

**BOARD OF VISITORS  
FULL BOARD MEETING**

March 7, 2025

**MINUTES**

**1. Call to Order/Establish Quorum**

Bishop Kim W. Brown, Rector, called the Norfolk State University Board of Visitors meeting to order at approximately 8:43 a.m.

A quorum was established with a 10-0 Roll Call vote. A list of individuals who joined the meeting is provided below.

**Present – Board Members**

Bishop Kim W. Brown, Rector

Mr. Dwayne B. Blake, Vice Rector

Dr. Katrina Chase, Secretary

Mrs. Heidi Abbott

Mr. T. Michael Andrews

The Honorable James W. Dyke, Jr.

Mr. James Jamison

Mr. Darrell “DJ” Jordan

Mr. Delbert Parks

Mr. Edward Sanders

Dr. Harold Watkins, II

**Members Absent**

Mr. Gilbert Bland

Mr. Conrad Hall

**Student Representative to the Board**

Mr. Za’Chary R. Jackson, SGA

**Faculty Representative to the Board**

Dr. Shaun M. Anderson, Faculty Representative

### **Participants – NSU Administrators and Staff**

Dr. Javaune Adams-Gaston, President

Ms. Pamela F. Boston, University Counsel and Senior Assistant Attorney General

Dr. Justin L. Moses, Vice President for Operations and Chief Strategist for Institutional Effectiveness

Dr. DoVeanna Fulton, Provost/Vice President for Academic Affairs

Dr. Gerald Ellsworth Hunter, Vice President and Chief Financial Officer, Finance and Administration

Dr. Leonard E. Brown, Vice President, Student Affairs

Mr. Eric W. Claville, J.D., M.L.I.S., Executive Advisor to the President, Governmental Relations

Mr. Clifford Porter, Vice President, University Advancement

Dr. Tanya S. White, Chief of Staff

Dr. Dawn Hess, Chief Compliance Officer

Mrs. Derika Burgess, Chief Audit Executive

Chief Brian K. Covington, Norfolk State University Police Department

Dr. Melissa J. Barnes, Assistant VP for Enrollment Management

Dr. Sandra Williamson-Ashe, Associate Professor/ Social Work

Mr. Kentrell L. Kearney, Director of Compliance/Athletics

Dr. Nathan M. Cochran, Associate AD for Administration and Governance/Athletics

Mrs. Sharea Williams, Executive Administrative Assistant to the Vice President of Operations

Ms. Stevalynn Adams, Communications and Marketing

Ms. Regina Lightfoot, Communications and Marketing

Mrs. Kimberly Gaymon, Scheduler/Financial Services Specialist

Mr. Kenneth Radford, OIT

Mr. Rasool Shabazz, OIT

Ms. Sher're Dozier, Clerk to the President for the Board of Visitors

## **2. Opening Remarks**

Rector Brown expressed his gratitude for the attendance at the Board of Visitors Retreat, held on March 7, 2025, which was facilitated by Chancellor Emeritus Harold L. Martin, Sr., Ph.D. of North Carolina Agricultural and Technical (NCAT) State University. Rector Brown welcomed newly appointed Board Member Mr. Darrell “DJ” Jordan. Mr. Jordan provided an introduction. Rector Brown also discussed the importance of the university being aligned.

Dr. Adams-Gaston gave thanks to the Board of Visitors and their focus on student success. Dr. Adams-Gaston highlighted the transitions that are taking place, and continued the goal to ensure students receive the best.

### **3. Consent Agenda - Recommend Approval of December 6, 2024, and December 20, 2024, Board Meeting Minutes**

**The Board unanimously approved with a 10-0 Roll Call Vote, the minutes for December 6, 2024, and December 20, 2024, Board Meeting, motioned by Mr. Andrews and Seconded by Mr. Blake.**

### **4. Academic and Student Affairs Committee Update- Mr. Parks, Chair**

Mr. Parks addressed the two items below that would require a Motion.

- The Academic Affairs General Education Curriculum Reform
- The Teaching Faculty Handbook Revisions

Dr. Fulton provided a review of the Academic Affairs General Education Curriculum Reform highlighting the goals, mission, and structure.

**Mr. Andrews motioned to approve The Academic Affairs General Education Curriculum Reform, Seconded by Mr. Blake and with a 11-0 Roll Call Vote the Board unanimously approved.**

Dr. Fulton provided a review of the Teaching Faculty Handbook by reviewing revisions.

**Mrs. Abbott motioned to approve The Teaching Faculty Handbook Revisions, Seconded by Mr. Blake and with a 10-0 Roll Call Vote the Board unanimously approved.**

Dr. Fulton also reviewed the promotion and tenure timeline which would be implemented in Fall 2026.

Dr. Brown recognized the loss of our fallen spartan who was a part of the first Cohort VCAN students. Dr. Brown informed us of funeral arrangements that would take place on March 8, 2025.

Rector Brown acknowledged Dr. Melody Webb, who was out, due to travel with the basketball teams. The Associate Athletic Directors Mr. Kentrell L. Kearney and Dr. Nathan M. Cochran provided introductions and updates. Mr. Kearny informed us of the intent to opt into the NCAA House settlement. This settlement resulted in alignment, with the vast majority of other division one institutions. The upcoming games were highlighted and discussed regarding safety and security.

## **5. Strategic Finance Committee Update- Mr. Jay Jamison, Chair**

Mr. Jamison provided an update on the revenue and expenses through December 31<sup>st</sup>. The FY 2025 Report was reviewed. Mr. Jamison highlighted enrollment for spring 2025 and its revenue. Facility Management was reviewed, with no additional updates. Mr. Claville provided an update on the Climate in Richmond. Mr. Claville also highlighted the framework of the legislation, budget, and laws that will be going into effect. The Budget Amendment of 2025 General Assembly Legislative Session was also discussed. Dr. Moses informed that ERP (Enterprise Resource Planning) is planning to launch in the beginning of spring semester of 2026. With a phase approach, which will start with Human Resources, then will shift to Finance, this process will take another year. The full launch is expected in 2027/2028. Afterwards a reset will take place and follow through with the student information system, which may take about a year and a half from now. The phase will be a 5-year process. There will be two organizations that will assist in implementing this process. Dr. Moses also discussed further in detail referencing OIT and acknowledged Dr. James Walke as the new Chief Data Officer/Associate Vice President. A new internal dashboard and fact board has been implemented. Mr. Porter provided an update on University Advancement and presented two Naming Resolutions.

- Resolution to Name Norfolk State University Information Tower the Devon Henry Communications Tour

**Mrs. Abbott motioned to approve the resolution to name Norfolk State University Information Tower the Devon Henry Communications Tour, Seconded by Mr. Blake and with a 11-0 Roll Call Vote the Board unanimously approved.**

- Resolution to Name Norfolk State University Department of Tourism and Hospitality Management to the “Boyd Gaming Corporation Department of Tourism and Hospitality Management

**Mr. Blake motioned to approve the resolution to name Norfolk State University Department of Tourism and Hospitality Management to the Boyd Gaming Corporation**

**Department of Tourism and Hospitality Management, Seconded by Mr. Jamison and with a 10-0 Roll Call Vote the Board unanimously approved.**  
Mr. Andrews not sustained but recused.

#### **6. Governance Committee Update- Mrs. Heidi Abbott, Chair**

Mrs. Abbott expressed her gratitude to Mr. Blake and Mr. Jamison for being voluntary members of the Governance Committee. Mrs. Abbott provided a review of The Governance Committee meeting and highlighted the focus of the policies and procedures. Mrs. Abbott also informed that at the upcoming May meeting, all three officers on the Board will be elected. Nominations can be received.

#### **7. Audit, Risk and Compliance Committee Update – Dr. Harold Watkins, Chair**

Dr. Watkins provided an update, and highlighted items located within the Board Packet. Dr. Hess reviewed Compliance Capability Maturity for the 2025 plan for moving forward. Dr. Hess highlighted areas of which will be monitored.

- Governance and Structure
- Policies
- Training
- Assessment

The university compliance calendar year end summary for the year 2024 was also reviewed.

Dr. Hess informed of the opportunity that she has had to host a virtual compliance meeting with universities. The meeting was successful and informative. Dr. Hess provided the 2025 Inventory Status, which was divided by divisions, and focused on the compliance activities for each. Mrs. Burgess discussed the framework and purpose of internal audits. The maturity of internal audit function was highlighted, and its progress was reviewed in comparison to maturity and immaturity. Mrs. Burgess also highlighted the hiring of the IT Auditor, and resources and support that are being provided. Mrs. Burgess also addressed the trends and actions through implementation and challenges. The travel reimbursement program was discussed to address the efficiencies and improvements.

#### **8. Faculty Representative Update-Dr. Shaun M. Anderson**

Dr. Shaun Anderson serves as the Vice President for Faculty Senate and presented on Dr. Perkins behalf. Dr. Anderson recognized the loss of two faculty members, Dr. Pretlow and Dr. Ferguson. Dr. Anderson reviewed the Faculty Senate Elected Officers for 2024-2025, Executive Committees, and Faculty Senators. The 2024-2025 Faculty Senate Strategic Plan was reviewed and the results of collaboratively working with Dr. Hunter, Dr. Brown, Chief Covington, and Provost were highlighted. Dr. Anderson also informed of the Committee which has been formed, that focuses on learning experiences through artificial intelligence. The current critical issues were highlighted. Dr. Anderson expressed gratitude to the Chief and Provost, for their quick response to the recent incident that occurred. Dr. Sheila A. Ward was recognized in the Faculty Spotlight.

### **9. Student Representative Update-Mr. Za’Chary Jackson**

Mr. Jackson discussed student safety and collaboration with the Dr. Adams- Gaston, Campus Police Department, and Dr. Hunter. The focus of maintaining a safe campus was highlighted. The SGA established in February a town hall meeting. The town hall meeting served as a platform for students to engage in open dialogue. The establishment of the campus advancement committee was highlighted. This committee serves as the liaison between the students and the university administration. Students will be able to provide feedback and suggestions for the continued development of campus life. Mr. Jackson announced the start of SGA Day with the Board of Visitors. The implementation of this new tradition will be held at the first Full Board Meeting each spring. The SGA will present key student leaders who have made a significant contribution to the university and the student body. This event will also provide insight into the student perspective regarding campus issues and initiatives. The student leaders were introduced.

### **10. State of the University**

Dr. Adams-Gaston expressed her gratitude to Chancellor Emeritus Harold L. Martin, Sr., Ph.D. of North Carolina Agricultural and Technical (NCAT) State University, for facilitating the Board Retreat. Dr. Adams-Gaston highlighted the importance of being a village, and gave thanks to the Senior Faculty, Staff Members, University Executive Management Team, and Board of Visitors. Dr. Adams-Gaston discussed how Norfolk State University is navigating the landscape of Higher Education. The achievements of the institution were acknowledged with a focus on education and student success. The joint schools of public health were addressed, and its partnership with Old Dominion, EVMS, and Norfolk State. Dr. Adams-Gaston acknowledged recent accomplishments:

- School of Business students working in finance on Wall Street
- Students being a part of the Strategic Initiative and Fellows Program, by collaborating through ideas and innovative resources to develop blueprints to tackle some of the most critical global issues.
- Graduate student who won the 2025 Rally Cry National Championship for EA Sports Football challenge (sponsored by Tyson Foods).

Education is the primary focus at Norfolk State University and student success. Dr. Adams-Gaston discussed the importance of investing in students and prioritizing educational practices. Dr. Adams-Gaston also addressed the importance of having a supportive, safe, welcoming, learning environment. Ensuring supportive learning prompts students to be able to learn from experiences as well in the classroom. Students having accessibility to resources is also essential. Mentorships and scholarships opportunities are available. Dr. Adams-Gaston also highlighted funding higher education programs through scholarships and closing the student gaps. Dr. Hunter was also acknowledged for his assistance, with ensuring students receive competitive pay with on campus employment. Norfolk State University is now called a Research College and University (RCU); through additional research and is making a difference.

#### **11. Action Items**

There was none.

#### **12. Old Business**

There was none.

#### **13. New Business**

There was none.

#### **14. Motion-Closed Meeting Pursuant to 2.2-3711(A) 1, 7, and 8 of the Code of Virginia**

**Mr. Blake read the following motion, seconded by Dr. Watkins, and with an 11-0 Roll Call Vote the Board unanimously approved.**

Mr. Chair, I move that we 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:

(l): To discuss personnel matters, including more specifically, appointment, and/or promotions, to certain university employees, and further, to discuss the evaluation of performance specific employees; and personnel matters regarding the evaluation of performance of specific university departments where such evaluation will necessarily include, more specifically, discussion of the performance of specific departments' operational vulnerabilities and Compliance "Gap" closure activities; and

(7) and (8): Consultation with legal counsel regarding specific matters requiring the provision of legal advice 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 that any member of the NSU Board of Visitors be permitted to attend virtually, or by phone to participate in the Closed Meeting; and further that the following remain for or attend, when called, the Closed Meeting.

State all that apply:

- \_\_\_\_\_ The President
- \_\_\_\_\_ University Counsel
- \_\_\_\_\_ Chief Strategist for Operations & Vice President for Institutional Effectiveness
- \_\_\_\_\_ Chief Audit Executive
- \_\_\_\_\_ Chief Compliance Officer

#### **14. Open Meeting**

Rector Brown read: Having reconvened in open session, we will now take a 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.

#### **16. Public Comment**

There was none.

#### **15. Information Items**

There was none.

#### **16. Adjournment** At 2:30 p.m.

**Mr. Andrews motioned to adjourn, Seconded by Mr. Parks and with a 11-0 Roll Call Vote the Board unanimously approved.**





## NORFOLK STATE UNIVERSITY

### RESOLUTION TO NAME

#### NORFOLK STATE UNIVERSITY INFORMATION TOWER THE DEVON HENRY COMMUNICATIONS TOWER

**WHEREAS**, Mr. Devon Henry is an alumnus of Norfolk State University, having earned his Bachelor of Science in Biology from the College of Science, Engineering and Technology in 2000; and

**WHEREAS**, Norfolk State University recognizes Mr. Devon Henry's exceptional contributions to the programs of NSU as he was honored as a Distinguished Alumnus and recently served as the Rector of the Board of Visitors which concluded in 2024; and

**WHEREAS**, Norfolk State University recognizes Mr. Devon Henry's exceptional achievements as a successful entrepreneur and business leader, serving as CEO & President of Team Henry Enterprises, LLC, a nationally recognized contracting enterprise based in Richmond, Virginia; and

**WHEREAS**, Mr. Devon Henry has demonstrated remarkable business acumen through managing a portfolio of companies in construction and logistics, building his organizations over a distinguished 20-year career; and

**WHEREAS**, Mr. Devon Henry has established himself as the premier professional in historical preservation work, notably leading the sensitive removal and relocation of over 23 Confederate statues across the Southeastern United States; and

**WHEREAS**, Mr. Devon Henry's exemplary leadership and entrepreneurial success serve as an inspiration to current and future Norfolk State University students; and

**WHEREAS**, the naming of the Devon Henry Tower is recommended upon the completion of a financial pledge to the Norfolk State University Foundation; and

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Visitors of Norfolk State University approves the naming of the University Communications Tower located on the campus of Norfolk State University as The Devon Henry Communications Tower; and

**BE IT FURTHER RESOLVED** that an appropriately framed copy of this resolution be presented to Mr. Devon Henry, that signage be prominently displayed at the Communications Tower, and that the University keeps all the covenants as established in keeping with the signed gift agreement.

**IN TESTAMENT THERETO**, I have hereunto set my hand and affixed the great seal of Norfolk State University this \_\_\_\_ day of March 2025, in the two hundred fiftieth year of the Commonwealth and the ninetieth year of the University.

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RECTOR

NORFOLK STATE UNIVERSITY

RESOLUTION TO NAME

NORFOLK STATE UNIVERSITY DEPARTMENT OF TOURISM AND HOSPITALITY  
MANAGEMENT TO THE

**“BOYD GAMING CORPORATION DEPARTMENT OF  
TOURISM AND HOSPITALITY MANAGEMENT”**

**WHEREAS**, Boyd Gaming Corporation is a valued corporate partner and has made significant contributions to the gaming industry and higher education across the United States of America.

**WHEREAS**, Boyd Gaming Corporation has partnered with the NSU School of Business by pledging Seven-Hundred Fifty Thousand Dollars (**\$750,000**) to establish the **Boyd Gaming Endowed Scholarship** for students studying in the Department of Tourism and Hospitality Management. and

**WHEREAS**, Boyd Gaming Corporation has pledged One-Hundred Fifty Thousand Dollars (**\$150,000**) to support the School of Business Support Fund at Norfolk State University, further exemplifying its commitment to the institution; and

**WHEREAS**, Boyd Gaming Corporation has contributed One-Hundred Thousand Dollars (**\$100,000**) to the Norfolk State University Areas of Greatest Need Fund; and

**WHEREAS**, Norfolk State University recognizes Boyd Gaming Corporation’s exceptional contributions to the Tourism and Hospitality programs and NSU School of Business through its total pledge of **One Million Dollars (\$1,000,000)**.

**WHEREAS**, the naming of The Boyd Gaming Corporation Department of Tourism and Hospitality Management is recommended upon the completion of a financial pledge from the Boyd Gaming Corporation to the Norfolk State University Foundation; and

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Visitors of Norfolk State University approve the naming of the Department of Hospitality Management within the School of Business Management as the **Boyd Gaming Corporation Department of Tourism and Hospitality Management**; and

**BE IT FURTHER RESOLVED** that an appropriately framed copy of this resolution be presented to Boyd Gaming Corporation, that signage be prominently displayed at The School of Business located in Brown Hall, and that the University keeps all the covenants as established in keeping with the signed gift agreement.

**IN TESTAMENT THERETO**, I have hereunto set my hand and affixed the great seal of Norfolk State University this \_\_ day of March 2025, in the two-hundred fiftieth year of the Commonwealth and the ninetieth year of the University.

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RECTOR

Bishop Kim W. Brown

Respectfully submitted,

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Dr. Katrina Chase, Secretary Board of Visitor

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Sher're Dozier, Clerk to the University President for the  
Board of Visitor

**NORFOLK STATE UNIVERSITY BOARD OF VISITORS ROLL CALL VOTE MARCH 7, 2025**

<b>Item</b>	<b>Rector Brown</b>	<b>Dr. Chase</b>	<b>Mr. Blake</b>	<b>Mr. Bland Absent</b>	<b>Mr. Andrews</b>	<b>Mrs. Abbott</b>	<b>Mr. Darrell "DJ" Jordan</b>	<b>Honorable Dyke</b>	<b>Mr. Sanders</b>	<b>Mr. Hall Absent</b>	<b>Mr. Jamison</b>	<b>Mr. Parks</b>	<b>Dr. Watkins</b>	<b>Totals</b>
<b>Quorum established for start of Full Board Meeting</b>	Yes	Yes	Yes	A	Yes	Yes	Yes	-	Yes	A	Yes	Yes	Yes	10-0
<b>Approval of December 6<sup>th</sup> and December 20<sup>th</sup>, 2024, Minutes</b>	Yes	Yes	Yes	A	Yes	Yes	Yes	-	Yes	A	Yes	Yes	Yes	10-0
<b>Approval of the Academic Affairs General Education Curriculum Reform</b>	Yes	Yes	Yes	A	Yes	Yes	Yes	Yes	Yes	A	Yes	Yes	Yes	11-0
<b>Approval of the Teaching Faculty Handbook Revisions</b>	Yes	Yes	Yes	A	Yes	Yes	Yes	Yes	-	A	Yes	Yes	Yes	10-0

<b>Approval of the Resolution to Name Norfolk State University Information Tower the Devon Henry Communications Tour</b>	Yes	Yes	Yes	A	Yes	Yes	Yes	Yes	Yes	A	Yes	Yes	Yes	11-0
<b>Approval of the Resolution to Name Norfolk State University Department of Tourism and Hospitality Management to the “Boyd Gaming Corporation Department of Tourism and Hospitality Management”</b>	Yes	Yes	Yes	A	-	Yes	Yes	Yes	Yes	A	Yes	Yes	Yes	10-0

<b>Motion-Closed Meeting</b>	Yes	Yes	Yes	A	Yes	Yes	Yes	Yes	Yes	A	Yes	Yes	Yes	11-0
<b>Motion-Open Session</b>	Yes	Yes	Yes	A	Yes	Yes	Yes	Yes	Yes	A	Yes	Yes	Yes	11-0
<b>Adjournment</b>	Yes	Yes	Yes	A	Yes	Yes	Yes	Yes	Yes	A	Yes	Yes	Yes	11-0