109,522	12,244	11%
Other nonoperating*	20,910	17,046	3,864	23%
Capital appropriations and gifts	8,964	35,700	(26,736)	(75%)
Total revenue by source	245,555	263,216	(17,661)	(7%)

*Includes federal student financial aid (Pell), interest income, gain on capital assets, net interest on capital asset-related debt, and nonoperating transfers to the Commonwealth.

Revenues by Source Comparison



Revenues

The University revenues decreased a net \$17.7 million from the prior fiscal year driven primarily by a decrease in capital appropriations and gifts of \$26.7 million, in federal grants and contracts of \$6.6 million, and in student tuition and fees, net of scholarship allowance of \$1.9 million, non-operating revenue from special contributions \$.7 million, other operating revenues of \$.5 million, and interest income of \$.4 million. These factors were partially offset by an increase in state appropriations of \$12.2 million and in federal student financial aid of \$5.0 million, and auxiliary revenues \$2.1 million.

The capital appropriations and gifts received in fiscal year 2024 consisted of appropriations received for the Center for Adaptive Innovation, Improvements to Campus Infrastructure, and a planned heating and power Cogen facility. Additionally, the capital appropriations also included reimbursements from the VCBA 21st Century program and the VCBA equipment trust program. As the capital appropriations were one time funding sources for multiple projects they were not repeated in the current fiscal year. The request for capital reimbursements also decreased as the Center for Adaptive Innovation (CAIC) came to a close. The remaining unspent funds from the capital appropriation revenue last year were partially spent as the projects get underway and the remaining balance can be seen in the due from the Commonwealth balances in Note 14.

The student tuition and fees decrease was a result of increased institutional aid (scholarship allowance).

The decrease in federal grants is primarily from the recognition of revenue from the one time American Rescue Plan Act funds as that were released from unearned revenue in the prior fiscal year and not repeated in the current fiscal year. There were various other smaller reductions in revenues including receiving a smaller special pension contribution, decreased interest on earnings from falling interest rates, and non-repeated state grants.

The state appropriations and student financial aid allotted to the University were increased from the prior year for multiple initiatives reflected in the state budget (FY25-26) including an increase to the baseline education and general appropriations, the Virginia Military Survivors and Dependent Education Program (VMSDEP), PELL initiatives, and affordable access.

The auxiliary revenues increased in multiple areas including room \$.3 million, dining \$1.8 million, and other auxiliary revenues \$.7, offset partially by a decrease in comprehensive fees \$.7 million. The increase in residential services is attributed to an increased on campus presence from the Radford Tuition Promise and the re-designed meal plans that took full effect in FY25.



Expenses

The operating expenses of the University increased by \$14.0 million this year. While every category increased, the majority of the overall increase was primarily due to an increase in operation and maintenance of plant of \$4.2 million, in student aid of \$2.8 million, and in depreciation and amortization of \$2.8 million, with the remaining \$4.2 million spread across the remaining operational expense categories. The main driver of the increase in operation and maintenance of plant was an increase in compensation. The compensation expenses increased due to a state salary adjustment of 3% and an increase in employment insurance. There were also large increases in skilled services charges, construction expenses from multiple capital projects, and utilities. Compensation, skilled services, software purchases, and inflation factors were the main drivers of cost increases over all of the operating expense categories.

The depreciation and amortization expense was greatly increased this fiscal year due to the Center of Adaptive Innovation and Creativity being placed in service in August 2024.

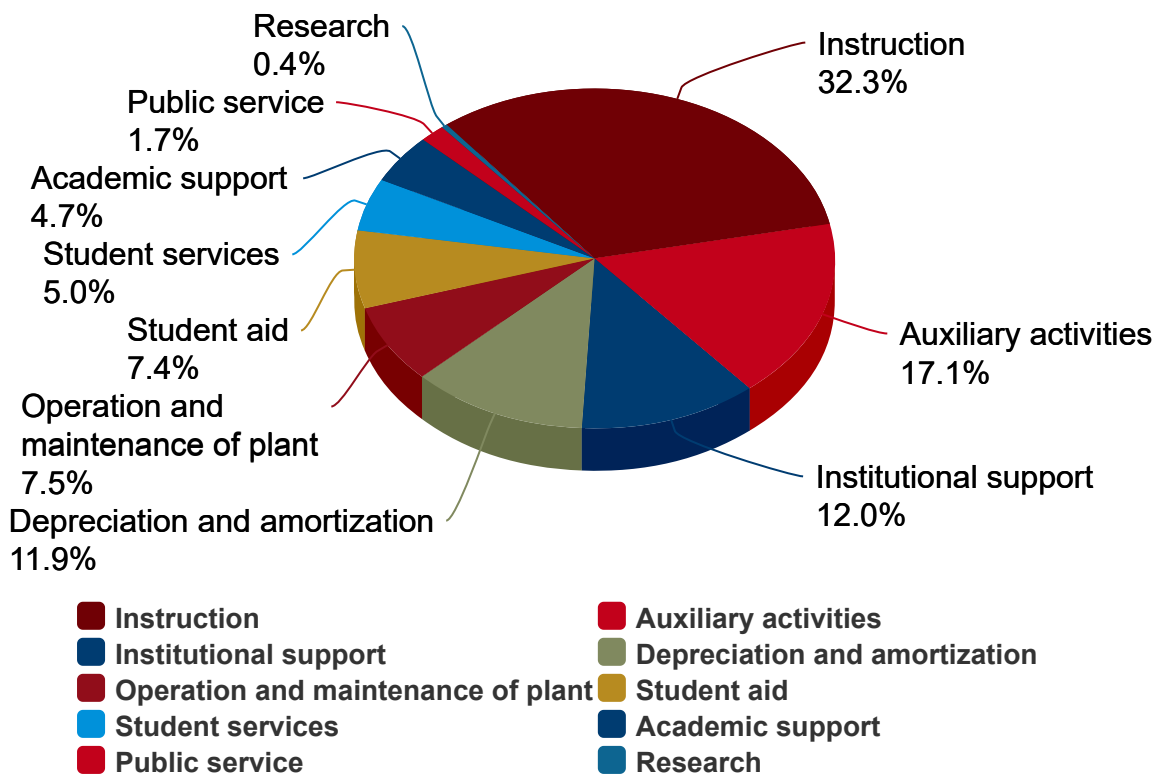
The University received an increase in student financial aid resources, in particular from, the Federal Pell program, Commonwealth grant, Virginia Guaranteed Assistance grants, and the Virginia Military Dependent Education Program. Increased institutional aid is allocated first to the scholarship allowance, then the auxiliary scholarship allowance, and the remaining is then allocated to student aid expenses.

The University's expenses, for the years ended June 30, 2025 and June 30, 2024, are summarized below:

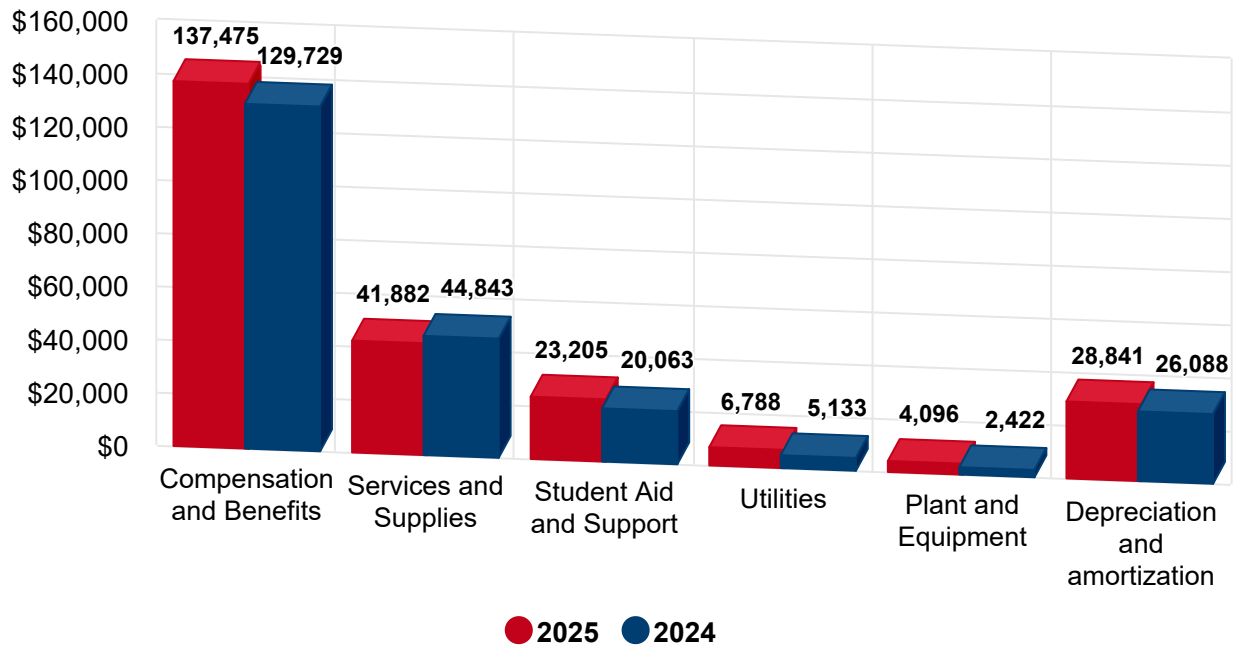
Expenses by Function Comparison
(\$ shown in thousands)

Operating expenses	2025	2024	Amount Increase/ (Decrease)	Percent Increase/ (Decrease)
Instruction	78,171	77,799	372	-%
Research	727	665	62	9%
Public service	4,138	3,859	279	7%
Academic support	11,503	11,114	389	4%
Student services	12,038	10,684	1,354	13%
Institutional support	29,142	28,232	910	3%
Operation and maintenance of plant	18,283	14,078	4,205	30%
Depreciation and amortization	28,841	26,088	2,753	11%
Student aid	17,944	15,167	2,777	18%
Auxiliary activities	41,500	40,593	907	2%
Total operating expenses	242,287	228,279	14,008	6%

Expenses by Function



Expenses by Natural Classification Comparison (\$ shown in the thousands)



Statement of Cash Flows

The Statement of Cash Flows presents detailed information about the cash activity of the University during the year. Cash flows from operating activities will always be different from the operating loss on the Statement of Revenues, Expenses, and Changes in Net Position. This difference occurs because the Statement of Revenues, Expenses, and Changes in Net Position is prepared on the accrual basis of accounting and includes non-cash items, such as depreciation expense, while the Statement of Cash Flows presents cash inflows and outflows without regard to accrual items. The Statement of Cash Flows should help readers assess the ability of an institution to generate cash flows necessary to meet obligations and evaluate its potential for additional financing.

The Statement of Cash Flows is divided into five sections: cash flows from operating activities; cash flows from non capital financing activities; cash flows from capital and related financing activities; cash flows from investing activities; and reconciliation of net operating loss to net cash used by operating activities.

Statement of Cash Flows - Summarized (\$ shown in thousands)

	2025	2024	Amount Increase/ (Decrease)	Percent Increase/ (Decrease)
Net cash (used by)/provided by:				
Operating activities	(124,719)	(113,766)	(10,953)	10%
Noncapital financing activities	138,207	120,907	17,300	14%
Capital and related financing activities	(32,545)	(14,279)	(18,266)	128%
Investing activities	6,070	6,442	(372)	(6%)
Net Increase/(Decrease) in Cash	(12,987)	(696)	(12,291)	1766%
Cash and cash equivalents - beginning of the year	164,044	164,740	(696)	-%
Cash and cash equivalents - end of the year	151,057	164,044	(12,987)	(8%)

The University had a decrease of \$13.0 million in the ending cash balance for the current fiscal year. This decrease was mainly due to drawing down auxiliary reserve cash for multiple capital projects and replacing University infrastructure after the hurricane Helene damages.

Operating activities cash decreased \$11.0 million from the prior fiscal year, mainly due to an increase in payments for salaries, wages and fringe benefits of \$7.1 million, decrease in grants and contracts of \$6.7 million, and increase in payments for scholarships and fellowships of \$3.1 million, increase in payments for utilities \$1.7 million, increase in maintenance and repair payments \$1.7 million, and an increase in other operating payments \$1.1 million which were partially offset by decrease in payments for services and supplies of \$5.9 million and increase in student tuition and fees of \$3.3 million, and increase in auxiliary services revenue \$1.3 million. The main drivers of the increases to operational cash uses were an increase in compensation expenses from a state-wide salary adjustment of 3%, the distribution of the American Rescue Plan Act funds in the prior year that wasn't repeated, increases to institutional aid reflected in the scholarship allowance, increased capital project expenditures, and utility rate increases.

The cash provided by non-capital financing activities increased \$17.3 million due to increase in state appropriations of \$12.2 million and increase in federal Student financial Aid of \$5.0 million, and other non-capital financing receipts \$.1 million. These increases were driven by an increase in baseline educational and general and student financial aid appropriations and initiatives such as PELL and Affordable Access.

Capital and related financing activities cash decreased \$18.3 million, mainly due to decrease in capital appropriations of \$21.0 million and increase in principal paid on capital debt, leases and installments of \$0.9 million, and a decrease in proceeds received from debt and capital assets \$1.0 million. These were partially offset by a decrease in cash used for purchased capital assets \$4.2 million and interest paid on capital debt, leases, and installments of \$.2 million.

The investing activities decreased \$0.4 million, which consist primarily of interest income. The decrease was prescribed to the decrease in federal funding interest rates that occurred during the fiscal year and the capital appropriations available balances.

Economic Outlook

Executive Summary

Radford University's administration actively monitors the fiscal environment and annually reviews key assumptions to inform its financial planning.

Strategic Planning

Since the launch of the 2018–2023 Strategic Plan: Embracing the Tradition and Envisioning the Future, and the adoption of the updated bridge plan for FY 2024–25 and 2025–26, the University has made a deliberate effort to align institutional resources with strategic priorities.

Distinction – Define Radford's unique identity

- Strengthen institutional branding to enhance equity and recognition
- Modernize the University's website to improve accessibility and user experience
- Advance academic program offerings to meet evolving educational and workforce needs
- Broaden student support services to promote holistic well-being
- Highlight alumni achievements that reflect institutional excellence

Enrollment – Stabilizing Enrollment

- Increase retention and progression rates
- Leverage student employment to support retention and engagement
- Support retention through staff development initiatives aligned with the University's culture of care

Community – Enhancing Development and Outreach

- Grow non-traditional enrollment and associated revenue
- Serve as a regional economic development partner by expanding work-based learning opportunities, including paid internships

Affordability – Maintaining Affordability

- Develop comprehensive budget and support process
- Realign academic programs and administrative functions to enhance operational efficiency and effectiveness

- Foster enduring alumni relationships to strengthen engagement, volunteerism, and philanthropic support
- Develop data-informed fundraising targets aligned with institutional financial needs and strategic priorities
- Establish a strategic facilities plan to support academic and operational needs
- Deploy a comprehensive workforce development framework to support institutional goals

The University entered Fiscal Year 2024-25 with a strengthened enrollment profile, strategic program expansion, and a continued commitment to affordability and student success. The institution exceeded enrollment targets for the 2024-25 academic year, driven by growth in undergraduate, graduate, and professional programs. While the university is cautiously mapping the path forward, its strategic investments in academic innovation, transfer pathways, and student support (i.e. Radford Tuition Promise) position the university for long-term sustainability amid sector-wide challenges.

Budget Development and Strategic Alignment

Radford University's FY 2024-25 budget development process was driven by a commitment to strategic alignment, fiscal stewardship, and institutional priorities. The collaborative nature of this process provided a framework for divisions to evaluate operating needs and align initiatives with the University's strategic goals. Insights gathered during budget planning also informed the University's Six-Year Plan submission to the Commonwealth in July 2024, helping shape long-term institutional direction.

Key elements of the process included:

- Strategic Integration: Budget planning aligned with the bridge strategic plan for FY 2024-25 and 2025-26.
- Collaborative Input: Units submitted structured budget requests with required fields for justification, including ROI and strategic impact.
- Data-Driven Review: Requests evaluated based on divisional priorities, financial sustainability, and alignment with student success, access, and affordability.
- Workflow Transparency: Multi-level approvals ensured consistency and accountability.
- Technology Integration: Final budget data imported into Banner Finance.

Enrollment and Academic Performance

Radford University reported total enrollment exceeding 7,800 students across undergraduate and graduate programs for Fall 2024. Undergraduate enrollment increased by 1%, while new graduate enrollment rose by 8%. Key drivers of growth include:

- Nursing: Record 1,295 students
- Honors College: +10% to 425 students
- Graduate growth in Education Leadership and Social Work
- Transfer Pipeline Development: Launch of the *Tartan Transfer Program*, a strategic partnership with eight Virginia Community Colleges, offering guaranteed admission and financial support.
- Radford Tuition Promise: Launched in Fall 2024, this initiative provides full tuition coverage for eligible Virginia residents attending in person. It is applicable to first-time freshmen and transfer students, the program eliminates financial barriers and expands access to high-quality, affordable education. It supports the University's mission

to advance affordability, student success, and workforce readiness.

These outcomes reinforce Radford University's positive trajectory. While overall enrollment remains stable, growth is concentrated in high-demand disciplines, and access continues to expand through transparent and affordable pathways. The university remains committed to investing in student success and cultivating partnerships that equip graduates to meet Virginia's workforce needs and contribute meaningfully to communities across the Commonwealth and beyond.

Strategic Initiatives and Program Innovation

Radford continues to invest in academic innovation and operational efficiency:

- **Online MBA – Innovation Concentration:** Designed to meet workforce needs in entrepreneurship and strategic leadership.
- **PACE Program Expansion:** Accelerated pathways in cybersecurity and professional education.
- **Administrative Modernization:** Streamlining processes and leveraging technology to enhance service delivery and reduce operational costs.

Radford University will host the inaugural *Tartan Transfer Summit* in October 2025, bringing together regional partners to strengthen transfer pathways and promote greater access and affordability for students across Southwest Virginia.

Financial Position and Affordability

Radford University maintains a stable financial position, supported by targeted state appropriations and disciplined fiscal management. Key highlights:

- **Tuition Promise and Scholarships:** Radford Promise and community college partnerships provide tuition-free pathways for eligible students.
- **Affordability Commitment:** Radford's tuition remains competitive, with robust financial aid offerings aligned to federal and state policy changes.

According to the Sallie Mae and Ipsos Study entitled "How American Pays for College," nationally, undergraduate families reported an average higher education expenditure of \$30,837 for AY 2024–25, a 9% increase over the previous year. Radford's proactive approach to affordability ensures continued access for Virginia families.

Radford ranks as the fourth-most affordable public university in Virginia, with total in-state undergraduate costs 16% below the state average.

Sector and Policy Environment

Virginia's higher education sector remains stable, with continued investment in affordability and workforce alignment. Federal updates to FAFSA and Pell Grant programs present compliance challenges and opportunities for expanded aid. Radford is actively adapting to these changes to maximize student support.

The October 2024 JLARC report identified Radford as having "some viability risks" due to historical enrollment trends. The University is proactively addressing these concerns through strategic enrollment management, program alignment, and fiscal stewardship.

- Strategic enrollment management
- Programmatic alignment with workforce needs
- Operational efficiency and financial stewardship

Community Engagement and Recognition

Radford's commitment to civic engagement and regional impact continues to grow:

- **Highlander Research Blitz:** Student-led innovation showcased.
- **Radford Gives Back & SAVES Program:** Community service and outreach.
- **Highlanders Vote Initiative:** Civic participation among students.
- **Campus Recognition:** Ranked #1 Adventure College in the Southeast and Mid-Atlantic; Forbes #35 Best Employer in Virginia.

Conclusion: Positioning for Continued Success

Radford University remains well-positioned for continued success through strategic planning, financial discipline, and student-centered innovation.

Sustained enrollment interest, programmatic efficiency, and strategic resource allocation will continue to advance the University's mission.

These efforts underscore Radford's forward-looking approach—prioritizing programmatic efficiency, operational effectiveness, and strategic resource allocation to meet institutional needs and advance its mission.

Financial Statements



Radford University
Statement of Net Position
As of June 30, 2025

	Radford University	Component Unit Radford University Foundation, Inc.
ASSETS		
Current assets		
Cash and cash equivalents ⁽¹⁾	\$ 167,169,664	\$ 1,241,278
Restricted cash and cash equivalents ⁽¹⁾	37,287	-
Account receivables, net of allowance for doubtful accounts ⁽²⁾	4,472,535	-
Contributions receivable, net of allowance for uncollectible contributions ⁽³⁾	-	1,584,206
Due from the Commonwealth ⁽⁴⁾	1,609,623	-
Due from Federal Government	98,147	-
Inventory	674,294	-
Notes receivable, net of allowance for doubtful account ^(2, 5)	320,724	-
Prepaid expenses	2,626,958	243,577
Prepaid lease incentive ⁽⁶⁾	-	6,666,835
Other receivables	-	393,796
Total current assets	177,009,232	10,129,692
Noncurrent assets		
Investments ⁽⁷⁾	-	96,879,048
Contributions receivable, net of allowance for uncollectible contributions ⁽³⁾	-	839,445
Other postemployment benefits ⁽⁸⁾	3,642,175	-
Other assets	1,824,156	472,676
Due from the Commonwealth ⁽⁴⁾	39,884,225	-
Funds held in trust by others	-	1,105,878
Notes receivable, net of allowance for doubtful account ^(2, 5)	183,699	-
Prepaid expenses	177,093	-
Depreciable and amortizable capital assets, net ^(9, 10)	449,762,299	12,143,818
Nondepreciable capital assets ^(9, 10)	44,143,482	4,272,499
Total noncurrent assets	539,617,129	115,713,364
Total assets	\$ 716,626,361	\$ 125,843,056
DEFERRED OUTFLOWS OF RESOURCES		
Deferred outflows of resources from net pension obligation ⁽¹¹⁾	\$ 17,403,026	\$ -
Deferred outflows of resources from other postemployment benefits ⁽⁸⁾	4,267,025	-
Deferred loss on long-term debt defeasance ⁽¹²⁾	208,726	-
Total deferred outflows of resources	\$ 21,878,777	\$ -

The notes to the financial statements, referenced above, are an integral part of the statements.

Radford University
Statement of Net Position (Continued)
As of June 30, 2025

	Radford University	Component Unit Radford University Foundation, Inc.
LIABILITIES		
Current liabilities		
Accounts payable and accrued expenses ⁽¹³⁾	\$ 27,507,880	\$ 177,747
Unearned revenue	4,698,967	57,573
Obligations under securities lending	16,149,712	-
Deposits held in custody for others	522,704	-
Current portion of long-term debt ^(12, 14, 15, 16 and 19)	8,943,964	2,995,556
Current portion of other noncurrent liabilities ^(17, 19)	6,851,539	443,325
Current portion of other postemployment benefits ⁽⁸⁾	439,404	-
Trust and annuity obligations	-	33,174
Total current liabilities	65,114,170	3,707,375
Noncurrent liabilities		
Long-term debt ^(12, 14, 15, 16 and 19)	69,249,203	9,861,506
Pension obligations ⁽¹¹⁾	55,567,984	-
Other postemployment benefits ⁽⁸⁾	15,455,846	-
Trust and annuity obligations	-	139,183
Other noncurrent liabilities ^(17, 19)	3,772,602	-
Total noncurrent liabilities	144,045,635	10,000,689
Total liabilities	\$209,159,805	\$ 13,708,064
DEFERRED INFLOWS OF RESOURCES		
Deferred inflows of resources from net pension obligation ⁽¹¹⁾	\$ 10,376,766	\$ -
Deferred inflows of resources from other postemployment benefits ⁽⁸⁾	7,144,102	-
Deferred inflows of resources from PPP Agreements ⁽¹⁸⁾	612,381	-
Deferred gain on long-term debt defeasance ⁽¹²⁾	978,763	-
Total deferred inflows of resources	\$ 19,112,012	\$ -
NET POSITION		
Net investment in capital assets	\$414,907,214	\$ 3,559,256
Restricted for:		
Expendable		
Scholarships and other	458,965	20,272,180
Instruction and research	3,591,083	4,299,990
Loans	33,029	-
Capital Projects	39,884,225	-
Other	3,744,755	20,891,373
Nonexpendable		
Scholarships and other	-	38,296,494
Instruction and research	-	2,332,041
Other	-	6,959,825
Unrestricted	47,614,050	15,523,833
Total net position	\$ 510,233,321	\$ 112,134,992
See notes to the financial statements:		
(1) Note 2	(4) Note 14	(7) Note 22C
(2) Note 3	(5) Note 22B	(8) Note 18
(3) Note 22A	(6) Note 22G	(9) Note 5
		(10) Note 22D
		(11) Note 16
		(12) Note 7
		(13) Note 6
		(14) Note 8
		(15) Note 9
		(16) Note 22E
		(17) Note 10
		(18) Note 4
		(19) Note 25

The notes to the financial statements, referenced above, are an integral part of the statements.

Radford University
Statement of Revenues, Expenses, and Changes in Net Position
As of June 30, 2025

	Radford University	Component Unit Radford University Foundation, Inc.
OPERATING REVENUES		
Student tuition and fees, net of scholarship allowance ⁽¹⁾	\$ 34,813,960	\$ -
Gifts and contributions	-	6,832,654
Federal grants and contracts	4,194,887	-
State grants and contracts	2,083,874	-
Nongovernmental grants and contracts	380,026	-
Auxiliary enterprises, net of scholarship allowance ⁽²⁾	50,643,395	-
Other operating revenues	1,798,731	1,333,581
Total operating revenues	93,914,873	8,166,235
OPERATING EXPENSES		
Instruction	78,170,629	37,386
Research	726,799	-
Public service	4,138,085	-
Academic support	11,502,511	2,834,703
Student services	12,037,510	-
Institutional support	29,141,588	2,867,679
Operation and maintenance of plant	18,282,926	-
Depreciation and amortization ⁽³⁾	28,841,419	454,546
Student aid	17,943,767	2,927,408
Auxiliary activities ⁽²⁾	41,501,775	-
Total operating expenses ⁽⁴⁾	242,287,009	9,121,722
Operating income (loss)	(148,372,136)	(955,487)
NONOPERATING REVENUES (EXPENSES)		
State appropriations ⁽⁵⁾	121,766,475	-
Federal student financial aid (Pell)	17,079,899	-
Interest income (loss)	6,070,088	7,746,964
Interest on capital asset and lease-related debt	(2,374,895)	(553,513)
Gain (loss) on disposal of capital assets	50,692	(27,026)
Nonoperating transfers to the Commonwealth	(435,721)	-
Other nonoperating revenues (expenses), net	519,521	-
Net nonoperating revenues (expenses)	142,676,059	7,166,425
Income (Loss) before other revenues, expenses, gains, or losses	(5,696,077)	7,234,455
Capital appropriations and gifts ⁽⁶⁾	8,963,892	500
Additions to permanent endowments	-	1,153,720
Additions to term endowments	-	12,446
Total other revenues	8,963,892	1,166,666
Increase (decrease) in net position	3,267,815	7,377,604
Total net position - beginning	511,822,097	104,757,388
Restatement of Net Assets (Note 25)	(4,856,591)	-
Total net position - ending	\$ 510,233,321	\$ 112,134,992

See notes to the financial statements:

- (1) Note 24 (3) Note 5 (5) Note 13
(2) Note 11 (4) Note 12 (6) Note 14

The notes to the financial statements, referenced above, are an integral part of the statements.

Radford University
Statement of Cash Flows
As of June 30, 2025

CASH FLOWS FROM OPERATING ACTIVITIES

Student tuition and fees (net of scholarship allowance)	\$ 34,018,393
Grants and contracts	6,618,410
Auxiliary enterprises	49,473,448
Other receipts	1,805,739
Payments for salaries, wages and fringe benefits	(146,802,361)
Payments for services and supplies	(35,511,135)
Payments for utilities	(6,787,581)
Payments for scholarships and fellowships	(23,204,827)
Payments for noncapitalized plant improvements and equipment	(4,096,096)
Loans issued to students and employees	(2,130)
Collections of loans from students and employees	226,898
Federal Direct Lending Program - receipts	40,589,706
Federal Direct Lending Program - disbursements	(40,572,368)
Custodial and other receipts	165,346
Custodial and other payments	(640,193)
Net cash used by operating activities	<u>\$ (124,718,751)</u>

CASH FLOWS FROM NONCAPITAL FINANCING ACTIVITIES

State appropriations	\$ 121,766,475
Non-General Fund appropriations	(435,721)
Federal Student Financial Aid (Pell)	17,100,637
Federal Loan Contribution	(225,257)
Other non-operating receipts	460
Net cash provided by noncapital financing activities	<u>\$ 138,206,594</u>

CASH FLOWS FROM CAPITAL AND RELATED FINANCING ACTIVITIES

Proceeds from capital debt	\$ 177,010
Capital appropriations	20,685,056
Capital gifts	1,744,993
Proceeds from sale of capital assets	104,823
Purchase of capital assets	(46,708,547)
Principal paid on capital debt, leases and installments	(6,160,449)
Interest paid on capital debt, leases and installments	(2,388,024)
Net cash used by capital financing activities	<u>\$ (32,545,138)</u>

The notes to the financial statements, referenced above, are an integral part of the statements.

Radford University
Statement of Cash Flows (Continued)
As of June 30, 2025

CASH FLOWS FROM INVESTING ACTIVITIES

Interest income	6,070,088
Net cash provided by investing activities	\$ 6,070,088
Net (increase) decrease in cash and cash equivalents	\$ (12,987,207)
Cash and cash equivalents at beginning of year	178,755,130
Less: Securities Lending - Treasurer of Virginia	(14,710,685)
Net cash and cash equivalents - beginning of the year	\$ 164,044,445
Cash and cash equivalents at end of year	\$ 151,057,238

RECONCILIATION OF STATEMENT OF CASH FLOWS, STATEMENT OF NET POSITION

Statement of Net Position	
Cash and cash equivalents	\$ 167,206,951
Less: Securities lending - Treasurer of Virginia (CY amount)	\$ (16,149,713)
Net cash and cash equivalents	\$ 151,057,238

The notes to the financial statements, referenced above, are an integral part of the statements.

Radford University
Statement of Cash Flows (Continued)
As of June 30, 2025

RECONCILIATION OF NET OPERATING LOSS TO NET CASH USED BY OPERATING ACTIVITIES:

	\$
Operating income (loss)	(148,372,136)
Adjustments to reconcile net loss to net cash used by operating activities:	
Depreciation and amortization expense	28,841,419
Changes in assets, liabilities, deferred outflows, and deferred inflows:	
Receivables, net	(923,914)
Due from Federal Government-Federal Direct Lending	17,338
Due from Federal Government-Federal Teach and SEOG grants	(4,829)
Prepaid expenses	4,640,226
Inventory	3,787
Notes receivable, net	224,768
Other postemployment benefits asset	(193,670)
Deferred outflows of resources from other postemployment benefits obligation	417,678
Deferred outflows of resources from net pension obligation	(2,545,887)
Accounts payable and accrued expenses	1,225,161
Unearned revenue	(462,585)
Deposits held in custody for others	(470,018)
Accrued compensated absences	46,588
Other postemployment benefits obligation	(1,856,459)
Net pension obligation	(4,468,926)
Deferred inflow of resources from net pension liability	2,277,743
Deferred inflow of resources from postemployment benefits	(1,651,665)
Accrued faculty early retirement liability	(850,989)
PPP Agreements	(612,381)
Net cash used by operating activities	<u><u>\$ (124,718,751)</u></u>

NONCASH INVESTING, NONCAPITAL FINANCING, AND CAPITAL AND RELATED TRANSACTIONS

Amortization of bond premium/discount	383,584
Gain (loss) on disposal of capital assets	(50,692)
Capital projects accounts payable	4,957,448
Right-to-use assets	4,759,923
Change in pension liability recognized as a component of non-operating revenue	519,061

The notes to the financial statements, referenced above, are an integral part of the statements.

Notes to the Financial Statements



Note 1. Significant Accounting Policies

Reporting Entity

Radford University (the University) is a comprehensive university that is part of the statewide system of public higher education in the Commonwealth of Virginia (the Commonwealth). The University's Board of Visitors, appointed by the Governor, is responsible for overseeing governance of the University. The Commonwealth prepares a separate financial report that incorporates all agencies, higher education institutions, boards, commissions, and authorities over which the Commonwealth exercises or could exercise oversight authority. The University is a component unit of the Commonwealth and is included in the Commonwealth's general-purpose financial statements.

Under Governmental Accounting Standards Board (GASB) Statement 61, The Financial Reporting Entity: Omnibus—an amendment of GASB Statements No. 14 and No. 34, the Radford University Foundation, Inc. (the Foundation) meets the criteria to qualify as a component unit of the University. The Foundation is a legally separate tax-exempt organization formed to promote the achievements and further the aims and purposes of the University. The Foundation accomplishes its purposes through fundraising and funds management efforts that benefit the University and its programs. The seventeen-member board of the Foundation is self-perpetuating and consists of alumni, supporters, and senior staff of the University. Although the University does not control the timing or number of receipts from the Foundation, most resources, or income thereon, which the Foundation holds and invests are restricted to the activities of the University by donors. Because these restricted resources held by the Foundation can only be used by, or for the benefit of, the University, the Foundation is considered a component unit of the University and is discretely presented in the University's financial statements.

The component unit information for the Foundation also includes the Radford University Athletic Foundation, Inc. (RUAF), which is incorporated as a nonprofit corporation under the laws of the Commonwealth of Virginia. The purpose of the RUAF is to support intercollegiate athletics at the University. The RUAF is managed by a Board of Directors where most of the Board is independently elected. Additionally, two employees of the University are ex-officio members with full voting rights. The assets of the RUAF are managed by the Foundation and its accounts are included in the consolidated financial statements of the Foundation.

During the year ended June 30, 2025, the Foundation made distributions of \$4,302,203 to or on behalf of the University for both restricted and unrestricted purposes. Separate financial statements for the Foundation can be obtained by contacting the Radford University Foundation Administrative Office at P.O. Box 6893, Radford, Virginia 24142.

Radford University, in April 2021, entered into an affiliation agreement with Provident Resource Group Inc., a Georgia non-profit corporation, in conjunction with Radford University Foundation and its wholly owned subsidiaries RUF Real Estate Management LLC and RUF Hotel Land LLC. The affiliation agreement was entered into to facilitate the construction and management of The Highlander, a full service 124-key hotel and conference center to be located adjacent to university property. The hotel was completed and opened in Fall 2023. These financial statements do not include the assets, liabilities, and net position of the affiliate. Radford University has no further direct financial obligation or benefit pertaining to the affiliation agreement. The affiliate is not part of the financial reporting entity.

Note 1. Significant Accounting Policies (continued)

Basis of Presentation

The University prepares its financial statements in conformity with U.S. generally accepted accounting principles as prescribed by GASB.

GASB Statement 35, Basic Financial Statements and Management's Discussion and Analysis of Public Colleges and Universities, issued November 1999, establishes accounting and financial reporting standards for public colleges and universities within the financial reporting guidelines of GASB Statement 34, Basic Financial Statements—and Management's Discussion and Analysis—for State and Local Governments. The standards are designed to provide financial information that responds to the needs of three groups of primary users of general purpose external financial reports: the citizenry, legislative and oversight bodies, and investors and creditors. The University is required under this guidance to include Management's Discussion and Analysis, Financial Statements, Notes to Financial Statements, and Required Supplementary Information in its financial statement presentation.

During the year ended June 30, 2025, the following GASB statements became effective: Statement 101-Compensated Absences and Statement 102-Certain Risk Disclosures.

Statement 101, Compensated Absences, requires that liabilities for compensated absences be recognized for (1) leave that has not been used and (2) leave that has been used but not yet paid in cash or settled through noncash means. A liability should be recognized for leave that has not been used if (a) the leave is attributable to services already rendered, (b) the leave accumulates, and (c) the leave is more likely than not to be used for time off or otherwise paid in cash or settled through noncash means. Leave is attributable to services already rendered when an employee has performed

the services required to earn the leave. Leave that accumulates is carried forward from the reporting period in which it is earned to a future reporting period during which it may be used for time off or otherwise paid or settled. In estimating the leave that is more likely than not to be used or otherwise paid or settled, a government should consider relevant factors such as employment policies related to compensated absences and historical information about the use or payment of compensated absences. However, leave that is more likely than not to be settled through conversion to defined benefit postemployment benefits should not be included in a liability for compensated absences.

This Statement requires that a liability for certain types of compensated absences, including parental leave, military leave, and jury duty leave—not be recognized until the leave commences. This Statement also requires that liability for specific types of compensated absences not be recognized until the leave is used.

This Statement also establishes guidance for measuring a liability for leave that has not been used, generally using an employee's pay rate as of the date of the financial statements. A liability for leave that has been used but not yet paid or settled should be measured at the amount of the cash payment or non-cash settlement to be made. Certain salary-related payments that are directly and incrementally associated with payments for leave also should be included in the measurements of the liabilities.

With respect to financial statements prepared using the current financial resources measurement focus, this Statement requires that expenditures be recognized for the amount that normally would be liquidated with expendable available financial resources.

Note 1. Significant Accounting Policies (continued)

This Statement amends the existing requirement to disclose the gross increases and decreases in liability for compensated absences to allow governments to disclose only the net change in the liability (as long as they identify it as a net change). In addition, governments are no longer required to disclose which governmental funds typically have been used to liquidate the liability for compensated absences.

The University is implementing these updates to the guidance in the current fiscal year. Beginning net assets have been restated to reflect the retroactive change in accounting principle resulting from this revised guidance.

GASB Statement 102, Certain Risks Disclosures, discusses that State and local governments face a variety of risks that could negatively affect the level of service they provide or their ability to meet obligations as they come due. Although governments are required to disclose information about their exposure to some of those risks, essential information about other risks that are prevalent among state and local governments is not routinely disclosed because it is not explicitly required. The objective of this Statement is to provide users of government financial statements with essential information about risks related to a government's vulnerabilities due to certain concentrations or constraints.

This Statement defines concentration as a lack of diversity related to an aspect of a significant inflow of resources or outflow of resources. A *constraint* is a limitation imposed on a government by an external party or by formal action of the government's highest level of decision-making authority. Concentrations and constraints may limit a government's ability to acquire resources or control spending.

This Statement requires a government to assess whether a concentration or constraint makes the primary government reporting unit or other

reporting units that report a liability for revenue debt vulnerable to the risk of a substantial impact. Additionally, this Statement requires a government to assess whether an event or events associated with a concentration or constraint that could cause the substantial impact have occurred, have begun to occur, or are more likely than not to begin to occur within 12 months of the date the financial statements are issued.

If a government determines that those criteria for disclosure have been met for concentration or constraint, it should disclose information in notes to financial statements in sufficient detail to enable users of financial statements to understand the nature of the circumstances disclosed and the government's vulnerability to the risk of a substantial impact. The disclosure should include descriptions of the following:

- The concentration or constraint
- Each event associated with concentration or constraint that could cause a substantial impact if the event had occurred or had begun to occur prior to the issuance of the financial statements
- Actions taken by the government prior to the issuance of the financial statements to mitigate the risk.

This standard was reviewed and considered for disclosure. The University did not have a concentration or constraint as defined by the standard that made it vulnerable to the risk of substantial impact. This will be monitored annually for disclosure.

The Foundation is a non-profit organization that prepares its financial statements in conformity with U.S. generally accepted accounting principles as prescribed by FASB, including FASB Statement 117, Financial Statements of Not-for-Profit Organizations. As such, certain revenue recognition criteria and presentation features

Note 1. Significant Accounting Policies (continued)

are different from GASB revenue recognition and presentation features. Reclassifications and adjustments have been made to convert the Foundation's financial information to GASB presentation format. The University has several \$1 leases with the Foundation that are paid annually. These leases include the President's house and the SELU property.

Basis of Accounting

For financial reporting purposes, the University is considered a special-purpose government engaged only in business-type activities. Accordingly, the University's financial statements have been prepared using the economic resources measurement focus and the accrual basis of accounting. Under the accrual basis, revenues are recognized when earned and expenses are recorded when incurred, regardless of the timing of related cash flows. All significant intra-agency transactions have been eliminated.

Cash and Cash Equivalents

For purposes of the Statement of Net Position and Statement of Cash Flows, the University considers all highly liquid investments with an original maturity of 90 days or less to be cash equivalents. Restricted cash and cash equivalents are externally restricted. Restricted cash and cash equivalents that are restricted for the purpose of acquisition or construction of capital assets are classified as either current or noncurrent assets on the Statement of Net Position.

Investments

In accordance with GASB Statement 31, Accounting and Financial Reporting for Certain Investments and for External Investment Pools, modified by GASB Statement 59, Financial Instruments Omnibus, and GASB Statement 72, Fair Value Measurement and Calculation,

purchased investments, interest-bearing temporary investments classified with cash, and investments received as gifts are recorded at fair value. All investment income, including changes in the fair value of investments (unrealized gains and losses), are reported as nonoperating revenue or expense in the Statement of Revenues, Expenses, and Changes in Net Position.

Short-term investments are classified as current assets on the Statement of Net Position and include investments with an original maturity of over 90 days but less than or equal to one year at the time of purchase.

Accounts Receivable

Accounts receivable consist of charges for tuition and fees and auxiliary enterprise services provided to students, faculty, and staff. Accounts receivable also include amounts due from federal and state governments and nongovernmental sources, in connection with reimbursement of allowable expenses made pursuant to the University's grants and contracts. Accounts receivable are recorded net of allowance for doubtful accounts. See Note 3 for a detailed list of accounts receivable by major category.

Inventories

Inventories are valued at average cost, generally determined by the average cost method, and consist primarily of expendable supplies and fuel held for consumption.

Notes Receivable

Notes receivable consist of amounts due from the Federal Perkins Loan Program, Nursing Student Loan Program, and other student loan programs administered by the University. Notes receivable are recorded net of allowance for doubtful accounts. See Note 3 for a detailed list of notes receivable by major category.

Note 1. Significant Accounting Policies (continued)

Prepaid Expenses

As of June 30, 2025, the University's prepaid expenses included items such as insurance premiums, membership dues, conference registrations, lease payments, subscription based technology arrangements (SBITA), and publication subscriptions for fiscal year 2026 that were paid in advance.

Capital Assets

Capital assets include land, buildings, infrastructure, building and other improvements, equipment, intangibles, and library materials. Capital assets are recorded at actual costs or estimated historical costs, if purchased or constructed. Donated capital assets are recognized at acquisition value at the date of donation.

Equipment with an expected useful life of greater than one year and with a value or cost of \$5,000, individually or in the aggregate if significant, or more at the date of acquisition are capitalized. Intangibles, principally purchased (non-subscription) software, are capitalized when acquisition costs are \$10,000 or more and the estimated useful life is three years or greater. Library materials are valued using actual costs for library acquisitions. Construction and renovation costs are recorded as construction in progress until the project is substantially complete at which the costs are removed from construction in progress and capitalized in the appropriate capital asset account (e.g. buildings, improvements, etc.) Such construction projects are capitalized when expenses total more than \$100,000. Routine repairs and maintenance that do not add to the value of an asset or extend the useful life of an asset are not capitalized and are charged to operating expenses.

Depreciation is computed using the straight-line method over the estimated useful life of the asset and is not allocated to the functional expense

categories. Right-to-use assets are amortized on a straight-line basis over the shorter of the contract term including non-cancelable periods or the useful life of the underlying asset.

Asset Category	Estimated Useful Life
Buildings	40 years
Building Improvements	20 years
Other improvements and infrastructure	20 years
Equipment	3-15 years
Intangibles (purchased software)	3-15 years
Library materials	10 years
Intangible right to use leased assets	Shorter of lease term or asset useful life
Intangible right to use subscription software	Life of subscription, including renewals

Leases

Lease agreements for more than one year including all non-cancelable periods that have a present value of future payments more than \$50,000 are recognized as a lease liability with a corresponding right to use assets amortized over the shorter of lease term or category. Future cash outflows are discounted to present value using the stated rate of the contract or the incremental borrowing rate of the University for similar debt at the beginning of the lease term. See Note 8 for details.

Subscription-Based Technology Arrangements (SBITA)

SBITA agreements for more than one year including all non-cancelable periods that have a present value of future payments of more than \$5,000 are recognized as a liability with a corresponding right to use assets amortized over the subscription term. Future cash outflows are discounted to present value using first the stated rate of the contract and subsequently the incremental borrowing rate at the beginning of

Note 1. Significant Accounting Policies (continued)

the subscription term. For incremental borrowing rates on SBITA contracts where the minimum SBITA payment term is 72 months or less and the asset value is equal or less than 2 million, the University uses the Master Equipment Leasing Program quarterly published rates. For SBITAs in excess of 72 months and 2 million dollar asset values the University uses the University's incremental borrowing rate as established by the rates it receives with unrelated party debt obligations at the fiscal year end. See Note 9 for details.

Aggregate Capital Assets

As of July 1, 2023, the University was required to capitalize aggregate assets per GASB Implementation Guide 2021-Section Qu 5.1. Equipment purchases are reviewed annually by Fixed Assets personnel to identify groups of equipment with a value of \$5,000 or more. These assets are grouped and capitalized, even if the individual purchase order items are below the capitalization threshold. The grouped assets are depreciated consistent with university assets categories, and they are reported in the University financial statements.

Accrued Compensated Absences

Compensated absences are recognized as liabilities when earned by employees and meet the criteria outlined in GASB Statement No. 101. These criteria include: (1) the leave accumulates, (2) it is attributable to services already rendered, and (3) it is more likely than not to be used or settled. Liabilities are measured using pay rates in effect at the financial statement date and include salary-related payments such as the employer's share of Social Security, Medicare, and defined contributions when applicable.

The amount reflects, as of June 30, 2025, a liability for compensated absences including annual leave, sick leave, and other qualifying

leave types. The liability is split between current and long-term portions based on historical usage, historical payout amounts, and termination rates. Sporadic leave types such as parental, military, and jury duty are only recognized if the leave has commenced as of fiscal year-end. The total compensated absences liability for FY 2025 is \$9,278,335, which includes salary-related payments.

See Note 10 for current and noncurrent amounts. For the fiscal year ending June 30, 2025, a restatement was made in the financial statements to the beginning net position. See Note 25 for more details of the restatement.

Unearned Revenue

Unearned revenue primarily includes amounts received prior to the end of the fiscal year for tuition and fees and certain auxiliary activities related to the period subsequent to June 30, 2025.

Noncurrent Liabilities

Noncurrent liabilities include the following:

- Principal amounts of notes and bonds payable and long-term leases and subscription-based technology arrangements (SBITA) with maturities greater than one year
- Estimated amounts for accrued compensated absences
- Refundable contributions from the Federal government to fund the operations of the Perkins Loan Program and the Nursing Student Loan Program
- Estimated pension obligation for the University's defined benefit pension plans
- Estimated other postemployment benefits for the University's defined postemployment benefit plans
- Faculty Early Retirement Plan (FERP)

Note 1. Significant Accounting Policies (continued)

See Notes 7, 10, 16 and 18 for detailed information and amounts.

Pension Obligation

The Virginia Retirement System (VRS) State Employee Retirement Plan and the Virginia Law Officers' System (VaLORS) Retirement Plan are single employer pension plans that are treated like cost-sharing plans. For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the Virginia Retirement System (VRS) State Employee Retirement Plan and the Virginia Law Officers' System (VaLORS) Retirement Plan; and the additions to/deductions from the VRS State Employee Retirement Plan's and the VaLORS Retirement Plan's fiduciary net position have been determined on the same basis as they were reported by VRS. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value. See Note 16 for detailed information.

Other Postemployment Benefits

For purposes of measuring the other postemployment benefits (OPEB) asset or liability, deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, information about the fiduciary net position of the Virginia Retirement System (VRS) OPEB plans; and the additions to/deductions from the VRS OPEB Plan's net fiduciary position have been determined on the same basis as they were reported by VRS. For this purpose, benefit payments are recognized when due and payable in accordance with the benefit terms. See Note 16 for general information about the OPEB plans and calculation of the net pension asset or liability.

Group Life Insurance Program (GLI)

The Virginia Retirement System (VRS) Group Life Insurance Program is a multiple employer, cost-sharing plan. It provides coverage to state employees, teachers, and employees of participating political subdivisions. The Group Life Insurance Program was established pursuant to §51.1-500 et seq. of the *Code of Virginia*, as amended, and which provides the authority under which benefit terms are established or may be amended. The Group Life Insurance Program is a defined benefit plan that provides a basic group life insurance benefit for employees of participating employers. For purposes of measuring the net Group Life Insurance Program OPEB liability, deferred outflows of resources and deferred inflows of resources related to the Group Life Insurance Program OPEB, and Group Life Insurance Program OPEB expense, information about the fiduciary net position of the VRS Group Life Insurance program OPEB and the additions to/deductions from the VRS Group Life Insurance Program OPEB's net fiduciary position have been determined on the same basis as they were reported by VRS. In addition, benefit payments are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

State Employee Health Insurance Credit Program (HIC)

The Virginia Retirement System (VRS) State Employee Health Insurance Credit Program is a single employer plan that is presented as a multiple-employer, cost-sharing plan. The State Employee Health Insurance Credit Program was established pursuant to § 51.1-1400 et seq. of the *Code of Virginia*, as amended, and which provides the authority under which benefit terms are established or may be amended. The State Employee Health Insurance Credit Program is a defined benefit plan that provides a credit toward the cost of health insurance coverage for retired

Note 1. Significant Accounting Policies (continued)

state employees. For purposes of measuring the net State Employee Health Insurance Credit Program OPEB liability, deferred outflows of resources and deferred inflows of resources related to the State Employee Health Insurance Credit Program OPEB, and the State Employee Health Insurance Credit Program OPEB expense, information about the fiduciary net position of the Virginia Retirement System (VRS) State Employee Health Insurance Credit Program; and the additions to/deductions from the VRS State Employee Health Insurance Credit Program's net fiduciary position have been determined on the same basis as they were reported by VRS. For this purpose, benefit payments are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

VRS Disability Insurance Program (VSDP)

The Virginia Retirement System (VRS) Disability Insurance Program (Virginia Sickness and Disability Program) is a single employer plan that is presented as a multiple-employer, cost-sharing plan. The Disability Insurance Program was established pursuant to §51.1-1100 et seq. of the *Code of Virginia*, as amended, and which provides the authority under which benefit terms are established or may be amended. The Disability Insurance Program is a managed care program that provides sick, family and personal leave and short-term and long-term disability benefits for State Police Officers, state employees, and VaLORS employees. For purposes of measuring the net Disability Insurance Program OPEB liability (asset), deferred outflows of resources and deferred inflows of resources related to the Disability Insurance Program OPEB, and Disability Insurance Program OPEB expense, information about the fiduciary net position of the Virginia Retirement System (VRS) Disability Insurance Program OPEB Plan and the additions to/deductions from the VRS Disability Insurance

Program OPEB Plan's net fiduciary position have been determined on the same basis as they were reported by VRS. In addition, benefit payments are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

Line of Duty Act Program (LODA)

The Virginia Retirement System (VRS) Line of Duty Act Program (LODA) is a multiple-employer, cost-sharing plan. The Line of Duty Act Program was established pursuant to § 9.1-400 et seq. of the *Code of Virginia*, as amended, and which provides the authority under which benefit terms are established or may be amended. The Line of Duty Act Program provides death and health insurance benefits to eligible state employees and local government employees, including volunteers, who die or become disabled as a result of the performance of their duties as a public safety officer. In addition, health insurance benefits are provided to eligible survivors and family members. For purposes of measuring the net Line of Duty Act Program OPEB liability, deferred outflows of resources and deferred inflows of resources related to the Line of Duty Act Program OPEB, and Line of Duty Act Program OPEB expense, information about the fiduciary net position of the Virginia Retirement System (VRS) Line of Duty Act Program OPEB Plan and the additions to/deductions from the VRS Line of Duty Act Program OPEB Plan's net fiduciary position have been determined on the same basis as they were reported by VRS. In addition, benefit payments are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

Pre-Medicare Retiree Healthcare Plan

Pre-Medicare Retiree Healthcare is a single-employer defined benefit Other Post Employment Benefits (OPEB) plan that is treated like a cost-sharing plan for financial reporting purposes. This

Note 1. Significant Accounting Policies (continued)

program was established by Title 2.2, Chapter 28 of the *Code of Virginia* for retirees who are not yet eligible to participate in Medicare. It is the same health insurance program offered to active employees and managed by the Virginia Department of Human Resource Management. After retirement, Radford University no longer subsidizes the retiree's premium; however, since both active employees and retirees are included in the same pool for purposes of determining health insurance rates, retiree rates are effectively lower than what might otherwise be available outside of this benefit.

Deferred Outflows and Inflows of Resources

Deferred outflows of resources are defined as the consumption of net assets applicable to a future reporting period. Deferred inflows of resources are defined as the acquisition of net assets applicable to a future reporting period. Deferred outflows of resources have a positive impact on net position similar to assets in comparison to deferred inflows of resources which have a negative effect on net position similar to liabilities.

Net Position

GASB Statement 34, Basic Financial Statements — and Management's Discussion and Analysis — for State and Local Governments, as amended by GASB Statement 63, Financial Reporting of Deferred Outflows of Resources, Deferred Inflows of Resources, and Net Position, requires that the Statement of Net Position report the difference between assets, deferred outflows, liabilities, and deferred inflows as net position. Net position is classified into four major components: net investment in capital assets, restricted expendable, restricted nonexpendable, and unrestricted.

Net investment in capital assets—Net investment in capital assets represents the University's total

capital assets, net of accumulated depreciation, reduced by outstanding debt attributable to the acquisition, construction, or improvement of those assets. Debt incurred, but not yet expended for capital assets, net of accounts and retainage payable to be paid with unspent debt proceeds, is not included as a component of net investment in capital assets.

Restricted-expendable — The expendable restricted component of net position includes resources the University is legally or contractually obligated to expend in accordance with restrictions imposed by external third parties.

Restricted-nonexpendable — Restricted nonexpendable net position consists of endowment and similar type funds in which donors or other outside sources have stipulated that the principal is to be maintained in perpetuity and invested for the purpose of producing present or future income to be expended or added to the principal. As of June 30, 2025, the University does not have nonexpendable restricted net position.

Unrestricted — The unrestricted component of net position represents resources used for transactions relating to academic departments and general operations of the University, and may be used at the discretion of the University's Board of Visitors to meet current expenses for any lawful purpose in support of the University's primary missions of instruction, research, and outreach. These resources are derived from student tuition and fees, state appropriations, recoveries of facilities and administrative (indirect) costs, and sales and services of auxiliary enterprises and educational departments. The auxiliary enterprises are self-supporting entities that provide services for students, faculty, and staff. Some examples of the University's auxiliaries are intercollegiate athletics and student residential and dining programs.

Note 1. Significant Accounting Policies (continued)

When an expense is incurred that can be paid using either restricted or unrestricted resources, the University's policy is to first apply the expense toward restricted resources before unrestricted resources.

Federal Financial Assistance Programs

The University participates in federally funded Pell Grants, Supplemental Educational Opportunity Grants, Federal Work-Study, and Direct Lending programs. Perkins loans are no longer awarded, but payments are still collected by the University. Federal programs are audited in accordance with Title 2, Part 200 of the U.S. Code of Federal Regulations, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards.

Commonwealth Equipment and Capital Project Reimbursement Programs

The Commonwealth has established several programs to provide state-supported institutions of higher education with bond proceeds for financing the acquisition of instructional and research equipment and facilities. During fiscal year 2025, funding has been provided to the University from two programs: 21st Century and Equipment Trust Fund (ETF). The Commonwealth issues bonds and uses the proceeds to reimburse the University, and other institutions of higher education, for expenses incurred in the acquisition of equipment and facilities. The bond liability is assumed by the Commonwealth and is not reflected as a liability of the University.

The Statement of Net Position line item, Due from the Commonwealth, includes pending reimbursements from these programs. The Statement of Revenues, Expenses, and Changes in Net Position line item, Capital appropriations and gifts, include the reimbursements from these programs.

Income Taxes

The University, as an agency of the Commonwealth, is excluded from federal income taxes under Section 115 of the Internal Revenue Code. The Foundation is a 501(c)(3) organization and is exempt from federal income tax under the Internal Revenue Code. Certain activities of the University and Foundation may be subject to taxation as unrelated business income.

Revenue Classifications

Operating revenues include activities that have the characteristics of exchange transactions, such as (1) student tuition and fees, net of scholarship allowances, (2) sales and services of auxiliary enterprises, net of scholarship allowances, and (3) federal, state, and nongovernmental grants and contracts. It should be noted that Higher Education Emergency Relief Fund grants are non-operating and are not included in operating revenues.

Nonoperating revenues include activities that have the characteristics of nonexchange transactions, such as gifts, state appropriations, investment income, and other revenue sources that are defined as nonoperating revenues by GASB Statement 9, Reporting Cash Flows of Proprietary and Non Expendable Trust Funds and Governmental Entities That Use Proprietary Fund Accounting, and GASB Statement 34, Basic Financial Statements — and Management's Discussion and Analysis — for State and Local Governments.

Tuition Discounts and Allowances

Student tuition and fees and certain auxiliary enterprise revenues from students are reported net of scholarship discounts and allowances in the Statement of Revenues, Expenses, and Changes in Net Position. Tuition discounts and allowances are the difference between the stated charge for goods and services provided by the

Note 1. Significant Accounting Policies (continued)

University and the amount paid by students and/or third parties on the students' behalf. Tuition discounts and allowances are reported using Method B, per student by fiscal year, as prescribed by the National Association of College and University Business Officers (NACUBO), which calculates scholarship discounts and allowances on a university-wide basis rather than on an individual basis.

Certain governmental grants, such as Pell grants, and other federal, state, or nongovernmental programs are recorded as either operating or nonoperating revenues in the University's financial statements. To the extent that such revenues are used to satisfy tuition and fees and other student charges, the University has recorded a scholarship discount and allowance. See Note 24 for more details.

Restatement of Beginning Net Position

The beginning net position has been restated due to the implementation of GASB Statement 101, Compensated Absences. The guidance requires the University to recognize a liability for compensated absences including annual leave, sick leave, and other qualifying leave types.

The beginning net assets were additionally restated to incorporate differences in calculated asset and liabilities for subscription based technology arrangements when adopting a new recording software.

The total impact of these restatements is a decrease of \$4,856,591 in beginning net position. See Note 25 for more details.

Note 2. Cash and cash equivalents

The following information is provided with respect to the University's cash, cash equivalents, and investments and related risk disclosures as of June 30, 2025, in accordance with GASB Statement 40, Deposit and Investment Risk Disclosures:

Custodial Credit Risk (category 3 deposits and investments) — The custodial credit risk for deposits is the risk that, in the event of a failure of a depository financial institution, the University will not be able to recover deposits or will not be able to recover collateral securities that are in the possession of an outside party. The custodial credit risk for investments is the risk that, in the event of the failure of the counterparty to a transaction, the University will not be able to recover the value of the investment or collateral securities that are in possession of an outside party. The University had no category 3 deposits or investments as of June 30, 2025.

Credit Risk — The risk that an issuer or other counterparty to an investment will not fulfill its obligations. The University is required to disclose the credit quality ratings of all investments subject to credit risk.

Concentration of Credit Risk — The risk of loss attributed to the magnitude of an investment in a single issuer. Disclosure of investments with any one issuer that represents 5 percent or more of total investments is required. However, investments issued or explicitly guaranteed by the U.S. government and investments in mutual funds, external investment pools, and other pooled investments are excluded from the requirement. The University does not have investments subject to risks due to concentration of credit.

Note 2. Cash and cash equivalents (continued)

Interest Rate Risk — The risk that changes in interest rates will adversely affect the fair value of an investment. The University does not have an interest rate risk policy and does not have investments or deposits that are sensitive to changes in interest rates as of June 30, 2025.

Foreign Currency Risk — The risk that changes in exchange rates will adversely affect the fair value of an investment or deposit. The University had no foreign investments or deposits during fiscal year 2025.

Cash and Cash Equivalents

Pursuant to Section 2.2-1800, et seq., Code of Virginia, all state funds of the University are maintained by the Treasurer of Virginia, who is responsible for the collection, disbursement, custody, and investment of state funds. Cash deposits held by the University are maintained in accounts that are collateralized in accordance with the Virginia Security for Public Deposits Act, Section 2.2-4400, et seq., Code of Virginia. In accordance with GASB Statement 9, Reporting Cash Flows of Proprietary and Non Expendable Trust Funds and Governmental Entities that Use Proprietary Fund Accounting, and cash and cash equivalents represents cash with the Treasurer, cash on hand, temporary investments with original maturities of three months or less. The financial institution that holds the University's local cash provides an interest bearing checking account that allows the University to earn a competitive rate of interest on 100 percent of its collected balances.

Investments

Management of the University's investments is governed by the University's investment policy as approved by the Board of Visitors. Authorized investments are set forth in the Investment of Public Funds Act, Section 2.2-4500 through 2.2-4517, et seq., Code of Virginia. Investments are categorized as short-term or long-term. Short-term investments have an original maturity of over 90 days but less than or equal to one year. Long-term investments have an original maturity greater than one year. Radford University currently participates in the Commonwealth's securities lending program, but has no additional investments.

Cash and cash equivalents at June 30, 2025

	Market Value
Cash and cash equivalents:	
Cash on hand and deposited with financial institutions	\$7,442,057
Cash with the Treasurer of Virginia	143,577,895
Collateral held for Securities Lending	16,149,712
Total cash and cash equivalents	\$167,169,664
Restricted cash and cash equivalents:	
Current:	
Cash and cash equivalents – revenue credit account	\$37,287
Total restricted cash and cash equivalents	\$37,287

Securities Lending Transactions

GASB Statement 28, Accounting and Financial Reporting for Securities Lending Transactions, establishes accounting and financial reporting standards for security lending transactions. In these

Note 2. Cash and cash equivalents (continued)

transactions, governmental entities transfer their securities to broker-dealers and other entities for collateral and simultaneously agree to return the collateral for the same securities in the future. Information related to the credit risk of these investments and securities lending transactions held in the General Account is available on a statewide level in the Commonwealth of Virginia's Comprehensive Annual Financial Report. The Commonwealth's policy is to record unrealized gains and losses in the General Fund in the Commonwealth's basic financial statements. When gains or losses are realized, the actual gains and losses are recorded by the affected agencies.

Restricted (Non-capital) Cash

The University is under contract with a retirement account vendor. The contract resulted in the creation of a revenue credit account that is funded with excess revenue, as defined by the contract baseline, generated by the University plan. This cash account is held and administered by the vendor and the expenditures of the balance are restricted to purpose by contract to necessary and reasonable expenses to administer and maintain the plan. Examples of allowable expenses include plan audits, compliance monitoring services, and third party plan consultants who provide plan services in support of the plan.

Note 3. Accounts and Notes Receivable

Accounts receivable consisted of the following at June 30, 2025:

Student tuition and fees	\$2,162,219
Auxiliary enterprises	1,758,601
Federal, state, and nongovernmental grants and contracts	732,512
Other activities	685,085
	<u>5,338,417</u>
Less allowance for doubtful accounts	<u>(865,882)</u>
Net accounts receivable	<u>\$4,472,535</u>

Notes receivable consisted of the following at June 30, 2025:

Current portion:	
Federal student loans	\$423,327
Institutional student loans	75,165
Less allowance for doubtful accounts	<u>(177,768)</u>
Net current notes receivable	<u>\$320,724</u>
Noncurrent portion:	
Federal student loans	\$197,596
Institutional student loans	132,036
Less allowance for doubtful accounts	<u>(145,933)</u>
Net noncurrent notes receivable	<u>\$183,699</u>

Note 4. Public-Private Partnership and Public-Public Partnerships (PPP and APA Agreements)

The University regularly enters into agreements with private and public entities to operate essential services. As of the reporting date of June 30, 2025, all of the revenue streams originating from PPP agreement assets are variable in nature. The University has three multi-year auxiliary lease revenue streams as detailed below that are contingent upon future events and therefore cannot be reliably measured and recognized until the conditions for revenue recognition are met. As such, no receivables related to revenue streams have been recognized in the financial statements. The PPP agreements do have capital improvement clauses and non-current receivables have been recorded to reflect the future asset that will be placed in service at the end of the current contracts.

The University is in the ninth year of a ten-year contract for dining services. The University provides space and operational support in return

for commissions based on graduated sales level. As a result of the capital improvements in the PPP agreement, the University has recorded a non-current receivable (other assets) of \$1,824,156 and a deferred inflow of resources with a net book value of \$612,381 as of June 30, 2025.

The University is in the tenth year of a ten-year contract for bookstore services. The University entered a new five year contract with renewals options for another five years with a new vendor June 1, 2025. The University provides space and operational support in return for commissions based on graduated sales level. The capital improvements in the tenth year PPP agreement were fully amortized within the first five years of the contract per the agreed upon conditions. No capital or revenue transactions occurred on the new bookstore contract as of the fiscal year ending June 30, 2025.

Note 5. Capital Assets

Capital Assets	Ending Balance June 30, 2024	*Restatement as of July 1, 2024	Additions	Deletions	Ending Balance June 30, 2025
Non Depreciable Capital Assets					
Land	\$ 17,072,530	\$ -	\$ -	\$ -	\$ 17,072,530
Construction in progress	116,549,274	-	33,962,009	123,440,331	27,070,952
TOTAL NON DEPRECIABLE CAPITAL ASSETS	\$133,621,804	\$ -	\$ 33,962,009	\$ 123,440,331	\$ 44,143,482
Other Capital Assets					
Buildings	\$506,318,846	\$ -	\$ 123,732,278	\$ -	\$630,051,124
Equipment	57,089,268	-	7,496,229	2,532,777	62,052,720
Infrastructure	24,749,810	-	-	-	24,749,810
Other Improvements	22,680,103	-	132,291	-	22,812,394
Capitalized Software	7,422,258	-	-	-	7,422,258
Library Materials	30,004,521	-	1,221,797	928,692	30,297,626
Right to use intangible assets:					
Land	436,892	-	-	-	436,892
Buildings	43,124,552	-	468,447	631,203	42,961,796
Equipment	-	-	1,295,370	-	1,295,370
*SBITA	5,508,517	631,246	2,364,860	896,595	7,608,028
TOTAL OTHER CAPITAL ASSETS	697,334,768	631,246	136,711,272	4,989,267	829,688,018
Less: Accumulated Depreciation					
Buildings	\$235,988,302	\$ -	\$ 16,027,671	\$ -	\$252,015,973
Equipment	40,167,252	-	3,789,154	2,478,646	41,477,760
Infrastructure	22,548,960	-	199,482	-	22,748,442
Other Improvements	12,177,041	-	763,839	-	12,940,880
Library Materials	22,453,347	-	1,432,480	928,692	22,957,135
TOTAL ACCUMULATED DEPRECIATION	333,334,902	-	22,212,626	3,407,338	352,140,190
Less: Accumulated Amortization					
Capitalized Software	\$ 7,374,080	\$ -	\$ 15,967	\$ -	\$ 7,390,047
Land	156,477	-	87,331	-	243,808
Buildings	12,718,566	-	4,923,937	631,203	17,011,300
Equipment	-	-	109,747	-	109,747
*SBITA	2,148,424	203,735	1,491,811	813,343	3,030,627
TOTAL ACCUMULATED AMORTIZATION	\$ 22,397,546	\$ 203,735	\$ 6,628,793	\$ 1,444,546	\$ 27,785,529
TOTAL DEPRECIABLE AND AMORTIZABLE CAPITAL ASSETS, NET	341,602,319	427,511	107,869,853	137,383	449,762,299
TOTAL CAPITAL ASSETS, NET	\$475,224,123	\$ 427,511	\$ 141,831,862	\$ 123,577,714	\$493,905,781

*- The beginning balances have been adjusted to reflect changes due to the adoption of new software for leases and SBITAs. See Note 25 for details.

Note 6. Accounts Payable and Accrued Expenses

Summarized as of June 30, 2025:

Employee salaries, wages, and fringe benefits payable	\$	13,268,988
Vendors and suppliers accounts payable		8,838,813
Capital projects accounts and retainage payable		4,957,448
Due to Radford University Foundation		288,254
Accrued interest payable		154,377
Total accounts payable and accrued expenses	\$	27,507,880

Note 7. Long-Term Debt

Notes Payable — Pooled Bonds

The University issued 9(d) bonds by participating in the Public Higher Education Financing Program (Pooled Bond Program) created by the Virginia General Assembly in 1996. Through the Pooled Bond Program, the Virginia College Building Authority (VCBA) issues 9(d) bonds and uses the proceeds to purchase debt obligations (notes) of the University and various other institutions of higher education. The University's general revenue secures these notes.

The composition of Notes Payable at June 30, 2025, is summarized as follows:

Notes Payable - Pooled Bonds:	Interest Rates at Issuance	Maturity at Issuance
Student Fitness Center		
Series 2016A, \$2.285 million par amount - partial refunding of Series 2009B	3.00% - 5.00%	1-Sep-29
Series 2021B, \$13.46 million par amount - partial refunding of Series 2011A, 2012B, 2013A	0.48% - 1.91%	1-Sep-42

Bonds Payable — 9c

The University has issued bonds pursuant to section 9(c) of Article X of the Constitution of Virginia. Section 9(c) bonds are general obligation bonds issued by the Commonwealth of Virginia on behalf of the University. They are secured by the net revenues of the completed project and the full faith, credit and taxing power of the Commonwealth of Virginia.

Note 7. Long-Term Debt (continued)

The composition of Bonds Payable at June 30, 2025, is summarized as follows:

Bonds Payable - 9c:	Interest Rates at Issuance	Maturity at Issuance
Renovation of Pocahontas, Bolling, Draper (residence halls)		
Series 2015A, \$8.820 million par amount	2.00% - 5.00%	1-Jun-35
Series 2016A, \$7.160 million par amount	3.00% - 5.00%	1-Jun-36
Acquire Property for Campus Expansion (off-campus apartments)		
Series 2020A, \$16.030 million par amount	1.63% - 4.00%	1-Jun-40
2024B Refunding Renovate Washington Hall	5.00%	1-Jun-34
2025B Refunding Renovate Residence Halls 2015A	5.00%	1-Jun-32

A summary of changes in long term liabilities as of June 30, 2025, is summarized as follows:

Long Term Liabilities	Restated Beginning Balance June 30, 2024	Additions	Reductions	Ending Balance June 30, 2025	Current Portion
Notes payable –Pooled Bonds	\$ 13,855,722	\$ -	\$ 1,556,223	\$12,299,499	\$1,545,000
Bonds Payable - 9c	36,560,234	3,594,454	6,205,771	33,948,918	2,190,000
Right-to-use lease liabilities	31,937,406	1,763,818	4,786,666	28,914,558	4,312,299
Right-to-use SBITA Liabilities	2,349,063	1,563,580	882,450	3,030,193	896,665
* Total long-term liabilities	\$84,702,425	\$6,921,852	\$13,431,110	\$78,193,167	\$8,943,964

* The University did not issue any direct borrowings or direct placements during fiscal year 2025.

Future principal payments on long-term debt are as follows:

Fiscal Year Ending	Notes Payable Pooled Bonds	Bonds Payable-9c
June 30, 2026	\$1,545,000	\$2,190,000
June 30, 2027	\$1,555,000	\$2,280,000
June 30, 2028	\$1,580,000	\$2,385,000
June 30, 2029	\$1,600,000	\$2,495,000
June 30, 2030	\$1,630,000	\$2,610,000
2031-2035	\$4,235,000	\$13,320,000
2036-2040	\$-	\$5,435,000
Unamortized Premium	\$154,499	\$3,233,918
Total	\$12,299,499	\$33,948,918

Future interest payments on long-term debt are as follows:

Fiscal Year Ending	Notes Payable Pooled Bonds	Bonds Payable-9c
June 30, 2026	\$181,380	\$1,107,517
June 30, 2027	\$165,252	\$1,015,556
June 30, 2028	\$144,144	\$908,806
June 30, 2029	\$117,572	\$797,056
June 30, 2030	\$87,615	\$684,156
2031-2035	\$119,650	\$1,752,469
2036-2040	\$-	\$292,131
Total	\$815,613	\$6,557,691

Note 7. Long-Term Debt (continued)

Long-Term Debt Defeasance

On June 24, 2025, the Treasury Board, on behalf of the University, issued Commonwealth of Virginia Obligation Refunding Bonds, Series 2025B. The bonds were issued at a true interest cost (TIC) of 2.79% to advance refund GOB Series 2015A bond in the amount of \$3,315,000. The bond, issued at a premium of \$279,454, is used to provide funds for debt service savings for the University. The advanced refunding resulted in an economic gain of \$144,672 and a deferred accounting gain of \$232,400, which is being amortized to interest expense over the shorter life of either the new or refunded debt. The defeasance reduced the University's total debt service obligation by \$169,490 for the 7 years after the bond was issued.

On February 14, 2024, the Treasury Board, on behalf of the University, issued Commonwealth of Virginia Obligation Refunding Bonds, Series 2024B. The bonds were issued at a true interest cost (TIC) of 2.59% to advance refund GOB Series 2013A bond in the amount of \$2,405,000 and GOB Series 2014A in the amount of \$5,915,000. The bonds, issued at a premium of \$1,124,855, are used to provide funds for debt service savings for the University. The advanced refunding resulted in a deferred accounting gain of \$682,200 for the Series 2013 and 2014 bonds, which is being amortized to interest expense over the shorter life of either the new or refunded debt. The defeasance reduced the University's total debt service obligation by \$1,335,915 for the 10 years after the bonds were issued.

On February 9, 2021, the Virginia College Building Authority, on behalf of the University, issued pooled bonds Series 2021B for \$13,460,000 with interest rates of 0.48 to 1.91 percent to advance refund \$2,900,000 of Series 2011A, \$7,220,000 of Series 2012B and \$3,340,000 of Series 2013A pooled bonds. The bonds, issued at a premium of \$7,343 are used to provide funds for debt service savings for the University. The net proceeds were deposited in an irrevocable trust with an escrow agent to provide for future debt service payments on the refunded bonds. The advanced refunding resulted in a deferred accounting loss of \$176,827 for the Series 2011 and 2012 bonds, and resulted in a deferred accounting gain of \$258,622 for the series 2013 bonds refunded, which is being amortized to interest expense over the shorter life of either the new or refunded debt. The defeasance reduced the University's total debt service obligation by \$1,202,463 for the 13 years after the bonds were issued. The debt service savings discounted at a rate of 1.144 percent for 2011A, 1.276 percent for 2012B and 1.391 percent for 2013A resulted in a total economic gain of \$1,178,451.

As of June 30, 2025, \$208,726 of deferred accounting losses were reported on the Statement of Net Position as a deferred outflow of resources. As of June 30, 2025, \$979,184 of the deferred accounting gains are reported on the Statement of Net Position as a deferred inflow of resources.

For financial reporting purposes, these notes payables are considered an in-substance defeasance and have therefore been removed from the long-term debt payable line item of the Statement of Net Position. The assets in escrow have similarly been excluded. As of June 30, 2025, \$3,575,000 of the notes are considered defeased and outstanding.

Note 8. Right-to-Use Assets - Leases

The University in the course of regular business operations enters into term lease agreements for land, buildings, and equipment. In most cases, the University has renewal options on the leased assets for another similar term, and expects, in the normal course of business, that these leases will be replaced by similar leases. The University implemented GASB Statement 87, Leases, as of July 1, 2021, retrospectively.

Basis of Accounting

The leases that have non-cancelable terms in excess of one year and a present value of future lease payments in excess of the University's materiality threshold of \$50,000 are represented in the financial statements as long-term lease liabilities. The University, in compliance with GASB Statement 87 also recognizes intangible right-to-use assets in relation to these long-term lease liabilities that are amortized on a straight-line basis over the shorter of the lease term or the useful life of the underlying asset. Additional information on the right-to-use assets can be found in Note 5.

The University discounts future lease payments by applying rates as follows: the explicitly stated contract rate if available, and then the incremental borrowing rate on similar debt, which for the fiscal year 2025, is 5.99%.

A portion of the University's leases are lease agreements with the Radford University Foundation, Inc. (The Foundation), a component unit of the University. The Foundation is a non-profit organization that measures and reports its operating and financial leases in accordance with Financial Accounting Standards Board (FASB) standards. The Foundation implemented ASC 842, Lease accounting in the current fiscal year. Due to differences in accounting standards, the related party leases that are reported by the University as a long-term liability and are being amortized over the lease term may be reported as either operating or finance leases at different present values by

the Foundation. Information on the Foundation's statements can be found in Note 22.

The University currently does not have any lease agreements with bargain purchase options that require residual value or any variable payment considerations. The University has not engaged in any sub-lease, sale/lease-leaseback transactions, or arrangements that require pledged collateral. The University found no conditions that required impairments to the lease assets or liabilities as of June 30, 2025.

The University has one related party lease that was re-measured as of July 1, 2022 at an incremental borrowing rate of 3.48%.

Description of Leases Equipment

The University entered into a 5-year agreement with five one-year renewal options on July 1, 2024 to lease copiers for the University. The lease consists of two components; an agreement for campus-wide copiers and an agreement for Printing Services.

The first agreement consists of all University copiers, with the exception of Printing Services. There were one-hundred and eight monthly payments remaining as of June 30, 2025 at a rate of \$10,097. There are no variable payment components of the lease. The lease liability was measured and discounted at the University incremental borrowing rate of 5.99%. As a result of the lease, the University has recorded a right-to-use asset with a net book value of \$824,763 as of June 30, 2025.

The second agreement consists of copiers used by Printing Services. This agreement commenced January 7, 2025 for a 5-year term with five one-year renewal options. There were one-hundred and fifteen monthly payments remaining as of June 30, 2025 at a rate of \$4,175. There are no variable payment components of the lease.

Note 8. Right-to-Use Assets - Leases (continued)

The lease liability was measured and discounted at the University incremental borrowing rate of 5.99%. As a result of the lease, the University has recorded a right-to-use asset with a net book value of \$360,860 as of June 30, 2025.

Buildings

The University has entered into an agreement to lease various buildings for office use, instruction, and general operations of the University. These lease agreements qualify as other than short term leases under GASB 87 and, therefore, have been recorded at the present value of the future minimum lease payments.

The first agreement is with the Radford University Foundation to lease multiple real estate properties, primarily used as student residential housing. This lease was formerly reported in the financials of the University as a capital lease prior to implementation of GASB Standard 87 as of July 1, 2021.

The lease has 215 monthly payments remaining for an amount determined by the Foundation's debt service as of June 30, 2025. The debt service payments are fixed in substance and do not have a variable component included in the liability. The lease liability was initially measured and discounted at the University incremental borrowing rate of 3.48%. The University has recorded a right-to-use asset with a net book value of \$10,945,334 as of June 30, 2025.

The second agreement is with a subsidiary of the Radford University Foundation to lease student residential housing for a five-year term. There are 9 months remaining on the lease contract as of June 30, 2025 at an annual payment rate of \$37,505. There are no variable payment components of the lease. The lease liability was measured and discounted at the University incremental borrowing rate of 3.48%. As a result of the lease, the University has recorded a right-to-use asset with a net book value of \$21,951 as of June 30, 2025.

The third agreement executed in 2020 is for a two-year term to residential housing for the students of Radford University Carilion. The lease contract was renewed for a two-year term as of August 1, 2022, and again for another two-year term as of August 1, 2024. There were thirteen monthly payments remaining as of June 30, 2025 at a rate of \$19,350, increasing to \$19,930 as of August 1, 2025. There are no variable payment components of the lease. The lease renewal liability was measured and discounted at the University incremental borrowing rate of 5.99%. As a result of the lease renewal, the University has recorded a right-to-use asset with a net book value of \$241,866 as of June 30, 2025.

The fourth agreement executed in 2019 is for a ten-year term for the facilities of Radford University Carilion (RUC). The lease was partially terminated as of July 1, 2024, with a 6.66% reduction in leased square footage. There are four years remaining on the lease contract as of June 30, 2025 at an annual payment rate of \$3,737,569. There are no variable payment components of the lease. The lease liability was re-measured and discounted at the University incremental borrowing rate of 5.99%. As a result of the lease partial termination and subsequent remeasurement, the University has recorded a right-to-use asset with a net book value of \$12,709,404 as of June 30, 2025.

The fifth agreement executed in 2021 is for a two-year term for two separate floors of residential housing for the students of Radford University Carilion. The lease contract was renewed for a two-year term as of August 1, 2023 at an annual payment rate of \$437,750. There is one month remaining on the lease contract as of June 30, 2025. There are no variable payment components of the lease. The lease liabilities were measured and discounted at the University incremental borrowing rate of 3.48%. As a result of the lease, the University has recorded a right-to-use asset for the agreement with a net book value of \$37,040 as of June 30, 2025.

Note 8. Right-to-Use Assets - Leases (continued)

The sixth agreement executed in December 2023 is for a six-year term for facilities at the Roanoke Higher Education Center. There were fifty-three monthly payments remaining as of June 30, 2025 at a rate of \$44,793. There are no variable payment components of the lease. The lease liability was measured and discounted at the University incremental borrowing rate of 6.26%. As a result of the lease, the University has recorded a right-to-use asset with a net book value of \$1,994,901 as of June 30, 2025.

Land

The seventh agreement executed as of July 1, 2022 is for a five-year term lease for land. There are no variable payment components of the lease. The lease liability was measured and discounted at the University incremental borrowing rate of 5.99%. As a result of the lease, the University has recorded a right-to-use asset with a net book value of \$193,084 as of June 30, 2025.

Lease commitments

There are no known lease commitments as of June 30, 2025.

Schedule of maturity for all lease liabilities:

Years	Principal	Interest	Total Payment
2026	4,312,298	1,402,183	5,714,481
2027	4,337,231	1,160,645	5,497,876
2028	4,483,957	915,594	5,399,551
2029	4,712,436	660,813	5,373,249
2030	926,789	395,339	1,322,128
2031-2035	3,823,809	1,521,602	5,345,411
2036-2040	3,789,917	844,579	4,634,496
2041-2045	2,528,120	175,336	2,703,456
Totals	\$ 28,914,557	\$ 7,076,091	\$ 35,990,648

Schedule of maturity for all related-party lease liabilities:

Years	Principal	Interest	Total Payment
2026	502,198	424,702	926,900
2027	519,674	407,225	926,899
2028	537,759	389,141	926,900
2029	556,473	370,427	926,900
2030	575,838	351,061	926,899
2031-2035	3,194,093	1,440,403	4,634,496
2036-2040	3,789,917	844,579	4,634,496
2041-2045	2,528,120	175,336	2,703,456
Totals	\$ 12,204,072	\$ 4,402,874	\$ 16,606,946

See Note 7. Long Term Debt for roll forward schedule of lease and subscription based information technology arrangement liabilities.

Note 9. Right-to-Use Assets - Subscription Based Information Technology Arrangements (SBITA)

The University in the course of regular business operations enters into term agreements for internet and cloud-based software, support, maintenance, consulting, and equipment. In most cases, the University purchases rights to use the software on a year to year basis as needs evolve. The University is party to multiple master agreements amongst the Virginia University system and additionally has a few direct contracts with select vendors. The University implemented GASB Statement 96, Subscription Based Internet Technology Arrangements, as of July 1, 2022, retrospectively.

Basis of Accounting

The subscriptions that have non-cancelable terms in excess of one year and a present value of future payments in excess of the University's materiality threshold of \$5,000 are represented in the financial statements as long-term subscription liabilities. The University, in compliance with GASB Statement 96 also recognizes intangible right-to-use assets in relation to these long-term subscription liabilities that are amortized over the agreement terms. Additional information on the right-to-use assets can be found in Note 5. Additional information on the right-to-use liabilities can be found in Note 7.

The University's SBITAs typically range from 2-7 years, with renewal options ranging from 1-3 years. The University discounts future payments by applying rates as follows: the explicitly stated contract rate if available, and then the incremental borrowing rate on similar debt. For incremental borrowing rates on SBITA contracts where the minimum SBITA payment term is 72 months or less and the asset value is equal or less than 2 million, the University uses the Master Equipment Leasing Program quarterly published rates. For SBITAs in excess of 72 months and 2 million dollar

asset values the University uses the University's incremental borrowing rate as established by the rates it receives with unrelated party debt obligations at the fiscal year end which for the fiscal year 2025 is 5.99%.

The contracts in the University's SBITA portfolio do not contain variable payments based upon usage of the underlying assets or additional licenses.

The University changed reporting software for GASB 96, Subscription Based Technology Arrangements (SBITA), in fiscal year 2024. In fiscal year 2025, SBITA components were broken out for more detailed reporting. Some of the affected SBITAs began prior to the current fiscal year. The beginning SBITA assets and liabilities were restated in the beginning net assets to reflect these changes. Please see Note #25, Restatement of Capital Assets, for further detail.

The University currently does not have any agreements with termination penalty clauses. The University found no conditions that required impairments to the subscription liabilities as of June 30, 2025. Two agreements were remeasured due to term extensions in fiscal year 2025, which resulted in a \$132,295 increase in the subscription liability and a corresponding increase in the right-to-use SBITA asset.

Schedule of maturity for SBITA liabilities:

Years	Principal	Interest	Total Payment
2026	896,665	117,319	1,013,984
2027	730,165	83,620	813,785
2028	455,355	131,305	586,660
2029	429,532	51,751	481,283
2030	259,168	31,057	290,225
2031-2035	259,309	15,533	274,842
Totals	\$3,030,194	\$ 430,585	\$ 3,460,779

Note 10. Other Noncurrent Liabilities

The University’s other noncurrent liabilities consist of accruals for compensated absences, federal loan program contributions refundable to the federal government and faculty early retirement incentive plan amounts.

Faculty Early Retirement Plan

Effective in June 2021, the University established the Faculty Early Retirement Incentive Plan (FERP) for tenured faculty members. The plan was designed to provide flexibility in the release of tenured faculty resources, budget reallocations, and alignment with strategic goals of the University. The plan is a qualified plan within the meaning of IRC §401(a) and is a governmental plan within the meaning of IRC §414(d). Since it is a governmental plan it is not subject to the Employee Retirement Income Security Act of 1974 as amended.

The FERP has two components:

- Retirement Plan Incentive - The Supplemental DB Plan provides an annuity benefit equal to 105% of the faculty member’s base annual salary as of the Retirement Date.
 - The FERP Program provides that the benefit will be paid over a period of two to five years, as set forth in the FERP Program. For the FY23 FERP program, the benefit will be paid over a period of two years beginning with the calendar year following the faculty member’s Retirement Date (January 2024).
 - Participants can choose to roll over their benefit or receive cash disbursements monthly or twice annually.
- Health Care Subsidy - The University will provide a health care subsidy to a faculty member who is eligible for and timely applies to participate in the State Retiree Health Benefits Program.
 - the subsidy will be paid until the faculty member attains age 65 or dies, if earlier.

- the subsidy is equal to the University’s share of premiums under the State Health Benefits Program as of the faculty member’s Retirement Date, and is adjusted each year as provided by the biennium budget for the Commonwealth of Virginia.
- The University requires substantiation of the faculty member’s coverage under the State Retiree Health Benefits Program. Because the subsidy is a reimbursement of premiums for coverage under the State Retiree Health Benefits Program, the FERP Program states that the subsidy is provided tax-free under Code Section 213(d) (as a qualified medical expense). So long as the University confirms that a faculty member is covered by the State Retiree Health Benefits Program before paying the subsidy, this is treated as a tax-free reimbursement to the faculty member for that coverage, and is not reported on a Form 1099-NEC, Form W-2, or any other tax form.

As of June 30, 2025, the FY21 plan has been completed and fully paid out. There are 16 members for the FY23 plan that concludes in FY27, with 5 members receiving payments as of FY26. In order to satisfy IRS requirements, a trust fund was established as a means to meet obligations to plan participants. The University has accrued a total plan liability of \$1,862,686 to cover all plan obligations for the FY23 members that began payments in January 2024. Due to the short-term nature of the liability, health care cost trend rate was not determined to have a material effect and therefore was not included in the calculation of the liabilities.

Summarized as of June 30,	
2025:	Payments
Year	FERP Payments
2026	96,230
2027	15,253
Totals	\$111,483

Note 10. Other Noncurrent Liabilities (continued)

A summary of changes in other liabilities as of June 30, 2025, is summarized as follows:

	Restated Beginning Balance June 30, 2024	Additions	Reductions	Ending Balance June 30, 2025	Current Portion
Other liabilities					
Accrued compensated absences	9,231,747	255,629	209,041	9,278,335	6,596,481
Federal loan program contributions refundable	1,459,580	-	225,257	1,234,323	158,828
Faculty Early Retirement Plan	962,472	52,048	903,037	111,483	96,230
Total other liabilities	\$11,653,799	\$307,677	\$1,337,335	\$10,624,141	\$6,851,539

Note 11. Auxiliary Enterprises Activities

Auxiliary operating revenues and expenses consisted of the following at June 30, 2025:

Revenues	2025	Expenses	2025
Room contracts, net of scholarship allowance of \$6,784,157	\$13,590,711	Residential facilities	\$12,972,249
Dining service contracts, net of scholarship allowance of \$4,900,059	14,565,282	Dining operations	11,412,606
Comprehensive fee, net of scholarship allowance of \$9,295,542	18,682,685	Athletics	12,544,544
Other student fees and sales and services	3,804,717	Other auxiliary activities	4,572,376
Auxiliary enterprises revenues	\$50,643,395	Auxiliary activities expenses	\$41,501,775

Note 12. Natural Classification of Expenses

Natural Classification	Compensation and Benefits	Depreciation and Amortization	Plant and Equipment	Student aid and support	Services and Supplies	Utilities	Total
Instruction	70,929,865	-	670,984	429,907	6,139,873	-	78,170,629
Research	421,949	-	(7,491)	-	312,341	-	726,799
Public service	2,493,356	-	91,737	-	1,552,992	-	4,138,085
Academic support	10,118,796	-	135,850	-	1,247,865	-	11,502,511
Student services	9,895,136	-	68,507	2,794	2,071,073	-	12,037,510
Institutional support	19,753,929	-	665,060	-	8,722,599	-	29,141,588
Operation and maintenance of plant	7,277,112	-	2,008,274	-	5,046,561	3,950,979	18,282,926
Depreciation and amortization	-	28,841,419	-	-	-	-	28,841,419
Student aid	-	-	-	17,943,767	-	-	17,943,767
Auxiliary activities	16,584,812	-	463,176	4,828,360	16,788,825	2,836,602	41,501,775
Total	\$137,474,955	\$28,841,419	\$4,096,097	\$23,204,828	\$41,882,129	\$6,787,581	\$242,287,009

Note 13. State Appropriations

	2024-2025
Original Legislative Appropriation:	
Educational and General (E&G) Programs	114,748,317
Student Financial Assistance (SFA)	36,919,114
Supplemental Appropriations:	
Interest Earnings & Credit Card Rebate	994,115
Grants	660,180
Institution Reserve	(5,655,977)
Reversions-Planned FY2025 carry forward	(25,899,274)
Adjusted Appropriation	\$121,766,475

Note 14. Capital Appropriations

The Commonwealth has established several programs to provide state-supported institutions of higher education with bond proceeds for financing the acquisition and replacement of instructional and research equipment and facilities. During fiscal year 2025, funding was provided to the University from General Fund capital project appropriations and two programs, 21st Century program and the Equipment Trust Fund, managed by the Virginia College Building Authority (VCBA). The VCBA issues bonds and uses the proceeds to reimburse the University for expenses incurred in the acquisition of equipment and facilities.

The following is a summary of capital appropriations and gifts recognized by the University for the year ended June 30, 2025:

VCBA 21st Century program	\$	288,372
VCBA Equipment Trust Fund program		1,608,179
Capital project appropriations		6,890,423
Capital donations		176,918
Total Capital appropriations and gifts	\$	<u>8,963,892</u>

A portion of the funding for these programs is reported as a receivable, due from the Commonwealth, at June 30, 2025, which consisted of the following:

	Current	Non-Current
VCBA 21st Century program	\$ 7,032	\$ -
VCBA Equipment Trust Fund program	1,602,591	-
Appropriations available - Capital Projects	-	39,884,225
Total Due from the Commonwealth	\$ 1,609,623	\$ 39,884,225

Note 15. Commitments

As of June 30, 2025, the University was a party to construction contracts totaling approximately \$89.7 million of which \$49.7 million has been incurred. Remaining commitments totaling \$39.7 million represent the unperformed portion of the construction contracts and, as such, have not been accrued as expenses or liabilities on the University's financial statements.

Note 16. Defined Benefit Plans and Related Pension Obligation

General Information about the Pension Plan

Plan Description

All full-time, salaried permanent employees of state agencies are automatically covered by the VRS State Employee Retirement Plan or the VaLORS Retirement Plan upon employment. These plans are administered by the Virginia Retirement System (the System) along with plans for other employer groups in the Commonwealth of Virginia. Members earn one month of service credit for each month they are employed and for which they and their employer pay contributions to VRS. Members are eligible to purchase prior service, based on specific criteria as defined in the *Code of Virginia*, as amended. Eligible prior service that may be purchased includes prior public service, active military service, certain periods of leave, and previously refunded service.

The System administers three different benefit structures for covered employees in the VRS State Employee Retirement Plan – Plan 1, Plan 2, and Hybrid; and two different benefit structures for covered employees in the VaLORS Retirement Plan – Plan 1 and Plan 2. Each of these benefit structures has different eligibility criteria. The specific information for each plan and the eligibility for covered groups within each plan are set out in the table below:

RETIREMENT PLAN PROVISIONS BY PLAN STRUCTURE

PLAN 1	PLAN 2	HYBRID RETIREMENT PLAN
About Plan 1	About Plan 2	About the Hybrid Retirement Plan
Plan 1 is a defined benefit plan. The retirement benefit is based on a member's age, service credit and average final compensation at retirement using a formula.	Same as Plan 1.	The Hybrid Retirement Plan combines the features of a defined benefit plan and a defined contribution plan. - The defined benefit is based on a member's age, service credit and average final compensation at retirement using a formula. - The benefit from the defined contribution component of the plan depends on the member and employer contributions made to the plan and the investment performance of those contributions.

Note 16. Defined Benefit Plans and Related Pension Obligation (continued)

PLAN 1	PLAN 2	HYBRID RETIREMENT PLAN
		• In addition to the monthly benefit payment payable from the defined benefit plan at retirement, a member may start receiving distributions from the balance in the defined contribution account, reflecting the contributions, investment gains or losses, and any required fees.
Eligible Members		
Members are in Plan 1 if their membership date is before July 1, 2010, and they were vested as of January 1, 2013, and they have not taken a refund.	Members are in Plan 2 if their membership date is on or after July 1, 2010 to December 31, 2013, and they have not taken a refund, or their membership date is prior to July 1, 2010, and they were not vested as of January 1, 2013.	Members are in the Hybrid Retirement Plan if their membership date is on or after January 1, 2014. This includes:
Hybrid Opt-In Election	Hybrid Opt-In Election	• Full-time permanent, salaried state employees* • Members in Plan 1 or Plan 2 who elected to opt into the plan during the election window held January 1-April 30, 2014; the plan's effective date for opt-in members was July 1, 2014
VRS Plan 1 members were allowed to make an irrevocable decision to opt into the Hybrid Retirement Plan during a special election window held January 1 through April 30, 2014.	Same as Plan 1.	
The Hybrid Retirement Plan's effective date for eligible Plan 1 members who opted in was July 1, 2014.		*Non-Eligible Members
If eligible deferred members returned to work during the election window, they were also eligible to opt into the Hybrid Retirement Plan.		Some employees are not eligible to participate in the Hybrid Retirement Plan. They include: • Members of the Virginia Law Officers' Retirement System (VaLORS)

Note 16. Defined Benefit Plans and Related Pension Obligation (continued)

PLAN 1	PLAN 2	HYBRID RETIREMENT PLAN
		Those employees eligible for an optional retirement plan (ORP) must elect the ORP plan or the Hybrid Retirement Plan. If these members have prior service under Plan 1 or Plan 2, they are not eligible to elect the Hybrid Retirement Plan and must select Plan 1 or Plan 2 (as applicable) or ORP.
Retirement Contributions		
State members, excluding state elected officials, and optional retirement plan participants, contribute 5% of their compensation each month to their member contribution account through a pretax salary reduction. Member contributions are tax-deferred until they are withdrawn as part of a retirement benefit or as a refund.	Same as Plan 1.	A member's retirement benefit is funded through mandatory and voluntary contributions made by the member and the employer to both the defined benefit and the defined contribution components of the plan. Mandatory contributions are based on a percentage of the employee's creditable compensation and are required from both the member and the employer. Additionally, members may choose to make voluntary contributions to the defined contribution component of the plan, and the employer is required to match those voluntary contributions according to specified percentages.
The employer makes a separate actuarially determined contribution to VRS for all covered employees. VRS invests both member and employer contributions to provide funding for the future benefit payments.		

Note 16. Defined Benefit Plans and Related Pension Obligation (continued)

PLAN 1	PLAN 2	HYBRID RETIREMENT PLAN
	Service Credit	
Service credit includes active service. Members earn service credit for each month they are employed in a covered position. It also may include credit for prior service the member has purchased or additional service credit the member was granted. A member's total service credit is one of the factors used to determine their eligibility for retirement and to calculate their retirement benefit. It also may count toward eligibility for the health insurance credit in retirement, if the employer offers the health insurance credit.	Same as Plan 1.	Defined Benefit Component: Under the defined benefit component of the plan, service credit includes active service. Members earn service credit for each month they are employed in a covered position. It also may include credit for prior service the member has purchased or additional service credit the member was granted. A member's total service credit is one of the factors used to determine their eligibility for retirement and to calculate their retirement benefit. It also may count toward eligibility for the health insurance credit in retirement, if the employer offers the health insurance credit. Defined Contributions Component: Under the defined contribution component, service credit is used to determine vesting for the employer contribution portion of the plan.
	Vesting	
Vesting is the minimum length of service a member needs to qualify for a future retirement benefit. Members become vested when they have at least five years (60 months) of service credit. Vesting means members are eligible to qualify for retirement if they meet the age and service requirements for their plan. Members also must be vested to receive a full refund of their member contribution account balance if they leave employment and request a refund.	Same as Plan 1.	Defined Benefit Component: Defined benefit vesting is the minimum length of service a member needs to qualify for a future retirement benefit. Members are vested under the defined benefit component of the Hybrid Retirement Plan when they reach five years (60 months) of service credit. Plan 1 or Plan 2 members with at least five years (60 months) of service credit who opted into the Hybrid Retirement Plan remain vested in the defined benefit component.

Note 16. Defined Benefit Plans and Related Pension Obligation (continued)

PLAN 1	PLAN 2	HYBRID RETIREMENT PLAN
Members are always 100% vested in the contributions that they make.		Defined Contributions Component: Defined contribution vesting refers to the minimum length of service a member needs to be eligible to withdraw the employer contributions from the defined contribution component of the plan. Members are always 100% vested in the contributions that they make. Upon retirement or leaving covered employment, a member is eligible to withdraw a percentage of employer contributions to the defined contribution component of the plan, based on service. • After two years, a member is 50% vested and may withdraw 50% of employer contributions. • After three years, a member is 75% vested and may withdraw 75% of employer contributions. • After four or more years, a member is 100% vested and may withdraw 100% of employer contributions. Distributions not required, except as governed by law.
Calculating the Benefit		
The basic benefit is determined using the average final compensation, service credit and plan multiplier. An early retirement reduction is applied to this amount if the member is retiring with a reduced benefit. In cases where the member has elected an optional form of retirement payment, an option factor specific to the option chosen is then applied.	See definition under Plan 1.	Defined Benefit Component: See definition under Plan 1 Defined Contribution Component: The benefit is based on contributions made by the member and any matching contributions made by the employer, plus net investment earnings on those contributions.

Note 16. Defined Benefit Plans and Related Pension Obligation (continued)

PLAN 1	PLAN 2	HYBRID RETIREMENT PLAN
Average Final Compensation		
A member's average final compensation is the average of the 36 consecutive months of highest compensation as a covered employee.	A member's average final compensation is the average of their 60 consecutive months of highest compensation as a covered employee.	Same as Plan 2. It is used in the retirement formula for the defined benefit component of the plan.
Service Retirement Multiplier		
VRS: The retirement multiplier is a factor used in the formula to determine a final retirement benefit. The retirement multiplier for non-hazardous duty members is 1.70%.	VRS: Same as Plan 1 for service earned, purchased or granted prior to January 1, 2013. For non-hazardous duty members the retirement multiplier is 1.65% for service credit earned, purchased or granted on or after January 1, 2013.	Defined Benefit Component: VRS: The retirement multiplier for the defined benefit component is 1.00%. For members who opted into the Hybrid Retirement Plan from Plan 1 or Plan 2, the applicable multipliers for those plans will be used to calculate the retirement benefit for service credited in those plans.
VaLORS: The retirement multiplier for VaLORS employees is 1.70% or 2.00%.	VaLORS: The retirement multiplier for VaLORS employees is 2.00% applied to hazardous duty service and 1.70% applied to non-hazardous duty service and no supplement.	VaLORS: Not applicable. Defined Contribution Component: Not applicable.
Normal Retirement Age		
VRS: Age 65. VaLORS: Age 60.	VRS: Normal Social Security retirement age. VaLORS: Same as Plan 1.	Defined Benefit Component: VRS: Same as Plan 2. VaLORS: Not applicable. Defined Contribution Component: Members are eligible to receive distributions upon leaving employment, subject to restrictions.
Earliest Unreduced Retirement Eligibility		
VRS: Age 65 with at least five years (60 months) of service credit or at age 50 with at least 30 years of service credit. VaLORS: Age 60 with at least five years of service credit or age 50 with at least 25 years of service credit.	VRS: Normal Social Security retirement age with at least five years (60 months) of service credit or when their age and service equal 90. VaLORS: Same as Plan 1.	Defined Benefit Component: VRS: Same as Plan 2. VaLORS: Not applicable. Defined Contribution Component: Members are eligible to receive distributions upon leaving employment, subject to restrictions.

Note 16. Defined Benefit Plans and Related Pension Obligation (continued)

PLAN 1	PLAN 2	HYBRID RETIREMENT PLAN
Earliest Reduced Retirement Eligibility		
VRS: Age 55 with at least five years (60 months) of service credit or age 50 with at least 10 years of service credit. VaLORS: Age 50 with at least five years of service credit.	VRS: Age 60 with at least five years (60 months) of service credit. VaLORS: Same as Plan 1.	Defined Benefit Component: VRS: Same as Plan 2. VaLORS: Not applicable. Defined Contribution Component: Members are eligible to receive distributions upon leaving employment, subject to restrictions.
Disability Coverage		
For members who are eligible to be considered for disability retirement and retire on disability, the retirement multiplier is 1.70% on all service, regardless of when it was earned, purchased or granted. Most state employees are covered under the Virginia Sickness and Disability Program (VSDP), and are not eligible for disability retirement. VSDP members are subject to a one- year waiting period before becoming eligible for non-work-related disability benefits.	For members who are eligible to be considered for disability retirement and retire on disability, the retirement multiplier is 1.65% on all service, regardless of when it was earned, purchased or granted. Most state employees are covered under the Virginia Sickness and Disability Program (VSDP), and are not eligible for disability retirement. VSDP members are subject to a one- year waiting period before becoming eligible for non-work related disability benefits.	State employees (including Plan 1 and Plan 2 opt-ins) participating in the Hybrid Retirement Plan are covered under the Virginia Sickness and Disability Program (VSDP), and are not eligible for disability retirement. Hybrid members (including Plan 1 and Plan 2 opt-ins) covered under VSDP are subject to a one-year waiting period before becoming eligible for non-work-related disability benefits.
Purchase of Prior Service		
Members may be eligible to purchase service from previous public employment, active duty military service, an eligible period of leave or VRS refunded service as service credit in their plan. Prior service credit counts toward vesting, eligibility for retirement and the health insurance credit. Only active members are eligible to purchase prior service. Members also may be eligible to purchase periods of leave without pay.	Same as Plan 1.	Defined Benefit Component: Same as Plan 1, with the following exception: Hybrid Retirement Plan members are ineligible for ported service. Defined Contribution Component: Not applicable.

Note 16. Defined Benefit Plans and Related Pension Obligation (continued)

PLAN 1	PLAN 2	HYBRID RETIREMENT PLAN
Cost-of-Living Adjustment (COLA) in Retirement		
The Cost-of-Living Adjustment (COLA) matches the first 3% increase in the Consumer Price Index for all Urban Consumers (CPI-U) and half of any additional increase (up to 4%) up to a maximum COLA of 5%.	The Cost-of-Living Adjustment (COLA) matches the first 2% increase in the CPI- U and half of any additional increase (up to 2%), for a maximum COLA of 3%.	Defined Benefit Component: Same as Plan 2. Defined Contribution Component: Not applicable.
Eligibility:		
For members who retire with an unreduced benefit or with a reduced benefit with at least 20 years of service credit, the COLA will go into effect on July 1 after one full calendar year from the retirement date. For members who retire with a reduced benefit and who have less than 20 years of service credit, the COLA will go into effect on July 1 after one calendar year following the unreduced retirement eligibility date.	Same as Plan 1.	Same as Plan 1 and Plan 2.
Exceptions to COLA Effective Dates:		
The COLA is effective July 1 following one full calendar year (January 1 to December 31) under any of the following circumstances:		
• The member is within five years of qualifying for an unreduced retirement benefit as of January 1, 2013.	Same as Plan 1.	Same as Plan 1 and Plan 2.
• The member retires on disability.		
• The member retires directly from short-term or long-term disability.		
• The member is involuntarily separated from employment for causes other than job performance or misconduct and is eligible to retire under the Workforce Transition Act or the Transitional Benefits Program.		

Note 16. Defined Benefit Plans and Related Pension Obligation (continued)

PLAN 1	PLAN 2	HYBRID RETIREMENT PLAN
• The member dies in service and the member's survivor or beneficiary is eligible for a monthly death-in-service benefit.		

Contributions

The contribution requirement for active employees is governed by §51.1-145 of the *Code of Virginia*, as amended, but may be impacted as a result of funding provided to state agencies by the Virginia General Assembly. Employees are required to contribute 5.00% of their compensation toward their retirement. Each state agency's contractually required employer contribution rate for the fiscal year ended June 30, 2025 was 12.52% of covered employee compensation for employees in the VRS State Employee Retirement Plan. For employees in the VaLORS Retirement Plan, the contribution rate was 24.60% of covered employee compensation. These rates were the final approved General Assembly rates which were based on actuarial determined rates from an actuarial valuation as of June 30, 2023. The actuarially determined rates, when combined with employee contributions, were expected to finance the costs of benefits earned by employees during the year, with an additional amount to finance any unfunded accrued liability. Contributions from the state agency to the VRS State Employee Retirement Plan were \$8,210,853 and \$8,167,589 for the years ended June 30, 2025, and June 30, 2024, respectively. Contributions from the state agency to the VaLORS Retirement Plan were \$236,919 and \$220,161 for the years ended June 30, 2025, and June 30, 2024, respectively.

The defined contributions component of the Hybrid plan includes member and employer mandatory and voluntary contributions. The Hybrid plan member must contribute a mandatory rate of 1% of their covered payroll. The employer

must also contribute a mandatory rate of 1% of this covered payroll, which totaled \$189,285 for the year ended June 30, 2025. Hybrid plan members may also elect to contribute an additional voluntary rate of up to 4% of their covered payroll; which would require the employer a mandatory additional contribution rate of up to 2.5%. This additional employer mandatory contribution totaled \$254,599 for the year ended June 30, 2025. The total Hybrid plan participant covered payroll totaled \$34,304,015 for the year ended June 30, 2025.

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

At June 30, 2025, the state agency reported a liability of \$54,059,728 for its proportionate share of the VRS State Employee Retirement Plan Net Pension Liability and a liability of \$1,508,256 for its proportionate share of the VaLORS Retirement Plan Net Pension Liability. The Net Pension Liability was measured as of June 30, 2024, and the total pension liability used to calculate the Net Pension Liability was determined by an actuarial valuation performed as of June 30, 2023, and rolled forward to the measurement date of June 30, 2024. The state agency's proportion of the Net Pension Liability was based on the state agency's actuarially determined employer contributions to the pension plans for the year ended June 30, 2024, relative to the total of the actuarially determined employer contributions for all participating employers. At June 30, 2024, the state agency's proportion of the VRS State Employee Retirement Plan was 1.098% as compared to 1.152% at June 30, 2023.

Note 16. Defined Benefit Plans and Related Pension Obligation (continued)

At June 30, 2024, the state agency's proportion of the VaLORS Retirement Plan was 0.226% as compared to 0.273% at June 30, 2023.

For the year ended June 30, 2025, the state agency recognized pension expenses of \$3,708,360 for the VRS State Employee Retirement Plan and \$29,859 for the VaLORS Retirement Plan. Since there was a change in proportionate share between June 30, 2023, and June 30, 2024, a portion of the pension expense was related to deferred amounts from changes in proportion and differences between employer contributions and the proportionate share of employer contributions. Beginning with the June 30, 2022 measurement date, the difference between expected and actual contributions is included with the pension expense calculation.

At June 30, 2025, the state agency reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

Deferred Inflows of Resources	VRS State Employee Retirement Plan	VaLORS Retirement Plan
Differences between expected and actual experience	\$298,107	\$-
Net difference between projected and actual earnings on pension plan investments	7,105,893	117,792
Change in proportion and differences between employer contributions and proportionate share of contributions	2,738,762	116,212
Total	\$10,142,762	\$234,004

Deferred Outflows of Resources	VRS State Employee Retirement Plan	VaLORS Retirement Plan
Differences between expected and actual experience	\$8,867,544	\$87,578
Change in proportion and differences between employer contributions and proportionate share of contributions	-	132
Employer contributions subsequent to the measurement date	8,210,853	236,919
Total	\$17,078,397	\$324,629

The University's contributions subsequent to the measurement date totaling \$8,447,772 (\$8,210,853 for VRS State Employee Retirement Plan and \$236,919 for VaLORS Retirement Plan) and reported as deferred outflows of resources related to pensions resulting from the state agency's contributions subsequent to the measurement date will be recognized as a reduction of the Net Pension Liability in the Fiscal Year ending June 30, 2026. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense in future reporting periods as follows:

Note 16. Defined Benefit Plans and Related Pension Obligation (continued)

Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense in future reporting periods as follows:

Year ended June 30	VRS State Employee Retirement Plan	VaLORS Retirement Plan
FY 2026	\$(3,203,284)	\$(132,210)
FY 2027	\$4,307,540	\$34,347
FY 2028	\$(872,610)	\$(23,075)
FY 2029	\$(1,506,866)	\$(25,355)

Actuarial Assumptions

The total pension liability for the VRS State Employee Retirement Plan was based on an actuarial valuation as of June 30, 2023, using the Entry Age Normal actuarial cost method and the following assumptions, applied to all periods included in the measurement and rolled forward to the measurement date of June 30, 2024.

Inflation 2.50%

Salary increases, including inflation 3.50-5.35%

Investment rate of return 6.75%, net of pension plan investment expenses, including inflation

Mortality rates:

Pre-retirement:

Pub-2010 Amount Weighted General Employee Rates projected generationally; females set forward 2 years.

Post-retirement:

Pub-2010 Amount Weighted General Healthy Retiree Rates projected generationally; 110% of rates for females.

Post-disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; males and females set forward 3 years.

Beneficiaries and Survivors:

Pub-2010 Amount Weighted General Contingent Annuitant Rates projected generationally; 110% of rates for males and females.

Mortality Improvement:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates.

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020.

Note 16. Defined Benefit Plans and Related Pension Obligation (continued)

Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP- 2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1; set separate rates based on experience for Plan 2/ Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty	No change
Disability	No change
Discount Rate	No change

The total pension liability for the VaLORS Retirement Plan was based on an actuarial valuation as of June 30, 2023, using the Entry Age Normal actuarial cost method and the following assumptions, applied to all periods included in the measurement and rolled forward to the measurement date of June 30, 2024.

Inflation 2.50%

Salary increases, including inflation 3.50-4.75%

Investment rate of return 6.75%, net of pension plan investment expenses, including inflation

Mortality rates:

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years.

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years.

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years.

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males and females set forward 2 years.

Mortality Improvement:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the standard rates.

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020.

Note 16. Defined Benefit Plans and Related Pension Obligation (continued)

Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates at some younger ages, decreased at age 62, and changed final retirement age from 65 to 70
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Net Pension Liability

The net pension liability (NPL) is calculated separately for each plan and represents that particular plan's total pension liability determined in accordance with GASB Statement No. 67, less that plan's fiduciary net position. As of June 30, 2024, NPL amounts for the VRS State Employee Retirement Plan and the VaLORS Retirement plan are as follows (amounts expressed in thousands):

	State Employee Retirement Plan	VaLORS Retirement Plan
Total Pension Liability	\$29,769,365	\$2,743,541
Plan Fiduciary Net Position	24,843,784	2,076,732
Employers' Net Pension Liability (Asset)	\$4,925,581	\$666,809
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	83.45%	75.70%

The total pension liability is calculated by the System's actuary, and each plan's fiduciary net position is reported in the System's financial statements. The net pension liability is disclosed in accordance with the requirements of GASB Statement No. 67 in the System's notes to the financial statements and required supplementary information.

Long-Term Expected Rate of Return

The long-term expected rate of return on pension System investments was determined using a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of pension System investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

The target asset allocation and best estimate of arithmetic real rates of return for each major asset class are summarized in the following table:

Asset Class (Strategy)	Long-Term Target Asset Allocation	Arithmetic Long- Term Expected Rate of Return	Weighted Average Long- Term Expected Rate of Return*
Public Equity	32.00%	6.70%	2.14%
Fixed Income	16.00%	5.40%	0.86%

Note 16. Defined Benefit Plans and Related Pension Obligation (continued)

Credit Strategies	16.00%	8.10%	1.30%
Real Assets	15.00%	7.20%	1.08%
Private Equity	15.00%	8.70%	1.31%
MAPS - Multi -Asset Public Strategies	1.00%	8.00%	0.08%
PIP- Private Investment Partnership	6.00%	5.80%	0.35%
Cash	2.00%	3.00%	0.06%
Leverage	(3.00%)	3.50%	(0.11%)
Total	100.00%		7.07%

Expected arithmetic nominal return*	7.07%
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* The above allocation provides a one-year return of 7.07% (includes 2.50% inflation assumption). However, one-year returns do not take into account the volatility present in each of the asset classes. In setting the long-term expected return for the System, stochastic projections are employed to model future returns under various economic conditions. The results provide a range of returns over various time periods that ultimately provide a median return of 7.10%, including expected inflation of 2.50%.

Discount Rate

The discount rate used to measure the total pension liability was 6.75%. The projection of cash flows used to determine the discount rate assumed that System member contributions will be made per the VRS Statutes and the employer contributions will be made in accordance with the VRS funding policy at rates equal to the difference between actuarially determined contribution rates adopted by the VRS Board of Trustees and the member rate. Through the fiscal year ending June 30, 2024, the rate contributed by the state agency for the VRS State Employee Retirement Plan and the VaLORS Retirement Plan will be subject to the portion of the VRS Board-certified rates that are funded by the Virginia General Assembly which was 102% of the actuarially determined contribution rate. From July 1, 2024, on, all agencies are assumed to continue to contribute 100% of the actuarially determined contribution rates. Based on those

assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current active and inactive employees. Therefore, the long-term expected rate of return was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity of the State Agency's Proportionate Share of the Net Pension Liability to Changes in the Discount Rate

The following presents the University's proportionate share of the VRS State Employee Retirement Plan and VaLORS Retirement Plan net pension liability using the discount rate of 6.75%, as well as what the University's proportionate share of the net pension liability would be if it were calculated using a discount rate that is one percentage point lower (5.75%) or one percentage point higher (7.75%) than the current rate:

Note 16. Defined Benefit Plans and Related Pension Obligation (continued)

Radford University's proportionate share	1.00% Decrease	Current Discount Rate	1.00% Increase
Net OPEB Liability	(5.75%)	(6.75%)	(7.75%)
VRS State Employee Retirement Plan	\$92,147,993	\$54,059,728	\$22,296,213
VaLORS Retirement Plan	\$2,319,046	\$1,508,256	\$851,606

Pension Plan Fiduciary Net Position

Detailed information about the VRS State Employee Retirement Plan's Fiduciary Net Position or the VaLORS Retirement Plan's Fiduciary Net

Position is available in the separately issued VRS 2024 Annual Report. A copy of the 2024 VRS Annual Report may be downloaded from the VRS website at <http://www.varetire.org/media/shared/pdf/publications/2024-annual-report.pdf>, or by writing to the System's Chief Financial Officer at P.O. Box 2500, Richmond, VA, 23218-2500.

Payables to the Pension Plan

At June 30, 2025, the University had accrued retirement contributions payable to the pension plan of \$452,350 including \$436,568 payable to the VRS State Employee Retirement Plan and \$15,782 payable to the VaLORS Retirement Plan. The payable is based on retirement contributions earned by University employees through June 30, 2025, but not yet paid to the plan.

Note 17. Defined Contribution Plans

Optional Retirement Plans

Full-time faculty and certain administrative staff may participate in optional retirement plans as authorized by the *Code of Virginia* rather than VRS retirement plans. These optional retirement plans are defined contribution plans offered through Teachers Insurance and Annuity Association – College Retirement Equities Fund (TIAA-CREF) and Fidelity Investments Tax-Exempt Services Company. These plans are fixed contribution programs where the retirement benefits received are based upon employer and employee contributions, plus net investment gains or losses. Employees hired prior to July 1, 2010 (Plan 1) have an employer required contribution rate of 10.4 percent. Employees hired on or after July 1, 2010 (Plan 2) have an employer required contribution rate of 8.5 percent and an employee required contribution rate of 5 percent. Individual contracts issued under the plan provide for full and immediate vesting of both the University's and the employee's contributions.

Total employer pension costs under optional retirement plans were approximately \$2.5 million for the year ended June 30, 2025 of which \$336,494 is reflected as a current liability on the Statement of Net Position at June 30, 2025. Contributions to the optional retirement plan were calculated using the base salary amount of approximately \$26.8 million for fiscal year 2025.

Deferred Compensation Plan

Employees of the University are employees of the Commonwealth. State employees may participate in the Commonwealth's deferred compensation plan. Participating employees can contribute to the plan each pay period with the Commonwealth matching up to \$20 per pay period. The dollar amount of the match may change depending on the funding available in the Commonwealth's budget. The deferred compensation plan is a qualified defined contribution plan under Section 401(a) of the Internal Revenue Code. Employer contributions under the deferred compensation plan were approximately \$229,403 for fiscal year 2025.

Note 18. Postemployment Benefits

The University participates in postemployment benefit programs that are sponsored by the Commonwealth and administered by the Virginia Retirement System. These programs include the Group Life Insurance Program, Virginia Sickness and Disability Program, Retiree Health Insurance Credit Program, and Line of Duty Act Program. The University also participates in the Pre-Medicare Retiree Healthcare Plan, which is sponsored by the Commonwealth and administered by the Department of Human Resources Management. Details on each plan are listed below:

Group Life Insurance Program (GLI) Plan Description

All full-time, salaried permanent employees of the state agencies, teachers and employees of participating political subdivisions are automatically covered by the VRS Group Life Insurance Program upon employment. This plan is administered by the Virginia Retirement System (the System), along with pensions and other OPEB plans, for public employer groups in the Commonwealth of Virginia.

In addition to the Basic Group Life Insurance benefit, members are also eligible to elect additional coverage for themselves as well as a spouse or dependent children through the Optional Group Life Insurance Program. For members who elect the optional group life insurance coverage, the insurer bills employers directly for the premiums. Employers deduct these premiums from members' paychecks and pay the premiums to the insurer. Since this is a separate and fully insured program, it is not included as part of the Group Life Insurance Program OPEB.

The specific information for Group Life Insurance Program OPEB, including eligibility, coverage and benefits is set out in the table:

GROUP LIFE INSURANCE PROGRAM PLAN PROVISIONS Eligible Employees

The Group Life Insurance Program was established July 1, 1960, for state employees, teachers and employees of political subdivisions that elect the program, including the following employers that do not participate in VRS for retirement:

- City of Richmond
- City of Portsmouth
- City of Roanoke
- City of Norfolk
- Roanoke City School Board

Basic group life insurance coverage is automatic upon employment. Coverage ends for employees who leave their position before retirement eligibility or who take a refund of their accumulated retirement member contributions and accrued interest.

Benefit Amounts

The benefits payable under the Group Life Insurance Program have several components.

- Natural Death Benefit – The natural death benefit is equal to the employee's covered compensation rounded to the next highest thousand and then doubled.
- Accidental Death Benefit – The accidental death benefit is double the natural death benefit.
- Other Benefit Provisions – In addition to the basic natural and accidental death benefits, the program provides additional benefits provided under specific circumstances. These include:
 - Accidental dismemberment benefit
 - Seatbelt benefit
 - Repatriation benefit

Note 18. Postemployment Benefits (continued)

- Felonious assault benefit
- Accelerated death benefit option

Reduction in Benefit Amounts

The benefit amounts provided to members covered under the Group Life Insurance Program are subject to a reduction factor. The benefit amount reduces by 25% on January 1 following one calendar year of separation. The benefit amount reduces by an additional 25% on each subsequent January 1 until it reaches 25% of its original value.

Minimum Benefit Amount and Cost-of-Living Adjustment (COLA)

For covered members with at least 30 years of service credit, there is a minimum benefit payable under the Group Life Insurance Program. The minimum benefit was set at \$8,000 by statute in 2015. This will be increased annually based on the VRS Plan 2 cost-of-living adjustment calculation. The minimum benefit adjusted for the COLA was \$9,532 as of June 30, 2025.

VRS Disability Insurance Program (VSDP) Plan Description

All full-time and part-time permanent salaried state employees who are covered under the Virginia Retirement System (VRS), the State Police Officers' Retirement System (SPORS), or the Virginia Law Officers' Retirement System (VaLORS) hired on or after January 1, 1999, are automatically covered by the Disability Insurance Program (VSDP) upon employment. The Disability Insurance Program also covers state employees hired before January 1, 1999, who elected to transfer to VSDP rather than retain their eligibility to be considered for disability retirement. This plan is administered by the Virginia Retirement System (the System), along with pensions and other OPEB plans, for public employer groups in the Commonwealth of Virginia.

The specific information for Disability Insurance Program OPEB, including eligibility, coverage and benefits is set out in the table below:

DISABILITY INSURANCE PROGRAM (VSDP) PLAN PROVISIONS

Eligible Employees

The Virginia Sickness and Disability Program (VSDP), also known as the Disability Insurance Trust Fund was established January 1, 1999, to provide short-term and long-term disability benefits for non-work-related and work-related disabilities.

Eligible employees are enrolled automatically upon employment. They include:

- Full-time and part-time permanent salaried state employees covered under VRS, SPORS and VaLORS (members new to VaLORS following its creation on October 1, 1999, have been enrolled since the inception of VSDP).
- State employees hired before January 1, 1999, who elected to transfer to VSDP rather than retain their eligibility to be considered for VRS disability retirement.
- Public college and university faculty members who elect the VRS defined benefit plan. They may participate in VSDP or their institution's disability program, if offered. If the institution does not offer the program or the faculty member does not make an election, he or she is enrolled in VSDP.

Benefit Amounts

The Virginia Sickness and Disability Program (VSDP) provides the following benefits for eligible employees:

- **Leave** – Sick, family and personal leave. Eligible leave benefits are paid by the employer.

Note 18. Postemployment Benefits (continued)

- **Short-Term Disability** – The program provides a short-term disability benefit beginning after a seven-calendar-day waiting period from the first day of disability. The benefit provides income replacement beginning at 100% of the employee's pre-disability income, reducing to 80% and then 60% based on the period of the disability and the length of service of the employee. Short-term disability benefits are paid by the employer.
- **Long-Term Disability (LTD)** – The program provides a long-term disability benefit beginning after 125 workdays of short-term disability and continuing until the employee reaches his or her normal retirement age. The benefit provides income replacement of 60% of the employee's pre-disability income. If an employee becomes disabled within five years of his or her normal retirement age, the employee will receive up to five years of VSDP benefits, provided he or she remains medically eligible. Long-term disability benefits are paid for by the Virginia Disability Insurance Program (VSDP) OPEB Plan.
- **Income Replacement Adjustment** – The program provides for an income replacement adjustment to 80% for catastrophic conditions.
- **VSDP Long-Term Care Plan** – The program also includes a self-funded long-term care plan that assists with the cost of covered long-term care services.

Disability Insurance Program (VSDP) Plan Notes:

- Employees hired or rehired on or after July 1, 2009, must satisfy eligibility periods before becoming eligible for non-work-related short-term disability benefits and certain income-replacement levels.
- A state employee who is approved for VSDP benefits on or after the date that is five years prior to his or her normal retirement date is eligible for up to five years of VSDP benefits.
- Employees on work-related short-term disability receiving only a workers' compensation payment may be eligible to purchase service credit for this period if retirement contributions are not being withheld from the workers' compensation payment. The rate will be based on 5.00% of the employee's compensation.

Cost-of-Living Adjustment (COLA)

- During periods an employee receives long-term disability benefits, the LTD benefit may be increased annually by an amount recommended by the actuary and approved by the Board.
 - Plan 1 employees vested as of 1/1/2013 – 100% of the VRS Plan 1 COLA (The first 3% increase in the Consumer Price Index for all Urban Consumers (CPI-U) and half of any additional increase (up to 4%) up to a maximum COLA of 5%).
 - Plan 1 employee non-vested as of 1/1/2013, Plan 2 and Hybrid Plan employees – 100% of the VRS Plan 2 and Hybrid COLA (The first 2% increase in the Consumer Price Index for all Urban Consumers (CPI-U) and half of any additional increase (up to 2%) up to a maximum COLA of 3%).
- For participating full-time employees taking service retirement, the creditable compensation may be increased annually by an amount recommended by the actuary and approved by the Board, from the date of the commencement of the disability to the date of retirement.
 - 100% of the increase in the pay over the previous plan year for continuing VSDP members in the State, SPORS and VaLORS Plans, with a maximum COLA of 4.0%
- For participating full-time employees receiving supplemental (work-related) disability benefits,

Note 18. Postemployment Benefits (continued)

the creditable compensation may be increased annually by an amount recommended by the actuary and approved by the Board, from the date of the commencement of the disability to the date of retirement.

- 100% of the increase in the pay over the previous plan year for continuing VSDP members in the State, SPORS and VaLORS Plans, with a maximum COLA of 4.0%.

State Employee Health Insurance Credit Program (HIC) Plan Description

All full-time, salaried permanent employees of state agencies are automatically covered by the VRS State Employee Health Insurance Credit Program. This plan is administered by the Virginia Retirement System (the System), along with pension and other OPEB plans, for public employer groups in the Commonwealth of Virginia. Members earn one month of service credit toward the benefit for each month they are employed and for which their employer pays contributions to VRS. The health insurance credit is a tax-free reimbursement in an amount set by the General Assembly for each year of service credit against qualified health insurance premiums retirees pay for single coverage, excluding any portion covering the spouse or dependents. The credit cannot exceed the amount of the premiums and ends upon the retiree’s death.

The specific information about the State Health Insurance Credit Program OPEB, including eligibility, coverage and benefits is set out in the table below:

STATE EMPLOYEE HEALTH INSURANCE CREDIT PROGRAM (HIC) PLAN PROVISIONS
Eligible Employees

The State Employee Retiree Health Insurance Credit Program was established January 1, 1990, for retired state employees covered under VRS,

SPORS, VaLORS and JRS who retire with at least 15 years of service credit.

Eligible employees are enrolled automatically upon employment. They include:

- Full-time and part-time permanent salaried state employees covered under VRS, SPORS, VaLORS and JRS.

Benefit Amounts

The State Employee Retiree Health Insurance Credit Program provides the following benefits for eligible employees:

- At Retirement – For State employees who retire, the monthly benefit is \$4.25 per year of service per month with no cap on the benefit amount.
- Disability Retirement – For State employees, other than state police officers, who retire on disability or go on long-term disability under the Virginia Sickness and Disability Program (VSDP), the monthly benefit is \$120.00 or \$4.25 per year of service, whichever is higher.

For State police officer employees with a non-work-related disability who retire on disability or go on long-term disability under the Virginia Sickness and Disability Program (VSDP) the monthly benefit is \$120.00 or \$4.25 per year of service, whichever is higher.

For State police officers with a work-related disability, there is no benefit provided under the State Employee Retiree Health Insurance Credit Program if the premiums are being paid under the Virginia Line of Duty Act. However, they may receive the credit for premiums paid for other qualified health plans.

Health Insurance Credit Program Notes:

- The monthly Health Insurance Credit benefit cannot exceed the individual’s premium amount.

Note 18. Postemployment Benefits (continued)

- Employees who retire after being on long-term disability under VSDP must have at least 15 years of service credit to qualify for the Health Insurance Credit as a retiree.

Line of Duty Act Program (LODA) Plan Description

All paid employees and volunteers in hazardous duty positions in Virginia localities and hazardous duty employees who are covered under the Virginia Retirement System (VRS), the State Police Officers' Retirement System (SPORS), or the Virginia Law Officers' Retirement System (VaLORS) are automatically covered by the Line of Duty Act Program (LODA). As required by statute, the Virginia Retirement System (the System) is responsible for managing the assets of the program. Participating employers made contributions to the program beginning in FY 2012. The employer contributions are determined by the System's actuary using anticipated program costs and the number of covered individuals associated with all participating employers.

The specific information for LODA OPEB, including eligibility, coverage and benefits is set out in the table:

LINE OF DUTY ACT PROGRAM (LODA) PLAN PROVISIONS Eligible Employees

The eligible employees of the Line of Duty Act Program (LODA) include paid employees and volunteers in hazardous duty positions in Virginia localities and hazardous duty employees who are covered under VRS, SPORS, or VaLORS.

Benefit Amounts

The LODA provides death and health insurance benefits for eligible individuals:

- Death – The LODA program death benefit is a one-time payment made to the beneficiary or

beneficiaries of a covered individual. Amounts vary as follows:

- \$100,000 when a death occurs as the direct or proximate result of performing duty as of January 1, 2006, or after.
- \$25,000 when the cause of death is attributed to one of the applicable presumptions and occurred earlier than five years after the retirement date.
- An additional \$20,000 benefit is payable when certain members of the National Guard and U.S. military reserves are killed in action in any armed conflict on or after October 7, 2001.
- Health Insurance – The LODA program provides health insurance benefits.
 - The health insurance benefits are managed through the Virginia Department of Human Resource Management (DHRM). The health benefits are modeled after the State Employee Health Benefits Program plans and provide consistent, premium-free continued health plan coverage for LODA-eligible disabled individuals, survivors or family members.

Virginia State Health Plans Program for Pre-Medicare Retirees (PMRH)

The Commonwealth provides a healthcare plan established by Title 2.2, Chapter 28 of the Code of Virginia for retirees who are not yet eligible to participate in Medicare.

Following are eligibility requirements for Virginia Retirement System retirees:

PRE-MEDICARE RETIREE HEALTHCARE PLAN PROVISIONS Eligible Employees

Following are eligibility requirements for Virginia Retirement System retirees:

Note 18. Postemployment Benefits (continued)

- You are a retiring state employee who is eligible for a monthly retirement benefit from the Virginia Retirement System (VRS), and
- You start receiving (do not defer) your retirement benefit immediately upon retirement*, and
- Your last employer before retirement was the Commonwealth of Virginia, and
- You were eligible for (even if you were not enrolled in) coverage as an active employee in the State Health Benefits Program until your retirement date (not including Extended Coverage/COBRA), and
- You enroll no later than 31 days from your retirement date.

*For VRS retirees, this means that your employing agency reported a retirement contribution or leave without pay status for retirement in the month immediately prior to your retirement date. Some faculty members may also be eligible if they are paid on an alternate pay cycle but maintain eligibility for active coverage until their retirement date.

Effective January 1, 2017**, the following are eligibility requirements for Optional Retirement Plan retirees:

- You are a terminating state employee who participates in one of the qualified Optional Retirement Plans, and
- Your last employer before termination was the Commonwealth of Virginia, and
- You were eligible for (even if you were not enrolled in) coverage in the State Employee Health Benefits Program for active employees at the time of your termination, and
- You meet the age and service requirements for an immediate retirement benefit under the non-ORP Virginia Retirement System plan that you would have been eligible for on your date of hire had you not elected the ORP, and

- You enroll in the State Retiree Health Benefits Program no later than 31 days from the date you lose coverage (or lose eligibility for coverage) in the State Health Benefits Program for active employees due to your termination of employment.

**This change applies to ORP terminations effective January 1, 2017, or later. Eligibility for those who terminated employment prior to January 1 should be determined based on the policy in place at the time of their termination.

The employer does not pay a portion of the retirees' healthcare premium; however, since both active employees and retirees are included in the same pool for purposes of determining health insurance rates, this generally results in a higher rate for active employees. Therefore, the employer effectively subsidizes the costs of the participating retirees' healthcare through payment of the employer's portion of the premiums for active employees.

This fund is reported as part of the Commonwealth's Healthcare Internal Service Fund. Benefit payments are recognized when due and payable in accordance with the benefit terms. Pre-Medicare Retiree Healthcare is a single-employer defined benefit OPEB plan that is treated like a cost-sharing plan for financial reporting purposes, and is administered by the Department of Human Resource Management. There were approximately 3,235 retirees and 96,895 active employees in the program as of June 30, 2024. There are no inactive employees entitled to future benefits who are not currently receiving benefits. There are no assets accumulated in a trust to pay benefits.

Contributions

Group Life Insurance Program (GLI)

The contribution requirements for the Group Life Insurance Program are governed by §51.1-

Note 18. Postemployment Benefits (continued)

506 and §51.1-508 of the Code of Virginia, as amended, but may be impacted as a result of funding provided to state agencies and school divisions by the Virginia General Assembly. The total rate for the Group Life Insurance Program was 1.18% of covered employee compensation. This was allocated into an employee and an employer component using a 60/40 split. The employee component was 0.71% (1.18% X 60%) and the employer component was 0.47% (1.18% X 40%). Employers may elect to pay all or part of the employee contribution, however the employer must pay all of the employer contribution. Each employer's contractually required employer contribution rate for the year ended June 30, 2025, was 0.47% of covered employee compensation. This rate was the final approved General Assembly rate which was based on an actuarially determined rate from an actuarial valuation as of June 30, 2023. The actuarially determined rate, when combined with employee contributions, was expected to finance the costs of benefits payable during the year, with an additional amount to finance any unfunded accrued liability. Contributions to the Group Life Insurance Program from the University were \$440,413 and \$476,808 for the years ended June 30, 2025, and June 30, 2024, respectively.

Virginia Disability Insurance Program (VSDP)

The contribution requirements for the Disability Insurance Program (VSDP) are governed by §51.1-1140 of the Code of Virginia, as amended, but may be impacted as a result of funding provided to state agencies by the Virginia General Assembly. Each employer's contractually required employer contribution rate for the Disability Insurance Program (VSDP) for the year ended June 30, 2025, was 0.50% of covered employee compensation. This rate was the General Assembly approved rate which

was based on an actuarially determined rate from an actuarial valuation as of June 30, 2023. The actuarially determined rate was expected to finance the costs of benefits payable during the 2025 year, with an adjustment to amortize the accrued OPEB assets. Contributions to the Disability Insurance Program (VSDP) from the University were \$310,125 and \$353,353 for the years ended June 30, 2025 and June 30, 2024, respectively.

Health Insurance Credit Plan (HIC)

The contribution requirement for active employees is governed by §51.1-1400(D) of the Code of Virginia, as amended, but may be impacted as a result of funding provided to state agencies by the Virginia General Assembly. Each state agency's contractually required employer contribution rate for the year ended June 30, 2025, was 1.12% of covered employee compensation for employees in the VRS State Employee Health Insurance Credit Program. This rate was the approved General Assembly rate which was based on an actuarially determined rate from an actuarial valuation as of June 30, 2023. The actuarially determined rate was expected to finance the costs of benefits earned by employees during the year, with an additional amount to finance any unfunded accrued liability. Contributions from the University to the VRS State Employee Health Insurance Credit Program were \$1,044,942 and \$997,490 for the years ended June 30, 2025, and June 30, 2024, respectively.

In June 2024, the Commonwealth made a special contribution of approximately \$52.8 million which was applied to the Health Insurance Credit Plan for state employees. This special payment was authorized by Chapter 2 of the Acts of Assembly of 2022, Special Session I, as amended by Chapter 1, 2024 Acts of Assembly Special Session, and is classified as a special employer contribution. The University's proportionate

Note 18. Postemployment Benefits (continued)

share is reflected in other nonoperating revenues in the University’s financial statements.

Line of Duty Act (LODA)

The contribution requirements for the Line of Duty Act Program (LODA) are governed by §9.1-400.1 of the Code of Virginia, as amended, but may be impacted as a result of funding provided to state agencies by the Virginia General Assembly. Each employer’s contractually required employer contribution rate for the Line of Duty Act Program (LODA) for the year ended June 30, 2025, was \$1,015.00 per covered full-time-equivalent employee. This rate was based on an actuarially determined rate from an actuarial valuation as of June 30, 2024, and represents the pay-as-you-go funding rate and not the full actuarial cost of the benefits under the program. The actuarially determined pay-as-you-go rate was expected to finance the costs and related expenses of benefits payable during the year. Contributions to the LODA Program from the University were \$16,240 and \$13,296 for the years ended June 30, 2025, and June 30, 2024, respectively.

OPEB Liabilities and Assets, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB Programs

On June 30, 2025, the University reported the following liabilities (assets) for its proportionate share of the liabilities (assets).

GLI	\$3,877,383
VSDP	(3,642,175)
HIC	6,972,454
LODA	346,722
PMRH	4,698,691

The net VRS OPEB liabilities (assets) were measured as of June 30, 2024 and the total VRS OPEB liabilities (assets) used to calculate the VRS net OPEB Liabilities (assets) were

determined by an actuarial valuation performed as of June 30, 2023, and rolled forward to the measurement date of June 30, 2024. The total Pre-Medicare Retiree Healthcare OPEB liability was based on an actuarial valuation with a valuation date of June 30, 2024 (one year prior to the end of the fiscal year). The Department of Human Resource Management selected the economic, demographic and healthcare claim cost assumptions. The actuary provided guidance with respect to these assumptions. Initial healthcare costs trend rates used were 7.50 percent for medical and pharmacy and 4.00 percent for dental. The ultimate trend rates used were 4.50 percent for medical and pharmacy and 4.00 percent for dental. For LODA, the University’s proportion of the net OPEB liability was based on the entity’s actuarially determined pay-as-you-go contributions to the LODA OPEB plan for the year ended June 30, 2024, relative to the total of the actuarially determined pay-as-you-go employer contributions for all participating employers. The University’s proportion of the Pre-Medicare Retiree Healthcare OPEB liability was based on each employer’s calculated healthcare premium contributions as a percentage of the total employer’s calculated healthcare premium contributions for all participating employers. For the remaining OPEBS (GLI, VSDP, and HIC), net OPEB liabilities (assets) were based on the employer’s actuarially determined employer contributions to the OPEB program for the year ended June 30, 2024, relative to the total of the actuarially determined employer contributions for all participating State employers. At June 30, 2024 and June 30, 2023, the participating University’s proportionate share of the OPEB liabilities (assets) are listed below:

	GLI	VSDP	HIC	LODA	PMRH
June 30, 2024	0.364%	1.092%	1.043%	0.103%	1.400%

Note 18. Postemployment Benefits (continued)

June 30, 2023	0.386%	1.128%	1.108%	0.100%	1.452%
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For the year ended June 30, 2025, the participating University recognized the following OPEB expenses (gains) for these programs. Since there was a change in proportionate share between measurement dates, a portion of the OPEB expense was related to deferred amounts from changes in proportion. Amounts include VRS State Employee Retirement Plan and VaLORS employees.

GLI	\$(23,572)
VSDP	64,470
HIC	354,614
LODA	33,958
PMRH	(1,489,382)

At June 30, 2025, the University reported deferred outflows of resources and deferred inflows of resources related to the OPEB programs from the following sources:

	Deferred Outflows	Deferred Inflows
GLI		
Differences between expected and actual experience	\$ 611,553	\$ 94,712
Net difference between projected and actual earnings on OPEB program investments	-	326,823
Change in assumptions	22,101	192,155
Changes in proportionate share	102,958	604,045
Employer contributions subsequent to the measurement date	440,413	-
Total	\$ 1,177,025	\$ 1,217,735

VSDP	Deferred Outflows	Deferred Inflows
Differences between expected and actual experience	\$ 162,849	\$ 400,636
Net difference between projected and actual earnings on OPEB program investments	-	173,679
Change in assumptions	4,781	11,821
Changes in proportionate share	280,573	69,612
Employer contributions subsequent to the measurement date	310,125	-
Total	\$ 758,328	\$ 655,748

HIC	Deferred Outflows	Deferred Inflows
Differences between expected and actual experience	\$ -	\$ 551,441
Net difference between projected and actual earnings on OPEB program investments	-	23,600
Change in assumptions	112,320	-
Changes in proportionate share	136,354	1,167,191
Employer contributions subsequent to the measurement date	1,044,942	-
Total	\$ 1,293,616	\$ 1,742,232

Note 18. Postemployment Benefits (continued)

LODA	Deferred Outflows	Deferred Inflows
Differences between expected and actual experience	\$ 12,064	\$ 84,694
Net difference between projected and actual earnings on OPEB program investments	63,915	1,146
Change in assumptions	14,994	69,831
Changes in proportionate share		104,487
Employer contributions subsequent to the measurement date	16,240	-
Total	\$ 107,213	\$ 260,158

PMRH	Deferred Outflows	Deferred Inflows
Differences between expected and actual experience	\$ 94,192	\$ 565,667
Change in assumptions	92,134	1,653,475
Changes in proportionate share	317,082	1,049,087
Amounts associated with transactions subsequent to the measurement date	427,435	-
Total	\$ 930,843	\$3,268,229

The following amounts are reported as deferred outflows of resources related to each OPEB program resulting from the University's contributions or amounts associated with transactions for PMRH subsequent to the measurement date will be recognized as a reduction of the OPEB liability (asset) in the fiscal year ending June 30, 2026.

GLI	\$440,413
VSDP	310,125
HIC	1,044,942
LODA	16,240
PMRH	427,435

Note 18. Postemployment Benefits (continued)

Other amounts reported as deferred outflows of resources and deferred inflows of resources related to the OPEB programs will be recognized in the OPEB expense in future reporting periods as follows:

Year ended June 30	GLI	VSDP	HIC	LODA	PMRH
FY 2026	\$ (267,315)	\$ (220,438)	\$ (371,179)	\$ (15,581)	\$ (1,118,714)
FY 2027	(82,386)	(15,344)	(449,523)	(17,025)	(841,598)
FY 2028	(123,681)	(12,325)	(406,968)	(19,731)	(551,735)
FY 2029	(38,108)	(2,608)	(201,758)	(20,683)	(174,383)
FY 2030	30,367	31,090	(64,132)	(23,885)	(78,393)
Thereafter	-	12,079	-	(72,282)	-

Actuarial Assumptions

The total OPEB liability for all VRS programs was based on an actuarial valuation as of June 30, 2023, using the Entry Age Normal actuarial cost method and the following assumptions, applied to all periods included in the measurement and rolled forward to the measurement date of June 30, 2024.

Inflation **2.50%**

Salary increases, including inflation –

Employee Type	GLI	VSDP	HIC	LODA
General State	3.50-5.35%	3.50-5.35%	3.50-5.35%	N/A
Teachers	3.50-5.95%	N/A	N/A	N/A
SPORS	3.50-4.75%	3.50-4.75%	3.50-4.75%	N/A
VaLORS	3.50-4.75%	3.50-4.75%	3.50-4.75%	N/A
JRS	4.00%	N/A	4.00%	N/A
Locality-General	3.50-5.35%	N/A	N/A	N/A
Locality-Hazardous Duty	3.50-4.75%	N/A	N/A	N/A

Medical cost trend rates assumption (LODA)

Under age 65	7.25%-4.25%
Ages 65 and older	6.50%-4.25%

Year of ultimate trend rate (LODA)

Under age 65	Fiscal year ended 2034
Ages 65 and older	Fiscal year ended 2034

Investment rate of return (GLI, VSDP, HIC)
6.75%, net of investment expenses, including inflation

Investment rate of return (LODA)
3.97%, including inflation*

*Since LODA is funded on a current-disbursement basis, the assumed annual rate of return of 3.97% was used since it approximates the risk-free rate of return.

Mortality rates – General State Employees (GLI, VSDP, HIC, LODA)

Pre-Retirement:

Pub-2010 Amount Weighted General Employee Rates projected generationally; females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted General Healthy Retiree Rates projected generationally; 110% of rates for females

Note 18. Postemployment Benefits (continued)

Post-Disablement:
Pub-2010 Amount Weighted General Disabled Rates projected generationally; males and females set forward 3 years

Beneficiaries and Survivors:
Pub-2010 Amount Weighted General Contingent Annuitant Rates projected generationally; 110% of rates for males and females

Mortality Improvement Scale:
Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1; set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change

Line of Duty Disability Discount Rate	No change No change (N/A for LODA)
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Mortality rates – Teachers (GLI)

Pre-Retirement:
Pub-2010 Amount Weighted Teachers Employee Rates projected generationally; 110% of rates for males

Post-Retirement:
Pub-2010 Amount Weighted Teachers Healthy Retiree Rates projected generationally; males set forward 1 year, 105% of rates for females

Post-Disablement:
Pub-2010 Amount Weighted Teachers Disabled Rates projected generationally; 110% of rates for males and females

Beneficiaries and Survivors:
Pub-2010 Amount Weighted Teachers Contingent Annuitant Rates projected generationally

Mortality Improvement Scale:
Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
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Note 18. Postemployment Benefits (continued)

Retirement Rates	Adjusted rates to better fit experience for Plan 1; set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Discount Rate	No change

Mortality rates – SPORS Employees (GLI, VSDP, HIC, LODA)

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males, 105% of rates for females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males, and females set forward 2 years

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates for ages 55 to 61, 63, and 64, with 26 or more years of service; changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rate for 0 years of service and increased rates for 1 to 6 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change (N/A for LODA)

Mortality rates – VaLORS Employees (GLI, VSDP, HIC, LODA)

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years

Note 18. Postemployment Benefits (continued)

Post-Disablement:
Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years

Beneficiaries and Survivors:
Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males and females set forward 2 years

Mortality Improvement Scale:
Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates at some younger ages, decreased at age 62, and changed final retirement age from 65 to 70
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change

Discount Rate	No change (N/A for LODA)
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Mortality rates – JRS Employees (GLI, HIC)

Pre-Retirement:
Pub-2010 Amount Weighted General Employee Rates projected generationally; males set forward 2 years

Post-Retirement:
Pub-2010 Amount Weighted General Healthy Retiree Rates projected generationally; 95% of rates for males and females set back 2 years

Post-Disablement:
Pub-2010 Amount Weighted General Disabled Rates projected generationally

Beneficiaries and Survivors:
Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally

Mortality Improvement Scale:
Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Review separately from State employees because exhibit fewer deaths. Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
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Note 18. Postemployment Benefits (continued)

Retirement Rates	Decreased rates for ages 60-66 and 70-72
Withdrawal Rates	No change
Disability Rates	No change
Salary Scale	Reduce increases across all ages by 0.50%
Discount Rate	No change

Mortality rates – Largest Ten Locality Employers - General Employees (GLI)

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; males set forward 2 years; 105% of rates for females set forward 3 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 95% of rates for males set forward 2 years; 95% of rates for females set forward 1 year

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 110% of rates for males set forward 3 years; 110% of rates for females set forward 2 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the

experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1; set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each age and service decrement through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Mortality rates – Non-Largest Ten Locality Employers - General Employees (GLI)

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; males set forward 2 years; 105% of rates for females set forward 3 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 95% of rates for males set forward 2 years; 95% of rates for females set forward 1 year

Post-Disablement:

Note 18. Postemployment Benefits (continued)

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 110% of rates for males set forward 3 years; 110% of rates for females set forward 2 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1; set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each age and service decrement through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change

Discount Rate	No change
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Mortality rates – Largest Ten Locality Employers – Hazardous Duty Employees (GLI)

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males and females set forward 2 years

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Note 18. Postemployment Benefits (continued)

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rates
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Mortality rates – Non-Largest Ten Locality Employers – Hazardous Duty Employees (GLI)

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males and females set forward 2 years

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rates and changed from rates based on age and service to rates based on service only to better fit experience and to be more consistent with Locals Top 10 Hazardous Duty
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Note 18. Postemployment Benefits (continued)

Mortality rates – Largest Ten Locality Employers With Public Safety Employees (LODA)

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males and females set forward 2 years

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study are as follows:

Mortality Rates (Pre-retirement, postretirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020 Adjusted rates to better fit experience and changed final retirement age from 65 to 70
Retirement Rates	
Withdrawal Rates	Decreased rates
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change

Mortality rates – Non- Largest Ten Locality Employers With Public Safety Employees (LODA)

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110%

Note 18. Postemployment Benefits (continued)

of rates for males and females set forward 2 years

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rates and changed from rates based on age and service to rates based on service only to better fit experience and to be more consistent with Locals Top 10 Hazardous Duty
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change

Pre-Medicare Retiree Healthcare Actuarial Assumptions and Methods

The total Pre-Medicare Retiree Healthcare OPEB liability was based on an actuarial valuation with

a valuation date of June 30, 2024 (one year prior to the end of the fiscal year). The Department of Human Resource Management selected the economic, demographic and healthcare claim cost assumptions. The actuary provided guidance with respect to these assumptions. Initial healthcare costs trend rates used were 7.50 percent for medical and pharmacy and 4.00 percent for dental. The ultimate trend rates used were 4.50 percent for medical and pharmacy and 4.00 percent for dental.

Valuation Date	Actuarially determined contribution rates are calculated as of June 30, one year prior to the end of the fiscal year in which contributions are reported.
Measurement Date	June 30, 2024 (one year prior to the end of the fiscal year)
Actuarial Cost Method	Entry Age Normal
Amortization Method	Level dollar, Closed
Effective Amortization Period	5.80 years
Discount Rate	3.93%
Projected Salary Increases	5.35% to 3.50% based on years of service from 1 year to 20 years or more
Medical Trend Under 65	Medical & Rx: 7.50% to 4.50%
Year of Ultimate Trend	Dental: 4.00%
Mortality	2034
Pre-Retirement:	Mortality rates vary by participant status and gender Pub-2010 Benefits Weighted General Employee Rates projected generationally with a Modified MP-2021 Improvement Scale; females set forward 2 years

Note 18. Postemployment Benefits (continued)

Post-Retirement:	Pub-2010 Benefits Weighted General Healthy Retiree Rates projected generationally with a Modified MP-2021 Improvement Scale; 110% of rates for females
Post-Disablement:	Pub-2010 Benefits Weighted General Disabled Rates projected generationally with a Modified MP-2021 Improvement Scale; males and females set forward 3 years
Beneficiaries and Survivors:	Pub-2010 Benefits Weighted General Contingent Annuitant Rates projected generationally with a Modified MP-2021 Improvement Scale; 110% of rates for males and females

Changes of Assumptions: There were not any changes in assumptions since the June 30, 2023 measurement date. The following remained constant since the prior measurement date:

- Spousal Coverage - rate remained at 20%
- Retiree Participation - rate remained at 35%

Retiree participation was based on a blend of recent experience and the prior year assumptions.

The trend rates were updated based on economic conditions as of June 30, 2024. Additionally, the discount rate was increased from 3.65% to 3.93% based on the Bond Buyers GO 20 Municipal Bond Index as of the measurement date of June 30, 2024. There were no plan changes in the valuation since the prior year.

The discount rate was based on the Bond Buyers GO 20 Municipal Bond Index as of the measurement date which is June 30, 2024.

Net OPEB Liability (Asset)

The net OPEB liability (NOL) or net OPEB asset (NOA) for the VRS administered programs represents each program's total OPEB liability determined in accordance with GASB Statement No. 74, less the associated fiduciary net position. As of the Measurement Date of June 30, 2024, NOL and NOA amounts are as follows (amounts expressed in thousands):

	GLI	VSDP	HIC	LODA
Total OPEB Liability	\$4,196,055	\$ 339,007	\$ 1,094,073	\$ 398,395
Plan Fiduciary Net Position	3,080,133	692,870	384,820	4,841
Employers' Net OPEB Liability (Asset)	\$1,115,922	\$ (353,863)	\$ 709,253	\$ 393,554
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	73.41%	204.38%	35.17%	1.22%

The total OPEB liability is calculated by the System's actuary, and each plan's fiduciary net position is reported in the System's financial statements. The net OPEB liability (asset) is disclosed in accordance with the requirements of GASB Statement No. 74 in the System's notes to the financial statements and required supplementary information.

Note 18. Postemployment Benefits (continued)

Long-Term Expected Rate of Return (GLI, VSDP, HIC)

The long-term expected rate of return on the VRS System's investments was determined using a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of System's investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target asset allocation and best estimate of arithmetic real rates of return for each major asset class are summarized in the following table:

Asset Class (Strategy)	Long-Term Target Asset Allocation	Arithmetic Long-Term Expected Rate of Return	Weighted Average Long-Term Expected Rate of Return*
Public Equity	32.00%	6.70%	2.14%
Fixed Income	16.00%	5.40%	0.86%
Credit Strategies	16.00%	8.10%	1.30%
Real Assets	15.00%	7.20%	1.08%
Private Equity	15.00%	8.70%	1.31%
PIP- Private Investment Partnership	1.00%	8.00%	0.08%
Diversifying Strategies	6.00%	5.80%	0.35%
Cash	2.00%	3.00%	0.06%
Leverage	-3.00%	3.50%	-0.11%
Total	100.00%		7.07%
Expected arithmetic nominal return			7.07%

* The above allocation provides a one-year return of 7.07% (includes 2.50% inflation assumption). However, one-year returns do not take into account the volatility present in each of the asset classes. In setting the long-term expected return for the System, stochastic projections are employed to model future returns under various economic conditions. The results provide a range of returns over various time periods that ultimately provide a median return of 7.10%, including expected inflation of 2.50%.

On June 15, 2023, the VRS Board elected a long-term rate of 6.75% which is roughly at the 45th percentile of expected long-term results of the VRS fund asset allocation at that time, providing a median return of 7.14%, including expected inflation of 2.50%.

Long-Term Expected Rate of Return (LODA)

The long-term expected rate of return on LODA OPEB Program's investments was set at 3.97% for this valuation. Since LODA is funded on a current-disbursement basis, it is not able to use the VRS Pooled Investments 6.75% assumption. Instead, the assumed annual rate of return of 3.97% was used since it approximates the risk-free rate of return. This Single Equivalent Interest Rate (SEIR) is the applicable municipal bond index rate based on the Fidelity Fixed Income General Obligation 20-year Municipal Bond Index as of the measurement date of June 30, 2024.

Note 18. Postemployment Benefits (continued)

Discount Rate

GLI

The discount rate used to measure the total GLI OPEB liability was 6.75%. The projection of cash flows used to determine the discount rate assumed that employer contributions will be made in accordance with the VRS funding policy and at rates equal to the actuarially determined contribution rates adopted by the VRS Board of Trustees. Through the fiscal year ending June 30, 2024, the rate contributed by the University for the GLI OPEB will be subject to the portion of the VRS Board-certified rates that are funded by the Virginia General Assembly, which was 113% of the actuarially determined contribution rate. From July 1, 2024 on, employers are assumed to continue to contribute 100% of the actuarially determined contribution rates. Based on those assumptions, the GLI OPEB's fiduciary net position was projected to be available to make all projected future benefit payments of eligible employees. Therefore, the long-term expected rate of return was applied to all periods of projected benefit payments to determine the total GLI OPEB liability.

VSDP

The discount rate used to measure VSDP OPEB liability (asset) was 6.75%. The projection of cash flows used to determine the discount rate assumed that employer contributions will be made per the VRS Statutes and that they will be made in accordance with the VRS funding policy and at rates equal to the actuarially determined contribution rates adopted by the VRS Board of Trustees. Through the fiscal year ending June 30, 2024, the rate contributed by participating employers to the VSDP OPEB Program will be subject to the portion of the VRS Board-certified rates that are funded by the Virginia General Assembly which was 109% of the actuarially determined contribution rate. From July 1, 2024, on, participating employers are assumed to continue to contribute 100% of the actuarially determined contribution rates. Based on those assumptions, the VSDP OPEB Program's fiduciary net position was projected to be available to make all projected future benefit payments of current active and inactive employees. Therefore, the long-term expected rate of return was applied to all periods of projected benefit payments to determine the total VSDP OPEB liability.

HIC

The discount rate used to measure the total State Employee HIC OPEB liability was 6.75%. The projection of cash flows used to determine the discount rate assumed that employer contributions will be made in accordance with the VRS funding policy at rates equal the actuarially determined contribution rates adopted by the VRS Board of Trustees. Through the fiscal year ending June 30, 2024, the rate contributed by the University for the Health Insurance Credit Program will be subject to the portion of the VRS Board-certified rates that are funded by the Virginia General Assembly, which was 108% of the actuarially determined contribution rate. From July 1, 2024, on, all agencies are assumed to continue to contribute 100% of the actuarially determined contribution rates. Based on those assumptions, the State Employee HIC OPEB plan's fiduciary net position was projected to be available to make all projected future benefit payments of current active and inactive employees. Therefore, the long-term expected rate of return was applied to all periods of projected benefit payments to determine the total State Employee HIC OPEB liability.

Note 18. Postemployment Benefits (continued)

LODA

The discount rate used for LODA was 3.97%. The projection of cash flows used to determine the discount rate assumed that employer contributions will be made per the VRS Statutes and that they will be made in accordance with the VRS funding policy and at rates equal to the actuarially determined contribution rates adopted by the VRS Board of Trustees. Through the fiscal year ending June 30, 2024, the rate contributed by participating employers to the LODA OPEB Program will be subject to the portion of the VRS Board-certified rates that are funded by the Virginia General Assembly.

Sensitivity of the University's Proportionate Share of the OPEB Liability (Asset) to Changes in the Discount Rate

The following presents the University's proportionate share of the net GLI, VSDP and HIC OPEB liability (asset) using the discount rate of 6.75%, net OPEB LODA liability using the discount rate of 3.97% and the University's proportionate share of the Total OPEB liability for PMRH using the discount rate of 3.93% as well as what the University's proportionate share of the OPEB liability (asset) would be if it were calculated using a discount rate that is one percentage point lower or one percentage point higher than the current rate:

Net OPEB Liability (Asset)	GLI	VSDP	HIC
1.00% Decrease (5.75%)	\$ 6,029,834	\$ (3,391,971)	\$ 7,992,755
Current Discount Rate (6.75%)	3,877,383	(3,642,175)	6,972,454
1.00% Increase (7.75%)	2,138,486	(3,863,762)	6,096,683

Net OPEB Liability (Asset)	LODA
1.00% Decrease (2.97%)	\$ 384,368
Current Discount Rate (3.97%)	346,722
1.00% Increase (4.97%)	314,350

Total OPEB Liability	PMRH
1.00% Decrease (2.93%)	\$ 4,984,666
Current Discount Rate (3.93%)	4,698,691
1.00% Increase (4.93%)	4,427,601

Note 18. Postemployment Benefits (continued)

Sensitivity of the Covered University's Proportionate Share of the OPEB Liability to Changes in the Health Care Trend Rate (LODA and PMRH)

Because the Line of Duty Act Program (LODA) and Pre-Medicare Retiree Healthcare Program (PMRH) contain provisions for the payment of health insurance premiums, the liabilities are also impacted by the health care trend rates. The following presents the covered University's proportionate share of each OPEB liability using health care trend rate of 7.25% decreasing to 4.25% for LODA, and 7.50% decreasing to 4.50% for PMRH, as well as what the covered University's proportionate share of the OPEB liability would be if it were calculated using a health care trend rate that is one percentage point lower or one percentage point higher than the current rate:

LODA

Net OPEB Liability	Total
1.00% Decrease (6.25% decreasing to 3.25%)	\$ 295,361
Trend Rate (7.25% decreasing to 4.25%)	346,722
1.00% Increase (8.25% decreasing to 5.25%)	409,742

PMRH

OPEB Liability	Total
1.00% Decrease (6.50% decreasing to 3.50%)	\$ 4,270,432
Trend Rate (7.50% decreasing to 4.50%)	4,698,691
1.00% Increase (8.50% decreasing to 5.50%)	5,195,467

Fiduciary Net Position

Detailed information about the Fiduciary Net Position for VRS OPEB Plans is available in the separately issued VRS 2024 Annual Comprehensive Financial Report (Annual Report). A copy of the 2024 VRS Annual Report may be downloaded from the VRS website at <http://www.varetire.org/media/shared/pdf/publications/2024-annual-report.pdf>, or by writing to the System's Chief Financial Officer at P.O. Box 2500, Richmond, VA, 23218-2500.

Payables to the OPEB programs:

At June 30, 2025, the University had the following contributions payable to the plans. The payable is based on contributions earned by University employees through June 30, 2025, but not yet paid to the plan.

GLI	\$ 44,302
VSDP	14,045
HIC	42,050

Note 19. Grants and Contracts Contingencies

The University received grants for specific purposes that are subject to review and audit by the grantor agencies. Claims against these resources are generally conditional upon compliance with the terms and conditions of grant agreements and applicable federal regulations, including the expenditures of resources for allowable purposes. Any disallowance resulting from a federal audit may become a liability of the University. In addition, the University is required to comply with the various federal regulations issued by the Office of Management and Budget. Failure to comply with certain system requirements of these regulations may result in questions concerning the allowance of related direct

Note 19. Grants and Contracts Contingencies (continued)

and indirect charges pursuant to such agreements. As of June 30, 2025, the University estimates that no material liabilities will result from such audits or questions.

Note 20. Federal Direct Lending Program

The University participates in the Federal Direct Lending Program. Under this program, the University receives funds from the U.S. Department of Education for Stafford and Parent PLUS Loan Programs and disburses these funds to eligible students. The funds can be applied to outstanding tuition and fee charges or refunded directly to the student. These loan proceeds are treated as student payments with the University acting as a fiduciary agent for the student. Therefore, the receipt of the funds from the federal government is not reflected in the federal government grants and contracts total on the Statement of Revenues, Expenses, and Changes in Net Position. The activity is included in the operating section of the Statement of Cash Flows. For the fiscal year ended June 30, 2025, cash provided by the program totaled \$40.6 million and cash used by the program totaled \$40.6 million.

Note 21. Risk Management and Employee Health Care Plans

The University is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; nonperformance of duty; injuries to employees; and natural disasters. The University participates in insurance plans maintained by the Commonwealth. The state employee health care and worker's compensation plans are administered by the Department of Human Resource Management and the risk management insurance plans are administered by the Department of Treasury, Division of Risk Management. Risk management insurance includes property, general liability, medical malpractice, faithful performance of duty bond, automobile, and air and watercraft plans. The University pays premiums to each of these departments for its insurance coverage. Further information relating to the Commonwealth's insurance plans is available at the statewide level in the Commonwealth's Annual Comprehensive Financial Report.

Note 22. Component Unit Financial Information

(A) Contribution Receivable

The following summarizes the unconditional promises to give at June 30, 2025 and June 30, 2024:

Contributions expected to be collected in:	2025	2024
Current:		
Less than one year	\$ 1,607,354	\$ 1,716,067
Less – allowance for uncollectible contributions	\$ (23,148)	\$ (10,476)
Net current contributions receivable	\$ 1,584,206	\$ 1,705,591
Noncurrent:		
One to five years	737,483	1,143,034
More than five years	320,000	350,000
Less – allowance for uncollectible contributions	(21,150)	(42,532)
Less – discount to net present value	(196,888)	(195,833)
Net noncurrent contributions receivable	839,445	1,254,669
Total contributions receivable	\$ 2,423,651	\$ 2,960,260

Contributions receivable with due dates extending beyond one year are discounted to net present value. The applicable rate at June 30, 2025 and 2024 was 5.66%.

(B) Notes Receivable

During fiscal year 2016, the Foundation loaned \$300,000 to a local not-for-profit daycare agency in exchange for a note receivable that is for the benefit of employees of the University. The note is non-interest bearing with deferred payments for the first five years, with annual payments of \$25,000 for years 6 through 17. In October 2023, the not-for-profit daycare agency made a payment of \$100,000 on this note, leaving a balance of \$11,250 at June 30, 2024. The remaining balance of \$11,250 was forgiven during fiscal year 2025 in exchange for guaranteed daycare slots. The Foundation forgave \$11,250 and \$10,750 of this note in exchange for guaranteed daycare slots for employees of the University during fiscal years 2025 and 2024, respectively.

Note 22. Component Unit Financial Information (continued)

(C) Investments

Investments are comprised of the following as of June 30, 2025, and June 30, 2024:

	2025	2024
Cash and cash equivalents	\$ 751,231	\$ 574,196
Fixed Income and bonds	15,579,929	-
Equities	769,176	765,816
Mutual funds with various investment strategies	63,336,774	70,925,746
Limited partnerships	16,441,938	16,692,113
Total Investments	\$96,879,048	\$88,957,871

Investments in securities are carried at fair value. The fair value of interests in limited partnerships are determined in good faith by external investment managers or other independent sources and reviewed by management. Because these alternative investments are not readily marketable, their estimated value is subject to additional uncertainty and therefore, value realized upon disposition may vary significantly from currently reported values.

Gifts of investments are recorded at their fair value (based upon quotations or appraisals) at the date of the gift. Purchases and sales of investments are recorded on the trade date.

Investment securities are exposed to several risks, such as interest rate, currency, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and such changes could materially affect the amounts reported in the Foundation's consolidated financial statements.

The Foundation manages an investment pool. Pooled investments and allocation of pooled investment income are accounted for using the

unit market value method. The pool consists of endowment funds as well as funds functioning as endowments, in addition to other funds with and without donor restrictions.

(D) Capital Assets

A summary of land, buildings, and equipment at cost, less accumulated depreciation, for the years ending June 30, 2025, and June 30, 2024, is presented as follows:

	2025	2024
Buildings	\$ 15,707,349	\$ 15,701,849
Furniture and equipment	192,408	186,223
Land Improvements	506,475	500,995
Total depreciable assets, at cost	16,406,232	16,389,067
Less – accumulated depreciation	(4,262,414)	(3,807,868)
Total capital assets, net of accumulated depreciation	\$ 12,143,818	\$ 12,581,199
Land	\$ 2,118,758	\$ 2,118,759
Collections of art	2,153,741	2,133,090
Total non depreciable capital assets	\$ 4,272,499	\$ 4,251,849
Total capital assets, net of accumulated depreciation	\$ 16,416,317	\$ 16,833,048

Note 22. Component Unit Financial Information (continued)

(E) Long-Term Debt

Line of credit and notes payable consisted of the following as of June 30, 2025, and June 30, 2024: (continued)

	2025	2024
Note payable in monthly installments of \$5,182 through May 2025, with interest payable at 1 Month IBOR plus 1.48% (6.94% at June 30, 2024), unsecured.	-	52,221
Note payable in monthly interest only payments through April 2020, then monthly installments calculated on a 23-year amortization with a balloon payment of remaining amount in April 2025. Interest payable at 1 Month SOFR plus 0.82% (6.28% at June 30, 2024). Secured by real estate and deposit accounts maintained by an investment property held with the institution. Additionally secured by an assignment of leases and rents.	-	1,272,173

Line of credit and notes payable consisted of the following as of June 30, 2025, and June 30, 2024: (continued)

	2025	2024
Note payable in monthly interest only payments through April 2020, then monthly installments calculated on a 23-year amortization with a balloon payment of remaining amount in April 2025. Interest payable at 4.20%. Secured by real estate and deposit accounts maintained by an investment property held with the institution. Additionally secured by an assignment of leases and rents.	-	8,832,012
Note payable in monthly interest only payments through December 2021, then monthly installments calculated on a 25-year amortization with a balloon payment of remaining amount in May 2026. Interest payable at 2.39%. Secured by real estate, an assignment of rents, and a pledge on securities.	2,666,725	2,760,590

Note 22. Component Unit Financial Information (continued)

Line of credit and notes payable consisted of the following as of June 30, 2025, and June 30, 2024: (continued)	2025	2024
Note payable in monthly installments calculated on a 20-year amortization with a balloon payment of remaining amount in September 2028, with interest payable of 5.77%. Secured by real estate and deposit accounts maintained by an investment property held with the institution. Additionally secured by an assignment of leases and rents.	239,755	246,910
Note payable in monthly installments calculated on an 18-year amortization with a balloon payment of remaining amount in April 2032 with interest payable at 5.99%. Secured by real estate and deposit account maintained by an investment property held with the institution. Additionally secured by an assignment of leases and rents.	9,950,582	-
Total lines of credit and note payable	\$ 12,857,062	\$ 13,163,906

Future principal payments on notes payable for the years ending June 30 are as follows:

2026	\$ 2,995,556
2027	347,599
2028	367,710
2029	598,836
2030 and thereafter	8,547,361
Total principal payments	\$ 12,857,062

Notes payables are subject to certain affirmative and negative covenants.

(F) In-Kind contributions

The University provided development and administration services to the Foundation. The value of this contributed time was based on salaries paid to those individuals plus fringe benefits, travel, and related office expenses. The Foundation recognized \$1,676,772 of in kind services as of June 30, 2025.

(G) Operating leases

The Foundation currently leases the Selu Conservancy, residential housing, office space, storage space, apartment buildings, and parking lots to the University under separate operating leases that expire in varying periods through September 2026. One leasing arrangement with the University requires that the Foundation receive rental revenue equal to the operating expenditures, capital expenditures and debt servicing on the properties. Based on the variability of the amounts to be received, rental revenue under this arrangement is not included in the future minimum rental receipts below. The Foundation also leases office space and residential housing to other parties under separate operating leases including subleases that expire in varying periods through May 2030. Rental income for 2025 and 2024 was \$1,039,306 and \$1,067,965, respectively.

Note 22. Component Unit Financial Information (continued)

Additionally, in April 2021, the Foundation entered into an agreement to lease land to an outside party who would construct an approximate \$30 million hotel on the premises. Through June 30, 2025, the Foundation has made a \$4.5 million investment into the construction of the hotel, incurred approximately \$700,000 in due diligence and site preparedness costs and contributed approximately \$1.9 million towards the purchase of furniture, fixtures and equipment within the hotel. This approximate \$7.1 million has been capitalized to the balance sheet as a prepaid lease incentive and will be amortized over the life of the lease, currently expected to be sixty years. The Foundation has the right to receive a \$3 per room fee for each nightly reservation. The Foundation has not included an estimate of future rental receipts for this project in the below totals.

The future minimum operating lease payments under the leases at June 30, 2025 are as follows:

2026	\$	186,403
2027		31,874
2028		21,438
2029		21,438
2030 and thereafter		14,146
Total lease receipts	\$	<u>275,299</u>

Note 23. Joint Ventures

In April of 2022 Radford University entered into a joint venture with regional governmental and higher education partners to create the New River Valley Passenger Rail Station Authority. The creation of the regional passenger rail authority will enable Members to share costs of developing, owning and operating an economic development asset that would be prohibitive to individual members. The Authority will directly benefit and enhance the economic base of the Members by allowing development, ownership,

(H) Related party transactions

In recent years, the Foundation’s Board has annually approved funding to the University to supplement compensation expenses of the University and other expenses that the Board of Visitors of the University and the Foundation’s Board has deemed appropriate. This funding totaled \$428,242 and \$398,733 in 2025 and 2024, respectively. In 2025, the Foundation’s Board approved a five-year funding request to the University to supplement compensation expenses of the University, potential bonuses and other expenses that the Board of Visitors of the University and the Foundation’s Board deemed appropriate.

Estimated yearly funding as follows:

2026	\$	557,000
2027		557,000
2028		557,000
2029		557,000
2030		557,000
Total Funding	\$	<u>2,785,000</u>

and operation of a facility on a cooperative basis. The exercise of the powers of the authority shall be for the benefit of the inhabitants of the Commonwealth of Virginia, for the increase of commerce in the geographic area of the Members, and for the promotion of the safety, health, welfare, convenience, and prosperity of the inhabitants of the geographic region. The Authority may enter into participation agreements with one or more Members by which Facilities may be constructed and developed in the Region

Note 23. Joint Ventures (continued)

("Participation Agreements"). Such Participation Agreements may include participation by public and private entities that are not Members.

Each Member may participate in the development of each proposed Facility (a "Project") in accordance with the terms of the applicable Participation Agreement. Payment of the costs of a Project and receipt of any Project revenues by Members shall be in accordance with the terms of the Participation Agreement. Any individual Member may, at its discretion and as allowed by law, choose to enter into or not enter into specific Participation Agreements in support of any particular Project. Any Member Locality not

entering into a Participation Agreement in support of a Project shall have no monetary obligation or other duty or responsibility in relation to that Project.

The establishment of the Authority has allowed exploration of Projects but currently no Participation Agreements are in place as of June 30, 2025. The University paid \$8,500 in fiscal year 2025 as cost sharing for an economic impact study of the joint venture rail project. For more information on the New River Valley Rail Authority see <https://vapassengerrailauthority.org/new-river-valley-document-library/>

Note 24. Scholarship Allowance

In fiscal year 2024 the National Association of College and University Business Officers (NACUBO) disavowed the industry practice of using the alternate method to compute tuition discount allowances after extensive study and review. To replace the alternate method NACUBO prepared a theoretical outline and four allowable methods to adopt in accordance with the circumstances and policies of each college and university. As a result of the change of recommended industry practice the University adopted calculating the tuition discount allowance on a fiscal year basis per student (Method B) in fiscal year 2023. This methodology accounts for the institutional aid of the University to be applied in order of tuition and mandatory fees, then auxiliary expenses, with the remaining accounted for as student aid. The chart below provides the percent allocated under Method B for the financials as of June 30, 2025.

2025 - Used Method B, calculated per student by fiscal year

Allowance Category	2025	2024
Tuition	59%	64%
Auxiliary	31%	27%
Student aid	10%	9%

Allowance Amount	2025
Tuition	\$ 40,016,566
Auxiliary	\$ 20,979,758

Note 25. Change in Accounting Principles

Change in Accounting Principle – GASB 101 Implementation

Effective for the year ending June 30, 2025, the University implemented GASB 101, Compensated Absences. This new standard requires recognition of liabilities for leave that meet specific criteria and improves consistency in financial reporting.

Change in Accounting Principle – GASB 96 Subscription Based Technology Arrangements (SBITA) Component Identification

In FY25, the University refined its application of GASB 96, moving from the prior aggregation election (treating multiple subscription assets with similar terms and end dates as a single SBITA under the primary component) to the reporting of separate SBITA components. The University adopted this preferable approach under GASB 100, due to improved information, tools and controls that enable more precise component-level tracking and application of complex requirements.

Restatement changes:

Ending net assets per June 30, 2024, audited financial statements	\$511,822,097
Decrease to net position for increased compensated absences liability (GASB 101)	(4,935,292)
Increase in SBITA assets due to refined component identification methodology (GASB 96)	427,511
Increase in SBITA liabilities due to refined component identification methodology (GASB 96)	(348,810)
Total restatement to beginning net position	\$(4,856,591)
Restated beginning net assets July 1, 2024	\$506,965,506

Note 26. Subsequent Events

In July 2025, the University purchased a student housing apartment complex for \$7 million as part of a multi-year facilities management plan to provide student housing support.

Required Supplementary Information



RADFORD UNIVERSITY
Schedule of Employer's Share of Net Pension Liability
VRS State Employee Retirement Plan
For the Years Ended June 30, 2016 through 2025 *

	2025	2024	2023	2022	2021
Employer's proportion of the net pension liability	1.098%	1.152%	1.182%	1.206%	1.252%
Employer's proportionate share of the net pension liability	\$ 54,059,728	58,273,082	53,633,686	43,743,665	90,680,985
Employer's covered payroll	\$ 62,119,564	58,914,408	55,707,371	53,392,757	56,308,891
Employer's proportionate share of the net pension liability (asset) as a percentage of its covered payroll	87.03%	98.91%	96.28%	81.93%	161.04%
Plan fiduciary net position as a percentage of the total pension liability	83.45%	82.19%	83.26%	86.44%	72.15%
*The amounts presented have a measurement date of the previous fiscal year end.					

RADFORD UNIVERSITY
Schedule of Employer's Share of Net Pension Liability
VaLORS Employee Retirement Plan
For the Years Ended June 30, 2016 through 2025 *

	2025	2024	2023	2022	2021
Employer's proportion of the net pension liability	0.226%	0.273%	0.290%	0.295%	0.300%
Employer's proportionate share of the net pension liability	\$ 1,508,256	1,763,828	1,834,260	1,539,074	2,343,302
Employer's covered payroll	\$ 894,960	1,011,504	981,599	1,028,602	1,109,047
Employer's proportionate share of the net pension liability (asset) as a percentage of its covered payroll	168.53%	174.38%	186.86%	149.63%	211.29%
Plan fiduciary net position as a percentage of the total pension liability	75.70%	74.91%	74.41%	78.18%	65.74%
*The amounts presented have a measurement date of the previous fiscal year end.					

RADFORD UNIVERSITY
Schedule of Employer's Share of Net Pension Liability
VRS State Employee Retirement Plan
For the Years Ended June 30, 2016 through 2025 *

	2020	2019	2018	2017	2016
Employer's proportion of the net pension liability	1.144%	1.119%	1.130%	1.098%	1.061%
Employer's proportionate share of the net pension liability	72,307,220	60,586,000	65,837,000	72,383,000	64,986,000
Employer's covered payroll	47,714,545	46,243,818	45,264,292	43,206,118	40,612,813
Employer's proportionate share of the net pension liability (asset) as a percentage of its covered payroll	151.54%	131.01%	145.45%	167.53%	160.01%
Plan fiduciary net position as a percentage of the total pension liability	75.13%	77.39%	75.33%	71.29%	72.81%

RADFORD UNIVERSITY
Schedule of Employer's Share of Net Pension Liability
VaLORS Employee Retirement Plan
For the Years Ended June 30, 2016 through 2025 *

	2020	2019	2018	2017	2016
Employer's proportion of the net pension liability	0.313%	0.277%	0.304%	0.290%	0.293%
Employer's proportionate share of the net pension liability	2,169,968	1,725,000	1,996,000	2,246,000	2,082,000
Employer's covered payroll	1,094,298	956,754	1,047,748	1,002,575	982,575
Employer's proportionate share of the net pension liability (asset) as a percentage of its covered payroll	198.30%	180.30%	190.50%	224.02%	211.89%
Plan fiduciary net position as a percentage of the total pension liability	68.31%	69.56%	67.22%	61.01%	62.64%

RADFORD UNIVERSITY
Schedule of Employer Contributions
VRS State Employee Retirement Plan
For the Years Ended June 30, 2016 through 2025

Date	*Contractually required contribution	* Contributions in relation to contractually required contribution	Contribution deficiency (excess)	Employer's covered payroll	Contributions as a percentage of covered payroll
2025	\$8,190,226	\$8,190,226	\$-	\$65,417,135	12.52%
2024	\$8,982,489	\$8,982,489	\$-	\$62,119,564	14.46%
2023	\$8,519,023	\$8,519,023	\$-	\$58,914,408	14.46%
2022	\$8,055,286	\$8,055,286	\$-	\$55,707,371	14.46%
2021	\$7,720,593	\$7,720,593	\$-	\$53,392,757	14.46%
2020	\$7,612,962	\$7,612,962	\$-	\$56,308,891	13.52%
2019	\$6,444,398	\$6,444,398	\$-	\$47,714,545	13.51%
2018	\$6,238,291	\$6,238,291	\$-	\$46,243,818	13.49%
2017	\$6,106,153	\$6,106,153	\$-	\$45,264,292	13.49%
2016	\$6,078,232	\$6,078,232	\$-	\$43,206,118	14.07%

**Includes contributions (mandatory and match on voluntary) to the defined contribution portion of the hybrid plan for fiscal years 2024-2016..*

RADFORD UNIVERSITY
Schedule of Employer Contributions
VaLORS Employee Retirement Plan
For the Years Ended June 30, 2016 through 2025

Date	Contractually required contribution	Contributions in relation to contractually required contribution	Contribution deficiency (excess)	Employer's covered payroll	Contributions as a percentage of covered payroll
2025	\$235,338	\$235,338	\$-	\$956,659	24.60%
2024	\$220,160	\$220,160	\$-	\$894,960	24.60%
2023	\$248,830	\$248,830	\$-	\$1,011,504	24.60%
2022	\$214,970	\$214,970	\$-	\$981,599	21.90%
2021	\$225,264	\$225,264	\$-	\$1,028,602	21.90%
2020	\$239,665	\$239,665	\$-	\$1,109,047	21.61%
2019	\$233,802	\$233,802	\$-	\$1,094,298	21.37%
2018	\$201,397	\$201,397	\$-	\$956,754	21.05%
2017	\$220,551	\$220,551	\$-	\$1,047,748	21.05%
2016	\$188,891	\$188,891	\$-	\$1,002,575	18.84%

Notes to Required Supplementary Information

For the Year Ended June 30, 2025

Pension – VRS and VaLORS

Changes of benefit terms – There have been no actuarially material changes to the System benefit provisions since the prior actuarial valuation.

Changes of assumptions – The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions for the VRS – State Employee Retirement Plans as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1; set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates at some younger ages, decreased at age 62, and changed final retirement age from 65 to 70
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Other Postemployment Benefits

Radford University

Schedule of University's Share of OPEB Liability (Asset)

For the Years Ended June 30, 2018 through June 30, 2025 *

Plan	Date	University's Proportion of the OPEB liability (asset)	University's Proportionate share of the OPEB liability (asset)	University's Covered Payroll **	**University's proportionate share of the OPEB liability (asset) as a percentage of its covered payroll	Plan fiduciary net position as a percentage of the total OPEB liability (asset)
GLI	2025	0.347%	\$ 3,877,383	\$ 89,213,424	4.35%	73.41%
GLI	2024	0.364%	\$ 4,364,902	\$ 83,553,703	5.22%	69.30%
GLI	2023	0.386%	\$ 4,652,508	\$ 84,049,883	5.54%	67.21%
GLI	2022	0.408%	\$ 4,753,837	\$ 84,300,740	5.64%	67.45%
GLI	2021	0.424%	\$ 7,075,865	\$ 87,260,411	8.11%	52.64%
GLI	2020	0.390%	\$ 6,346,825	\$ 77,221,642	8.22%	52.00%
GLI	2019	0.399%	\$ 6,056,000	\$ 75,501,140	8.02%	51.22%
GLI	2018	0.406%	\$ 6,109,000	\$ 74,422,092	8.21%	48.86%
VSDP	2025	1.029%	\$ (3,642,175)	\$ 58,165,493	(6.26%)	204.38%
VSDP	2024	1.092%	\$ (3,448,505)	\$ 54,216,885	(6.36%)	199.05%
VSDP	2023	1.128%	\$ (3,329,468)	\$ 51,922,081	(6.41%)	195.90%
VSDP	2022	1.145%	\$ (3,946,187)	\$ 49,476,947	(7.98%)	229.01%
VSDP	2021	1.184%	\$ (2,612,949)	\$ 51,306,836	(5.09%)	181.88%
VSDP	2020	1.069%	\$ (2,096,975)	\$ 43,505,213	(4.82%)	167.18%
VSDP	2019	1.052%	\$ (2,369,000)	\$ 41,323,569	(5.73%)	194.74%
VSDP	2018	1.066%	\$ (2,189,000)	\$ 40,043,228	(5.47%)	186.63%
HIC	2025	0.983%	\$ 6,972,454	\$ 89,195,399	7.82%	35.17%
HIC	2024	1.043%	\$ 8,567,538	\$ 84,004,375	10.20%	25.46%
HIC	2023	1.108%	\$ 9,077,336	\$ 83,963,351	10.81%	21.52%
HIC	2022	1.170%	\$ 9,878,929	\$ 84,294,169	11.72%	19.75%
HIC	2021	1.210%	\$ 11,108,976	\$ 87,184,539	12.74%	12.02%
HIC	2020	1.120%	\$ 10,338,029	\$ 77,213,560	13.39%	10.56%
HIC	2019	1.124%	\$ 10,257,000	\$ 75,501,070	13.59%	9.51%
HIC	2018	1.156%	\$ 10,522,000	\$ 74,400,678	14.14%	8.03%
LODA	2025	0.088%	\$ 346,722	\$ 900,280	38.51%	1.22%
LODA	2024	0.103%	\$ 411,964	\$ 1,006,446	40.93%	1.31%
LODA	2023	0.100%	\$ 377,244	\$ 981,599	38.43%	1.87%
LODA	2022	0.109%	\$ 482,489	\$ 1,028,602	46.91%	1.68%
LODA	2021	0.114%	\$ 478,496	\$ 1,074,954	44.51%	1.02%
LODA	2020	0.116%	\$ 415,080	\$ 1,045,085	39.72%	0.79%
LODA	2019	0.123%	\$ 384,000	\$ 923,422	41.58%	0.60%
LODA	2018	0.116%	\$ 304,000	\$ 969,949	31.34%	1.30%
PMRH	2025	1.318%	\$ 4,698,691	\$ 90,002,955	5.22%	N/A
PMRH	2024	1.400%	\$ 4,926,366	\$ 86,553,273	5.69%	N/A
PMRH	2023	1.452%	\$ 5,277,152	\$ 86,816,134	6.30%	N/A

PMRH 2022	1.479%	\$ 6,641,307	\$ 83,816,134	7.92%	N/A
PMRH 2021	1.511%	\$ 8,597,237	\$ 82,598,627	10.41%	N/A
PMRH 2020	1.411%	\$ 9,578,793	\$ 84,224,100	11.37%	N/A
PMRH 2019	1.429%	\$ 14,367,451	\$ 74,815,192	19.20%	N/A
PMRH 2018	1.453%	\$ 18,871,439	\$ 73,411,461	25.71%	N/A

Schedule is intended to show information for 10 years. Since 2025 was the eighth year for this presentation, only eight years of data is available. However, additional years will be included as they become available.

* The amounts presented have a measurement date of the previous fiscal year end.

**The contributions for the Line of Duty Act Program and PMRH are based on the number of participants in the program using a per capita based contribution versus a payroll-based contribution. Therefore, covered-employee payroll is the relevant measurement, which is the total payroll of the employees in the OPEB plan.

Radford University

Schedule of University's Contributions

For the Years Ended June 30, 2018 through June 30, 2025

Plan	Date	Contractually Required Contribution	Contributions in Relation to Contractually Required Contribution	Contribution Deficiency (Excess)	* University's Covered Payroll	Contributions as a % of Covered Payroll *
GLI	2025	\$ 440,413	\$ 440,413	\$ -	\$ 93,192,271	0.47%
GLI	2024	\$ 476,808	\$ 476,808	\$ -	\$ 89,213,424	0.53%
GLI	2023	\$ 451,190	\$ 451,190	\$ -	\$ 83,553,703	0.54%
GLI	2022	\$ 462,579	\$ 462,579	\$ -	\$ 84,049,883	0.55%
GLI	2021	\$ 452,338	\$ 452,338	\$ -	\$ 84,300,740	0.54%
GLI	2020	\$ 457,653	\$ 457,653	\$ -	\$ 87,260,411	0.52%
GLI	2019	\$ 399,544	\$ 399,544	\$ -	\$ 77,221,642	0.52%
GLI	2018	\$ 392,606	\$ 392,606	\$ -	\$ 75,501,140	0.52%
VSDP	2025	\$ 310,125	\$ 310,125	\$ -	\$ 61,968,757	0.50%
VSDP	2024	\$ 353,353	\$ 353,353	\$ -	\$ 58,165,493	0.65%
VSDP	2023	\$ 330,723	\$ 330,723	\$ -	\$ 54,216,885	0.61%
VSDP	2022	\$ 326,596	\$ 326,596	\$ -	\$ 51,922,081	0.63%
VSDP	2021	\$ 301,821	\$ 301,821	\$ -	\$ 49,476,947	0.61%
VSDP	2020	\$ 318,790	\$ 318,790	\$ -	\$ 51,306,836	0.62%
VSDP	2019	\$ 265,075	\$ 265,075	\$ -	\$ 43,505,213	0.61%
VSDP	2018	\$ 272,736	\$ 272,736	\$ -	\$ 41,323,569	0.66%
HIC	2025	\$ 1,044,942	\$ 1,044,942	\$ -	\$ 93,152,430	1.12%
HIC	2024	\$ 997,490	\$ 997,490	\$ -	\$ 89,195,399	1.12%
HIC	2023	\$ 940,849	\$ 940,849	\$ -	\$ 84,004,375	1.12%
HIC	2022	\$ 965,564	\$ 965,564	\$ -	\$ 83,963,351	1.15%
HIC	2021	\$ 945,201	\$ 945,201	\$ -	\$ 84,294,169	1.12%
HIC	2020	\$ 1,021,736	\$ 1,021,736	\$ -	\$ 87,184,539	1.17%
HIC	2019	\$ 890,646	\$ 890,646	\$ -	\$ 77,213,560	1.15%

HIC 2018	\$	890,913	\$	890,913	\$	-	\$	75,501,070	1.18%
LODA 2025	\$	16,240	\$	16,240	\$	-	\$	956,659	1.70%
LODA 2024	\$	13,296	\$	13,296	\$	-	\$	900,280	1.48%
LODA 2023	\$	13,637	\$	13,637	\$	-	\$	1,006,446	1.35%
LODA 2022	\$	13,728	\$	13,728	\$	-	\$	981,599	1.40%
LODA 2021	\$	15,064	\$	15,064	\$	-	\$	1,028,602	1.46%
LODA 2020	\$	15,527	\$	15,527	\$	-	\$	1,074,954	1.44%
LODA 2019	\$	15,527	\$	15,527	\$	-	\$	1,045,085	1.49%
LODA 2018	\$	13,050	\$	13,050	\$	-	\$	923,422	1.41%

Schedule is intended to show information for 10 years. Since 2025 was the eighth year for this presentation, only eight years of data is available. However, additional years will be included as they become available.

* The contributions for the Line of Duty Act Program are based on the number of participants in the program using a per capita based contribution versus a payroll-based contribution. Therefore, covered-employee payroll is the relevant measurement, which is the total payroll of the employees in the OPEB plan.

Notes to Required Supplementary Information For the Year Ended June 30, 2025 Pre-Medicare Retiree Health (PMRH)

There are no assets accumulated in a trust to pay related benefits.

Changes of benefit terms – There have been no changes to the benefit provisions since the prior actuarial valuation.

Changes of assumptions – There were not any changes in assumptions since the June 30, 2023 measurement date. The following remained constant since the prior measurement date:

- Spousal Coverage - rate remained at 20%
- Retiree Participation - rate remained at 35%

Retiree participation was based on a blend of recent experience and the prior year assumptions.

The trend rates were updated based on economic conditions as of June 30, 2024. Additionally, the discount rate was increased from 3.65% to 3.93% based on the Bond Buyers GO 20 Municipal Bond Index as of June 30, 2024.

Notes to Required Supplementary Information For the Year Ended June 30, 2025 GLI, VSDP, HIC, LODA

Changes of benefit terms – There have been no actuarially material changes to the System benefit provisions since the prior actuarial valuation.

Changes of assumptions – The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

General State Employees (GLI, VSDP, HIC, LODA)

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1; set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change (N/A for LODA)

Teachers (GLI)

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1; set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each age and service decrement through 9 years of service
Disability Rates	No change
Salary Scale	No change
Discount Rate	No change

SPORS Employees (GLI, VSDP, HIC, LODA)

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates for ages 55 to 61, 63, and 64, with 26 or more years of service; changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rate for 0 years of service and increased rates for 1 to 6 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change (N/A for LODA)

VaLORS Employees (GLI, VSDP, HIC, LODA)

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates at some younger ages, decreased at age 62, and changed final retirement age from 65 to 70
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service decrement through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change (N/A for LODA)

JRS Employees (GLI, HIC)

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Review separately from State employees because exhibit fewer deaths. Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Decreased rates for ages 60-66 and 70-72
Withdrawal Rates	No change
Disability Rates	No change
Salary Scale	Reduce increases across all ages by 0.50%
Discount Rate	No change

Largest Ten Locality Employers - General Employees (GLI)

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1; set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service decrement through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Non-Largest Ten Locality Employers - General Employees (GLI)

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1; set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service decrement through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Largest Ten Locality Employers – Hazardous Duty Employees (GLI)

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rates
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Non-Largest Ten Locality Employers – Hazardous Duty Employees (GLI)

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rates and changed from rates based on age and service to rates based on service only to better fit experience and to be more consistent with Locals Top 10 Hazardous Duty
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Employees In The Largest Ten Locality Employers With Public Safety Employees (LODA)

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rates
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change

Employees In The Non- Largest Ten Locality Employers With Public Safety Employees (LODA)

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rates and changed from rates based on age and service to rates based on service only to better fit experience and to be more consistent with Locals Top 10 Hazardous Duty
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change



Staci A. Henshaw, CPA
Auditor of Public Accounts

Commonwealth of Virginia

Auditor of Public Accounts

P.O. Box 1295
Richmond, Virginia 23218

May 27, 2026

The Honorable Abigail D. Spanberger
Governor of Virginia

Joint Legislative Audit
and Review Commission

Board of Visitors
Radford University

Bret Danilowicz
President, Radford University

INDEPENDENT AUDITOR'S REPORT

Report on Financial Statements

Opinions

We have audited the financial statements of the business-type activities and discretely presented component unit of **Radford University** (University), a component unit of the Commonwealth of Virginia, as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the University's basic financial statements as listed in the table of contents.

In our opinion, based on our audit and the report of another auditor, the accompanying financial statements referred to above present fairly, in all material respects, the respective financial position of the business-type activities and discretely presented component unit of the University as of June 30, 2025, and the respective changes in financial position, and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

We did not audit the financial statements of the discretely presented component unit of Radford University which is discussed in Notes 1 and 22. Those statements were audited by another auditor whose report has been furnished to us, and our opinion, insofar as it relates to the amounts included for the component unit of the University, is based solely on the report of the other auditor.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in Government Auditing Standards issued by the Comptroller General of the United States (Government Auditing Standards). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the University, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions. The financial statements of the component unit of the University that were audited by another auditor upon whose report we are relying, were not audited in accordance with Government Auditing Standards

*Emphasis of Matter***Change in Accounting Principle**

As discussed in Notes 1 and 25 of the accompanying financial statements, the University implemented Governmental Accounting Standards Board (GASB) Statement No. 101, Compensated Absences, which updates existing recognition and measurement guidance. Our opinions are not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the University's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and Government Auditing Standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of

internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and Government Auditing Standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the University's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the following be presented to supplement the basic financial statements: Management's Discussion and Analysis on pages 3 through 20; the Schedule of Employer's Share of Net Pension Liability, the Schedule of Employer Contributions, and the Notes to the Required Supplementary Information on pages 95 through 97; the Schedule of University's Share of OPEB Liability (Asset), the Schedule of University's Contributions, and the Notes to the Required Supplementary Information for the Health Insurance Credit, Group Life Insurance, Disability Insurance, Line of Duty, and Pre-Medicare Retiree Healthcare programs on pages 98 through 103. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with GAAS, which

consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Reporting Required by Government Auditing Standards

In accordance with Government Auditing Standards, we have also issued our report dated May 27, 2026, on our consideration of the University's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, grant agreements, and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with Government Auditing Standards in considering the University's internal control over financial reporting and compliance.

Staci A. Henshaw
AUDITOR OF PUBLIC ACCOUNTS

DLR/ clj



Radford
UNIVERSITY

Radford, Virginia

As of June 30, 2025

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