

# BOARD OF VISITORS

## BOARD MEETING

700 Park Avenue, Norfolk, VA 23504  
New Student Center Board Room, Suite 301

May 7, 2010

## MINUTES

### 1. Establish Quorum/Call to Order

Mr. Edward L. Hamm, Jr., Rector, called the meeting to order at approximately 8:30 a.m. and established that a quorum was present.

#### Board Members Present:

Mr. Edward L. Hamm, Jr., Rector  
Mr. Gary T. McCollum, Vice Rector  
Dr. Lauren R. Tucker, Secretary  
Ms. Virginia M. Board  
Mr. Willie L. Brown (*arrived 9:00 a.m.*)  
Mr. Peter G. Decker, Jr. (*arrived 9:40 a.m.*)  
Mr. Stanley Green, Jr.  
Mr. Howard P. Kern  
Mr. Henry D. Light  
Mrs. Viola M. Madison  
Mr. Wade W. Perry, Jr.  
Mr. Donald W. Seale  
Mr. Bobby Norris Vassar

#### Student Representative to the Board:

Ms. Shayla L. Schaffer, President, Student Government Association (*arrived 8:45 a.m.*)

#### Members of the NSU Staff Present:

Dr. Carolyn W. Meyers, President  
Dr. Yatish T. Shah, Provost  
Dr. Kim Luckes, Assistant to the NSU Board of Visitors and to the President  
Mr. Ralph W. Johnson, Vice President, Finance and Business  
Mrs. Sharon B. Lowe, Vice President, Student Affairs  
Mr. Phillip D. Adams, Vice President, Univ. Advancement/NSUF Executive Director  
Dr. Joseph C. Hall, Vice President, Research & Economic Development  
Mr. Marty L. Miller, Athletics Director  
Mrs. Terricita E. Sass, Interim Executive Director, Enrollment Management  
Mrs. Sharon R. Hoggard, Interim Executive Director, Communications and Marketing  
Mr. Earlie P. Horsey, Special Assistant to the President for Policy  
Ms. Paula C. Thompson, Legislative and Community Liaison  
Dr. William E. Ward, Legislative Liaison  
Ms. Pamela F. Boston, University Counsel  
Mr. Ernest M. Ellis, Internal Auditor

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### Members of the NSU Staff Present *(continued)*

Dr. Mildred K. Fuller, Vice Provost Academic Affairs

Dr. Clarence D. Coleman, Vice Provost, Academic Affairs

Dr. Donna W. Dabney, Associate Dean/Associate Professor, School of Education

Dr. Sandra J. DeLoatch, Dean, College of Science, Engineering and Technology

Dr. Nuria M. Cuevas, Dean, College of Liberal Arts

Dr. Margaret G. Massey, Interim Dean, School of Extended Learning

Dr. Page R. Laws, Dean, Honors College

Dr. Bidhu Mohanty, Associate Dean, School of Business

Dr. Archie W. Earl, Faculty Senate President-Elect

Dr. Sami Abbasi, Professor, School of Business

Dr. Carl B. McGowan, Professor, School of Business *(arrived during meeting)*

Ms. Karen D. Barrett, Director, Facilities Management

Mr. Kevin M. Holmes, Director of Recruitment and Admissions

Ms. Michelle D. Martin, Controller

Ms. Sheila A. Jones, Budget Director, Office of Planning and Budget

Dr. Cassandra Newby-Alexander, Associate Professor, History

Dr. Charles H. Ford, Professor and Department Head, History

Dr. Dennis Montgomery, Acting Director, Virginia Beach Higher Education Center

Dr. James Walke, Assistant Director of Institutional Research

Mr. Obie Smith, Operations Manager, OIT

Ms. Tanya S. White, Executive Assistant to Vice President for Finance and Business

Mrs. April T. Allbritton, Office Manager/Board Liaison

### Others Present:

Ms. Shelvee Osborne, Norfolk State University Alumni Association

Mr. Al Steward, President, Norfolk Alumni Chapter

Ms. Denise Batts, Writer, *The Virginian-Pilot* *(arrived during meeting)*

Mr. Ronald Forehand, Senior Assistant Attorney General, Office of the Attorney General

## **2. Welcome**

Mr. Hamm welcomed the Board, faculty, staff, alumni, as well as any students present. The media was welcomed; however, none present at the opening of the meeting.

## **3. Rector's Report to the Board**

Mr. Hamm stated that he would like to recognize Ms. Board, Mrs. Madison and Mr. Seale who will complete terms on the Board, effective June 30, 2010. Mr. Hamm stated the following:

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- ▶ **Ms. Virginia Board** has served on the Board since February 2003. She served two terms in the office of Secretary to the Board. She has also served on the Executive Committee, Student Affairs Committee, University Advancement Committee and the Bylaws Committee. Ms. Board's philanthropic efforts for Norfolk State University have been substantial through obtaining financial support for sponsorships, major program initiatives, scholarship funding, as well as internships. We hope that she will continue to be an advocate for NSU and thanked her for her service and leadership on the Board.

Mr. Hamm asked Ms. Board if she would like to say a few words.

Ms. Board stated that she did not prepare any remarks; however, this has been a wonderful ride and a great pleasure and privilege. She stated that this is not goodbye but more of a farewell. She plans to stay involved with NSU by working with Nash Montgomery on Dominion's workforce development as an executive sponsor assigned to NSU for the company's Executive Diversity Council. Ms. Board stated that you learn so much more than you can give to an organization and over the past eight years, she has worked with the best. She added that she is proud to know that she helped make a difference in the quality of education for the students who attend this great university. The NSU Board and staff have been like family and all will be missed. Ms. Board stated that serving on the Board of Visitors has been one of the most rewarding experiences of her life.

- ▶ **Mrs. Viola Madison** has served a multiplicity of terms on the Board and is our longest serving Board member with approximately 17 years of service. She has served in the capacity of Vice Rector and Secretary to the Board, as well as chaired and served on numerous committees. We thank Mrs. Madison for her leadership and steadfast devotion to the university.

Mr. Hamm extended an invitation to Mrs. Madison to say a few words.

Mrs. Madison stated that it has been a long challenge for her and one she dearly loved. She will miss the institution because she has spent most of her life here and will always be a part of NSU. Mrs. Madison stated that it has been a real pleasure working with the Board and she is sure that the Board will continue to do a good job. Well, she "expects them to do a good job" after she leaves. She added that just this morning she told former Rector, Mr. Vassar, that it is time for her to move from here to the islands. Mrs. Madison stated that although it is time for her to go, it has been wonderful. She has enjoyed being here over sixteen plus years with missing only two meetings. Mrs. Madison stated that she was the first person to help raise one million dollars for the university.

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- ▶ **Mr. Donald Seale** has served one term on the Board of Visitors and while he is eligible for a second term, he is bound to a diverse number of trusteeships and organizations. The Governor has appointed Mr. Seale to serve on another Board, which is a new challenge. From the Commonwealth's perspective, the general philosophy is to try to limit individuals to one board, as there are a significant number of people who would like to serve. Mr. Hamm stated that Mr. Seale has graciously decided not to accept a second term. Mr. Seale has served on the Student Affairs and University Advancement Committees. He helped to secure the largest gift ever from Norfolk Southern and Norfolk Southern provides scholarship funding to our students, who are Norfolk Southern scholars.

Mr. Hamm stated that, as Norfolk Southern is the major corporate player in Hampton Roads, he has challenged Mr. Seale to identify another senior executive from Norfolk Southern who might want to provide service to the Board, if not this year, perhaps the following year.

Mr. Seale stated that it has been a pleasure and an honor to serve on the Board and like the others have said, you learn a lot more than you can give to an organization like this. He stated that he talked with the Rector and certainly Norfolk Southern will stay engaged and remain engaged, with his role as one of the directors of the Norfolk Southern Foundation. Norfolk Southern will continue to have the university in its line of sight. Mr. Seale stated that in discussions with Mr. Light, other Board members and the Research Vice President, he plans to move forward to have representatives from Norfolk Southern to come over and actually sit down and talk about how Norfolk Southern and NSU might work closer together with technologies and research. The new board that he has been appointed to is the Economic Partnerships Board. This board will help the State in its efforts to draw additional jobs to the Commonwealth, which is needed more today than ever. Mr. Seale stated that this has been a terrific experience and he thanked all of his associates on the Board and the administration.

Mr. Hamm stated that Norfolk State has been fortunate to have these individuals as members of the Board. In honor of those leaving, the Board and the administration will have a formal reception this Fall. Mr. Hamm again thanked them for their service to the university and to the Commonwealth.

In addition to those leaving, there are two Board members whose terms expire June 30, 2010 who are eligible for reappointment. Mr. Hamm stated that one is Mr. Perry and he hopes that Mr. Perry will continue to serve if reappointed. He added that Mr. Perry has devoted a tremendous amount of personal time on issues that have been tasked by the Board and occasionally by the Rector to serve as a point person on issues that are important to the university, including political issues. Mr. Hamm is the second Board member eligible for

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reappointment. Mr. Hamm stated that he came to serve a one-year expired term; however, having been elected Rector he is involved in some transitional things that he would be more than willing and eager to stay should the Governor desire.

Again, Mr. Hamm thanked the Board members who are leaving and thanked those remaining on the Board as well.

**Board Member Event/Activity Report** – Mr. Hamm stated that behind Tab 3 is a copy of the Board Members Event/Activity Report for January 2010 through May 2010. He stated that the report is not all inclusive but is meant to provide a representative idea of some things that the Board is involved in. In addition to the items listed in the report, a significant amount of time has been spent in the request and receipt of information, including numerous meetings that have been held or necessitated in regards to the transition. Mr. Hamm noted a four-hour meeting he held with Dr. Harrison B. Wilson (at Wilson's request), former NSU president, just two days ago. Mr. Hamm stated that he has also had several phone conversations with the former president over the last couple of months and Dr. Wilson is very, very eager to help, if so desired. He added that the opinions that Dr. Wilson has shared have been helpful.

**Institutional Review** – Mr. Hamm stated that the review has been initiated since the last Board meeting and is well underway. He stated that an Institutional Review is a normal process to perform prior to a Presidential Search for candidates, particularly for candidates from around the country who might not be as familiar with Norfolk State as local candidates. The review will be an independent, impartial assessment of the university that is helpful to executives who might leave a very responsible and rewarding position to come to Norfolk State. He added that the review ensures that the candidate is reasonably aware of the status of the university. The review will be completed by the end of May. He stated that the Presidential Search Process is still being organized and will be discussed more in Closed Session today.

Mr. Hamm stated that Dr. Luckes is serving as the Assistant to the Board and to the President. Dr. Luckes has been providing support during the transition and that has been going very well from his perspective. He stated that the desire of the Board is for the university to raise the bar and grow the university as we progress.

#### **4. Board Budget Report**

Mr. Hamm asked Mr. McCollum to make his report. Mr. McCollum stated that the Board of Visitors' budget summary up until May, for the general operating expenditures, appears to be in line with no issues. He stated that if there are questions from the Board he would be happy to respond.

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### 5. President's Report

**President's Chart of Activities** – Dr. Meyers stated that her usual Chart of Activities is at Tab 4. Behind the chart is a copy of an article from “The Flame Magazine” that shows our new chapter's installation of the Alpha Lambda Delta Honor Society. Dr. Amelia Ross-Hammond is the advisor of this chapter. Dr. Meyers congratulated Mrs. Sharon Lowe as a recent honorary inductee into the chapter.

Dr. Meyers stated that she would like to thank her Executive Cabinet for their hard work and dedication. She stated that these individuals are immensely competent and have done a great job. She acknowledged and thanked Mr. Earlie Horsey, Special Assistant to the President, who is retiring with over 30 years of service to the university. She stated that Mr. Horsey has been the institution's memory and a good liaison in Richmond to the Department of Planning and Budget (DPB). Mr. Horsey has provided lots of help in the university's budget office and directly to the President as the Special Assistant. Dr. Meyers asked the Board to join her in thanking and wishing him well.

Dr. Meyers stated that she wanted to take a moment to make one thing abundantly clear that come in the discussions with Dr. Koch. She stated that it is being presented as if the university has more money than it actually does as you look at the Appropriations Act. Dr. Meyers stated that there are three special institutions (NSU, VSU and VMI) that according to their calculations are supposedly overfunded. She stated that “all that means is that these three institutions are authorized to spend the money should we collect it.” Dr. Meyers stated that Norfolk State **does not** collect that amount of money, so it **does not** have it to spend. She stated that NSU could be like VCU and increase its tuition by 24% then we could collect it and spend it, but of course our student body could not support that. If NSU increased its fees by \$1,000, then we could collect it and spend it, but we do not do this. She added that you can look at the historical origin of this and Mr. Horsey has been working with DPB on this for many, many years. She stated that it is a misconception that NSU is overfunded and reiterated that “we do not collect or have this money to spend.” Dr. Meyers stated that almost 90% of our students receive Financial Aid and a huge increase in tuition and fees would mean the end of our access, “traditional access.”

Mr. Hamm asked if there were any questions for Dr. Meyers or any comments from the Board. None were posed or stated.

Mr. Hamm stated that Norfolk State University is very proud and fortunate to have Dr. Meyers' service as President. Mr. Hamm stated he has been familiar with Mr. Horsey's service and contributions for a number of years, who works in the background and he agrees that Mr. Horsey is just a wealth of information and knowledge. Mr. Hamm hopes that Mr. Horsey is open to be called upon by Norfolk State from time to time to provide some

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historical information and facts on issues. He added that the university may call upon Dr. Meyers as well for information. Mr. Hamm thanked them both for their input and guidance over the years.

### **6. Assistant to the NSU Board of Visitors and to the President**

Mr. Hamm stated that at his request, Dr. Luckes is to provide a report as liaison to the Board.

Dr. Luckes stated that, as you know, she has been here approximately two and a half months and has been engaged in various meetings and activities that have provided her some insight as to the institution. She stated that she has had the following opportunities:

- Met alumni and other friends of the institution at the MEAC Basketball Tournament and at the Spartan Tides Baseball Game.
- Engaged with the student body by speaking and answering questions at a meeting of the Student Ambassadors and engaged the student body at the SGA and class elections.
- Met with several constituents and units at the university (some meetings she initiated, others requested by the individuals).
- Met with all of the vice presidents to get an understanding of their units and some perspective on the positioning of the university as it relates to those units.
- Initially when she arrived, she met with the members of the staff of E<sup>2</sup>F.
- Had several meetings with E<sup>2</sup>F staff (Executive Director Terry Stokes), VP of Student Affairs (Mrs. Sharon Lowe) and her staff.
- Met with Mr. Stokes and Ms. Krista Votaw, Regional Property Manager in charge of all Ambling staff on NSU's campus. Dr. Luckes stated that there is still some work to be done in this regard; however, items for development have been identified and working on the line of communications between these parties.
- Brought greetings on behalf of the university to 1,200 to 1,500 prospective students at First View on March 6, 2010. The President was in Phoenix attending the American Council on Education - Commission on Effective Leadership Meeting. Dr. Luckes stated that this was a very good event as far as Admissions and Recruitment is concerned.
- Asked to intervene in a meeting with Athletics, Procurement and University Counsel regarding the track. Dr. Luckes stated that the track needs to be in the best possible condition (resurfaced) for the Junior Olympics that will be held in Price Stadium July

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2010. This event is attended approximately by 10,000 participants. The bidding process has been ongoing about one year; however, since the meeting, the process has been moved along to where two companies who have made bids will meet with Procurement staff next Tuesday. It is expected that a decision will be made shortly thereafter with work beginning before the end of May 2010.
- Attended the Governor’s Reception at Mansion in Richmond for university and community college presidents on April 26, 2010 on behalf of President Meyers. Met the Governor and members of his Cabinet, as well as members of the administration, including the Secretary of Education, the SCHEV Executive Director and SCHEV Board members. As a follow up, Dr. Luckes stated that on the very next day, she sent out correspondences by email or regular mail to various individuals. She talked with the SCHEV Executive Director, Dr. Daniel LaVista, by phone and is scheduled to meet with him at the end of this month. Dr. LaVista has indicated that SCHEV may be able to help NSU with marketing for the 2010 Sesquicentennial, along with allowing NSU to make a Sesquicentennial presentation at their September Council Meeting. Dr. Luckes stated that the meeting with Dr. LaVista will provide the opportunity to learn where NSU sits as an institution, where the Executive Director sees NSU as far as SCHEV’s strategic plan is concerned, and his thinking about the Commonwealth in general.
  - Plan to meet with the Secretary of Education between May and June. Awaiting a confirmation date.
  - Other meetings that she has held on campus have dealt either with personnel issues or issues concerning the institution.

Dr. Luckes stated that she was directed by the Rector to work with the campus committee for the 2010 Signature Conference for the Virginia Sesquicentennial of the American Civil War Commission. Dr. Luckes has met with Dr. Cassandra Newby-Alexander and Dr. Charles Ford several times since the last Board meeting. She asked Drs. Newby-Alexander and Ford to provide an update on the progress made since that time.

Dr. Newby-Alexander provided copies of the “Save the Date” card for those who may not have received one and stated that she hopes that all Board members including the outgoing members will attend this exciting event to be held on campus September 24, 2010. As of last week, there are approximately a couple of hundred seats remaining out of 1,500 regular seating and 200 VIP guest seats for BOV, NSUF Board members and legislators. She stated that at this time there are people from twenty different states attending but hopes to expand on that. This event will be webcasted, filmed and made part of the DVD collection. Also, in addition, there is a good possibility that CSPAN will be onsite to publicize and film the event. Dr. Newby-Alexander stated that she would like to show the promo for the event

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which encapsulates all the themes that are part of this particular event. On the back of the "Save the Date" card is a list of some of the award-winning historians that will be present at the event, including Dr. James McPherson and the conference chair, Dr. James Horton.

The promo was shown; however, the audio for the promo was not working properly.

Dr. Ford stated that a security plan is in place for the event and a mass mailing of the "Save the Date" card will go out to cover various constituencies. He also stated that the Bank of America will sponsor an exhibit of Civil War artifacts that will compliment the conference, as well as draw attention to the university. He thanked Mr. Phillip Adams and Dr. Newby-Alexander for assisting to garner this support.

Dr. Newby-Alexander stated that they are also preparing for a massive email mailing to historians, the general public and scholars around the country to inform them about the conference. She stated that the door is open to the Board and those present to assist in acquiring funds for a difficult dialog session being planned for the summer of 2011 that will target teachers who are especially interested in being re-accredited or who are interested in the subject matter, in addition to inviting scholars who attended the conference.

Dr. Tucker stated that she is quite fascinated with the idea of this conference and has already registered online. She stressed her support and is more than willing to help out in any way she can. She noted that this event is very important and ties in so beautifully with the American Civil War Museum in Richmond, where we start to receive the balanced view that is needed. Dr. Tucker stated that she has contacted friends that are interested in the subject matter to sign up for the conference.

Mr. McCollum stated that he agreed with Dr. Tucker that this is a very important conference and that it will allow individuals to come to NSU, see the campus, see how we operate and walk away with a good experience/impression of the university. Hosting the conference is a real win for the university.

Dr. Newby-Alexander stated that this is part of the reason why facilitated sessions will be held during the lunch hour in the New Student Center, the exhibit in the Library Archives, and of course, the main event in the Wilder Center. She stated this will give individuals an opportunity for interaction and to see the campus.

Ms. Boston stated that she just registered online for the conference and it is really easy.

Mr. Hamm suggested that once the promo is working, perhaps it could be viewed at some other opportunity during the day such as lunch. Dr. Newby-Alexander stated that the promo will be placed online within the next few weeks.

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### **7. Business - Consent Agenda**

**Consent Agenda** – Mr. Hamm listed the items on the Consent Agenda and asked for a motion to approve.

Mr. Light motioned, seconded by Mr. Brown and unanimously voted by the Board to approve the following items as listed on the Consent Agenda:

- March 5, 2010 - Research and Technology Committee Minutes
- March 19, 2010 - Board Minutes and Standing Committee Minutes
- Ratify Resolution Approving Historical Proclamation in honor of the U.S. Army Reserve Officers' Training Corps
- Recommend Approval of Identity Theft Prevention Program Policy

### **8. Standing Committee Presentation**

Mr. Hamm asked Mr. Johnson to make the Finance and Business presentation. Mr. Johnson stated that the presentation is a continuation of the information and discussions that occurred at the March Board meeting in regards to the university's operating budget and tuition and fees for 2010-2011. The information is included in the Board Books behind Tab 7. As a refresher, Mr. Johnson stated the following:

#### **Proposed tuition and fees for Fall**

- In-state undergraduate           7% increase
- In-state graduate               7% increase
- Out-of- state undergraduate   8% increase
- Out-of-state graduate         7.57% increase

*Note: The out-of-state rate increase percentages are slightly higher as the percentages were impacted by legislative approval of a \$5 increase to the out-of-state capital outlay fee. All Virginia colleges and universities have to charge non-residence students for their use of state built facilities here in the state of Virginia. The out-of-state capital outlay fee will increase from \$10 to \$15.*

Mr. Johnson highlighted the total cost for attending the university, including room and board. He also displayed a comparison slide of total costs to other universities, which prompted questions and comments.

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Mr. McCollum asked if NSU could state that it is the cheapest dollarwise. Mr. Vassar stated that it can be promoted as the best value, not necessarily the cheapest. Mr. Johnson stated that the lowest are NSU and VSU but NSU may continue to state that it is more affordable. Mr. Johnson added that to-date, no university has requested lower than a 7% increase with VCU going as high as 24%.

Mr. Green asked about the housing costs, as it relates to students who are temporarily housed off-campus. Mr. Johnson stated that it is roughly \$25 to \$26 per night on campus and the off-campus hotel expense is approximately \$60 night. He stated that the university had to use its reserves to cover the cost. Mr. Green stated that he is very pleased with the full cost dollar amount, as it is at a level that can be used as an effective marketing tool.

Mr. Perry stated that if other institutions charge significantly more than us, how is it that NSU can afford to charge less and continue to do so.

Mr. Johnson stated that at the March meeting the university discussed various options in regards to proposed tuition and fees increases from 7% up to 10%. He stated that the concept at that time was to maintain access and affordability. As a financial person, he can say that NSU could always charge more, but in actuality the university has to maintain a balance to attract and keep students (maintain a certain level of enrollment per FTE). He added that as mentioned at prior meetings, the university has a plan in place to meet the financial challenge should enrollment drop below target.

Mr. Vassar stated that, as he understands it, there is an invert correlation between enrollment and tuition. Mr. Johnson stated that is correct.

Mr. Seale asked what is our percentage of enrollment for in-state vs. out-of-state. Mrs. Sass stated that for Freshmen it is 70/30. She stated that the percentage for overall out-of-state enrollment is 18% and declining.

Mrs. Sass stated that the general feedback from students who select a competitor is that it is not the tuition cost but the room and board cost that makes the difference; however, for parents it is the final sticker price. She stated that another factor is that at other universities honor students are being offered higher scholarships to offset tuition than our Board of Visitors, President and Provost scholarships. She stated that VSU offers more scholarships, so they are coming in at a lower price for out of the pocket cost.

Dr. Shah stated that the tuition increases are based on how much financial aid the university would have to offer because the higher the tuition the more likelihood the university would have to find additional dollars for student aid. He went on to explain Plan A, B and C, as it

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relates to possible financial challenges. He stated that the university would like to see enrollment at 7,300 and has instituted a 7-prong strategy to reach that target.

Mr. Light stated that VSU is charging less for out-of-state tuition than NSU. Mr. Johnson stated that NSU has always been slightly higher than VSU on out-of-state undergraduate cost unless NSU considers freezing cost. Mr. Brown stated that a freeze this year could possibly close the gap between NSU and VSU. Mr. Johnson stated that even if a freeze is done, you may not get the immediate savings in this fiscal year, plus the tuition may not be the final decision clincher for a student. He stated that there are other pieces to the puzzle, and as stated, the difference was room and board charges and not tuition charges.

Mr. Hamm asked Mr. Johnson if he could frame a discussion on this issue at a meeting during the coming year, so that we might be better able to address tuition in the future year.

Dr. Tucker stated that she is very fascinated about for-profit universities attracting many of the same kinds of students we are attracting and charging two to three times as much for tuition. There may be some opportunities for us to take on the University of Phoenix(s) in this world. She wants to know what is it that enables those students who come from similar backgrounds to be willing to pay more tuition for those experiences and how the financial aid situation plays a role in for-profit universities. She added that our thought has been that if you raise tuition then enrollment will go down and yet some of our target students are paying two to three times as much at for-profit schools. She stated that she wants to see how NSU compares to these for-profit institutions that are continuing to stay in business and market their programs to our demographics.

Mr. Johnson stated there have been some recent articles on for-profit institutions and how they actually conduct their enrollment with some being called into question. He stated that he would be glad to do some research on this. Mr. Hamm asked Mr. Kern as Chair of the Finance Committee and Mr. Johnson to look into this inquiry and to brief Dr. Tucker on the findings.

Mr. Hamm added that it is understood that this is a multi-dimensional problem. He thanked Mr. Johnson and the Finance Committee for their leadership in representing the collective opinion of the Board, which seems to have been to keep the tuition competitive but reasonable for students. Mr. Hamm stated that we are here for the students.

Mr. Kern motioned, seconded by Mr. Brown and unanimously voted by the Board to approve the Tuition and Fees Resolution for 2010-2011 (resolution attached).

Mr. Hamm asked Mr. Johnson if he had any comments on the operating budget. Mr. Johnson responded that the information is provided in the Board Books and that he did not have any

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additional comments. Mr. Hamm stated that Mr. Johnson has made it clear to him through extensive discussions, and he has also done so with the Finance Committee, that a contingency plan has been prepared to manage reductions based on the revenue stream. Mr. Johnson stated that the contingency plan is Plan A, B and C, as discussed at the last Board meeting.

Mr. Hamm asked if the operating budget could be provisionally approved as Plan A in place with the understanding that circumstances may require Plan B or C to be implemented. Mr. Johnson stated that he believes that there has to be a full approval of the budget; however, knowing that there is a contingency plan in place that the Board has been made aware of and has endorsed. Mr. Kern stated that at the March meeting the Board deferred approval of the budget to the May meeting. He stated that Mr. Johnson indicated that there would be bi-weekly or monthly updates and that adjustments may have to be made to the budget based on Plan A, B or C. Mr. Johnson stated yes, and the reports would be monthly.

Dr. Tucker stated that the Board is basically approving the strategy.

Mr. Hamm stated that Mayor Ward has also pointed out approving the budget is also predicated on Governor's approval of the Commonwealth's budget.

Mr. Kern motioned, seconded by Mr. Light and unanimously voted by the Board to approve the Operating Budget Resolution for 2010-2011 with the implementation of strategies outlined in Plan A, B or C as previously presented and in line with the Governor's approval of the Commonwealth's biennium budget (resolution attached).

### **8. Standing Committee Written Reports**

Mr. Hamm asked for a motion to accept the written Committee reports provided in the Board Books. He indicated that he used the word "accept" opposed to "approve" in case there is an item in a report that may need to be revisited or at some point a correction from the university is needed.

Mr. Brown motioned, seconded by Mr. Vassar and unanimously voted by the Board to accept the written Committee reports.

### **9. Old Business**

Mr. Hamm stated that consistent with the Board Bylaws, the Rector is an ex-officio member of all Standing and Ad-Hoc Committees of the Board with the exception of the Nominating Committee and the Presidential Search Committee. He stated that the Rector is empowered to appoint members to those committees and Board has asked Mr. Stanley Green, a

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longstanding Board member, to Chair the Presidential Search Committee. Mr. Hamm stated that for those not familiar with Mr. Green, he is a bank executive from Raleigh, NC, a NSU alumnus and he chaired the Search Committee for the President of Elizabeth City State University a few years ago.

Mr. Hamm stated that the Board plans to have a Search Consultant under contract within the next week or so and that will be shared with the Board.

### **10. New Business**

Mr. Hamm asked if there was any New Business for the Board. There was no response. He called for a break at approximately 9:50 a.m. before going into Closed Session.

### **11. Closed Session**

Mr. McCollum motioned, seconded by Mr. Perry and unanimously approved by the Norfolk State University Board of Visitors to move to adjourn and reconvene in Closed Session as permitted by §2.2-3711.A.1, 2, 3, 4, 7 and 8 of the Code of Virginia, for the specific purpose of discussing promotion, tenure, sabbatical and academic leave, evaluation of performance of departments, internal auditor's report, institutional review and presidential search update, report on current/potential litigation and university legal matters, light rail discussion with legal counsel and personnel matters.

The Board went into Closed Session at approximately 10:10 a.m.

### **12. Open Session**

The Board reconvened in Open Session at approximately 2:00 p.m.

The Norfolk State University Board of Visitors having reconvened in open session, took a roll call vote on certification that (i) only public business matters lawfully exempted from open meeting requirements, and (ii) only such public business matters as were identified in the motion by which the Board of Visitors closed meeting was convened were heard, discussed or considered in the meeting by the Board. Any member of the Board who believed that there was a departure from the requirements as stated above was asked to so state prior to the vote, indicating the substance of the departure that in his or her judgment has taken place.

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A roll call vote was taken for Board members who certified the motion:

Brown.....yes	Board..... yes
Decker.....( <i>absent from vote</i> )	Green..... yes
Hamm.....yes	Kern..... yes
Light.....yes	Madison..... yes
McCollum .....yes	Perry ..... yes
Seale.....yes	Tucker ..... yes
Vassar.....yes	

Mr. Hamm stated that were two items from Closed Session for action.

Mr. Perry motioned, seconded by Mr. Kern and unanimously voted by the Board to approve, under the advisement of the administration, those candidates for promotion and tenure that have been outlined and discussed in Closed Session (*resolutions attached*).

*(Note: Opposed – Ms. Board. Absent at time of motion - Mr. Decker.)*

Dr. Tucker motioned, seconded by Mr. Light and approved by the Board of Visitors to appoint Kim Luckes as Acting President of Norfolk State University effective July 1, 2010; and further that the Rector be authorized to negotiate and execute a contract with Dr. Luckes consistent with discussions in Closed Meeting.

*(Note: Opposed - Mr. Perry. Absent at time of motion - Mr. Decker.)*

Mr. Hamm stated that it is the consensus of the Board not to act on the Admissions Policy amendment at this time. He asked for any discussion or response. There being none, no action was taken on the Admissions Policy.

Mr. Hamm stated that the Board would break for lunch and asked if Ms. Boston would contact Mr. Don Lahy, Senior Assistant Attorney General, Real Estate and Land Use Section, to see if a discussion is needed on Light Rail. Mr. Hamm also asked the Board to remain after lunch so that a quorum would be present. Lunch was held from 2:15 to 2:40 p.m.

Mr. Hamm called the meeting back to order and Ms. Boston informed the Board the conference call with Mr. Don Lahy was not necessary.

**BOARD OF VISITORS**

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**13. Adjournment**

There being no further business, Mr. Green motioned, seconded by Mr. Vassar and unanimously voted by the Board to adjourn the meeting at approximately 2:43 p.m.

Respectfully submitted,

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April T. Allbritton, Board Liaison

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Dr. Lauren R. Tucker, Secretary  
Board of Visitors

## RESOLUTION ADOPTED BY THE NSU BOARD ON MAY 7, 2010

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### **HISTORICAL PROCLAMATION**

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#### HONORING

### **U.S. Army Reserve Officers' Training Corps**

**WHEREAS**, the Army Reserve Officers' Training Corps (ROTC) was founded with the passage of the National Defense Act of 1916, and with the Norfolk Division of Virginia State College establishing its ROTC unit in 1948 with First Lieutenant, later Captain, Virgil J. Young as the first resident officer; and

**WHEREAS**, a ROTC unit was established, as a subordinate unit of the Virginia State College ROTC, at Norfolk Division, Virginia State College, in 1953; and

**WHEREAS**, a Senior Division ROTC unit was established at Norfolk Division, Virginia State College in 1955; and

**WHEREAS**, an independent Senior Division ROTC unit was established at Norfolk State College in 1969; and

**WHEREAS**, from 1987 through 1995, the Norfolk State University ROTC administered the Elizabeth City State University ROTC Unit as an extension program; and

**WHEREAS**, the Norfolk State University ROTC Unit has commissioned over 8,000 officers into the armed services of our nation; and

**WHEREAS**, several graduates have made the supreme sacrifice in their service to the nation during conflict and war; and

**WHEREAS**, the Norfolk State University Army ROTC program has been an active and integral participant for 62 years in the development of leaders for the military, the nation, and the state including lower and higher education, the professions, and the private sector; and

**WHEREAS**, the Norfolk State University Army ROTC continues to excel such that under its current cadre and staff under the direction of the Professor of Military Science, Lieutenant Colonel Nicholas M. Anthony, the unit has flourished and maintains a quality program that graduates men and women to follow the excellent role models set by graduates of the past.

**NOW THEREFORE BE IT RESOLVED**, on this 62nd anniversary of the founding of the Norfolk State University Army Reserve Officers' Training Corps, that the Board of Visitors of Norfolk State University honor and thank the graduates and cadre for their outstanding contributions to our state and nation.

**BE IT FURTHER RESOLVED**, that the Board of Visitors of Norfolk State University congratulates the Norfolk State University Military Alumni Chapter and its members and friends for maintaining and supporting the Army ROTC now and in the future.

**IN TESTAMENT THERETO**, the signature of the Rector is set and the great seal of Norfolk State University is affixed on this 10th day of April 2010, the two hundred and thirty-fourth year of the Commonwealth and the seventy-fifth year of the university.

Resolution pre-approved by the Rector for presentation at the Military Alumni Ball on April 10, 2010

Resolution ratified and approved by the Board of Visitors on May 7, 2010

## **RESOLUTION ADOPTED BY THE NSU BOARD ON MAY 7, 2010**

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### **RESOLUTION TO APPROVE "IDENTITY THEFT PREVENTION PROGRAM"**

**WHEREAS**, Norfolk State University is governed by its Board of Visitors; and

**WHEREAS**, in 2007 the Federal Trade Commission and federal banking regulatory agencies issued federal regulations referred to as the "Red Flags Rule" under section 114 of the Fair Credit Transactions Act of 2003; and

**WHEREAS**, the "Red Flags Rule" requires creditors, as defined by the aforementioned regulations, to develop a written program which includes reasonable policies and procedures to identify, detect, and respond to relevant red flags for covered accounts to prevent and mitigate identity theft; and

**WHEREAS**, Norfolk State University is a creditor as defined by the aforementioned regulations and required to comply with the Red Flag Rule; and

**WHEREAS**, Norfolk State University has developed the Identity Theft Prevention Program to establish governing procedures that the University will execute to ensure compliance with the Federal Trade Commission's Red Flags Rule;

**THEREFORE, BE IT RESOLVED**, that upon the recommendation of the Norfolk State University Administration and the Finance and Business Committee of the Board of Visitors, the Norfolk State Board of Visitors hereby approves as University policy, the aforementioned "Identity Theft Prevention Program" commencing on the effective date of May 7, 2010.

Resolution approved by the Board of Visitors on May 7, 2010

## **RESOLUTION ADOPTED BY THE NSU BOARD ON MAY 7, 2010**

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### **RESOLUTION APPROVING THE 2010-2011 TUITION AND FEES**

**WHEREAS**, after due consideration and careful review, the Norfolk State University Administration proposes Tuition and Fees for the 2010-2011 academic year beginning in the fall semester in the amounts of:

	Tuition	Tuition and Fees	Cost Per Credit Hour
Instate Undergraduate	7%	6.04%	\$275.39
Instate Graduate	7%	6.30%	\$399.65
Out of State Undergraduate	8%	7.52%	\$710.50
Out of State Graduate	7.57%	7.27%	\$1,106.18

**THEREFORE, BE IT RESOLVED** that upon the recommendation of the Norfolk State University Administration, the Finance and Business Committee of the Board of Visitors approves the following comprehensive cost per credit hour for the 2010-2011 academic year beginning with the fall semester and thereafter until otherwise adjusted by the Board of Visitors.

Resolution approved by the Board of Visitors on May 7, 2010

## **RESOLUTION ADOPTED BY THE NSU BOARD ON MAY 7, 2010**

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### **RESOLUTION APPROVING THE 2010-2011 OPERATING BUDGET**

**WHEREAS**, the proposed 2010-2011 operating budget has been carefully reviewed by the Norfolk State University Administration; and

**WHEREAS**, after due consideration and careful review, the University Administration has determined that the proposed 2010-2011 operating budget reflects the highest priority needs and initiatives and is aligned with the mission of the University;

**THEREFORE, BE IT RESOLVED** that upon the recommendation of the Norfolk State University Administration, the Finance and Business Committee of the Board of Visitors recommends the approval of the 2010-2011 operating budget as presented and outlined in an attachment to this resolution, with the authority to implement it in line with General Assembly action and appropriations.

Resolution approved by the Board of Visitors on May 7, 2010

## **RESOLUTION ADOPTED BY THE NSU BOARD ON MAY 7, 2010**

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### **RESOLUTION AWARDING PROMOTION**

**WHEREAS**, the Norfolk State University Academic Affairs Committee has considered eligible faculty members for potential promotion based upon recommendation of the Administration and President; and

**WHEREAS**, after due consideration of the qualifications of these faculty members, the Norfolk State University Academic Affairs Committee is recommending ***Dr. Cynthia Burwell*** be promoted to ***Associate Professor***;

**THEREFORE, BE IT RESOLVED** that upon the recommendation of the Norfolk State Academic Affairs Committee, the Board of Visitors approves the promotion of ***Dr. Cynthia Burwell*** to ***Associate Professor***.

#### **RECOMMENDATION:**

That the above resolution awarding promotion be approved.

Approved by the Board of Visitors May 7, 2010

### **PROFILE**

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Department of Health, Physical Education and Exercise Science

Hire Date: August 2004

Current Rank: Assistant Professor

Teaching Area: Health and Physical Education

Dr. Burwell received a doctorate in Health Education and Administration from George Washington University in 2001, an M.S. in Health Education from Pennsylvania State University in 1981 and a B.S. from Hampton Institute in 1977. Dr. Burwell is the co-chair of the American College Health Association's Healthy Campus 2010 Coalition. She has just published an article titled "Healthy Campus 2010: Midcourse Review," in the American Journal of Health Studies. Dr. Burwell also led the Department of Health, Physical Education, and Exercise Science in their receiving accreditation of the Kinesiotherapy Program through CAAHEP (Commission on Accreditation of Allied Health Education Programs).

# **RESOLUTION ADOPTED BY THE NSU BOARD ON MAY 7, 2010**

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## **RESOLUTION AWARDING PROMOTION**

**WHEREAS**, the Norfolk State University Academic Affairs Committee has considered eligible faculty members for potential promotion based upon recommendation of the Administration and President; and

**WHEREAS**, after due consideration of the qualifications of these faculty members, the Norfolk State University Academic Affairs Committee is recommending ***Dr. Sylinda Gilchrist-Banks*** be promoted to ***Associate Professor***;

**THEREFORE, BE IT RESOLVED** that upon the recommendation of the Norfolk State Academic Affairs Committee, the Board of Visitors approves the promotion of ***Dr. Sylinda Gilchrist-Banks*** to ***Associate Professor***.

### **RECOMMENDATION:**

That the above resolution awarding promotion be approved.

Approved by the Board of Visitors May 7, 2010

## **PROFILE**

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Department of Secondary Education and School Leadership

Hire Date: August 2006

Current Rank: Assistant Professor

Teaching Area: Secondary Education and School Leadership

Dr. Gilchrist-Banks received a doctorate in Educational Leadership and Policy Studies from George Washington University in 2003, a M.Ed. in Counseling and Human Development from George Mason University in 1994 and a B.S. from George Mason University in 1989. Dr. Gilchrist-Banks' writings include 3 books, 2 refereed journal articles, 3 magazine articles, and an instructional DVD. She has presented 58 workshops and seminars. These presentations included: 8 national workshops; 18 state workshops, 6 regional workshops including 2 keynote addresses and 22 local workshops, 1 pre-conference workshop, and the Distinguished Lecturer 2010 for South Dakota State University. She is the Featured Speaker for the 2010 American School Counselor Association Annual Conference in Boston. She was selected as one of 12 assistant professors to participate in the first Glasser Scholars program sponsored by the William Glasser Institute. In August 2009, she completed the program and became certified in Reality Therapy. She currently serves as the Southern Region Vice-President for the American School Counselor Association (ASCA). She represents 14 states (approximately 8,000 members) in this 27,000 member organization of school counselors. She has served as President, Past-president, and Conference chair for the Virginia School Counselor Association and currently serves as Newsletter editor and Exhibits chair.

# **RESOLUTION ADOPTED BY THE NSU BOARD ON MAY 7, 2010**

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## **RESOLUTION AWARDING PROMOTION**

**WHEREAS**, the Norfolk State University Academic Affairs Committee has considered eligible faculty members for potential promotion based upon recommendation of the Administration and President; and

**WHEREAS**, after due consideration of the qualifications of these faculty members, the Norfolk State University Academic Affairs Committee is recommending ***Dr. Shelia Ward*** be promoted to ***Professor***;

**THEREFORE, BE IT RESOLVED** that upon the recommendation of the Norfolk State Academic Affairs Committee, the Board of Visitors approves the promotion of ***Dr. Shelia Ward*** to ***Professor***.

### **RECOMMENDATION:**

That the above resolution awarding promotion be approved.

Approved by the Board of Visitors May 7, 2010

## **PROFILE**

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Department of Health, Physical Education and Exercise Science

Hire Date: August 1995

Current Rank: Associate Professor

Teaching Area: Exercise Physiology

Dr. Ward received a doctorate in Physical Education from Temple University in 1995, an MPH in Epidemiology from Eastern Virginia Medical School in 2002, a M.Ed. in Physical Education from Temple University in 1992 and a B.S. from Indiana University in 1988. Integration of her degrees in exercise physiology, epidemiology/public health, and dance have served as the foundation to promote, "Health Empowerment through Cultural Awareness," the guiding principle from which she conducts scholarly activities related to chronic disease prevention and management. Dr. Ward was Publications Chair of the National Dance Association and on the Editorial Board of JOPERD (2006-2009) and is currently on the Editorial Board of the Physician and Sportsmedicine, a reviewer for the American College of Sportsmedicine's Health and Fitness Journal, Chair of Grants & Research for Black Women in Sport Foundation, an NCATE reviewer, serves on NSU Internal Review Board and served on Norfolk State University's NCAA Academic Integrity Subcommittee. She is currently an Evaluator and Exercise Consultant for the Division of Chronic Disease Prevention and Control, Virginia Department of Health. "Obesity, Cancer, and Physical Activity" was a major project she created and presented for Virginia School District Superintendents to address an objective in the Virginia Comprehensive Cancer Control Project (VACCC) work plan. She is currently evaluating the Virginia Asthma Project and the VACCC Project. She is the Co-Director of Eleone Dance Theatre of Philadelphia, PA.

## **RESOLUTION ADOPTED BY THE NSU BOARD ON MAY 7, 2010**

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### **RESOLUTION AWARDING PROMOTION**

**WHEREAS**, the Norfolk State University Academic Affairs Committee has considered eligible faculty members for potential promotion based upon recommendation of the Administration and President and

**WHEREAS**, after due consideration of the qualifications of these faculty members, the Norfolk State University Academic Affairs Committee is recommending **Dr. Michael Fischer** be promoted to **Associate Professor**;

**THEREFORE, BE IT RESOLVED** that upon the recommendation of the Norfolk State Academic Affairs Committee, the Board of Visitors approves the promotion of **Dr. Michael Fischer** to **Associate Professor**.

#### **RECOMMENDATION:**

That the above resolution awarding promotion be approved.

Approved by the Board of Visitors May 7, 2010

### **PROFILE**

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Department of Sociology

Hire Date: August 2004

Current Rank: Assistant Professor

Teaching Area: Criminal Justice and Sociology

Dr. Fischer received a doctorate in Criminal Justice from the State University of New York at Albany in 1989, an M.A. in Educational Psychology and Social Welfare from the State University of New York at Albany in 1989, the MSW in 1980 and a B.A. from Brooklyn College in 1974. From March 2006 through February 2009, Dr. Fischer presented over 25 papers at scientific conferences. He has edited two readers, *Terrorism and Homeland Security* and *Policy in Criminal Justice*, he wrote the Study Guide for *Siegel's Juvenile Delinquency the Core* (3<sup>rd</sup> ed.), and he published one book chapter, *Naming Oneself Criminal: Gender Differences in Offender's Identity Negotiation*. Since 2005, Dr. Fischer has also published five articles in peer-reviewed journals including the *International Journal of Victimology*, *International Journal of Offender Therapy and Comparative Criminology*, and *Journal of Interpersonal Violence*. He has offered the majority of on-line courses taught in the Graduate Criminal Justice Program. He has chaired 36 percent of the theses and comprehensive exams for the graduate program.

# **RESOLUTION ADOPTED BY THE NSU BOARD ON MAY 7, 2010**

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## **RESOLUTION AWARDING PROMOTION**

**WHEREAS**, the Norfolk State University Academic Affairs Committee has considered eligible faculty members for potential promotion based upon recommendation of the Administration and President and

**WHEREAS**, after due consideration of the qualifications of these faculty members, the Norfolk State University Academic Affairs Committee is recommending ***Dr. Khadijah Miller*** be promoted to ***Associate Professor***;

**THEREFORE, BE IT RESOLVED** that upon the recommendation of the Norfolk State Academic Affairs Committee, the Board of Visitors approves the promotion of ***Dr. Khadijah Miller*** to ***Associate Professor***.

### **RECOMMENDATION:**

That the above resolution awarding promotion be approved.

Approved by the Board of Visitors May 7, 2010

## **PROFILE**

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Department of Interdisciplinary Studies

Hire Date: January 2003

Current Rank: Assistant Professor

Teaching Area: Interdisciplinary Studies

Dr. Miller received a doctorate in African American Studies from Temple University in 2000, an M.A. in African American Studies from Temple University in 1995 and a B.A. from New York University in 1993. As department chair, a faculty member, and leader in the only online baccalaureate program at Norfolk State University, Dr. Miller is making a valuable contribution to the Department of Interdisciplinary Studies, the College of Liberal Arts, and the University. Dr. Miller's scholarly work is distinguished by numerous refereed publications and presentations, securing contracts and grants such as the National Endowment for the Humanities and the University of Chicago. Dr. Miller consistently receives the highest student evaluation ratings and is highly engaged in numerous university initiatives and priorities such as developing online course and program offerings, enhancing critical thinking skills in students, and excellence in advising and retention efforts.

## **RESOLUTION ADOPTED BY THE NSU BOARD ON MAY 7, 2010**

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### **RESOLUTION AWARDING PROMOTION**

**WHEREAS**, the Norfolk State University Academic Affairs Committee has considered eligible faculty members for potential promotion based upon recommendation of the Administration and President and

**WHEREAS**, after due consideration of the qualifications of these faculty members, the Norfolk State University Academic Affairs Committee is recommending *Dr. Cassandra Newby-Alexander* be promoted to *Professor*;

**THEREFORE, BE IT RESOLVED** that upon the recommendation of the Norfolk State Academic Affairs Committee, the Board of Visitors approves the promotion of *Dr. Cassandra Newby-Alexander* to *Professor*.

#### **RECOMMENDATION:**

That the above resolution awarding promotion be approved.

Approved by the Board of Visitors May 7, 2010

### **PROFILE**

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Department of History

Hire Date: August 1992

Current Rank: Associate Professor

Teaching Area: History

Dr. Newby-Alexander received a doctorate in History from the College of William and Mary in 1992, a B.A. from the University of Virginia in 1980. Dr. Newby-Alexander is known for her scholarly work in local African-American history particularly during the Civil War, reconstruction, and into the twentieth century. Much of her scholarly work emanates from contracts and grants she has secured. Dr. Newby-Alexander is passionate about student learning as evidenced by her relentless efforts to ensure that each student has every opportunity to attain the highest standards. Students are instilled with the importance of individual responsibility for learning, especially in terms of breadth and depth of learning. This is accomplished by encouraging students to develop critical and creative thinking skills, to read actively and with a sense of inquiry, and to allow their own curiosity about a subject to guide study beyond course requirements.

## **RESOLUTION ADOPTED BY THE NSU BOARD ON MAY 7, 2010**

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### **RESOLUTION AWARDING PROMOTION**

**WHEREAS**, the Norfolk State University Academic Affairs Committee has considered eligible faculty members for potential promotion based upon recommendation of the Administration and President and

**WHEREAS**, after due consideration of the qualifications of these faculty members, the Norfolk State University Academic Affairs Committee is recommending ***Dr. Ming Fang*** be promoted to ***Associate Professor***;

**THEREFORE, BE IT RESOLVED** that upon the recommendation of the Norfolk State Academic Affairs Committee, the Board of Visitors approves the promotion of ***Dr. Ming Fang*** to ***Associate Professor***.

#### **RECOMMENDATION:**

That the above resolution awarding promotion be approved.

Approved by the Board of Visitors May 7, 2010

#### **PROFILE**

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Department of Mathematics

Hire Date: August 2003

Current Rank: Assistant Professor

Teaching Area: Mathematics

Dr. Fang received a doctorate in Mathematics from the University of Delaware in 2004, an M.S. in Mathematics from the University of Delaware in 1999 and a B.S. from Hunan University in 1991. Dr. Ming Fang's student evaluation ratings are consistently exceptional. He has published ten refereed papers (five in the last two years). Within the last three years, he has presented eight scholarly lectures and two posters. He also serves as a research advisor for math seniors. Dr. Fang's professional service contributions include work as an associate editor or editorial reviewer for seven journals and active participation in the Tidewater Council of Teachers of Mathematics. He is a member of four departmental committees and three school committees. He served on the university-wide Library

## **RESOLUTION ADOPTED BY THE NSU BOARD ON MAY 7, 2010**

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### **RESOLUTION AWARDING PROMOTION**

**WHEREAS**, the Norfolk State University Academic Affairs Committee has considered eligible faculty members for potential promotion based upon recommendation of the Administration and President and

**WHEREAS**, after due consideration of the qualifications of these faculty members, the Norfolk State University Academic Affairs Committee is recommending **Dr. Joseph Hall** be promoted to **Professor**;

**THEREFORE, BE IT RESOLVED** that upon the recommendation of the Norfolk State Academic Affairs Committee, the Board of Visitors approves the promotion of **Dr. Joseph Hall** to **Professor**.

#### **RECOMMENDATION:**

That the above resolution awarding promotion be approved.

Approved by the Board of Visitors May 7, 2010

### **PROFILE**

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Department of Chemistry

Hire Date: August 1997

Current Rank: Associate Professor

Teaching Area: Chemistry

Dr. Hall received a doctorate in Chemistry from Kent State University in 1985, an M.S. in Biology from Old Dominion University in 1979 and a B.S. from Roanoke College in 1977. As reflected in his high student evaluation ratings, Dr. Hall is an effective teacher. Dr. Hall's most significant scholarly contribution has been his work in the area of male contraception. This research led to a \$3.6M award from the National Institutes of Health to establish the Center for Biotechnology and Biomedical Sciences at NSU. During the last two years, Dr. Hall has been the co-author of six papers on a variety of subjects and specialties. Dr. Hall received 12 letters of support from external peers who attest to his scholarship capabilities. Dr. Hall's university service has been exceptional. He has been an active member of a host of departmental, college, and university-wide committees. He has been a member and president of the University's Faculty Senate. He has served on the SPARC strategic planning committee, the working group on university governance, the Presidential Committee on Student Retention, and on the search committee for the Dean of the College of Liberal Arts, to name a few.

## **RESOLUTION ADOPTED BY THE NSU BOARD ON MAY 7, 2010**

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### **RESOLUTION AWARDING PROMOTION**

**WHEREAS**, the Norfolk State University Academic Affairs Committee has considered eligible faculty members for potential promotion based upon recommendation of the Administration and President and

**WHEREAS**, after due consideration of the qualifications of these faculty members, the Norfolk State University Academic Affairs Committee is recommending ***Dr. Wendy Hinton*** be promoted to ***Associate Professor***;

**THEREFORE, BE IT RESOLVED** that upon the recommendation of the Norfolk State Academic Affairs Committee, the Board of Visitors approves the promotion of ***Dr. Wendy Hinton*** to ***Associate Professor***.

#### **RECOMMENDATION:**

That the above resolution awarding promotion be approved.

Approved by the Board of Visitors May 7, 2010

### **PROFILE**

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Department of Physics

Hire Date: January 2005

Current Rank: Assistant Professor

Teaching Area: Physics

Dr. Hinton received a doctorate in Physics from Hampton University in 2001, an M.S. in Physics from Hampton University in 1995 and a B.S. from Washington and Lee University in 1991. Dr. Hinton is an innovative teacher who has piloted the use of technology in her classes to improve student performance. Dr. Hinton has produced 10 peer reviewed publications during the last 5 years. In the last three years, she has presented 4 scholarly papers in her field. She is a principal investigator for two externally funded research projects. She is an active member of several departmental and College-wide committees. She is advisor to the student chapter of the Society for Physics Students and participates in the College Health and Science Academy each summer, and the Saturday Scientists Program every year since 2005. She received an award for Advising and Mentoring, and participating in the College Recruitment Mission in 2007, served as a Departmental Advising Coordinator in University 101 in the 2008-2009 year. She is a member of the American Association of Physics Teachers and attends its meetings regularly.

## **RESOLUTION ADOPTED BY THE NSU BOARD ON MAY 7, 2010**

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### **RESOLUTION AWARDING PROMOTION**

**WHEREAS**, the Norfolk State University Academic Affairs Committee has considered eligible faculty members for potential promotion based upon recommendation of the Administration and President and

**WHEREAS**, after due consideration of the qualifications of these faculty members, the Norfolk State University Academic Affairs Committee is recommending ***Dr. Aswini Pradhan*** be promoted to ***Professor***;

**THEREFORE, BE IT RESOLVED** that upon the recommendation of the Norfolk State Academic Affairs Committee, the Board of Visitors approves the promotion of ***Dr. Aswini Pradhan*** to ***Professor***.

#### **RECOMMENDATION:**

That the above resolution awarding promotion be approved.

Approved by the Board of Visitors May 7, 2010

### **PROFILE**

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Department of Engineering

Hire Date: July 2003

Current Rank: Associate Professor

Teaching Area: Physics and Materials Science

Dr. Pradhan received a doctorate in Physics from the Indian Institute of Technology in 1988, an M.S. in Physics from Utkal University in 1983 and a B.S. from Utkal University in 1980. Dr. Pradhan is an effective and conscientious teacher who has received high teaching assessments/ratings from his peers in engineering and students. Dr. Pradhan's scholarship activities are impressive and include 190 scholarly articles published in peer reviewed journals (43 of them in the last five years), contributed chapters in 2 books on semiconductors and superconductors, and over 80 invited talks at conferences and symposia (31 of them in the last five years). Dr. Pradhan's research is funded by the National Science Foundation, the Department of Defense, Intel Corporation, and the RISE Center at NSU. He has served as the Principal Investigator for three funded projects and a Co-PI in two others, bringing in well over \$3M in research funds to NSU. Dr. Pradhan is actively engaged in the University and professional community, serving on a number of committees. He is a member of several professional organizations and reviewer for a number of scholarly journals.

## **RESOLUTION ADOPTED BY THE NSU BOARD ON MAY 7, 2010**

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### **RESOLUTION AWARDING PROMOTION**

**WHEREAS**, the Norfolk State University Academic Affairs Committee has considered eligible faculty members for potential promotion based upon recommendation of the Administration and President and

**WHEREAS**, after due consideration of the qualifications of these faculty members, the Norfolk State University Academic Affairs Committee is recommending **Dr. Govindarajan Ramesh** be promoted to **Professor**;

**THEREFORE, BE IT RESOLVED** that upon the recommendation of the Norfolk State Academic Affairs Committee, the Board of Visitors approves the promotion of **Dr. Govindarajan Ramesh** to **Professor**.

#### **RECOMMENDATION:**

That the above resolution awarding promotion be approved.

Approved by the Board of Visitors May 7, 2010

### **PROFILE**

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Department of Biology

Hire Date: August 2007

Current Rank: Associate Professor

Teaching Area: Biology

Dr. Ramesh received a doctorate in Biotechnology/Biochemistry from the University of Madras in 1992, an M.S. in Biotechnology from MS University in 1987 and a B.S. from Bharathiar University in 1985. Dr. Ramesh has been an effective teacher in a wide range of courses as documented by his portfolio. Dr. Ramesh's strength is clearly in the area of research and grantsmanship. Since 2004, Dr. Ramesh has published 24 articles in peer-reviewed scientific journals; he has made twenty scholarly presentations at national and international meetings; and he has received several awards in recognition of his research efforts. He has been principal investigator or co-principal investigator on a number of significant grants since 2003. Dr. Ramesh's professional service has been exceptional. He is an associate editor for the Journal of Nanoscience and Nanotechnology. Since 2004, he has reviewed manuscripts for ten different scientific journals. He holds membership in the scientific societies for Neuroscience, Toxicology, and *in vitro* Biology. He has served as a proposal reviewer for the National Science Foundation and Gulf Coast Regional Center of Innovation. Dr. Ramesh is a member of the Commencement Committee and is working conscientiously to re-establish and enhance the Biology Department's program in Environmental Toxicology.

# **RESOLUTION ADOPTED BY THE NSU BOARD ON MAY 7, 2010**

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## **RESOLUTION AWARDING PROMOTION**

**WHEREAS**, the Norfolk State University Academic Affairs Committee has considered eligible faculty members for potential promotion based upon recommendation of the Administration and President and

**WHEREAS**, after due consideration of the qualifications of these faculty members, the Norfolk State University Academic Affairs Committee is recommending ***Dr. Mona Rizvi*** be promoted to ***Associate Professor***;

**THEREFORE, BE IT RESOLVED** that upon the recommendation of the Norfolk State Academic Affairs Committee, the Board of Visitors approves the promotion of ***Dr. Mona Rizvi*** to ***Associate Professor***.

### **RECOMMENDATION:**

That the above resolution awarding promotion be approved.

Approved by the Board of Visitors May 7, 2010

## **PROFILE**

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Department of Computer Science

Hire Date: August 2004

Current Rank: Assistant Professor

Teaching Area: Computer Science

Dr. Rizvi received a doctorate in Computer Science from Old Dominion University in 2004 and a B.S. in Computer Science from Old Dominion University in 1985. Dr. Rizvi is well respected and goes the extra mile for her students. This view is supported by her students and is evidenced by the communications from students and her outstanding student evaluation ratings. Dr. Rizvi has produced three major peer-reviewed journal articles related to her Ph.D. research. Since 2005, she has authored or co-authored three book chapters on quality of service in wireless networks and seven peer-reviewed conference proceedings. She has conducted and/or presented sessions at three workshops. In addition to several grant awards from the National Science Foundation, she is presently the co-principal investigator of a recently funded \$2M modeling and simulation project. Dr. Rizvi brings an impressive record in the category of professional, university, and community service. For example, she planned and hosted the very successful Scratch Day at NSU on May 16, 2009. This "worldwide network of gatherings" organized in collaboration with MIT was extremely successful. Dr. Rizvi is also a member of several departmental and college-wide committees and serves as a manuscript reviewer for the journal IEEE Transactions on Parallel and Distributed Systems.

## **RESOLUTION ADOPTED BY THE NSU BOARD ON MAY 7, 2010**

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### **RESOLUTION AWARDING TENURE**

**WHEREAS**, the Norfolk State University Academic Affairs Committee has considered eligible faculty members for potential tenure based upon recommendation of the Administration and President; and

**WHEREAS**, after due consideration of the qualifications of these faculty members, the Norfolk State University Academic Affairs Committee is recommending ***Dr. Cynthia Burwell*** be tenured.

**THEREFORE, BE IT RESOLVED** that upon the recommendation of the Norfolk State Academic Affairs Committee, the Board of Visitors approves the tenure of ***Dr. Cynthia Burwell***.

**RECOMMENDATION:**

That the above resolution awarding tenure be approved.

Approved by the Board of Visitors May 7, 2010

### **PROFILE**

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Department of Health, Physical Education and Exercise Science

Hire Date: August 2004

Current Rank: Assistant Professor

Teaching Area: Health and Physical Education

Dr. Burwell received a doctorate in Health Education and Administration from George Washington University in 2001, an M.S. in Health Education from Pennsylvania State University in 1981 and a B.S. from Hampton Institute in 1977. Dr. Burwell is the co-chair of the American College Health Association's Healthy Campus 2010 Coalition. She has just published an article titled "Healthy Campus 2010: Midcourse Review," in the American Journal of Health Studies. Dr. Burwell also led the Department of Health, Physical Education, and Exercise Science in their receiving accreditation of the Kinesiotherapy Program through CAAHEP (Commission on Accreditation of Allied Health Education Programs).

## **RESOLUTION ADOPTED BY THE NSU BOARD ON MAY 7, 2010**

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### **RESOLUTION AWARDING TENURE**

**WHEREAS**, the Norfolk State University Academic Affairs Committee has considered eligible faculty members for potential tenure based upon recommendation of the Administration and President; and

**WHEREAS**, after due consideration of the qualifications of these faculty members, the Norfolk State University Academic Affairs Committee is recommending **Dr. Michael Fischer** be tenured.

**THEREFORE, BE IT RESOLVED** that upon the recommendation of the Norfolk State Academic Affairs Committee, the Board of Visitors approves the tenure of **Dr. Michael Fischer**.

**RECOMMENDATION:**

That the above resolution awarding tenure be approved.

Approved by the Board of Visitors May 7, 2010

### **PROFILE**

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Department of Sociology

Hire Date: August 2004

Current Rank: Assistant Professor

Teaching Area: Criminal Justice and Sociology

Dr. Fischer received a doctorate in Criminal Justice from the State University of New York at Albany in 1989, an M.A. in Educational Psychology and Social Welfare from the State University of New York at Albany in 1989, the MSW in 1980, and a B.A. from Brooklyn College in 1974. From March 2006 through February 2009, Dr. Fischer presented over 25 papers at scientific conferences. He has edited two readers, *Terrorism and Homeland Security* and *Policy in Criminal Justice*, he wrote the Study Guide for *Siegel's Juvenile Delinquency the Core* (3<sup>rd</sup> ed.), and he published one book chapter, *Naming Oneself Criminal: Gender Differences in Offender's Identity Negotiation*. Since 2005, Dr. Fischer has also published five articles in peer-reviewed journals including the *International Journal of Victimology*, *International Journal of Offender Therapy and Comparative Criminology*, and *Journal of Interpersonal Violence*. He has offered the majority of on-line courses taught in the Graduate Criminal Justice Program. He has chaired 36 percent of the theses and comprehensive exams for the graduate program.

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## **RESOLUTION AWARDING TENURE**

**WHEREAS**, the Norfolk State University Academic Affairs Committee has considered eligible faculty members for potential tenure based upon recommendation of the Administration and President; and

**WHEREAS**, after due consideration of the qualifications of these faculty members, the Norfolk State University Academic Affairs Committee is recommending ***Dr. Khadijah Miller*** be tenured.

**THEREFORE, BE IT RESOLVED** that upon the recommendation of the Norfolk State Academic Affairs Committee, the Board of Visitors approves the tenure of ***Dr. Khadijah Miller***.

### **RECOMMENDATION:**

That the above resolution awarding tenure be approved.

Approved by the Board of Visitors May 7, 2010

## **PROFILE**

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Department of Interdisciplinary Studies

Hire Date: January 2003

Current Rank: Assistant Professor

Teaching Area: Interdisciplinary Studies

Dr. Miller received a doctorate in African American Studies from Temple University in 2000, an M.A. in African American Studies from Temple University in 1995 and a B.A. from New York University in 1993. As department chair, a faculty member, and leader in the only online baccalaureate program at Norfolk State University, Dr. Miller is making a valuable contribution to the Department of Interdisciplinary Studies, the College of Liberal Arts, and the University. Dr. Miller's scholarly work is distinguished by numerous refereed publications and presentations, securing contracts and grants such as the National Endowment for the Humanities and the University of Chicago. Dr. Miller consistently receives the highest student evaluation ratings and is highly engaged in numerous university initiatives and priorities such as developing online course and program offerings, enhancing critical thinking skills in students, and excellence in advising and retention efforts.

## **RESOLUTION ADOPTED BY THE NSU BOARD ON MAY 7, 2010**

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### **RESOLUTION AWARDING TENURE**

**WHEREAS**, the Norfolk State University Academic Affairs Committee has considered eligible faculty members for potential tenure based upon recommendation of the Administration and President; and

**WHEREAS**, after due consideration of the qualifications of these faculty members, the Norfolk State University Academic Affairs Committee is recommending ***Dr. Wendy Hinton*** be tenured.

**THEREFORE, BE IT RESOLVED** that upon the recommendation of the Norfolk State Academic Affairs Committee, the Board of Visitors approves the tenure of ***Dr. Wendy Hinton***.

#### **RECOMMENDATION:**

That the above resolution awarding tenure be approved.

Approved by the Board of Visitors May 7, 2010

### **PROFILE**

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Department of Physics

Hire Date: January 2005

Current Rank: Assistant Professor

Teaching Area: Physics

Dr. Hinton received a doctorate in Physics from Hampton University in 2001, an M.S. in Physics from Hampton University in 1995 and a B.S. from Washington and Lee University in 1991. Dr. Hinton is an innovative teacher who has piloted the use of technology in her classes to improve student performance. Dr. Hinton has produced 10 peer reviewed publications during the last 5 years. In the last three years, she has presented 4 scholarly papers in her field. She is a principal investigator for two externally funded research projects. She is an active member of several departmental and College-wide committees. She is advisor to the student chapter of the Society for Physics Students and participates in the College Health and Science Academy each summer, and the Saturday Scientists Program every year since 2005. She received an award for Advising and Mentoring, and participating in the College Recruitment Mission in 2007, served as a Departmental Advising Coordinator in University 101 in the 2008-2009 year. She is a member of the American Association of Physics Teachers and attends its meetings regularly.

## **RESOLUTION ADOPTED BY THE NSU BOARD ON MAY 7, 2010**

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### **RESOLUTION AWARDING TENURE**

**WHEREAS**, the Norfolk State University Academic Affairs Committee has considered eligible faculty members for potential tenure based upon recommendation of the Administration and President; and

**WHEREAS**, after due consideration of the qualifications of these faculty members, the Norfolk State University Academic Affairs Committee is recommending ***Dr. Thorna Humphries*** be tenured.

**THEREFORE, BE IT RESOLVED** that upon the recommendation of the Norfolk State Academic Affairs Committee, the Board of Visitors approves the tenure of ***Dr. Thorna Humphries***.

#### **RECOMMENDATION:**

That the above resolution awarding tenure be approved.

Approved by the Board of Visitors May 7, 2010

### **PROFILE**

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Department of Computer Science  
Hire Date: August 2005  
Current Rank: Associate Professor  
Teaching Area: Computer Science

Dr. Humphries received a doctorate in Computer Science from the University of Colorado in 2000, an M.S. in Computer Science from Massachusetts Institute of Technology and a B.S. from Bennett College in 1977. Dr. Humphries' teaching record is outstanding and is evidenced by her high student evaluation ratings. Dr. Humphries has produced several articles in peer-reviewed publications and four professional presentations at external conferences or university workshops in the last three years. Dr. Humphries has been the Principal Investigator for grant awards from the National Science Foundation for each of the last three years, including two separate awards in 2007. Through the invaluable work of Dr. Humphries and her computer science colleagues, NSU has been designated as a National Security Agency/Department of Homeland Security Center of Excellence in Information Assurance which led to external funding from the Department of Energy to specifically conduct research in information assurance and cyber security. Dr. Humphries' university and professional service contributions are exceptional and varied. Her role as one of the faculty sponsors for the Spelman Olympiad is a notable illustration. She has mentored NSU student teams that have placed in the awards categories every year since 2006, including a first place National award in 2007.

## **RESOLUTION ADOPTED BY THE NSU BOARD ON MAY 7, 2010**

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### **RESOLUTION AWARDING TENURE**

**WHEREAS**, the Norfolk State University Academic Affairs Committee has considered eligible faculty members for potential tenure based upon recommendation of the Administration and President; and

**WHEREAS**, after due consideration of the qualifications of these faculty members, the Norfolk State University Academic Affairs Committee is recommending ***Dr. Aswini Pradhan*** be tenured.

**THEREFORE, BE IT RESOLVED** that upon the recommendation of the Norfolk State Academic Affairs Committee, the Board of Visitors approves the tenure of ***Dr. Aswini Pradhan***.

#### **RECOMMENDATION:**

That the above resolution awarding tenure be approved.

Approved by the Board of Visitors May 7, 2010

### **PROFILE**

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Department of Engineering

Hire Date: July 2003

Current Rank: Associate Professor

Teaching Area: Physics and Materials Science

Dr. Pradhan received a doctorate in Physics from the Indian Institute of Technology in 1988, an M.S. in Physics from Utkal University in 1983 and a B.S. from Utkal University in 1980. Dr. Pradhan is an effective and conscientious teacher who has received high teaching assessments/ratings from his peers in engineering and students. Dr. Pradhan's scholarship activities are impressive and include 190 scholarly articles published in peer reviewed journals (43 of them in the last five years), contributed chapters in 2 books on semiconductors and superconductors, and over 80 invited talks at conferences and symposia (31 of them in the last five years). Dr. Pradhan's research is funded by the National Science Foundation, the Department of Defense, Intel Corporation, and the RISE Center at NSU. He has served as the Principal Investigator for three funded projects and a Co-PI in two others, bringing in well over \$3M in research funds to NSU. Dr. Pradhan is actively engaged in the University and professional community, serving on a number of committees. He is a member of several professional organizations and reviewer for a number of scholarly journals.