AGENDA
BOARD OF VISITORS
ACADEMIC AND STUDENT AFFAIRS COMMITTEE MEETING
Tuesday, November 16, 2021
Mary L. Blunt, Chair
1:00 p.m. to 3:00 p.m.

I. Call to Order/Establish Quorum

II. Discussion Items
   a. Career Services Update................................................................. Dr. Leonard Brown
   b. Athletics Budget Overview .......................................................... Ms. Melody Webb
   c. SACS-COC 5th Year Interim Report.............................................. Dr. DoVeanna Fulton
   d. Academic Program Update............................................................ Dr. DoVeanna Fulton
   e. Enrollment Management Strategies.............................................. Dr. Justin Moses
   f. COVID-19 Update................................................................. Dr. Leonard Brown/Dr. Justin Moses
   g. Faculty Senate Report ............................................................... Dr. Geoffroy de Laforcarde
   h. Student Government Report ...................................................... Mr. Jaylin Drewry

III. Action Item
   a. Retroactive approval by the BOV for a one-year extension of the probationary period for tenure and promotion that has been offered to faculty due to the impact of COVID-19

IV. Public Comment

V. Adjournment

Academic and Student Affairs Committee
Mary L. Blunt, Chair
Heidi W. Abbott
Dr. Terri L. Best
BK Fulton
Larry A. Griffith
Dr. Harold L. Watkins, II

Staff:

Dr. DoVeanna S. Fulton, Provost and VP for Academic Affairs
Dr. Leonard E. Brown, VP for Student Affairs
Dr. Justin L. Moses, VP for Operations & Chief Strategist for Institutional Effectiveness
Melody Webb, Athletics Director

The President participates in all Committee meetings.

All times are approximate and the Board reserves the right to adjust its schedule as necessary.
AGENDA

a. Career Services Update
b. Athletics Budget Overview
c. SACS-COC 5th Year Interim Report
d. Retroactive Approval for
e. Academic Program Update
f. Enrollment Management Strategies
g. COVID-19 Update
h. Faculty Senate Report
i. Student Government Report
Career Services 2.0
Plans for 2021 and beyond
CAREER SERVICES UPDATE:

- Internships & Mentoring
- Graduate Outcomes
- Cultivating more opportunities
- Meeting the students where they are
- We need your help!
COMMITMENT TO INTERNSHIPS

Developing partnerships with several regional organizations to educate and expand internship opportunities

Hosting “A How to Post an Internship” to expand internship opportunities for smaller to medium size businesses

Participating in the National Association of Colleges and Employers (NACE) HBCU Employer Roundtables to connect with Fortune 500 organizations

Partnering with various offices to utilize Handshake

Organizing partnerships with the LEAD4IT program with Deans Keeve and Carrington and CS department chair - Dr. Doswell

Expanding Mentoring programs

Service on SCHEV Academic Workgroup on internship to create statewide internship opportunities

Hosting Employer & Academic Hybrid Luncheons with government and fortune 500 organizations

Collaborating with the City of Norfolk Department of Economic Development

Applying for grants and we received the first VTOP grant/scholarship that provides NSU professionals access to resources on Experiential Education
GRADUATION OUTCOMES

• 2018 – 2019:
  Conducted First Destination Survey outlined by NACE

• 2019 – 2020:
  Data was collected but halted due to the pandemic

• 2020 – 2021:
  Pandemic delayed data collections efforts, but data is being collected
EXPANDING OPPORTUNITIES – CAREER EVENTS

- We host Hybrid Career Events!
- Over 925 – Virtual Events
- 45 – In-person activities

<table>
<thead>
<tr>
<th>Semester/Year</th>
<th>Number of employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spring 2018</td>
<td>65</td>
</tr>
<tr>
<td>Fall 2018</td>
<td>57</td>
</tr>
<tr>
<td>Spring 2019</td>
<td>95</td>
</tr>
<tr>
<td>Fall 2019</td>
<td>107</td>
</tr>
<tr>
<td>Spring 2020</td>
<td>90</td>
</tr>
<tr>
<td>Fall 2020</td>
<td>116</td>
</tr>
<tr>
<td>Spring 2021</td>
<td>117</td>
</tr>
<tr>
<td>Fall 2021</td>
<td>132</td>
</tr>
</tbody>
</table>
5 Focus Areas

- Brand Handshake as the campus tool
- Create Career Ambassadors & Liaisons
- Increase LinkedIn Usage
- Promote and document Experiences (outcomes)
- Create More Employer Opportunities
We need your help...

LinkedIn is a professional networking site but it is also a vehicle to help us celebrate our alumni and our students’ successes to the professional world.

- We can capture our alumni success stories and our students’ accomplishments.
- We can use it to supplement our Graduates Career Outcome data (What did our students do after graduation data?)

Handshake is a global career tool and we need all supporters highlighting and sharing it.
Norfolk State University
Higher Education
Norfolk, Va. · 30,265 followers

Norfolk State University is a public four-year, co-ed liberal arts, historically black university located in Virginia.

Overview · Alumni

About us

Norfolk State University is a comprehensive, co-ed four-year institution of higher education located in Norfolk, Virginia.
### Athletics – Budget Overview:
**Intercollegiate Revenue Schedule 2022 - 2027**

<table>
<thead>
<tr>
<th></th>
<th>FY22</th>
<th>FY23</th>
<th>FY24</th>
<th>FY25</th>
<th>FY26</th>
<th>FY27</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Revenue</td>
<td>$11,930,637</td>
<td>$12,161,480</td>
<td>$12,310,981</td>
<td>$12,571,463</td>
<td>$12,863,979</td>
<td>$13,054,269</td>
</tr>
<tr>
<td>Institutional Support</td>
<td>1,569,363</td>
<td>1,338,520</td>
<td>1,189,019</td>
<td>928,537</td>
<td>636,021</td>
<td>445,731</td>
</tr>
<tr>
<td>Total Revenue</td>
<td>$13,500,000</td>
<td>$13,500,000</td>
<td>$13,500,000</td>
<td>$13,500,000</td>
<td>$13,500,000</td>
<td>$13,500,000</td>
</tr>
<tr>
<td>SYP Fall Enrollment</td>
<td>5,458</td>
<td>5,475</td>
<td>5,500</td>
<td>5,650</td>
<td>5,800</td>
<td>5,950</td>
</tr>
<tr>
<td>Projection (FY22</td>
<td>Actual)</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tbody>
</table>

**Opportunities:** Sponsorships, Athletics Contributions, NCAA New Funding, Concessions, Vendors, Tailgate and Rental Income.
## Athletics – Budget Overview: Subsidies & Institutional Support

<table>
<thead>
<tr>
<th>FISCAL YEAR</th>
<th>SUBSIDY</th>
</tr>
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<tbody>
<tr>
<td>2017</td>
<td>$4,509,802</td>
</tr>
<tr>
<td>2018</td>
<td>$4,576,032</td>
</tr>
<tr>
<td>2019</td>
<td>$3,876,693</td>
</tr>
<tr>
<td>2020</td>
<td>$2,561,307</td>
</tr>
<tr>
<td>*2021</td>
<td>$6,576,093</td>
</tr>
<tr>
<td>2022</td>
<td>$1,569,364</td>
</tr>
<tr>
<td>2023</td>
<td>$1,338,520</td>
</tr>
<tr>
<td>2024</td>
<td>$1,189,019</td>
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<td>2026</td>
<td>$636,021</td>
</tr>
<tr>
<td>2027</td>
<td>$445,731</td>
</tr>
</tbody>
</table>

### Direct Institutional Support

![Bar chart showing Direct Institutional Support from 2017 to 2027]
FIFTH YEAR INTERIM REPORT:
Pathway to Compliance with SACS-COC Principles
<table>
<thead>
<tr>
<th><strong>NOTIFICATION:</strong></th>
<th>President and Accreditation Liaison are notified 11 months in advance of the report due date</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SUBMISSION:</strong></td>
<td>Report must be submitted to the SACSCOC no later than March 15\textsuperscript{th} of the year the submission is due</td>
</tr>
<tr>
<td><strong>REVIEW:</strong></td>
<td>SACSCOC sends report to an off-site review committee</td>
</tr>
<tr>
<td><strong>RESULTS:</strong></td>
<td>Institution receives the review results in July of the submission year</td>
</tr>
</tbody>
</table>
| **OUTCOMES:**    | Conclusion 1: No additional information request  
|                  | Conclusion 2: \textit{Referral Report requested} |
SACSCOC FIFTH YEAR REPORT: TIMELINE

Fall 2021
- Identify Committee Members for the 5th Year Report

Spring 2022
- Kick-off Meeting (Dissemination of Role and Responsibilities)

Summer/Fall 2022
- Evidence Collection/Internal Audit
- Narrative Development Completion (6-15-23)

Fall 2023
- Send Draft to External Reviewer (9-1-23)
- Make Revision based on Reviewer’s Feedback (12-1-23)
- Submit draft to Editor (Flow & Grammar) (12-15-23)

Spring/Summer 2023
- (1) Send Draft to External Reviewer (9-1-23)
- (2) Make Revision based on Reviewer’s Feedback (12-1-23)
- (3) Submit draft to Editor (Flow & Grammar) (12-15-23)

Fall 2023
- Submit Final Document to Administration for Review (2-1-24)
- Prepare Document to send to SACSCOC (3-1-24)
- Report Due to SACSCOC (3-15-24)

Spring 2024
- Collection of additional evidence for follow-up report (if applicable)
SACSCOC FIFTH YEAR REPORT: COMPONENTS

COMPREHENSIVE STANDARDS
- 5.4: Qualified Administrative Officers
- 6.2b: Program Faculty
- 6.2c: Program Coordination
- 8.2a: Student Outcomes: Educational Program
- 10.2: Public information
- 10.3: Archived information
- 10.5: Admissions policies
- 10.7: Policies for Awarding
- 10.9: Cooperative Academic Arrangements
- 14.1: Publication of accreditation status
- 14.3: Comprehensive institutional reviews
- 14.4: Representation to other agencies

QEP IMPACT REPORT
- 6.1: Full-time faculty
- 8.1: Student Achievement
- 9.1: Program content
- 9.2: Program Length
- 12.1: Student support services

CORE REQUIREMENTS
- 10.6: Distance & Correspondence Educ.
- 12.4: Student complaints
- 13.6: Federal & state responsibilities
- 13.7: Physical resources
- 13.8: Institutional environment

FEDERAL REQUIREMENTS
Medical Technologies program

Discontinued as of July 2019 due to various factors including but not limited to the following:
- Decline in practicum sites
- Lower enrollment

Teach out plan has been completed

Students are no longer enrolled in this program
ENROLLMENT MANAGEMENT STRATEGIES

• New CRM (Customer Relations Management) Tool
  • Application Management and streamlined review processes
  • Web-based platform that is accessible from any location
  • Increased usage capacity at no additional costs
  • Integration into existing platforms
  • Increased communication and automation
  • Event management and scheduling system
  • Provision of data analytics, statistics, and reporting
ENROLLMENT MANAGEMENT STRATEGIES

- Retention:
  - Student Planner System
  - Additional Advising Capacity at the upper division level
  - Additional Financial Aid Opportunities
  - Transfer Boost Initiative
COVID-19 UPDATE

- Mitigation Strategies
  - Continued Social Distancing Guidelines
  - Masking Requirements
  - COVID-19 Vaccination Requirements
  - Testing
  - Cleaning Guidelines
  - Communication regarding safety and updates

**NSU – COVID-19 DASHBOARD**

<table>
<thead>
<tr>
<th>As of 11-12-2021</th>
<th>COVID-19 TESTS PERFORMED:</th>
<th>POSITIVE COVID-19 CASES:</th>
<th>POSITIVITY RATE:</th>
</tr>
</thead>
<tbody>
<tr>
<td>STUDENTS</td>
<td>7962</td>
<td>44</td>
<td>0.0055</td>
</tr>
<tr>
<td>EMPLOYEES:</td>
<td>491</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>TOTAL:</td>
<td>8453</td>
<td>44</td>
<td>0.0052</td>
</tr>
</tbody>
</table>
SGA’s Spartan Wellness Committee has begun evaluating the University’s wellness practices with hopes of establishing an institution-wide wellness plan.

SGA has been focused on maintaining a robust campus experience and engaged Spartan Community is. The following events have occurred:

- 2 social functions – held in Echols Gym.
- In-person Homecoming events for the first time since the start of the COVID-19 pandemic.
- SGA will host the last Town-Hall meeting of the semester to allow students to voice their concerns directly to their respective departments.
- SGA Spring Semester.
  - Joint Summit with Virginia State University’s SGA.
  - Planning for the first “State of the Student Body” address is underway.
  - A theme for this year’s Spartan Fest is being decided on and more.