



## SACSCOC

# Accreditation Update

This is the fourth biweekly report to inform the Norfolk State University Community about the activities related to the preparation of the Second Monitoring Report and the Special Committee visit for the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). This update focuses on one of the three sections of the Monitoring Report – the Academic/Faculty section. The Governance section was covered in Update #2 and the Financial section was covered in Update #3. The Final Update will focus on preparation for the visit by the SACSCOC Special Committee.

## ACADEMIC/FACULTY SECTION

### CR 2.8 (Faculty) Citation #1

#### Concern

In its Fifth-Year Interim Reports, Norfolk State University did not address the adequacy of the number of full-time faculty for programs which fell below the established goal of keeping the total number of credit hours taught by full-time faculty above 60%.

#### Action Required

Norfolk State University needs to clarify the information concerning the Bachelor of Arts in Sociology program, as well as provide evidence that it has adequate full-time faculty to ensure the quality and integrity of the seven cited academic programs.

#### Status

Norfolk State University strives to have an adequate number of faculty members to support its mission and to ensure the quality and integrity of its academic programs. Accordingly, new faculty hires and/or replacements for the academic year 2014-2015 have resulted in improvements for the number of credit hours taught by full-time faculty in the cited programs. Health Services Management (HSM) is completing a search for a new full-time faculty member to yield additional improvements in the number of credit hours taught by full-time faculty.

The official home for all academic programs is the University's main campus. Some course sections, however, are offered at SACSCOC approved off-campus sites (Virginia Beach Higher Education Center, Naval Base). The B.A. in Sociology degree program is not offered as an online program. Some sections of courses for this program are delivered at an off-campus site, but the official home for the program is the main campus.

### CS 3.3.1.1 (Institutional Effectiveness: Educational Programs) Citation #2

#### Concern

Although the information provided on 11 academic units demonstrated a strong assessment process of program and student learning outcomes and the use of data for

improvement, the University did not provide a rationale for the inclusion of the selected programs as a representative sample of the institution's mission and program array.

#### Action Required

The University should demonstrate for each academic program in the assessment sample that program and student learning outcomes were assessed and that the assessment results were used for programmatic improvement.

#### Status

Assessment reports for the 2011-2014 cycle have been completed for every educational degree program. To demonstrate the University's commitment to institutional effectiveness in its educational programs, examples from each of the 49 academic degree programs are presented. While the quality, content, and procedures used by the programs varied, the assessment reports demonstrate that the University has an established culture of planning and evaluation in both undergraduate and graduate educational programs.

### CS 3.7.5 (Faculty Role in Governance) Recommendation 7

#### Concern

Changes to the Faculty Handbook without faculty input due to faculty absence from campus; and changes to the 2011 faculty contracts without faculty engagement; and revisions to the post-tenure review policy without appropriate faculty input.

#### Action Required

Norfolk State University needs to clarify the role of faculty in governance and show evidence that it implements and appropriately enforces those policies and procedures for faculty engagement.

#### Status

Documentation has been provided in the report via links and illustrations to address faculty assertions about the Faculty Handbook, contracts, and the post-tenure review policy. These data demonstrate that faculty were actively and positively engaged in the process of revising the 2012 Teaching Faculty Handbook and crafting the approved Post-Tenure Review Policy, and that there was no violation of faculty rights as it pertains to their contracts.

### CS 3.13.1 (Policy Compliance) Citation #5

#### Concern

The University provided in its Fifth-Year Report a table with hyperlinks to letters from the 16 accrediting agencies with which it has an accrediting relationship, but as required, documentation was not provided to attest that the University represents itself in identical terms across accrediting agencies.

#### Action Required

The University must describe itself in identical terms to each accrediting or program approval agency with regard to purpose, governance, programs, degrees, diplomas, certificates, personnel, finances and constituents.

#### Status

Information on the specialized accredited and approved programs has been modified to include seven headings:

- Name of Program
- Accrediting Agency
- Federally Recognized Agency (Yes or No)
- Date of the Most Recent Review
- Negative Action Taken (Yes or No)
- NSU Descriptive Statement
- Agency Terminated Accreditation/Approval (Yes or No)

On July 14, 2015, President Moore sent a personal letter and the Statement of Description of Norfolk State University to each of the accrediting/program approval agencies. The purpose of this communication was to ensure that the University represents itself in identical terms to each agency that accredits or approves academic programs at the institution.

### Status Update

- CR = Core Requirement
- CS = Comprehensive Standard
- FR = Federal Requirement
- FY = Fiscal Year
- AY = Academic Year

### Overall section status

The Academic/Faculty section has been reviewed by external consultants and the review comments incorporated in a second draft.

### Team Members

- Dr. Sandra DeLoatch** Provost/VP Academic Affairs & SACS Liaison
- Mr. Gerald Hunter** Vice President of Finance and Administration
- Dr. Paula Gentius** Assistant to the President
- Ms. Clementine Cone** Executive Assistant to the President for University Compliance
- Dr. Mildred Fuller** Vice Provost
- Dr. Belinda Anderson** Dean, College of Liberal Arts
- Dr. Dorothy Jones** Dean, School of Extended Learning