1. Call to Order

Rector Devon Henry called the NSU Board of Visitors meeting to order at approximately 8:30 am. A quorum was established with an 12-0 Roll Call vote and 3 members attending virtually. After all virtual attendees stated their reasons for attending virtually, a motion was made for the virtual attendees to attend virtually for medical reasons by BK Fulton and seconded by Bishop Kim Brown. Below is a list of individuals that participated in person and virtually.

Participants – Board Members
Mr. Devon Henry, Rector
Dr. Deborah M. DiCroce (Virtual)
Mrs. Heidi Abbot
Dr. Terri L. Best (Virtual)
Mr. Dwayne B. Blake
Ms. Mary L. Blunt
Bishop Kim W. Brown
The Honorable James W. Dyke, Jr.
Mr. BK Fulton
Mr. Larry A. Griffith (Virtual)
Mr. Delbert Parks
Dr. Harold “Harry” L. Watkins, II

Participant – Faculty Representative to the Board
Dr. Geoffrey de Laforcade, Faculty Senate President and Associate Professor, Biology

Non-Participant – Student Representative to the Board
Mr. Jaylen O’Bryant

Participants – Counsel
Ms. Pamela F. Boston, University Counsel and Senior Assistant Attorney General
Ms. Deborah A. Love, Senior Assistant Attorney General/Chief, Office of the Attorney General
Lyn Harper, Senior Principal, Mercer Management (Virtual)
Mr. Cory Wolfe, Associate University Counsel and Assistant Attorney General

Participants – NSU Administrators and Staff
Dr. Javaune Adams-Gaston, President
Dr. Justin L. Moses, Vice President for Operations and Chief Strategist for Institutional Effectiveness
2. **Opening Remarks:** Rector Henry welcomed everyone to the 2nd day of meetings and thanked everyone for yesterday. He stated that are very fortunate to have the relationships that we have in the room and the leadership that we have in the room and very fortunate to have the support of Richmond. He stated that NSU has come a long way and he is honored as an alum, to be a part of the Board. He was reflecting the prior night that NSU has come a mighty long way and yet there is so much more that we can do and that we are going to do. He then introduced NSU’s 7th President, Dr. Javaune Adams-Gaskins.

3. **President’s Update/Presentation** .......................................................... Dr. Javaune Adams-Gaston

Dr. J opened up saying that it has been a wonderful transition to the university, its been difficult, but she has a great support team and with the right team you can do anything and so she appreciates that we are in a position that we can look forward and not backward.
Last month we celebrated Founder’s Day, it's been 86 years. As she always says, if our poor mothers and fathers can create an institution of higher education in a great depression, we can certainly survive the pandemic because we come from those who believe so much in the power of education so strongly that they put their resources together and made this happen. She believes that we come from a tradition of excellence and she wants to say that it's a lot of hard work and she and her husband feels that this is their assignment, and they feel led to be here and they also feel privileged to be here. She thanked her special guest and all who came and participated in the investiture and inauguration week. Congressman Bobby Scott was there, Education and Labor Committee is always available to NSU, members of City Council, representatives from Senator Warner, the governor who made a video to celebrate with us. One of the things that she talked about in her investiture speech was “I don’t feel no ways tired.” She stated that our Rector said, “I know you don’t feel no ways tired, but a brother is tired.”

She stated that it speaks to the wonderful things that are going on here at NSU, the relationships that hold us accountable and also understand that the mission is the most important thing. She wants to thank publicly the University Events Group and especially her Chief of Staff, Tanya White.

In the 86 Hours of Giving the institution raised $286,221.

We had a wonderful gala, a gymnasium was transformed into a ballroom. She stated that we are truly blessed for our time in history and because of our team. We had Maya Chaka, the NFL’s first black female referee and a NSU alum.

We had 19 months of Covid and that is important because it made us think about the frame that we are in now the frame has shifted sideways. We are working really hard to shift the frame back, even in the midst of Covid. We did that by starting to talk about and demonstrate a culture of care, everything from video series, and Jaylen did a wonderful video series with me. They were great ways to communicate to the student body in the early days of Covid the things that were happening, how we were moving forward, we had town halls and things that allowed us to listen to the student population and find out their needs and concerns. Course guidelines that our faculty had to pivot from in class to virtual, then back, and hybrid, and we did vaccination clinics on campus, which is important to the community and its important for us as a partner in the community. And finally we had recognition. We gave $500 to our students and $1000 to our faculty/staff. We recognize that we wanted a vaccinated community, we wanted a safe community, but most importantly we recognize that this has been hard for our community.

We have performed 5,130 Covid, we have had 27 positive tests. Praise the Lord because we have peers across the Commonwealth who are having outbreaks and having hard times and she says to our students that it is their ability to take on the things that we need them to do in the midst of doing what college students would like to be doing. We need them mask
up, we need them to socially distance, we need them to do all of those things and get vaccinated. In fact, 90% of our students are vaccinated. And the other students that have medical reasons or religious reasons that won’t allow them to be vaccinated, they also are receiving the recognition because they have been within the rules of the university. Also, 84% of our faculty are vaccinated. We continue to ensure that vaccinations are easy and accessible.

The Green and Gold Standard is what she feels has been the spirit of this institution for a long time and I addressed some of this at the investiture, we are looking at the standard to help us to educate the labor force for solutions to digital threats, cyber security, cyber psychology, we are looking to be innovative to the NSU Spartan Innovation Academy and support entrepreneurship through the NSU School of Business Innovation Center in downtown Norfolk and train students in The School of Nursing in One School of Public Health. The One School is ODU, NSU, and EVMS. Educate students to find solutions to problems in urban and rural communities through Ethelyn R. Strong School of Social Work, Center for Research on Health Disparities, partnership with Appalachian School of Law, and to showcase the talents of our students in NSU Visual and Performing Arts. She reminded the Board that Jayze and Beyonce gave NSU, to be one of 5 HBCU’s in the country, $2 million, and that is specifically for students in the arts, history, or communications. We have already given 20 scholarships as of today.

We want the college to be an institution that people will want to come and invest in their future and they believe in their investment of the institution.

We are expanding access to education to individuals who don’t have greater means through the Virginia College Affordability Network. That’s due to our Enrollment Management Group. And it is a scholarship, anyone who lives within a 25 mile radius, and so it gives a lot of students an opportunity.

As we move forward, we want NSU to be a place that not only prepares students for careers but a place where the public and community can look for solutions.

We are using the Green and Gold standard to provide access to education to all people, non-traditional, and traditional students, coming right out of high school or coming from military or coming back after many years. We take people where they are and allow them to become all that they want to be. NSU is that place for all who want to be a part of this environment. We have the opportunity and the availability and the faculty and the staff and the administrators to make dreams come true.

The demands of the employment environment are important. She has spent lots of times with Career Services, with CEO’s and others who would talk about what their needs are, where are things going. Actually if our students can think critically, if they can speak well, if they can write well, if they can work on teams, if they are comfortable with diversity, meaning they have experience with diversity of ideas, etc., those are the things that CEO’s
are looking for in people. Yes, some of the critical academic skills actually matter, but things are moving so fast and things are changing so fast that information and how we access information and what we do with it is changing very quickly. So for us, it is the in the classroom experience and its having faculty engage and mentoring students that matters. The minutes the out of classroom experience and having leadership experience and experiences going abroad (someday we will go abroad again), experiences with internships that really matter.

She has been able to say to Enroll for Virginia and other individuals, our students have to have paid internships. Most of them do not have the luxury of having an internship that they need a job for because they are trying to pay for school and go get this critical experience. But if they cannot get the paid internship, they are falling behind their peers because their peers are able to get a paid internship. We are being to get some traction around understanding and supporting and finding ways to do that. 67% of the national average of students who get an internship will get a job offer. That’s a big deal. This university is looking for ways to keep our students on track and competitive and able to get what they need in a way that is useful to them.

Our Department of Nursing in Allied Health was recently rewarded a $5 million award creating a Master of Health Informatics. The One School of Public Health (ODU, NSU, and EVMS). The joint school of public health received widespread support from Governor Northam and the General Assembly, which fully funded us with $5 million; $2.5 million for NSU and $2.5 million for ODU. Also, Sentara Health Care invested $4 Million, $2 million to NSU and $2 million to ODU to support the accreditation process. We are showing people how important NSU is in the future of the Commonwealth but worldwide. We are an institution that is built on finding ways for people, in particular black people, to be educated.

The NSU/Appalachian School of Law Agreement takes some debt away from our students because there will have one less year of schooling to pay for.

We now have a Master of Science in Community/Clinical Psychology; a Master of Arts in Pre-Elementary Education; and Master of Arts in Visual Studies.

NSU will continue to be forward thinking and have our students with first day readiness when they go on the job or if they want to go on to graduate school.

Dr. J stated that we are having significant issues with students having mental strain since Covid. She believes that when we came out of Covid, most people came out with PTSD from Covid, which is all the things that happen when you are confined and then you get to go out and you are told that things are the same as before, and they are not. For those who already had mental health issues are exacerbated and for those who are struggling with trying to figure out my home situation, what is expected of me, the anxiety and the
depression is high, just as across the Commonwealth and across the nation. It’s hard for us to keep up with the need at the Counseling Center.

Jaylen re-emphasized what Dr. J said and stated that he is one of those students. Having to come back to campus after a year and still be in the middle of a pandemic, still having to balance classes, having to deal with financial burdens. He states that the Counseling Center is helping students.

Dr. J stated that the mental health issue is evident with the violence that happens right outside of our gates. The number one population that was having the hardest time during the pandemic was African American male athletes. Mayor Alexander and her have agreed to have Town Hall meetings together so that NSU can be identified as a place where the community can work together and get a handle on this and provide real world service to our community. We need to get to the real issue of this reckless and senseless disregard for life and the violence right outside of our doors.

Our enrollment stands at 5458 and that’s one person over enrollment for last year. Our online learners have increased significantly, almost doubled from a year ago.

This has been a phenomenal year for public private partnerships. She thinks that the George Floyd incident woke up a lot of people and she thinks its great thing when people start to say that we have to do something to help and NSU has gotten over $4.5 million as of October 24, 2021. Money has come from Apple, Micron, Bank of America, Netflex, The Score, and others. Delbert Parks, Vice President, who works with Micron and is on this Board, he and his wife pledged $100,000 to NSU Stem Scholarship Program.

NSU celebrated Bobby Dandridge, who is in the Naismith Memorial Hall of Fame. Marty Miller is being inducted into the American Baseball Coaches Association Hall of Fame. Kenneth Giles, Director Track and Field was inducted into the Meac’s 50 Legends in Coaching Hall of Fame.

NSU had 2 White House Scholars: McKinley Lowery and Skylar Groves; 25 Game Changers in American Theatre: Professor Anthony Stockard: WNSB New Station Manager: Elroy Smith.

NSU 6 Year Plan: We continue our institutional mission that we transform student’s lives through exemplary teaching, research, and service, and we move on to our vision, which is to be a premier public institution with outstanding signature academic programs, innovative research, and community engagement opportunities.

This was a banner year for athletics: Meac championship in baseball and basketball.

Increasing retention and graduation rates is a key priority for our institution. NSU must be innovative as an institution of higher education.
Capital Outlay Plan Priorities are tied directly to our strategic planning and budget process. Includes:

- E. L. Hamm Fine Arts Building Renovation = $67 M
- New Wellness, Health, and Physical Education Building = $58.8 M
- Next Generation Sequencing = $5 M
- HVAC Renovations at Babbette B Towers North and South Halls, Charles H Smith, and Lee S. Smith Hall = $6 M
- Babbette B Tower North & South Halls Asbestos = $2 M

NSU is a gem. As we continue to have people understand who we are, the largest HBCU in the Commonwealth, we will not sell ourselves short. As president, I will always make decisions in the best interest of our Spartan Community, we will keep pushing NSU forward, we will continue to push our students to excellence and success and when they leave here, they will be like Jaylen, who is already a perfect example of Spartan excellence. That becomes infectious. It is our time. I thank you for your continued support and it is true, I don’t feel no ways tired.

4. **Dr. J introduced the new station manager, Dr. Elroy Smith.**

Mr. Smith stated that the vision of WNSB is to give interns and graduates an opportunity and there are 5 alumni’s on WNSB that are doing a great job. We have professionals at this school. We will continue to support the community by giving free Thanksgiving meals with Calvary Baptist Church.

The radio station is always looking out for local artists, so we play them every hour. We are doing an excellent job with our membership drives. The new radio station will finally be ready in January. They did research of their listeners between the ages of 18-44 and they like the music from the 80, 90’s and music of today, 18% want to hear some songs from the 70’s. Our slogan is Hot 91, The Soul of VA. We are currently 20 in the market. In the next 3 year, we want to be in the top 10 in Norfolk, VA. He will change that by creating underwriting opportunities. We will be doing vignettes on Martha Luther King, Black History Month, June Teenth, Tips on buying a house, tips on furthering your education, and money comes through these vignettes in order for the station to operate. He also wants to have a music conference, which is already confirmed. He wants to do a Daddy Daughter Dance, a workshop for Women, for Father, Raising Young Boys.

5. **Student Representative ................................................................. Jaylin Drewry**

Mr. Jaylin Drewry has met with over 8 departments on campus to ensure that student concerns are heard are met.
- Division of Student Affairs
- Housing and Residence Life
SGA has begun to roll out new initiatives by establishing issue-focused committees. The first committee will be named Spartan Success, which will focus on the academic and career success of NSU students. The next committee will be named Spartan Wellness, which will focus on the effects of Covid-19 on the student body, this committee will also focus mental advocacy within the spartan community.

September 29th SGA held its first town hall of the semester. Students were able to attend the town hall in person and online. Having the town hall allowed students to voice their concerns directly to the respective department.

Since August, SGA has been planning homecoming activities and events. October 9th –16th NSU will be celebrating homecoming in person for the first time in 2 years. The theme is “Back Together Again, Ain’t no stopping us now” and I can assure you after 2 years of not being together, nothing will stop us from celebrating homecoming.

Jaylin Drewry thanked Dr. J for supporting the Student Government and all of the initiatives. He serves as Director Legislative Affairs of National Consortium of SGA Presidents. They are working to put together a package legislative issues that they can take to our representatives that they can discuss, including funding.

Issues that the students have are long lines and lack of food options. Students compare NSU with other universities and expect to have more choices.

6. Faculty Representative ............................................................ Dr. Geoffroy de Laforcade

Dr. deLaforcade stated that there is hope after returning from the Pandemic. Various departments worked hard all summer. Despite the challenges, he has seen his colleagues face enormous challenges and rise to the occasion, teach with unwavering passion, and contribute to the collective discussions. The Office of Extended Learning, The Writing Center, and Other Support Services have been extremely in assisting us in our work. Many have taken course overloads in hopes that new faculty would come on board to help them sustain. Dr. Leonard Brown, The Director of Covid 19 Task Force, will address concerns about campus safety and prevention which is a major concern.

There are stories of exhaustion, over extension, and isolation from faculty. It is no secret that they work in entrenched silos. They often lack information on what is going on with
the university. The collegiality and sense of community has been interrupted, and he hopes that efforts by the college and the Board will acknowledge faculty.

Of course, faculty has issues amongst themselves. There have been a number of resignations from the Executive Committee.

He hopes to move forward with positive energy and gain the trust of his colleagues that are in the role that he is in. We have to overcome the fear that to speak freely will result in some sort of retaliation. He will do all that he can to relay the messages to the faculty and thank you for welcoming him at this table.

Delbert Parks asked about morale? Dr. de Laforcade stated that morale good being that they see things coming from the top. He stated that faculty suffers from mental health issues as well.

Dr. DiCroce stated that she takes the report as a positive sign. There is always going to be a tension, but we try to get it to be a healthy tension between faculty and administration. The way that Dr. de Laforcade stated that we all want to row in the same direction at the end of the day and we want to do the best for the students. At the end of the day, the faculty is the heart of the university and we must get that piece right.

Rector Henry dismissed at 10 am for a 10-minute break. Afterward, the Board will go into Closed Session.

The Board reconvened at 10:10 am.

Bishop Brown motioned, seconded by BK Fulton, the Board with a 12-0 Roll Call vote moved to adjourn and reconvene in Closed Meeting pursuant to Section 2.2-3711(A) 1, 7 and 8 of the Code of Virginia, for the following purposes, pursuant to the noted subsections: (1):.... To discuss personnel matters, including more specifically, discussion on the compensation of a high-level University employee as well as the appointment, performance, and promotion of specific individuals and university employees; and (7) and (8): Consultation with legal counsel and briefings by staff members or consultants regarding (1) the compensation of a high-level university employee, and (2) pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the university, including more specifically for legal counsel to give a status update on pending and potential litigation of which the Board should be made aware; along with any necessary consultation with legal counsel regarding matters noted in this motion; and further that the following persons remain for the Closed meeting: President, Provost/Vice President for Academic Affairs, University Counsel, Associate General Counsel, OAG Education Section Chief, Deborah Love

7. CLOSED SESSION
7. OPEN SESSION

The Board having reconvened in the Open Meeting, took an 12-0 Roll Call vote on certification that (1) only public business matters lawfully exempted from open meeting requirements, and (2) only such public business matters as were identified in the motion by which the closed meeting was convened were heard, discussed, or considered in the meeting by the Board. Any member of the Board who believes that there was a departure from the requirements as stated above, shall so state prior to the vote, indicating the substance of the departure that in his, or her judgment, has taken place.

8. RESOLUTION

Dwayne Blake motioned that consistent with the raise provided to most state employees, The Board of Visitors approved a 5% increase to the President’s base salary as provided in her contract effective June 10th of 2021 and the Board further authorizes the Rector to negotiate and execute a further amendment to the President’s contract consistent with discussions held during the Closed Session. Motion was seconded by BK Fulton. Motion was unanimously approved.

Mary Blunt motioned, seconded by Dr. Harry Watkins, for approval of promotion for Dr. John Kamiru as discussed in the Closed Meeting. Motion was unanimously approved.

9. NEW BUSINESS/OLD BUSINESS

Motion was made by Mary Blunt and seconded by BK Fulton to accept the revised Standard Operating Procedures (SOP) for the Board. Motion was unanimously approved.

10. Adjournment

There being no further business, the meeting adjourned at approximately 1:25 p.m.

Respectfully submitted,

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Inda B. Walker, Board Liaison

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Devon Henry, Rector