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NSU residential assistants get bragging rights



NSU Residential Assistants Win VACUHO Awards: Winning statewide bragging rights, 12 residential assistants and staff from all over the NSU campus are all smiles after winning first place at the 2004 Virginia Association of College and University Housing Office (VACUHO) Resident Assistant Conference. Please see related story on page 3.

NSU receives \$25,000 NEH Grant for Black History Month program activities

Norfolk State University, through its History Department and Black History Month Committee has received \$25,000 from the National Endowment for the Humanities' Extending the Reach Institutional Grant to expand and enhance the impact of the university's African-American History Month celebration in 2005.

Focusing on the theme, *The African Diaspora: Then and Now*, this grant offers a golden opportunity for NSU to enhance humanities' programs and courses, and emphasize the centrality of the humanities in the study of the African Diaspora. By inviting expert scholars in the field of the African Diaspora, faculty can reach this goal and extend the scope of their research by disseminating this knowledge not only to Norfolk State University (NSU) students and faculty, but also to Norfolk Public School (NPS) teachers and students. This partnership with Norfolk Public Schools will present teachers with information on the African Diaspora, and assist

students with preparation for Standard Of Learning (SOL) exams, and it will expand their interest in the humanities. The NEH will be used over the 2005 calendar year.

The African Diaspora refers to the demographic and cultural legacies created by the migrations of African people to most continents. The early modern African Diaspora evolved as part of the global contacts that began with the Iberian expansion and continued through the heyday of the trans-Atlantic slave trade—creating a rich diversity of eclectic cultures within the Diaspora, although, at a horrible price in lives, culture and autonomy. Several major scholars in this field will participate in Black History Month programming at NSU. They include:

Dr. Joseph Harris, Howard University and author of *Global Dimensions of the African Diaspora* (1998) and instrumental founder of the Black Diaspora program at Howard University

Dr. Rosalyn Terborg-Penn, Morgan State University and co-editor of *Women in Africa and the African Diaspora* (1996)

Dr. Carol B. Davies, Florida International University, co-editor of *The African Diaspora: African Origins and New World Identities* (2001). Other confirmed participants include Amoaba Gooden, University of Toronto, who has researched extensively on the Canadian/Jamaican woman's experience; and Jaira Placide, author of *Fresh Girl* (2002), a youth novel on the Haitian American experience.

Keep reading your *Spartan Connection* for a complete list of Black History Month activities. For more information, contact the NSU History Department at 823-8828.

Upcoming Events

- 3 Faculty and staff Opening Session Conference**
L. Douglas Wilder
Performing Arts Center
9 a.m. - noon
 - 4-7 New Student Orientation**
L. Douglas Wilder
Performing Arts Center
 - 8 Classes resume**
 - 12 Virginia General Assembly session begins**
 - 17 Martin Luther King, Jr. Community Leaders Breakfast**
Echols Memorial Hall
7:30 a.m.
- NSU administrative offices and classes will be closed.**

University implements new budget procedures *Linking budgeting with strategic planning*

Norfolk State University has adopted a new zero-base budgeting system for the 2005 Fiscal Year that is designed to improve **Organizational Efficiency**. The system will connect departmental funding to the Critical Success Factors identified in the NSU Strategic Plan as well as key issues identified by the President.

The focus on **Organizational Efficiency** requires each unit to clearly explain the relationship between its operations and the strategic plan. This will require changes in the funds request process. Each organizational unit must justify its entire budget every year, including funds for all current positions and current services housed in the unit. Budget requests must be clearly linked to Strategic Plan Critical Success factors or key issues. Under the old incremental budget strategy, each unit's base budget was

automatically carried over year-to-year. Only those funds in excess of the previous year's base budget required justification.

Zero-based budgeting will also facilitate preparation for the Southern Association of Colleges and Schools' (SACS) reaffirmation process. SACS Accreditation Standard 16 compels each institution to identify expected outcomes for its educational programs and its administrative and educational support units, assess whether it achieves these outcomes, and provide evidence of improvement based on analysis of those results. With the implementation of the new budgeting process, each organizational unit identifies strategic and unit goals as well as action steps for accomplishing these goals. At the end of each fiscal year, each unit's progress toward goal completion will be assessed.

The seven **Critical Success Factors** detailed in the NSU Strategic Plan are:

1. Academic Excellence (Prioritization and Content)
2. The RISE Campus
3. Positioning and Marketing NSU as a Quality Competitor
4. Multiple Student Populations
5. Organizational Effectiveness
6. Facilities and Grounds
7. Funding

Key Issues for 2005 include:

1. Reducing Adjunct Faculty
2. Improving Student/Faculty Ratios
3. Improving Class/Administrative Scheduling

The complete Strategic Plan, additional instructions on the budget process and the budget calendar may be obtained from <http://spartanet.nsu.edu/opb/documents/> or by contacting the Office of Planning and Budget at 823-8679.

NSU host 21st annual MLK leaders breakfast

The Urban League of Hampton Roads will host the 21st Annual Dr. Martin Luther King, Jr. Community Leaders Breakfast at 7:30 a.m. Monday, Jan. 17 in Echols Memorial Hall, which is located on the campus of Norfolk State University.

This year's theme is *Empowerment Through Technology*. Dr. Sandra Baylor Johnson, master inventor with the IBM Corporation, will be the guest speaker. Johnson is the manager of IBM's WebSphere Database, which she describes as "the plumbing" that runs e-business. She holds ten patents with another three pending. She was the first African-American woman to earn a Ph.D. in electrical engineering in this country.

Johnson received her bachelor's degree from Southern University in Baton Rouge, Louisiana; a master's degree from Stanford University in Palo Alto, California; and a Ph.D. from Rice University in Houston, Texas – all in electrical engineering.

For more information or to purchase tickets, call the Urban League of Hampton Roads at 627-0864.

Community forum tackles the AIDS epidemic

Norfolk State University's community forum series continued last month with a panel discussion on the rise of new AIDS cases in the African American community. Led by NSU AIDS education specialist Hildegard Richardson, the panel members included representatives from AIDS awareness and education organizations in Virginia Beach and Norfolk. The panel spent more than an hour discussing tough issues and answering the moderator's even tougher questions.

Hosted by Cox Communications' community relations director Thursa Crittenden, the panel talked about the alarming statistics from the Centers for Disease Control and Prevention and the rapid rise in the disease among young men and women. Information from the CDC included the following:

- African Americans make up 12% of the total U.S. population, but made up half of all new AIDS cases reported in this country in 2002.

- The rate of new AIDS cases among African Americans was as almost twice as high as for whites in 2002.

- More African Americans, under the age of 45, die from AIDS than from homicide, cancer and heart disease.

- Researchers estimate that one in 50 African American men and one in 60 African

American women are infected with HIV.

- Thirty-two percent of African American men who have sex with men (MSM) were found to be infected with HIV in a recent six-city study of men ages 23-29, compared to 14 percent of Latinos and seven percent of whites in the study and,

- Almost two thirds (63%) of all pediatric AIDS cases reported were African American children.

This NSU Community Forum was held on December 2 and will air on Cox Channel 11, WHRO and WNSU sometime this month. The forums are designed with the goals of:

- Increasing community awareness of relevant topics and current issues.

- Developing opportunities and assessing socio-economic, political, and environmental issues facing our society.

- Integrating immediate strategies and proactive solutions

into actions that will promote the welfare of the community and the University.

- Engaging and enabling stakeholders in building community involvement partnerships.

- Promoting NSU's commitment of community service by providing information from faculty and community experts.

Check the NSU Calendar of Events and the local newspapers for upcoming NSU community forums including panel discussions on caring for elderly parents (January); education disparities in public education (February); and women's reproductive rights (March). The community forums are free and open to the public, and held at the Virginia Beach Higher Education Center.

For more information, contact the Office of News and Media Relations at 823-8373.



Faculty Feature:



Editor's Note:

*In an effort to continually promote NSU faculty among the university's diverse audiences and position faculty as expert resources for the community and the media, the publishers of The Spartan Connection are introducing a new feature titled **NSU Faculty Highlights**. Each month, an NSU faculty member will be featured in this column.*

The January faculty feature highlights **Carol Pretlow**, assistant professor of political science. Pretlow is the political science department's lead professor of international relations. She teaches courses in comparative government, international relations, international business and society, international law and logic and critical thinking.

Pretlow also serves as the director of the department's Center for Strategic and Global Studies, a think tank devoted to research on contemporary problems in foreign policy and international law. She has served as the primary investigator and lead researcher for four of the NSU's Department of Defense contracts, a visiting professor in the Department of International Relations at Tongji University in Shanghai, China and an associate research fellow at the W.E.B. Dubois Institute of Afro-American Studies at Harvard University in Cambridge, Mass.

Most recently, Pretlow participated in the Conference on International Accountability and Justice which was sponsored by the United Nations University and the Irish Center for Human Rights in Galway, Ireland. She was also a traveling scholar with the Center for Southeast Asian Studies of the University of Hawaii in Malaysia.

Pretlow served as a legal analyst for WVEC Channel 13 during last year's D.C. sniper trials and frequently serves as a media resource for their stories because of her expertise in terrorism, homeland security and international affairs. This summer, she was one of 90 professors invited to St. Anthony's College of Oxford University, England to present a paper to the Oxford University Round Table.

Pretlow received her bachelor's degree from Fisk University; a master's in mass communication from Norfolk State University; and the J.D. and LLM from the Washington College of Law of the American University in Washington, D.C.

Virginia General Assembly News and Notes NSU BUDGET PRIORITIES – 2005

As the Virginia General Assembly prepares for the 2005 legislative session, which begins on January 12, below are NSU's major budget priorities. You may track the legislature's progress on the state budget, pending bills and other legislative business related to Norfolk State University and higher education by logging onto the NSU website www.nsu.edu and clicking on "Administration" and then "Legislative Affairs." For additional information on any and all pending legislation, you can log onto the Virginia General Assembly Legislative Information website at <http://leg2.state.va.us>.

For more information on these capital projects and other NSU initiatives, contact the Office of the President at 823-8670.

GENERAL FUND

1. RISE CENTER – COST OVERRUN \$8,000,000 GF

Additional funding for this project is needed to support increased costs related to the escalating costs of construction and construction materials (including steel). The original estimated cost to construct this building (\$21 M) was based on the projected size and cost of the proposed academic structure in 2000. Projected equipment costs were removed from the original estimate and only \$18 M was allocated through the General Obligation Bond referendum in 2002. Now that designs have been finalized and contractors have been solicited to begin construction, the original estimates do not cover the actual projected costs of building the facility.

2. RISE EQUIPMENT – PARTIAL FUNDING \$2,000,000 GF

The General Assembly approved funding during the 2004 General Assembly session in the amount of \$2 million through the Equipment Trust Fund. As is normal practice, funding for equipment is provided by the state based on the projected construction completion date. The building, if cost overruns are funded (above), is slated to open in January 2006. The equipment request in 2004 was for \$4 million. This request is for the remaining \$2 million required to outfit the building for academic use.

3. NORFOLK COMMUNITY HOSPITAL (NCH) \$29,150,000 GF

Norfolk State University has been working with the City of Norfolk for more than two years to acquire this property (11.2 acres adjacent to NSU campus). The Governor, with the approval of the General Assembly, provided \$3 million for acquisition (and to begin renovations of elevators and the roof) during the 2002-04 biennium. NSU took possession of the property in August 2004. After the purchase, only a small portion of the original allocation remained (approx. \$800,000) to fund comprehensive renovations of the NCH building.

The NCH has major historical significance to the minority community in the Hampton Roads area and preservation of its legacy was an important aspect of the University's motivation to acquire the property for academic use.

The space in this 135,000 square foot facility will be redesigned to accommodate several academic programs, consolidate student services and provide administrative offices for faculty and staff.

NON-GENERAL FUND 1. STUDENT UNION BUILDING \$8,000,000 NGF RENOVATION AND EXPANSION

Additional funding authority is requested for this project to support escalating costs associated with construction materials and steel. The original authorization was \$22,242,000. The increased costs will be covered through auxiliary fees within the current fee structure.

OPERATING COSTS – TECHNICAL ADJUSTMENTS 1. GRADUATE SOCIAL WORK PROGRAM \$500,000 NGF NORFOLK STATE UNIVERSITY/U.S. VIRGIN ISLANDS

Approval is requested for additional non-general fund authority to continue the Norfolk State University-U.S. Virgin Islands Graduate Social Work Program. The non-general funds will be generated from contract tuition.

2. CSAP & WASHINGTON, D.C. TAG GRANTS \$ 1,700,000 NGF

Approval is requested for additional non-general fund authority to support the College Scholarship Assistance Program (CSAP) and TAG grants for District of Columbia residents (student financial aid programs).

Residential assistants take the gold in statewide university RA conference

Twelve NSU resident assistants employed with the Office of Residential Life/Housing at Norfolk State University recently won first place at the 2004 Virginia Association of College and University Housing Office (VACUHO) Resident Assistant Conference, which was held at James Madison University in Harrisonburg. They won a gold 45 record, an assortment of sweets, and bragging rights for the next year.

The conference, *RA's Rock Around the Clock*, was designed to provide residential life staff and resident assistants the opportunity to network and interact with other state schools. Participants attended a host of workshops and seminars that encouraged, enlightened, and empowered them to recognize that their jobs are vital to assisting their peer to "achieve with excellence."

In preparation for the roll call competition, each resident

assistant attended four practices. They performed to Michael Jackson's "Rock With You." The performance consisted of facts about the University and a lot of

school spirit. It was very obvious to the audience that Norfolk State University's Resident Assistants were elated to be an integral part of Residential Life/Housing.



Welcome Aboard New Employees!

- **Raleigh Freeman**
Facilities Management
- **Elizabeth Norman**
Center for Materials Research
- **James Haliburton**
Center for Materials Research
- **Patricia Morgan**
Student Financial Services
- **Teva Moore**
Planning and Budget

Fannie Mae Offers Preferred Programs

Preferred loan programs and interest rates for NSU professors, administrators, adjunct faculty, support staff, and other college and university employees are now available through Fannie Mae. Fannie Mae is a private, shareholder owned corporation that works with mortgage lenders to make American homeownership dreams come true. The preferred programs offer new home purchases, home refinancing, new construction and debt consolidation. For more information, visit www.educatorsmortgage.net or www.efastfunding.com/educators.

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A Message from the Director: Performance Management

I would like to thank all those who completed Performance Evaluations for this year. Many times we do not adequately value this process, but it is very important for supervisors and managers to take the time to give valuable feedback to employees on the areas that they excel in and in the areas that require some development.

I just want to remind you that the Performance Management system is not a once a year event. We need to give performance feedback on an ongoing basis throughout the year, so that the year-end event (the evaluation) is not a surprise. The State has some guidelines that I would like to remind us about:

- If you rate an employee as overall, Extraordinary Contributor, that employee must have received the recognition on the **"Recognition for Extraordinary Contributor's"** form **within** the

performance year.

- If you anticipate that an employee is going to be rated overall, Below Contributor, then the employee has to have received at least one **"Notice of Improvement Needed/ Substandard Performance"** form during the performance year.

- If an employee is rated overall Below Contributor at the end of the Performance Year, the supervisor and employee must develop an Employee Improvement Plan to be reviewed in 3 months of the Below Contributor rating.

- Most importantly is the six (6) month **Interim Evaluation Meeting**. There is a form attached to the Performance Evaluation form which is to be used to give employees feedback six months into the Performance year. Please take time to review that form. Human Resources will send out a reminder to conduct this important review.



Cheryl D. Orr,
Director of Human Resources

Finally, if you have any questions about the Performance Evaluation System, please contact Human Resources at 823-8160.

NSU awards honorary doctoral degrees during winter commencement exercises

At last month's winter commencement, Norfolk State University awarded honorary



Oliver Hill

doctoral degrees of humane letters to Oliver White Hill, a legendary and notable Civil Rights activist and attorney from Virginia, and NSU alumnus Joseph E. Fergus, president, and chief executive officer of Communication Technologies, Inc. (COMTek), a leading-edge telecommunications and information technology company headquartered in Chantilly, Va.

The University recognized Hill for his contributions and commitment to social justice while Fergus was recognized for being a distinguished alumnus who has contributed significantly to the University and to technological business development.

A native of Virginia, Hill earned two undergraduate degrees as well as a law degree from Howard University where he was a classmate of Supreme Court Justice Thurgood Marshall. A legal strategist and theoretician

of the first order, Hill devoted his entire professional career to ensuring that all citizens would enjoy equal rights and guarantees under the United States Constitution. Hill was the lead attorney in *Davis v. County School Board of Prince Edward County*, one of the school desegregation cases decided by the United States Supreme Court in the *Brown v. Board of Education*.

In 1999, President Bill Clinton awarded Hill the Presidential Medal of Freedom, the highest honor the nation can bestow upon a citizen. More recently, his extraordinarily successful career was published in *The Big Bang: Brown v. Board of Education, The Autobiography of Oliver W. Hill, Sr.*

A native of St. Croix, Virgin Islands, Fergus founded and established the strategic direction of COMTek while presiding over its daily operation. He also spearheaded its continued growth by tripling the company's revenues in 2003 and doubling the number of employees. Listed as one of the Top 100 Black-owned businesses in the United States, COMTek ranks in the top one percent of all minority owned businesses nationwide.

He has led COMTek to distinction by establishing industry leadership in many respects.



Joseph Fergus

COMTek is the first company in the nation to commercially deploy Broadband Over Powerlines, and is considered the nation's authority on the operation of these networks. The recipient of the prestigious Department of Defense Nunn-Perry Award for Excellence, COMTek is also one of the few facility-based Global Broadband Service Providers offering secure broadband services worldwide.