

0:01

Here in just a minute, we'll have April call, um, roll and then we have some opening remarks regarding our, our former Board members. So, April?

0:14

Dr. Best –

0:15

Here.

0:17

Mr. Blake – Here. Ms. Blunt –

0:22

Bishop Brown – Here. Here. Dr. DiCroce –

0:29

Dr. DiCroce –

0:31

Mr. Fulton – Here. Here. I'm here.

0:34

I couldn't unmute myself I'm here April. Okay. Mr. Fulton – Here. Mr. Griffith – Here. Mr. Henry –

0:42

Here Dr. Watkins – Here.

0:45

Ms. Wilmer – Here.

0:47

Okay. Thank you, April. Um, again,

0:51

everyone, welcome. With every moving part in this corner of the world today, you found space to be here at Norfolk State University.

1:02

And, one of the things that we are doing this morning is pausing, because we have some Board members, who have decided to transition and move on. Actually, been with us, um, quite a while, either as a Spartan,

1:18

so, that's an endearing place of course and, continued as a Board member, or who has been on the Board for multiple years, and served through many leadership changes, and helped us to grow in these reconstructing years. And, so, I think those remarks cover all three of those that will be talking to you today. I talked to the President

1:44

a few months ago when we started seeing some of the changes within the Board, and I said, you know, really makes me sad to see some of them leave.

1:52

I will reserve my tears because I think I cried enough to Jean and I've blown Mike's phone up multiple times. And, Tamara, I even asked her to think about it and gave her therapy question, and she said absolutely not, unless you guys are going to send me on a cruise.

2:10

So, um, cause she's been behind her lab coat trying to serve and support the people of our community who are going through the COVID crisis, she isn't having a moment to breathe.

2:23

And, so, we talk, President Adams-Gaston and myself

2:27

and, we said, let's do something to support and express our appreciation, which is something we tried to do previously with other Board members. As we started working together, and she said, you know what, I have the perfect idea.

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So, um, if I could get April and, and, or Kim to help. We just want to flash one of the plaques.

2:49

What we did board members on, and this is said on behalf of our Board, is we have resolutions of appreciation for our Board members that have transitioned. We're going to read those to you.

3:02

In addition, um, we have some, um, some items that we're sending to each of you. I want to flash this so we can keep moving and read these resolutions in its entirety. So, nothing gets missed.

3:16

One is a plaque of appreciation. I don't know, can you see it?

3:22

This is, this is Kim AKA Vanna.

3:26

So, yeah.

3:29

So, she has a plaque right there and in addition, they also get a framed resolution that has been created for them to highlight their service with the Board. So, while I read the resolution, please know that these items are being sent to you carefully, so you can have something on your walls to remember your time and your service that you volunteer here at Norfolk State University. President Adams-Gaston, and I thought maybe you can help me.

4:00

Um.

4:04

We are going to tag team on this. I'll do one, you do one.

4:08

Okay. Awesome. I'll start with the first one, The Honorable Jean W. Cunningham.

4:16

Whereas, Jean W. Cunningham faithfully serve Norfolk State University as the Commonwealth of Virginia and the Commonwealth of Virginia through her appointment by the Honorable Ralph Northam to serve a four year term beginning July 1, 2018. Whereas, Ms.

4:32

Cunningham was mindful of the university's interests when the local, state, and federal levels, in her legislative expertise now affiliations undeniably translate into positive influence and exposure for the university; and

4:44

whereas, her experience, as a former academic, legislator and attorney, was critical to the work of safeguarding the integrity of the academic enterprise, establishing Board policies, and procedures and advancing exemplary governance that served the best interests of the university; and

5:02

whereas, through her membership, when the Academic Affairs, University Advancement, Ad Hoc Board Policies, and the Presidential Search Committees, along with serving as a member of the President's Onboarding Team, the university committed to making higher education equitable, affordable, and transfer, um, transformative.

5:20

In addition, her service as co-chair of the Bylaws Committee led to the review and the restructure of the Board's standing committees for greater operational efficiency; and whereas the void left by Ms. Cunningham's departure will be hard to fill.

5:37

The Board will not soon forget the ad,

5:41

admiration excuse me, of one, who has served as long standing public servant of the Commonwealth of Virginia on so many fronts, but she found time for us.

5:53

Now, therefore, be it resolved by the Norfolk State University Board of Visitors that the Honorable Jean W Cunningham, be properly recognized and thanked as evidence of the university's sincere appreciation of her outstanding service and contributions to Norfolk State University in the Commonwealth of Virginia.

6:14

Jean, thank you. Everyone, round of applause.

6:22

Going to mute, give you a moment to say something.

6:28

I don't know what there is to say, other than I hope that the bonds I made with those of you who serve with me will continue through the years.

6:37

As always, it was a pleasure for me to serve.

6:42

I was honored that I was appointed by the Governor.

6:46

And, I would just say to you, Norfolk State has a special place in my heart, almost up there with Virginia State.

6:53

What can I say? I don't, at least I didn't say little state. I told you to say that. But it has been an honor for me to serve.

7:11

And, it has been just a welcoming experience in my life, to get to know some of, so many of you, and to know that we will be friends, even beyond the Board. Thank you.

7:24

Thank you so much Jean for joining us, and, again, thank you for your service to Norfolk State and to the Commonwealth. And, I wanted to know everyone in this room, and those who are virtually with this, Jean continues to support us anytime there's an opportunity or something we need to be aware of. She is, you know, very willing to help.

7:44

Um, the good thing is that the pandemic has kept everyone quiet, so Jean I'm planning to see you and say that you're always going to be a friend to the Board. Please keep us close.

7:52

Right. We're going to move to the next one. President Adams-Gaston, and you have the mic. Thank you. Thank you. Everyone, and good morning. And, I'm going to read the resolution of appreciation honoring

8:04

Mike, Michael J. Helpinstill. Whereas, Michael J. Helpinstill faithfully served Norfolk State University and the Commonwealth of Virginia through his appointment to the Board of Visitors by the Honorable Terry McAuliffe on July 1, 2015, and was subsequently reappointed by the Honorable Ralph Northam on July 1, 2019; and whereas, Mr. Helpinstill simultaneously held two prominent Chairmanships critical to the Board's legal and ethical fiduciary responsibility as Chair of the Finance and Administration Committee and the Audit Committee;

8:46

and whereas, he restructured the Internal Auditor's position and led a successful search for the first Chief Audit Executive, Executive that resulted in an enhanced audit function, the implementation of a campus-wide compliance process, and the launch of periodic reviews for risk assessment; and whereas, Mr. Helpinstill also brought an experienced perspective to the Board's decision-making process by sharing his unique insights through his membership on the Academic Affairs Committee, the Presidential Search Committee, and the President's Onboarding Team;

9:26

and, whereas, much was accomplished during his tenure on the Board including providing timely audited financial statements, the hiring of the sixth and seventh university president, and the reaffirmation of accreditation of the university; and whereas, it is with regret that Mr. Helpinstill transitions from the Board due to increased professional obligations; nonetheless, the Board could not be more proud of his accomplishments and applauds him for close to six years of continued service; now, therefore, be it resolved

10:06

by the Norfolk State University Board of Visitors that Michael J. Helpinstill be properly recognized and thanked as evidence of the university's sincere appreciation of his outstanding service and contributions to Norfolk State University and the Commonwealth of Virginia.

10:25

Thank you, Mr. Helpinstill.

10:31

If we could pass the mic to Mr. Helpinstill. I'm here. Can you hear me?

10:38

Hi Mike!

10:39

Hi guys, that, that was very special Dr. J, and, I felt it in my heart.

10:47

And, it is a sad day. Very, very bittersweet, and hearing that kind of recounting the history a little bit is, reminds me of how much we've, we've been through as a team many of us together.

10:59

Um, Larry gets the credit for longest serving and has seen them the most. I will always had respect for what Larry has, has been through more than me. But Norfolk State is a special place,

11:13

and, you guys are doing tremendous work. I'm proud to have been a small part of that.

11:19

So, so happy for where the university is today.

11:23

And, again, so regretful that I'm, I don't feel like I can give it what it deserves in terms of my personal time.

11:31

So, it's a sad day for me, but I know you get the universities in good hands inside and outside in terms of Board service and administration and wish you the best. Thank you so much for the recognition and for the opportunity to serve. I'm very honored. And, personally, I'll miss all of you.

11:49

All wonderful people to, to work with and, and I'll miss Gerald Hunter probably among (laughter), I'll miss Gerald quite a bit. You should see him in the room. He gave them the biggest Kool-Aid smile. It's Gerald is a "trem," he's a, he's just a good dude.

12:07

Um, I always liked me some Gerald Hunter. So, anyway, thanks. Thanks so much. I'm very honored.

12:19

Best wishes to all of you.

12:22

Mr. Helpinstill.

12:25

And, so you're going to be greatly, greatly, missed, greatly missed. And the work you're doing or you did for us

12:33

um, here at Norfolk State University is just grown tremendously.

12:38

And, I know you can't join us for the entire meeting, but I would highly encourage you to have a conversation with, um, President Adams-Gaston, so she can talk to you about how our compliance function has grown the structure we have today and where it's going to continue to grow and live your vision, what you started.

12:58

So, thank you.

13:01

Thank you for protecting the school.

13:03

All right. We go into our next one, and that is with Dr. Tamara Jones.

13:12

And, the President and I are going to share this one. We both have remarks for you, Dr. Jones.

13:19

Whereas, on July 1, 2018, Dr. Tamara A. Jones was appointed to serve a four-year term on the Norfolk State University Board of Visitors by the Honorable Ralph Northam, Governor of Virginia;

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and, whereas she grace, grace, graciously, excuse me, accepted this guber-, guberter-national center, did I say that right?

13:43

Gubernatorial. I'm going to get it right

13:44

I promise you I can speak. Gubernatorial appointment and faithfully and impartially fulfilled her oath of office,

13:53

and, whereas Dr. Jones' loyalty to the university provided honest and sound guidance on matters of importance through her membership on the University Advancement, Student Affairs and Presidential Search Committees, as well as serving as Chair of the Liaison Committee between the Board of Visitors and the Norfolk State University Foundation.

14:14

And whereas, as an alumnus, she is a proponent of maintaining a level of affordability for students, increasing the university's competitiveness and partnerships, and holding true to the fundraising initiatives and long-term sustainability of the university.

14:40

And whereas, her liberal giving to numerous causes such DNIMAS, the NSU Emergency Support Fund, the President's Discretionary Fund, the Chemistry Department and the Dr. Tamara Jones Book Scholarship is a testament to her charitable nature and love for the Green and Gold.

15:00

In addition, she will serve as a member of the recently formed Capital Campaign Committee. Thank you.

15:08

And, whereas, Dr. Jones was named Graduate of the Last Decade in 2009, and a Distinguished Alumnus in 2013, and whereas it is with much reluctance that she leaves the Board being faced with increased responsibilities of being a physician amid the COVID-19 crisis;

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nonetheless, the Board is tremendously grateful for the time she provided to the university and the Commonwealth during her service on the Board of Visitors. Now, therefore, be it resolved by the Board of Visitors of Norfolk State University that Tamara A. Jones MD, be properly recognized and thanked as evidence of the university's sincerest appreciation for the instrumental role that she plays in advancing the mission and vision of Norfolk State University. Thank you so much.

16:06

And, we will pass the mic to Dr. Jones.

16:16

Dr. Jones. Good morning, everyone. Yes. I definitely want to thank you for those kind words. This was not a very light-hearted decision. As you can tell, I'm at work right now.

16:28

Um, it's been that way for the past 14 months I think we're going on now. I must say that I wish I was back in residency, because I knew that had an end after three years, but this has been very similar to those trying times. And, when I'm a person of service and when I decide to serve, I want to give it 100%. And, unfortunately, the crisis, the COVID crisis has not allowed me to do that.

16:51

And, so at this point I'm going to step back from the Board, but as you know or, as you heard that I do plan to continue to serve Norfolk State University, where I can with a little bit less responsibility but always with financial support as well to the university. So, I want to thank you all and those Board members that have reached out to me during this time to check on me, to check my mental health like well-being, physical well-being. So, I definitely want to thank you for your kind words.

17:32

Can you hear me now?

17:34

All right. Sometimes, I struggle with calling you, Dr. Jones, because everyone who knows her, Devon more so probably. She's Tamara to me.

17:44

Now, if I want to take it to a next level of, of closeness, she's big sister, Tamara, to me, because we are members of Alpha Kappa Alpha Sorority Incorporated. And, when I came in, Tamara was a part of the leadership team and she's anti vassals. Right? My Vice President.

18:00

And, then, my Laurie Anderson was President, and what an experience we had. Right?

18:08

But I will tell you to see you and the capacity to continue with the university, and to serve this great school, it really makes me sad for you to leave, and I know that we talked about, I said, you need a break. You need to go on a trip. I'll pay for you to go on a trip. She was like, no, that's not going to do it. I promise you this COVID thing is really wearing us physicians out, and so we want to thank you for your service, not only with Norfolk State, but with this great country.

18:33

You continue to try to stay in there with us during the height of it, and it's not getting any lighter. And, so we understand, and we just want you to know we love you.

18:43

We appreciate you Spartan.

18:45

I appreciate you. And, I'm really sad to see you go.

18:51

All right.

18:54

All right, we have one more.

18:55

And, then we're going to move on into our, into the rest of our agenda. President Adams-Gaston?

19:05

Well, thank you.

19:07

Thank you, everyone.

19:10

I wanted to take a moment because it is with sadness, and also happiness for her that I let you know that April Allbritton is retiring, and this is her very last Board meeting. We can't believe it.

19:31

You just see that big grin April has back there.

19:35

She's like (laughter) "shew." I would like to make a very special presentation to April, a staff member that has provided 27 years of exemplary service to Norfolk State University. April Allbritton today, marks her final Board meeting.

19:55

And, if you don't know what it takes to create a Board meeting, it is an ongoing 24/7, and I really mean 24/7 because we're talking in the middle of the night and she's putting things into the system all night long.

20:11

As people are getting information, she's collating it, gathering it, making sure that everything is set for the Board and that all of the roles and functions are adhered to. It is not an easy role, but she makes it look so easy. She is always pleasant, smiling, and has that wonderful, um, lift in her voice that, you know, hello, like, can you really still say hello?

20:43

She has served every president, an interim leader of this universe, university, not including the very first ones.

20:53

But we will look at the one said she served, and she's done so with professionalism, with pride, and with unrelenting commitment to excellence.

21:04

As Board Liaison, April has played a central role in the business of the Board, from call to order to adjournment to everything in between, and she has helped to maintain a high degree of decorum and efficiency that has advanced the work of the Board

21:19

and this university. Above all, April is a wonderful and conscientious person, despite the very high demand and stress of her job. I have never seen her exhibit, anything, but that pleasant demeanor.

21:38

She exemplifies what it means to be a great public servant, and a wonderful co-worker.

21:45

She takes great pride in her work, as well she should. April, thank you for your many years of faithful service to Norfolk State University. I thank you for being a partner with me, helping me to get oriented, helping me to understand things and doing it always with a smile.

22:05

And, in a sincere sense of, I want this institution to be the best and to have the best, and you have been the best.

22:15

So, you've left an indelible mark on us and you will be greatly missed.

22:21

Congratulations on your forthcoming retirement. You have earned it. This has not been easy. Thank you.

22:28

Yes. Okay. Let's see if they'll come up. Let's see if they'll come up.

22:35

On behalf of Norfolk State University, what she has is a plaque

22:40

that speaks for 27 years of service and all the presidents, both the full presidents and the interim presidents that she served under.

22:48

And, if you look at this, this is 10, I write 10 presidents that she has served under. So, thank you.

22:58

Thank you so much. Okay. Okay. Okay.

23:07

Yeah.

23:11

Have, before you leave, we just two more things to recognize other service that you have given to the institution. And, the first,

23:23

it's an NSU watch. It's your gold watch (laughter).

23:31

And, the second is a vase that says April T. Allbritton, thank you for 27 years of dedicated service to Norfolk State University, 1994 to 2021. Thank you.

23:46

Thank you and we want to on behalf of the President, myself to say thanks to everyone.

23:54

We have paused on today just to say thank you for what you do out of love for Norfolk State University. We are sad to see April go. April helped the President. She helped me.

24:07

She's helped everyone who's transition and continues to be the glue that supports the Board. So, we are sad to see the movement.

24:16

But we are also very happy for her in this next chapter in her life.

24:20

And, we applaud her as well. So, if you ever get a moment, send her a message, send our Board members messages, just continue to love and appreciation, because what we've done was just a brief pause, but know that you are forever be appreciated in our hearts. With that being said,

President Adams-Gaston and I'm going to turn it over to you and then we'll quickly get into the Auditors report.

24:44

And, I'll be very brief.

24:45

I just want to say thank you to Mike Helpinstill, to Dr. Tamara Jones, and to The Honorable Jean Cunningham. Each of you have left a mark on my heart.

24:58

Positive respect for all that you did in the days that I was here and all that you have done for Norfolk State University, no Presidency, no Administration, works well without an outstanding Board of Visitors, or Board, and you all have been outstanding. You have helped me to think through things, to process and to move the agenda forward.

25:29

I will miss each of you for what you have given me. And, I will be in touch. So, don't think you can get away because it matters to me and you matter to me. So, I want to thank you all.

25:41

I want to say to April. It has been a joy and a pleasure to have you down the hall, taking care of business every single day, making it happen. Making sure all the pieces were put together and always demonstrating and modeling, pleasantness and commitment. Thank you, so, so very much. I appreciate you.

26:05

Yesterday, was an amazing opportunity for this university to really think about it, who we are, and, and how we're going to proceed.

26:16

And, we heard some really amazing voices, who helped us understand some of the challenges that are there, but some of the ways in which we're meeting those challenges, and some of the ways in which we can be meeting those challenges.

26:30

So, I just want to say thank you to the Board for a wonderful Board Retreat for the Cabinet and the Extended Cabinet for all the work that went in to getting us to this point. It is never an easy task. But the commitment, the focus and the ability to present excellence is always what I am teamed with, and I thank you all. I don't want to take up a whole lot of time because I know we want to keep to our time.

27:02

But I just wanted to say, um, Dimitri, and I last night, talked a lot about this experience though we were exhausted.

27:11

We felt renewed and revived, and very, very honored and humbled to be the President and the First Man of this university. Thank you.

27:27

Okay, thank you very much and thank you for your remarks, President, Adams-Gaston and for everyone, an amazing Retreat yesterday.

27:38

We couldn't have done it without the great staff here,

27:42

as well as the participants we had who gave their time, and their thought leadership and their words of wisdom yesterday that culminated as a, um, at a reception at the university house, which showcased some of the updates that we desperately needed to do for the house. Um, and, it looks lovely. It looks so nice. So, the team has done a really good job. And, I understand the faculty and staff leaders had a great time at the reception where they had a chance to engage and enjoy each other, where everyone had pretty much been locked in due to national pandemics.

28:23

So, I thank everyone for a wonderful, wonderful Retreat. And, then, I didn't say this yesterday, but we did give everyone a gift.

28:32

So, if you didn't come, it's shipped to you. If you did come, you came in, you got it in person, everyone got their traditional board shirts. So, we kept that tradition going, so you wear it while you're here, Norfolk State, or maybe when you're out coffee, if you do golf.

28:49

But in addition to that, you've got some other things in there that are Norfolk State, blended so that we continued with the theme of the BOV homecoming, so please wear your paraphernalia proudly, especially when you come to the events to support and the games. We just again wanted to bring that full circle connection back to the BOV.

29:13

Next, we're going to move on in our agenda to the Audit Public Accounts Exit conference.

29:19

Michael? Is he here? Yes. Okay. I'm here. Can you hear me? Yes, how are you? Good morning.

29:29

I know you have a full agenda, so I won't try to not take up too much of your time.

29:34

But we have completed the fiscal year 20 audit, so that's for the year that ended June 30, 2020.

29:41

We've been working right up to the deadline to get everything completed. The report has not been issued yet.

29:47

We anticipate the report going out within the next two weeks, and all the Board members will be included on the distribution of that report.

29:55

When you receive the report, if there are any questions, I'd be happy to have further discussions about it, or I can come back at the next Board meeting and discuss things in more detail once you've had a chance to see the report. But I would like to go over the results of the audit with you today.

30:12

For the financial statements themselves we will be issuing an unmodified audit opinion so a clean audit opinion for fiscal year 20.

30:20

We'll provide that opinion to the university and they will include that in their fiscal year 20 financial report, which they'll publish or distribute themselves.

30:32

As part of the audit, we also gained an understanding of the university's internal control environment, so that we could plan on the nature of timing and the extent of our audit procedures.

30:42

We had some recommendations related to the internal controls that we audited, and those will be included in our audit report.

30:50

I've categorized those here in kind of three areas, just to make it easier to discuss.

30:55

The first category are the IT recommendations.

30:59

As part of our audit, we have an information system security auditor, who does our IT audit portion of the audit. As a result of that work, we have four recommendations.

31:11

The first recommendation is to continue to improve the information security risk management and contingency programs.

31:19

This is a repeat recommendation that was first included in our 2016 audit report and has been included in every report subsequent to that.

31:30

This mainly focuses on the university's risk assessment procedures, continuity of operation plans, disaster recovery plans to support their sensitive IT systems or their mission essential IT systems.

31:46

The university completed their business impact analysis in fiscal year 19, and in fiscal year 20, they were working on the risk assessments.

31:56

They've identified 19 sensitive systems, which are systems that store data that are based on confidentiality, integrity, or availability, is classified as sensitive.

32:08

Of those 19 sensitive systems, the university has completed nine risk assessments, so there are still 10 that needs to be completed.

32:17

Of those nine, only four have been completely finalized. The, um, back in 2016, I think the university has worked on agreement with VITA, the Virginia Information Technology Agency, the IT agency of the Commonwealth, to assist with this process.

32:36

Um, so, of the nine risk assessments have been completed, four have gone through the whole VITA process and have been finalized.

32:43

So, there's still a lot left to do with the risk assessments. Um, after that, there's still need to complete the continuity of operation plans and the disaster recovery plans related to the mission essential functions.

32:57

The university has already drafted some new policies and procedures to help with this process. And, the university's goal is to have all of those completed by December 31st of this year. So, when we come back, in January, for the next audit, we will review all the work that's been done related to the risk assessments,

33:18

um, DRPs and Re-COOP Plans.

33:21

The second IT recommendation is to continue to upgrade or decommission the end of life technology.

33:28

This is a repeat recommendation, as well, that was first issued in our 2015 audit report.

33:34

This recommendation is marked FOIA exempts and our report due to the security nature of the recommendation. So, we did not go into the details in our audit report, but those details have been communicated to the university.

33:48

The next IT recommendation is to implement cybersecurity requirements of the Gramm-Leach Bliley Act, or the GLBA.

33:57

The GLBA is a Federal Act from 1999.

34:02

The Department of Education has recently issued some guidance saying that an institution that receives federal financial aid money is classified as a financial institution and thus is subject to the GLBA.

34:14

So, the cybersecurity requirements, the GLBA require a security program to be in place, over all sensitive systems. And, since some of those says sensitive systems do not have completed risk assessments, there is a compliance issue related to the GLBA that's noted in the report.

34:33

The last IT recommendation is to, is a new recommendation for this year is to approve the virtual private network security.

34:42

Again, this when, similar to the end of life, technology, is marked fully exempt and our audit report. So, we've communicated the details related to that, to the university, but due to the security nature of it, we do not go into the details in our report.

34:57

Are there any questions related to the IT recommendations before I move on to the others?

35:06

Alright, the next category, kind of our non IT recommendations. We had three recommendations in this area. All three of these recommendations are repeat recommendations from the 2019 audit. So, they were first issued last year in 2019. We had no new recommendations in this area.

35:27

To kind of put that in perspective, our 2019 audit report was not issued until September of 2020.

35:34

Some of those recommendations that are all of those were obviously communicated the university prior to September, but there was due to all the issues last spring in us transitioning to working remotely the university, transitioning to a virtual environment. There were some delays there.

35:51

So, these recommendations were included in the 2019 report, but the university did not have a lot of opportunity to address those prior to the year in fiscal year 20. Just wanted to try to frame those in that light. Like the first one is to comply with the prompt payment provisions.

36:08

So, the Virginia Public Procurement Act, and the Code of Virginia requires invoices to be paid within 30 days of the receipt of the invoice, or the receipt of the goods or service, whichever is later. We found some additional assumptions related to that.

36:24

The second recommendation is to improve controls over purchasing system access.

36:29

And, the 2019 report, we had a recommendation related to employee termination procedures, that we found exceptions where, when employees left the university, their system access was not removed timely from the university network, and as well as the state's electronic procurement system.

36:49

And, our follow-up test work this year, we found no exceptions with the university network side of that, but we still found some exceptions with the state's electronic procurement system access being removed timely.

37:01

So, that recommendation is partially repeated in our report. The university addressed half of it, half of it still remains.

37:10

The last recommendation is to complete purchase card reconciliations timely.

37:14

Last year we found exceptions where individual cardholders reconciliations weren't being completed by the required deadlines that carried over into fiscal year 20. The university

37:27

worked on corrective action in October of 2020 and finalized some new policies and procedures in February of 2021 to address this recommendation. Um, it's a big change. Their corrective action was to move everything online to do online reconciliations, which will make things easier for the cardholder to reconcile as well as the card, or charge card administrator to monitor the reconciliations and be able to tell which ones are still outstanding. So, we think that's good, corrective action that will follow up on that corrective action

38:01

during our next audit.

38:04

The last area of recommendations relates to student financial aid.

38:10

We audit the full federal compliance related to student financial aid on a three year cycle, and that's statewide. So, once every three years, we do a statewide project to audit federal financial aid compliance.

38:25

The last time that was in cycle, we had three recommendations at Norfolk State.

38:30

The first one was to improve reporting for the National Student Loan Data System, as of fiscal year 20, the corrective action for that was still ongoing at the university.

38:40

So, we will follow on that one in a subsequent audit.

38:44

The second recommendation was properly process Title IV refund calculations. The corrective action was completed by the university, so we did follow-up test work related to that.

38:55

We found some additional exceptions so, that recommendation is still included in our report for this year.

39:01

The record, the exceptions we found, primarily relate to the spring 2020 semester.

39:08

And, that semester, the Title IV refund calculations, and that calculation, takes into account the number of days in the semester, and by the university extending the spring break in spring of 2020, that those additional changes weren't reflected in the calculations. So, there were exceptions related to the calculations of the Title IV refunds for that semester.

39:32

The last recommendation for financial aid was to improve the notification process for Title IV awards to students.

39:40

The university completed corrective action related to that. We did follow-up test work related to it and we found no exceptions. So, that recommendation has been cleared and is not included in our report this year.

39:54

As I said, we audit student financial aid on a three year cycle. The next cycle is fiscal year 21. So, we will be back this December, January of 2021, to do our whole federal compliance with student financial aid review.

40:11

So, regardless of whether corrective action has been completed or not, by next year, we will be doing a full review anyway related to financial aid.

40:20

Are there any questions related to any of the recommendations?

40:23

Yes, sir. Good morning, I'm Larry Griffith.

40:27

Um, I believe, related to the calculation of the FY 20 financial aid worsened because of the COVID suspension that covered in the Act

40:42

that allowed for the, um, exception to the calculation?

40:46

Yeah, so the, yes. So, I'm trying to pull it up in my report how they worded it.

40:58

Yes (inaudible multiple people speaking) in my background, but I just wanted to, the Department of Education did kind of grant waivers for institutions for the spring term, so those exceptions are exceptions from the financial aid standpoint, but it was a control issue that the calculation process wasn't picking up the correct days. So, looking ahead, if there needs to be improvement in the control process, looking ahead to the future

41:22

so if the Department of Education doesn't grant a waiver in a future year, if a similar change happens, that, that issue won't repeat itself.

41:32

So, what, so, what I hear you saying is that the issue wasn't the, the extension of the break

41:37

and the requirements, the issue was, even with that, the calculations by the team were not in a sufficient way? Correct. The calculation didn't pick up that spring break was extended.

41:50

Okay. Thank you.

41:54

Any other questions before I move on?

42:00

Alright, the kind of the last thing that I want to mention about our audit work.

42:04

We also did additional work related to the Education Stabilization Fund.

42:09

So, the federal funds the university received in spring of 2020, we did detailed test work related to that, especially for related to the student aid piece, and the distributions of students. We found no exceptions related to any of the Education Stabilization Fund activity, or the financial reporting of it, and how it's reflected in the financial statements. So, everything looks good in those areas.

42:34

Some of those funds did carry over the fiscal year 21, so we cut off at June 30 of 2020. So, any activity that carried over into fiscal year 21 with the student aid distributions, we will do additional work on that during our next audit. And, then we know the university received additional funds in fiscal year 21. We will pick up that work here in our fiscal year 21 audit.

42:59

We had no audit adjustments related to the Statement of Net Position, Statement of Revenue and Expenses, or Statement of Cash Flow.

43:07

We had a few small changes or updates in the management discussion analysis section or the full disclosures and required supplemental information that the university is working on updating now.

43:21

But no audit adjustments related to the face of the financial statements.

43:27

Just something put on your radar looking ahead to the future.

43:32

For fiscal year 20 and for fiscal year 21, there were no new auditing or accounting standards that needed to be implemented.

43:39

There were scheduled to be some new standards for fiscal year 21 coming up, however the Government Accounting Standards Board did delay those due to the pandemic.

43:50

So, the standard, that's going to be the most significant is related to the accounting and reporting of the leases, so identifying what is a lease and how to account and report the leases, is this going to be a significant change in fiscal year 22.

44:06

So, just to get down on everybody's radar, and I know we're talking about fiscal year 20 is audit right now, so that's two years out. However, fiscal year 22 begins for the university and approximately six weeks.

44:17

So, we've already had some preliminary discussions with the university related to that to make sure they're prepared for the implementation of the new lease standard. We'll do additional work on that and did our fiscal year 21 audit to make sure everything's ready for that fiscal year 22's financial statements.

44:36

Lastly, I just wanted to thank everybody at the university, Dr. Hunter and Ms. Gordon, and everybody in the Controller's Office that we worked with, we were able to do this audit almost entirely remotely. I think we only had to come on campus once or twice to look at stuff in person, and we couldn't have done that without the university's assistance. I know it's a lot of extra work on their part, to have to scan things in and send us stuff electronically, but they were extremely helpful and no issues. Everybody was great to work with, or without their assistance, we can never got our work done.

45:13

Hopefully next year, we'll be able to be back on site and have that face-to-face interaction that we miss, but for this year, being able to do everything remotely worked out well.

45:27

Thank you very much. Board of Visitors, are there any other questions or anything that you have for the Auditors Closeout Report?

45:36

Okay. This is Mary.

45:38

Mary? Yeah,

45:40

a question not for the auditor, but for the for Gerald and his team, do we have the resources that you need to do to address those IT issues?

45:54

Given what's going on?

45:55

I know the audit chair has been quite intense about addressing our security issues.

46:05

And, so, given that some of these have hit it, hit the audit report, do you know we have the resources we need to be able to address these?

46:16

Good morning.

46:20

Can you? Yeah. You're, you're, you're low.

46:25

Let me pull up your volume a little.

46:30

Oh. That better?

46:32

Barely. Oh, yeah. All right. Good. I've got to work on my technology. But good morning, Ms.

46:41

Blunt that the answer to your question is, um, no.

46:44

We need additional investment in the IT area, and, and that's one of the things that what we're looking at as we move forward with the FY 22 budget, and in terms of as we move into the future.

46:59

So, we will continue to seek support, you know, increase support from the state to help us meet this.

47:08

And, I would say that the need is in the millions of dollars, in terms of what we need to be able to meet many of these challenges.

47:20

Where do we, where do we stand relative to the other universities around these challenges, for the auditor, are you identifying these types of issues at other universities?

47:34

Are we are the same boat?

47:35

It's tough to compare in some regard due to the tier structure. However, if you look at our audit reports, A lot of findings are related to IT. Across the board, especially in higher ed.

47:48

I think in our recent statewide single audit which kind of summarizes a lot of our audit findings, the vast majority of them are IT related so it is an area that we do see the risk and statewide, but it is tough to compare university to university.

48:08

Okay. Thank you.

48:14

Okay. Any other questions or comments?

48:19

Thank you again for going through that report Mike. We really appreciate it.

48:22

We're going to move right along to the initial experience in the post pandemic world presentation from President Adams-Gaston and vice presidents on updates.

48:34

Okay. Thank you Rector Wilmer. I'd like to begin this morning by saying thank you to the Board of Visitors, administrators, faculty, staff, students, alumni, and supporters of NSU. We are a family, and, in order to do the work that we need to do, we need to stay focused on what matters. It's been an extraordinary period in the history of our nation and the life of this university, but with the collective support and sacrifices that have been made, we have success, successfully completed yet another academic year. So, I want to publicly acknowledge Dr. Leonard Brown and Dr. Justin Moses

49:13

and Dr. Shackelford who really moved us along the continuum in the COVID-19 Task Force and for a job well done. Thank you so much. Tomorrow, for the first time since December 2019, and remember that was four months after I got to the university, we had a commencement ceremony that December and we have not had another one since then. So, tomorrow, is a red letter day for our students, because they get to have commencement, in person. The 2021 class will have commencement at 9:00 a.m. The 2020 class will have commencement at 3:00 p.m.

49:54

Watching these young men and women, walk across the stage and received their degrees, is the high point in the life of a higher education institution.

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That is the work that we do, Any other work is wonderful, but it really, really defines a university to have our students able to graduate.

50:18

Commencement also underscores why we're here, and why our mission matters.

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As we heard from Senator Scott, Congressman Scott, and Senator Lucas' yesterday, the higher education policy landscape is rapidly changing. We have got to be able to pivot.

50:35

And, I will commend this institution for pivoting in a successful way where others might not have been able to do that. You've heard me talk about the pillars.

50:47

They are essential to the success of the 21st century university.

50:52

But we have to be able to move the needle forward in transformational change.

50:58

And, we can't do that unless we change the management, management strategy and seamlessly integrate all of the pillars.

51:07

That's one reason that right now, we are adopting a one university, one mission approach to the transformational change. We're fully focused on tearing down silos and removing barriers to collaboration, innovation, and transformation. One recent example of our shared approach to transformational change can be seen in the university's strategic budget process, which Dr. Gerald Hunter will speak to more a little, little more shortly.

51:38

The 2021 budget process brought together stakeholders from across the university to discuss issues, strategic priorities, and to assess how the financial needs of the individual operating units and divisions further those priorities.

51:55

This was really important, because we wanted the, the voice of the institution across the institution to be a part of the budget process.

52:08

This morning, I want us to think about our shared accomplishments, not because their accomplishments, but because we have to think about what really matters is why. They matter to our students and the future growth at the university.

52:23

First and foremost, in everything you will hear me talk about, is student success. Student Success is at the core of our mission. It is why we are here. Yesterday, we heard from some of our extraordinary students and they have been thriving and they have made the NSU experience their own. You all heard from McKinley Lowery. You know that he's a Forbes Under 30 Scholars. For those of you who were there yesterday, you heard him be able to articulate his experience coming from Michigan and here to the university. Is completed internships with Price Waterhouse Coopers and Gucci and will intern with JP Morgan Chase the summer. Don't let anybody ever tell our students that they are not ready. NSU has well prepared him. We have enhanced.

53:10

Through our teaching and our support is skills, talents, and abilities. Nicholas Joshua is a 22 year Navy Veteran, who is on track to graduate one year early and preparing to begin a second career as a high school math teacher. Diamond Blaze is the incoming Miss Norfolk State

53:31

and is a nursing student who has supported the fight against COVID-19.

53:36

And, Jeremiah Bryant, who is, our, um, student representative to the Board, is also graduating in political science, is an excellent student who's distinguished himself as the SGA President and student representative to the Board of Visitors and, he interned for U.S.

53:54

Senator Mark Warner, and will join, join Ernest and Julio Gallo Winery sales development program upon graduation.

54:05

The success of these students is important, because it demonstrates why our focus on internships matters, why our commitment to our military veterans matters.

54:16

Why our continued focus on creating living and learning communities that empower students to be leaders is so important.

54:25

The success of these students, it's also clear evidence that we're moving the needle with transformational change right here at NSU.

54:34

You've also heard me talk a lot about our partnerships with Netflix and 2U, and to the many, many institutions that we have, corporations that we have partnered with, Netflix and 2U as a first of its kind of program. And it's provided an inaugural cohort of issue students, with the opportunity to participate in a Tech Bootcamp, which has provided direct access to coding.

55:00

And, I wish you could have been on the Zoom calls that I've been on with those students, with their mentors from Netflix, with the faculty members from NSU and with the corporate brass as they talk about their experiences.

55:18

And they talk about what they've learned, and they talk about how they can use that information to move forward.

55:28

I want to say that there's so many programs like that, and I have the privilege of often being able to either sit in or come in, do remarks,

55:38

but I get to hear how these are transforming our students and how they are transforming our campus. Yesterday, you heard from Dr. Cynthia Burwell

55:49

um, about the timely research that she's engaged in around COVID-19 vaccination hesitancy in the Hampton Roads, communities of color. And, I think she gave us a full much fuller view of what that means and how that is impacting our community.

56:06

We're trying to combat that with on campus on-site vaccination clinics, not only open to faculty staff and students, but encouraged for the community to come and get vaccinated. You know, sometimes we talk about vaccination hesitancy, and we don't factor in the barriers that occur, that keep people from being able to, to get fully vaccinated and to have the experience of being able to be safe.

56:37

Faculty excellence is important to us, not only because it advances teaching, research and innovation, which are all very important to us, but it raises the profile of the university.

56:49

Dr. Fulton talked yesterday about, you can't raise the profile of a university without great research and we know we need great teaching. So, I am honored to have faculty who are led by a provost who really understands how to pull all those pieces together.

57:08

We were asked to recently host a COVID vaccine equity roundtable held in this very room and that roundtable feature the Senior Policy Advisor to the White House COVID-19 Response Team, the Virginia Commissioner of Health, and Virginia's Chief Diversity Officers, along with other state and federal leaders.

57:31

What we heard there was a conversation between those who are in the trenches, with people who are looking for ways to get vaccinations to communities that are underserved, and the university, and they in particular, the Biden Administration.

57:53

And we came up with some solutions, and that's what happens when you sit around the table and you talk to people.

58:00

That's what we are becoming known for. Of course, we all will remember the US Senate debate, which was hosted here at NSU and broadcast to audiences in several states. These high impact and high exposure opportunities don't just happen. They are the result of the university's growing reputation for excellence in teaching and social impact.

58:25

Transformational change requires a commitment to excellence in all that we do.

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To that end, I want to speak for just a moment on the progress that we've made with organizational excellence.

58:38

Over the last year, we've continued to make critical investments in our infrastructure and retooled our business practices to ensure that they support NSU's ongoing growth and strength. It is a battle. It is an uphill battle. But we are making progress.

58:58

The area of Human Resources Management, we implemented a new business partner model which has assigned HR professionals to each major operating unit. This new model has helped to increase the efficiency of HR transactions, resulting in improved client satisfaction. Our biggest accomplishment in the organization, organizational excellence, has been our successful management of COVID-19.

59:25

While other universities, shuttered their doors are limited themselves to only virtual instruction, this team plan and put into place through their hard work, continuity of operations to provide a safe on campus experience for students and staff. Success of our students, the innovation of our faculty, and our ongoing commitment to organizational excellence are important drivers of the work that we're doing to secure the university's financial future.

1:00:01

Even during this COVID pandemic, fundraising has been strong, and that directly speaks to the confidence that donors had in the university. In addition to the historic \$40 million McKinsey, Scott gift, if we have also received more than \$2.6 million in smaller gifts, and the university's growing portfolio of supporters.

1:00:24

And, as we prepare to officially kick off our capital campaign, our focus is on transformational change that will become more important than ever. The good news is we already have a long list of accomplishment, accomplishments to make the case for investment in NSU.

1:00:43

As I said earlier, Dr. Hunter will be speaking with you more about our financial growth and diversification strategy, but I'd like to remind you of partnerships that we're developing that help with that diversification, including our academic partnerships, um, with between academic partnerships and NSU. And, the Virginia College Affordability, the VCAN

1:01:06

Program, we continue to make sure that an NSU degree is accessible.

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VCAN and academic partnerships are game changers not only from an enrollment and revenue standpoint, but also because they will grow NSU's brand.

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That's where we are that is the crux of what we need to be doing, growing the brand, because we're not only a Norfolk City, or Hampton Roads Institution.

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We are indeed a national institution, and as such, we have many things that we need to do to ensure that we continue to bring excellence to this institution and to the students who are the recipients of the work that we do.

1:01:59

We've had Apple, Amazon, Micron, UNCF, Dominion Energy, and more, as it's been a banner year for public partnerships. In fact, over the course of this year, we've secured more than \$7 million in partnership agreements that will provide our students with direct financial assistance, high demand training, and internship opportunities. These partnerships are game changers, not just for our students, but for the university's reputation. We want NSU to be recognized as a gateway to the future. As we heard from Louis Carr yesterday, this is our moment to build sustainable relationships with corporate America. We are fully committed to this task and look forward to engaging the Board in these efforts.

1:02:51

Our government affairs work at the state and federal level has yielded strong returns for the university of \$5.4 million dollars

1:02:59

to support student financial assistance to restore the NSU Virginia College Affordability Network began \$4.5 million to support NSU's connected campus, \$3.6 million where the academic and student support program initiatives, \$2.5 million for the development, and operation of joint schools of public health with Old Dominion an EVMS. \$1.2 million to support facilities and program upgrades to NSU's Preschool Academy. Capital projects have been approved, the new science building funding, appropriated at \$90 million, physical plant funding appropriated at 30.8 million, the fine arts building planning authority granted. We are on a roll. Because people work hard to ensure that we are in front of the right people at the right time so that we can do the right ask at the Federal level, through direct advocacy and in partnership with the Thurgood Marshall Fund, NSU received more than \$30 million in direct Federal assistance.

1:04:05

It is important to recognize, and to have a presence in Richmond and in Washington DC, to ensure that NSU's priorities are being considered when key decisions are being made. If you don't raise your hand, you will not get recognized. If people don't know what you need, they do not put you on their radar screen.

1:04:26

It isn't a knock on the institution, but it is an important component of being in the room and thank you to all of the Board members who have ensured that we have been in the room. Yesterday's Retreat is a testament to the strong relationship that we've built. As you saw, our representatives came, in spite of having significant work that they needed to be doing, otherwise, they came to be with us and that is important. I often talk about NSU's culture of care, which really speaks to our core values as a community. An important part of our culture of care is shared governance and professional development. This year, we have focused on tearing down barriers to dialog and information sharing. We're focused on ethics and transparency, and we've embarked on an organizational culture shaping journey for the university senior leadership, that will cascade down to the entire employee community.

1:05:30

We could not do this work without the talented men and women that make up the faculty and staff of this university.

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We're committed to providing employees with opportunities for professional growth and development. We are taking a close look at employee compensation.

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Through the salary study, that will be presented shortly by Dr. Karen Pruden.

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We need to look, we needed to look at, where we stand, in comparison to our peers, and what pay incentives university can support. In July,

1:06:02

the university will provide employees with a 5% increase up across the board.

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That has been approved by the General Assembly in the 2021 session, so let me explain that for just a minute.

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The 5% is required by, for the classic classified staff, and up to 5%, for the A&P Teaching Faculty and the A&P administrators.

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We decided that through the work that Gerald Hunter has been able to do, we are able to do the 5% for every staff member, every employee, and you know, that's hard,

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because those of you who have to create budgets know that there's one thing to give bonus, as a one time hit. It's very different thing, and you have to, the strategy has to be very different for ongoing support. But we've been able to do it and, we are pleased to let our community know that.

1:07:03

In addition, we have, we're putting together other opportunities to financially acknowledge those who were whose work has been above and beyond during the COVID pandemic. So, we will have a fun, not a great, big fun but a fun that allows us to do some things to help our, our faculty staff. And I just want to remind people, everybody has had a hard time during the pandemic. This has not been easy for anyone. And, so, really trying to find ways to correct some of the, the pain that people have had as well as acknowledge those who have gone beyond above and beyond is really important to this institution and it's really important to me.

1:07:54

Over the course of the last year, we've accomplished a great deal together. We've established an impressive portfolio of innovative partnerships to help drive student success by delivering results and setting high standard of excellence. We secured the largest private gift in the history of the university, because of our growing reputation, were invited to host the US Senate debate, which put our community in the center of the democratic process and do not forget, our meet, men's basketball team or MEAC champions, and went to the NCAA

1:08:28

and we're the only public institution, public institution team to actually win around in the NCAA tournament. We are very proud of all the things we do. We accomplish these things and more on navigating uncharted waters of COVID-19 at NSU. We're ready for the future, and the future starts now.

1:08:51

I could not be prouder of our successes.

1:08:55

And the reason why, which is the success of our students as a march forward in their lives, the vice presidents will now share with you how NSU, the NSU experience has already begun to transform into one that is fully connected, intention, intentionally intrusive, globally minded, socially driven, and financially sustainable Thank you.

1:09:20

Thank you so much, President Adams-Gaston. Good morning, everyone. Good morning to the members of the Board. And, the Norfolk State Community.

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Operating in the new normal requires that we double down on our commitment to students and student success remains

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our highest priority. Persisting through college and completing their degrees are the ultimate goals for all students,

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so each unit in the university contributes to students realizing these goals.

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To that end, at Norfolk State University, we have actualized an intentionally intrusive model towards student success inspired by the intrusive advising approach to student engagement that involves proactive interactions with students

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with the intention of connecting to them before a situation occurs that cannot be fixed.

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Being intentionally, intrusive, involves intentional contact, with students, with the goal of developing a caring and beneficial relationship that leads to increased academic motivation and persistence.

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Research shows that significant experiential contact with individuals within the university is a crucial aspect of a student's decision to remain in college.

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Being intentionally intrusive requires that we convey to students that we care about them and their academic and professional success.

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Second, that we make proactive interventions before problems arise, that we integrate academics with career and professional opportunities, and that we innovate and, research and teaching.

1:11:09

Being intentionally intrusive is not handholding.

1:11:13

It is showing active concern for students, academic preparation, and assisting students and exploring services and programs to improve skills and increase academic motivation and success.

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At the core of this method, is a high touch approach to student success.

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Implementing a professional advising model for upper division students is one such approach.

1:11:38

Professional advisors practicing intrusive advising will help students feel cared for by the institution through frequent and meaningful contacts with students, and identify signs of academic distress early, and work with students and faculty to remedy the concerns.

1:11:58

Integrating experiential learning and academic coursework is intentionally intrusive by pairing students with internships in business and industry, education, and community and civic organizations, where students can apply academic knowledge and develop professional skills that prepare them for career success.

1:12:20

With new leadership and NSU career services, students benefit from the units mission to foster career development and planning to prepare students in developing co-curricular experiences that will ensure they are competitive in today's ever changing and global climate economy.

1:12:41

The Liberal Arts Foundational Education of all student majors, inspires and develops abilities and skills like curiosity, persistence, flexibility, optimism, and risk taking, which is why national surveys show employers

1:12:57

value liberally educated graduates by instructing students how to identify and actualize these skills, and integrating academic knowledge with internship opportunities NSU students will be prepared to take advantage of planned and unplanned circumstances for career advancement.

1:13:18

Academic innovation is central to our university's success, and as a research institution, knowledge production is essential, an essential element of our reason for being. New scholarship and research produced by outstanding faculty, engaged in their disciplines. And, who involve and, or collaborate with, students, is an important component of our innovation.

1:13:45

Innovation and teaching is another component and so psychologists have found that brain, human brain processes more information and develop stronger memory with information that is broken into smaller amounts and then gathered together collectively.

1:14:04

This process is called chunking and has been integrated into a teaching method that is shown to be effective

1:14:11

particularly in online teaching.

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With a grant from the Thurgood Marshall College Fund and the Association of College and University Educators, a cohort of 60 NSU faculty will engage in professional development to take the acute course and effective online teaching practices.

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This course enable faculty to learn about and implement evidence based teaching practices like chunking shown to strengthen student outcomes and close equity gaps.

1:14:42

The pandemic has highlighted systemic racism and other social inequalities and has created a transformative historical moment.

1:14:52

By adopting an intentionally intrusive approach to student success, an issue will provide transformative education that responds to this transformative moment.

1:15:03

Now, I'd like to introduce you to my colleague, Mr. Clifford Porter, Vice President for University Advancement, who will discuss NSU's global mindedness.

1:15:14

Thank you, Dr. Fulton and good morning to members of the Board and members of the public and colleagues who are joining us here this morning.

1:15:23

If there's a silver lining to the dark cloud of COVID-19, is that it has allowed us to look at ourselves a bit differently, in the sense that we can use technology to reach the world.

1:15:35

Our students at this current time come from 39 states around this nation and nine countries around the world.

1:15:43

Our incoming class, is at 49 states, and represents four countries for the incoming freshman class. And, so, historically, we have viewed ourselves as a regional university, but these statistics show very quickly that we're not just a regional institution, but we are a global institution.

1:16:00

And, so, as we move forward into this post COVID-19 environment, we look to change our marketing efforts so that we brand ourselves as a national and international university.

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We will use technology in ways that we've not used before. We will advertise and market ourselves around the country and around the world using digital platforms, as well as print format and even video.

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We're very excited, because this will allow us to really tell who we are to tell our story in a more unique way.

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You will also see that it, that way in our globally minded strategies, that we will be looking to build regional, national, and international partnerships, to ensure that our university and our students get the best connections to the outside world.

1:16:47

We're very excited, as you look at some of the partnerships that have been formed with organizations like Apple and Amazon, we have already started to make this change to become a globally minded institution.

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We also will be leveraging technology in ways that we've not done before.

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And, while we may have some deficits, we believe that the assets that we already have on hand will allow us to do more effective engagement when it comes to our academics to our environment, connecting with the outside world. And, so, you will see, in the very near future, in this post 19 environment a new Norfolk State, one that is not just the Hampton Roads Institution. But one that will be a globally minded institution with a global focus and creating citizens for the world. With that, I would like to pass the torch to my great colleague, Dr. Linda Brown, who's our vice president for student affairs.

1:17:41

Thank you very much.

1:17:45

Good morning, everyone. It's a pleasure to be with you today. It wouldn't be surprising, right, to anyone in the room that during the 1960's that our students were heavily engaged in the struggle for civil rights. I did some digging around in our archives and there's a lot of information. But some examples were a couple of students who are arrested for sitting in restaurants one of the more impressive things, were about 275, of our students, who marched down to the Norfolk City Council Meeting, really, to pressure them to do something about fair employment.

1:18:26

And today like the sixties, issues of social justice and issues related to racial identity, are at the center of conversation for our nation, if not the, if not the world, world. And, this reality really provides us here at NSU with an opportunity to lead given our history given our mission, our purpose, and certainly our identity.

1:18:53

It's not only an opportunity, but I would argue that it's a moral imperative.

1:18:58

If we are able to provide some leadership around social justice and will help us to attract students for whom social justice is becoming more and more central and important to what they're looking for.

1:19:13

Students are expecting institutions of higher education to be involved in social justice. And, that expectation for us as an HBCU would be even higher.

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It will also allow us to provide the necessary developmentally appropriate outlets that the students that we particularly serve need as they make sense of their place in this world and their experience and a racialized society.

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This will also force us to be intentional about how we incorporate social justice in the student experience so it's clear that this is a core value of the institution and the core experience that students get here.

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We should be known for producing social justice leaders once they graduate, and specific to career development to include the equity and inclusion and diversity work being done here at NSU. That will help our students be skilled and the way that they become resources around these issues, regardless of what industry they may go into.

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This is critical and will make NSU and our graduates distinct.

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In regards to wellness,

1:20:27

the pandemic has made it clear that beyond adding access to counseling that we have a responsibility to think broadly about wellness, particularly for our students. In a way that is structured and intentional.

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One of the ways that we're doing that is looking at how we connect our health services and our counseling services to really focus on this larger concept of wellness. It's important to note, though, that this commitment goes far beyond just our immediate campus. And a few examples of that include the ways that we've partnered with Sentara to do community forums on health inequities. And, also ensuring that our community is served in this area by working to develop the joint school of public health that will help meet equitable and critical needs in the Hampton Roads area.

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At this time, I'd like to pass the mic to my colleague, Dr. Moses.

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Thank you, Dr. Brown.

1:21:29

Madam Rector and Vice Rector, and the Secretary of the Board, and to the members of the industry community, I say, to you, good morning.

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During the course of this COVID-19 pandemic, we were constantly reminded of how critical and insignificant technology and systems are to the success of, of this institution and any institution, for that matter.

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But more importantly, we've had to truly assess how we use our systems, why we use them and what that means for NSU's future.

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In the last 15 months, we've had to adapt.

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And we've also had to reimagine our entire technology operation infrastructure, but equally important, we had to quickly assess and shift how we communicate with one another to multiple mediums.

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While these times are challenging, the silver lining was that we were able to identify where we are strong, but also opportunities for growth and development.

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To develop a new framework, to support a sustainable life, a learning environment, that is innovative, creative, and moldable.

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What we have done and what we will continue to do is to provide for the technological systems and virtual medium's necessary to bind our community together.

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In this new normal environment, in fact, you are either sitting in or viewing from the comfort of your current location.

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one of those innovative systems that we've been able to create, the classroom of the future.

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This classroom of the future will be the standard for learning spaces here at NSU.

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What this classroom of the future does it allows for in class and virtual learning to occur for anyone that is sitting in the classroom,

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but also from afar.

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And, as you can see, everyone is engaged with one another.

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I can see you just as closely as I can, my neighbors, to my right, to my left.

1:23:15

Most importantly, these spaces will be adaptable to conform and remote the needs of any curriculum instruction that we provide.

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This classroom of the future ultimately helps us to prepare our students to meet industry needs.

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And, I want to thank my OIT colleagues, and also my colleagues in academic affairs, as well as the faculty and staff and students

1:23:35

that helped to implement this design.

1:23:39

For NSU to remain competitive and relevant in the higher education marketing ecosystem, we need to be able to engage with potential students, both in person or virtually.

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We are using technology and communications apparatus to attract students, admit them, enroll them, and support their academic journey and retention to data systems and platforms. And, ultimately, to help them graduate. Using seamless technologies that track, monitor, and identify progress from start to finish.

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And, just a couple of examples of these, technologies include, both internal and external systems that we have either created or have purchased.

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These include enrollment fuel, which helps us to connect with potential students as early as their junior year in high school, but also, using systems once these students arrived, arrive here at NSU.

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For example, we are implementing a system called CRM Advise.

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This will help us to have a complete, comprehensive snapshot of a student's academic experience from start to finish, along with that CRM recruit, which also helps us to connect with students to help provide them with opportunities, advice with regard to financial aid, and other enrollment management matters.

1:24:55

NSU also continues to build relationships with external entities to provide for co-curricular and professional development experiences for our students by helping them to develop the technical skills necessary for many industries, such as coding, and the creation, and marketing, or practical and virtual applications that will support any ecosystem that our graduates find themselves in.

1:25:13

These partnerships include our relationship, and Apple, Fuseideas, Netflix, and even the Virginia Information Technology Agency, so the Commonwealth Data Internship program. Ultimately our students will sustain the highest level of student success and be career ready when they graduate.

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I'm going to turn it over to my wonderful and newly minted colleague, Dr. Gerald Hunter.

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Rector Wilmer, President Adams-Gaston, members of the NSU Board of Visitors, colleagues, guests in friends.

1:25:51

This morning I would like to spend a little time walking you through budget strategy that will project the institution's financial position as we see it today through the FY 20, 20-28 fiscal year.

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But before I do that, I believe that we would like to start with some comments by our President
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Dr. Adams-Gaston, at which point I will return and walk us through some of the projections.

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I'm going to be very brief with my comments, because I want us to be able to get, get to the meat of what we're trying to project here. Like every other institution of higher education in America, and across the world, our financial position has been impacted.

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And, what is unusual is we meet, we remain on solid ground here at NSU.

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We've received new permanent investments by the Commonwealth.

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And, we have had support for, by the federal government, and by others, UNCF,

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Dominion Energy that helped us to weather the storm and to be in a position, not where we're back on our heels of where we are forward leaning into the future.

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We received \$50 million so far directly from the federal government. We have about \$25 million to carry forward into FY 2022. That will help us with PPE requirements on campus.

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Hopefully, the stand up of a campus lab that will allow us to do some work around testing and potential revenue shortfalls. Just yesterday we are received the good news. Congressman Scott suggests that we will probably end up totally with \$100 million, but what we know we have right now is an additional \$19.8 million dollars, \$10 million, of which will go directly to students.

1:28:05

So, we're really pleased with what has happened, but we look at our, financial strategy not just from the short-term sort of bandaids that have occurred. But we really need to look at how we make or encourage individuals and corporations to invest in this institution in a way that allows us to have permanent impact on the university's future. One such example of that is to McKinsey Scott donation of \$40 million. In order to have that have a lasting impact, we have to invest it. And, we have to empower.

1:28:47

You heard, Mr. Carr talk about empowering your endowment, and that allows us to be able to not just help the students of today, but help the students of tomorrow. So, we're very, very pleased that we're able to keep moving in that direction.

1:29:04

We've weathered the storm, and we're positioned ourselves with a new level of excellence.

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What we will be doing is emerging from the pandemic as a stronger institution. More prepared for the issues that can come up and the ways that life can turn things around in a nanosecond.

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The strategic pillars, the budget priorities that we have will continue to be used as our guiding principles.

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In terms of the campuses strategic budget process and you've heard me talk about those before you heard me talk about them a little bit earlier. What Dr. Hunter will be able to do is walk you through the revenue outlook for the next six years as he walks through these projections,

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please keep in mind the uncertainty and this is really important the uncertainty of the upcoming academic year and the need for our institution to find stability that will allow us pre-eminence.

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So, we are working very focus on how we can do some new things that can change things for students.

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I think he's going to tell you about one thing that is just, um, an amazing idea that he's had that we've talked about that could really be a game changer for this institution. So, I'm going to turn it back over to you Dr. Hunter.

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Thank you President Adams-Gaston.

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I hope everyone can hear.

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I'd like to start out by sharing a few comments that build on, on, on the comments and the points that President Adams-Gaston shared as we look forward into the future.

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It's my recommendation that we take the approach of looking at the next two fiscal years as years to stabilize the institution, and then the four out years as years to really grow.

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What you'll notice in front of you is a enrollment projections and it starts with FY 21, that's the fall that's coming up.

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At 5,457 students, you may recall that prior to the pandemic, back in FY 19, our enrollment headcount enrollment had grown to over 5600 head count.

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I believe that had we not been impacted by the COVID pan, pandemic we very likely would be somewhere around or above 6,000 head count students right now and well on our way to the 6,500 head count.

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If you take a look at what happened with our retention during that period of time

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for FY 19, our retention rate was 74%

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and for FY 20, it was 68%.

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So, you could see the impact, and why are head count enrollment, dip to the level that it did. Is important to point out that

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at one point Norfolk State University's headcount enrollment

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was at about approximately 7,100 head count students, and that was in the fall of 2012.

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So, what we have is a goal of 6,500 head count, and the goal is to reach that number by the fall of 2027.

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And the growth is equally spread over the years, even though it never happens that way.

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But this model, it's basically one that we, have developed keeping in mind that we'll have to come back and revisit it after the fall of 2021

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because the reality of whatever occurs between now and then, we'll have occurred and we will continue to build out this model over the years based on what happens.

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The reason that the head count number of 6,500 is so important is, you know, every campus has a certain number of students that are required to meet all the campus' objectives.

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If you think about some of the challenges that we've had in some of our areas, shortfalls in intercollegiate athletic revenue, most of that was enrollment related.

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So, getting the 6,500 makes NSU work, and that is the reason why we've established that target.

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I'd like to move very quickly to the next chart

1:33:57

because what this does, this chart demonstrates, is the revenue that will be generated over this period of time.

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You may recall from your materials, the FY 22 budget recommendation for the current fiscal year, the operating budget was \$196 mil. Well we're growing to \$220 million for next year.

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Much of that funding will come from the state.

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You may recall that we received approximately \$16 million from the state for, to fund the various initiatives on our campus, the largest of which is student financial aid for in-state students and an investment in our connected campus program.

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What I would say to you is that there are several categories that we would, should want to pay attention to, and the first of which is the growth in general fund appropriations.

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And you know, it is not that significant

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and what I would suggest to you is that I think we have the ability to far exceed the \$70,814,000 target for FY 28.

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You know particularly if we take into consideration some of the conversation that that has occurred around equity within the system

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and some of the social justice aspects of it,

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the higher education operating, which is the tuition and fee revenue, we're looking for it to grow from about \$46 million to just over \$62 million, And, that's about \$16 million, and that would be a function of several things. Continuing to bring in our first time, and first, first time freshmen and first time transfer, student head count that we've done.

1:36:04

It also factors in a 1% increase and student retention each year.

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It also includes the introduction of the VCAN

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Program. You may recall, we are on target to increase our headcount enrollment by 300 students

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that live within the local area within 25 miles of the institution. They receive free tuition and fees.

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In addition, you may recall the academic partnership initiative.

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You know, that is an initiative that is targeted to grow our graduate programs online.

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We have begun working with academic partnerships and anticipate launching that initiative in the spring of next fiscal year. The targets on that can range anywhere from 175 to 300 head count students and maybe even beyond.

1:37:09

But one of the things that we know is we've got to start the program up initially and then make decisions, you know, as we move forward through the various fiscal years.

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One of the things that I must point out to the Board it is very important,

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is the impact of the COVID pandemic significantly hit our auxiliary enterprise operations.

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One of the things that you will notice from the quarterly financial reports in the year end projection, is that we're projecting that we will only generate \$31 million in auxiliary enterprise revenue, while the budget it's well over \$50 million.

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Now, one of the things that has been beneficial to the institution is that over the last fiscal year, last six, sixteen months is that we've received \$50 million in federal support.

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That's support has been used to allocate funding to support our students, be able to keep them in school,

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But, also a large portion of that funding was made available to institutions, to displace revenues that you lost during the crisis.

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You may wonder if we only actually had \$31 million for FY for the current fiscal year that we're projecting for FY 21. Why would we jump

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so high to \$53 million for FY 22?

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Well, in order for us to gain access, to cover revenue that we didn't generate, it must be reflected in our budget.

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So, we must lose it in order to have access to the federal funding pool that is available to support our budget.

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So, that number, we're projecting, will grow from about \$53 million in FY 22

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to over \$62 million in FY 28. And you know, some of the initiatives that that includes our ability to take advantage of our campus space.

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As you know, we have made upgrades to the stadium, and we are we're on schedule to make upgrades additional upgrades to the track.

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We have Wilder Auditorium, as well as Eccles and other spaces on campus that we can leverage.

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What's important though, is that we keep in mind that those spaces must first be used to support students and the core enterprise, but then beyond that, we have the ability to leverage those spaces to generate income.

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The last two categories of significant interests, well, to me anyway, is sponsor programs, which is federal, state, and local research. Dr. Hunter? Mm? Yes, quick question. Yes.

1:40:07

You know, the diversification of revenue streams is very important.

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Yes. Okay. That's probably what pay me to ask every meeting.

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The sports program here has probably garnered the most conversation at the BOV table, especially as it relates to the financial health of now and the future.

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Yes. The last time we had a focused discussion,

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I'll say I have an update, was when you flagged with us the cost to be a part of the, um, the MEAC versus the revenue that was being brought in. Yes. Which then, birth the need to think about a capital campaign.

1:40:57

Um and the other revenue streams that we can add to diversify beyond state fees and tuition fees that come in from students.

1:41:07

Yes. With that being said, my ears perked up when I heard you say updates to the stadium and to the other facilities. Yes.

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Is that part of the answer to those things that I just mentioned? That's one question.

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Two, you said updates are coming soon.

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What does those, what's the timeline and updates look like and what's the financial analysis so that we can understand these investments will yield these kind of returns for the institution? I think we're trying to now, in our minds, think 1 plus 1 equals hopefully seven? Yes, yes, great question, Rector Wilmer and you actually jumped ahead to my next slide.

1:41:56

So, that's a great segue.

1:41:59

I got new glasses so I can see the future. There's great. All right.

1:42:02

So, this next slide, basically shows the forecast of what we're anticipating as it relates to first and foremost, intercollegiate athletics.

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I've worked very closely with Ms. Webb

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and, you'll notice, um, in this chart, significant increases and, um, contributions going from about half a million dollars to \$2 million in fundraising.

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And, you know, to your question about the stadium, we are scheduled to complete the track in the stadium so that what we will be able to do is host the AAU tournament.

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And, you know, that's projected to generate half a million dollars to the university directly as well as we'll be able to sponsor additional events for high school, um, you know, programs, both football and track.

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And, those are the kinds of things that we are beginning to schedule.

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One, one of the challenges that we that we have right now is coming out of this pandemic is there's not a lot of scheduling and commitments being made right now.

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But what we're doing is positioning ourselves Rector Wilmer, so that as we come out of it, we'll be in a position to have the facilities available and you know we'll be able to take advantage of those opportunities.

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One of the things that we lost during the pandemic when I was making reference to the auxiliary, auxiliary enterprise revenue, is the fact that we used to host a lot of things on campus.

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You know, during the summer we host a lot of camps.

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We had probably I don't know, 10 or 20 activities that we weren't able to do last year and we probably aren't going to be able to do this summer.

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So, the goal is to restore that activity, and that's to the comments, that President Adams-Gaston. And if I may just chime in on that particularly in athletics.

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So, Division one schools, they're over 365 Division I schools, 17 actually make revenue, make money.

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Every other school in that division does not make money. And, that's just the way it has been for a long time.

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So, one of the things that you worry about is you have 6 or seven home games, and hopefully you gained some revenue from that. That's not our primary revenue gain right now, but we think we will get there.

1:45:01

Yes.

1:45:03

But what do you do with the stadium?

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After those 6 or 7 games, you can't let it sit, and that's what too many schools have done for too long, and so looking for new revenue streams is really critical for the success of the institution and supporting the athletic program. So, we're not the only ones we, we are one of a gazillion who are supporting our athletic programs and not having them base budgeted in terms of being able to self support.

1:45:36

There are only 17 in the nation, and this year, what the one that I came from, that is extremely, extremely successful.

1:45:44

Ask for \$23 million loan from there, from the university. So, I want to give it over to AD Webb if she wants to add anything to that.

1:46:01

Thank you.

1:46:02

One of the things I definitely will say is, with the facility rentals, that also brings us closer to the university.

1:46:08

And, that's one of the biggest things, because we talk about enrollment and what enrollment figures look like, so as we increase, um, by hosting championships, by hosting AAU, we're getting

these students on our campus and that's one of the biggest thing, with being able to host these events, because the students now have exposure to Norfolk State University. They have a chance to see our facilities have a chance to see our campus.

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Their parents are all here, as well, and now we've become an option, and that's a real boon for our university. So, not just revenue for the athletic department in itself, but it's the potential to get new students that as university and be able to drive revenue for the entire university versus just athletics. And that's one stream of it.

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We were in the conversations to be able to host high school championships in an area,

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and that's another big, important factor for us right now as well, because, again, the local high school students, we want them on our campus. Um, outside of those, we also hosted the MEAC Conference championships. As you noticed during our tour yesterday, our softball championships have been held right here.

1:47:03

Those families, of those students, that's coming to, watch their siblings play are now seeing Norfolk State University as an option. Hopefully we get the Chat championships here next year, so I'm with the track being resurfaced that'll give us an opportunity as well. So, those are some of the things when we talk about, um, enhancements of our revenue streams that'll give us that revenue stream, but not only just for athletics but for the university.

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With the availability and the options to have the right people in place to be able to sell and recruit new students to Norfolk State University.

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Thank you for that, and, and, and, and let me just say this for clarity, because I think this is a longer discussion that we can have

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and, I want to make sure that, um, I just got a message from BOV member, Dr. DiCroce. She has some questions, as well, with your presentation.

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Um, I only use athletics as an example of systems that may be untapped business opportunities for the institution.

1:48:02

Yes.

1:48:04

I love what I'm hearing, they call you AD Webb I keep calling you Melody, sorry. One of my best friends' name is Melody, so when I see you I smile. But, um,

1:48:18

I'm glad to hear that you're thinking about ways in which to increase to foot traffic and exposure to the university. Because that's going to, you're absolutely right. It's going to help in so many ways, are interest in school, enrollment, et cetera.

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I'm also happy to hear about the maintenance and updates that are happening to the facility.

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My question's more focused on this system that turns into business opportunities.

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Let me give you an example.

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I read a lot, I really do, Jill.

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And, so, with that being said, I've done a lot of research on the city of Norfolk and how much money they have lost in tourism and, and how they want to restore that.

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Not just with the attractions that you know of Virginia Beach in areas that we would naturally think about. But just being able to bring events back to the area, and how they've lost so much revenue stream around the Scope.

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And, even that there's a question of if the Scope will continue to be in existence in the future.

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So, thinking about that as being an entertainment hub, especially with a lot of, there's a lot of investors looking at ways to create entertainment hubs in cities like Norfolk.

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Is there a way to create a model where Norfolk State becomes a Mecca for those types for entertainment for Norfolk where you have that kind of marriage in partnership with the city?

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Now I know that requires quite a bit of infrastructure created.

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That's the next level kind of thinking, that, my mind is at. To think about how this becomes now, more of a business partnership brand beyond the existence of operating as a school.

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Does that make sense? That I'm not asking for, um, because I think that in fairness to you, that does require a broader conversation and that's something we've talked to Devon Henry about in leading strategic finance around diversification of revenue streams.

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But, that's the excitement that I get

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and I think other Board members get. We think about the untapped potential of how we take the beloved letters of NSU, um, to the branding Mecca that it really can be that can generate some more dollars. Really think on that level.

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That's all I'm saying. And, I do want to give Dr. DiCroce an opportunity to speak because she has some questions. Other opportunities, if that's okay. That is fine. Then that way you can respond to us both. Okay.

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Dr. DiCroce? Yes, thank you.

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This is: all these reports are really, very well done, thoughtful and forward thinking,

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so commendations for that. My questions are Gerald as you presented on budget projections and on enrollment projections and the like,

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um, say 2021 to 28. I mean when, when you start looking at that, um,

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I mean, I guess, and, and then the fact turn that into a budget plan, I guess the questions that come from me if, if you had to say,

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you know, I like planning assumptions as a guide, so if I were to say to you, well, what are the planning assumptions underlying these projections on enrollment?

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What are the planning assumptions underlying the projections on tuition and fee increases?

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What are the assumptions underlying, where we want to be, in terms of a target on student retention?

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And then, the other question is, and the reason I asked that is right now, I mean, you know, the growth in business partnerships, so forth and so on is, is exceedingly important.

1:52:39

But the bottom line is, what drives most higher education budgets in Virginia?

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It is the balance of tuition and fees and general appropriation, which comes back to what's underlying these projections in terms of budget growth, when you look at tuition fees and the like. And then I would ask this overlay on all of this, all of this new, one-time money we've got, and you know, even on Federal funding, I mean, to say, we think Federal funding is going to grow from what it

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is it 20 in fiscal year 2022 to blank in 2028, I mean, Lord, that is so political. There is so much

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that could change between over six years.

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I mean, are we assuming that the Democratic wave will continue?

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I mean, one of the underlying assumptions to all this, I mean, even one, when we talk about, which I'm very supportive of the 5% increase,

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sure, all faculty and staff well deserved to be sure.

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But there are assumptions underlying that, that says, we've got to make sure that those operating costs are going to be able to be covered.

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Then I guess, within all of that, what are we comfortable with in terms of the balance of fixed versus one-time costs in the budget?

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Because if we don't have a clear understanding of those, you all probably do, but if we don't have a clear understanding of those, these are just numbers on a page, it's hard to know.

1:55:03

Is this doable, um,

1:55:08

and the like.

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Good, good, great,

1:55:14

great comments, Dr. DiCroce. And I agree with you 100%.

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There are assumptions behind all of these numbers, particularly the numbers for the next two years.

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Yeah.

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After we get beyond FY 23, it's a little, you know, it's not so certain.

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And, you know, when I started with my comments and, you know, the comments that the President Adams-Gaston made is this, there is still a tremendous amount of uncertainty about Fall 2021.

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And, you know, what I would subscribe to is that we may want to take a deeper look into these numbers and come back in again and provide you a little bit more detailed information, maybe doing the strategic finance Committee meeting to provide you. All right.

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About assumptions, because that's going to take a little while.

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Yeah, because, I mean, the way I look at this, you should be able to get on one page

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what these assumptions are. What, what are the primary drivers that are putting this budget together, in terms of enrollment growth, tuition and fee increases, retention rates and this, the, you know, the, the, these one-time monies, what's going to happen to those

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even that's within a 2 or 3 year period? That's important to know

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as we look forward, because that's going to, you know, unlike what now is the, if you look, if you took a snapshot, right now,

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and look at the budget and say, what is the percentage of fixed versus one-time costs?

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And, then in the fiscal year, um, 2022, what happens to that percentage?

1:57:21

So, I would agree Dr. DiCroce that these are really important points. But I would also point out that this is something that, not only have Gerald and I talked about but Gerald and his group have built this budget on assumptions. So, I think you're right that. We need to bring those assumptions to you, I don't think that's going to be difficult at all. Good. But one of the things that I really want people to remember that this has been a hard year for our student population in particular, and students across the nation. And, so, people are having to make hard decisions harder than they ever have, and so, that's why we're looking at a conservative growth at the institution.

1:58:00

But, a growth that gets us to a point where we really can be self-sustaining without, um, having great worries. So, we'll get you that on a one, one slide. All right. Dr. J, I'm not arguing for more enrollment growth, truly, I'm not.

1:58:19

I'm just trying to understand. Yep, yep. What are the drivers on these budget projections? You know, I see tuition increasing.

1:58:29

Does that include tuition increases across the board? If it does, what is that?

1:58:36

In this model, what's the assumption on what tuition is going to do? Is it going to go up? Is it going to remain flat?

1:58:44

You know, what's happening?

1:58:45

Same thing with fees, and the like. Dr., Dr. DiCroce? This model, takes into consideration, no tuition increases.

1:58:55

It takes into consideration a 1% increase in retention each year.

1:59:02

It takes into consideration continuing to bring in the first time freshmen, in first time transfer class, as we currently have over the last few years.

1:59:12

So, you know, many of the assumptions are kind of based on what has actually occurred for the institution today. Yeah, that's fine. I just want to know what they are.

1:59:22

Number one, I mean, in my mind, I would like it clear what are these, and then, you know, it's easier than the look at it and say, wow, that's, you know, that's very realistic,

1:59:35

or, that's a stretch, but not, but it's a very strategic stretch given where we are right now. That's all I'm trying to get to.

1:59:43

And as I said, you would have had to do it.

1:59:46

I think, put those numbers up there, that's, you know, maybe the committee, the Strategic Finance Committee, has gone through all this and knows that.

1:59:57

I just think, very simple. Here they are, term, in terms of the present, assumptions would be useful, at least to me.

2:00:07

We'll get that for you.

2:00:08

I think that, excuse me, Dr. DiCroce.

2:00:12

I think what you're saying is spot on and has been a question put out there before to the university around the government funding versus the assumptions.

2:00:24

Um, in addition to the questions around diversification of revenue streams, in addition to what's happening from a real estate perspective, whether it be those historical buildings and use of it like we have like Phyllis Wheatley, what's the status on that

2:00:38

to investments? They're all around. What are we doing around our monies and how we grow in our monies?

2:00:45

So, I don't want to take away the thunder of

2:00:47

any of those conversations that are going to be expanded upon with the, the Strategic Finance Committee, because I know Devon has dived and started to dive into those conversations in fairness, but it I think we, we urgently talked about

2:01:04

if there were some money concerns, and we pulled together, I think we need to have that set aside focused conversation like it before, around our finances. Really carve out that special meeting.

2:01:18

I know it's top of mind of the Board and we really do need to understand the details around it in each meeting.

2:01:26

I hear the same questions coming for Gerald.

2:01:29

So, looking forward to hear what strategic finance has to say today.

2:01:34

But I'd like to just put it to the top of the list on everything we're looking at.

2:01:40

Can we get you to partners to Chief of Finance, and you all come to a special meeting with the Board to talk about what's the financial health and strategies for the Board? So, I think we're going to rush to conversation. I want to stop because we do have a Board member that has a question. Bishop Kim you have the mic.

2:02:01

Thank you, Madam Rector. Gerald, if you can go back to the auxiliary scoring.

2:02:06

And, I think what we're all saying is, and I'll be honest, I'm just not used to, um, um, being able to share approval for substantial numbers and budget without pro formas so, we need, we need a pro forma.

2:02:22

That's, that's really what Dr. Debbie is saying, and I guess even when I go to, um, yes, that screen, you know, I guess when I'm sitting here a pro forma facilities rental, for instance. I'm telling you, it's no way I could be satisfied with \$109,000 in FY 27. So, I need to know where, you know, what are we looking at?

2:02:49

What are the pro formas, because

2:02:50

the ROI on that is, is just so low.

2:02:55

You know, if that's what we're saying, I'm okay with that.

2:02:59

But I want to know what is the mentality behind going from 50,000 to \$109,000 when I mean, unless we're still in COVID. You know in other words if somebody to say, you know, In 27 with we're planning for a global pandemic. I don't understand how we're at \$109,000.

2:03:20

The other one is on Game Guaranties, just a question for me. Is that the net revenue?

2:03:27

Because, from, for instance, what I know is, we can get a game guarantee, \$400,000 in it cost us \$90,000 to go somewhere and play the game. So, really, the income was \$10,000.

2:03:40

So, when I see that going down, I guess, I'm just trying to get to, I'm almost like Dr. DiCroce.

2:03:47

I just want to know what's the, the reasoning behind the numbers that we're crunching when it comes to those kind of numbers that we're pushing out six years from now. And, I don't know if you can answer that today, but they would be the things that I would like to get some insight on.

2:04:07

I can reference and guarantee that, if that's okay.

2:04:09

So, again, guarantees their, um, our schedules are almost like 6 to 8 years out. So, we're able to look at our schedules. Look and see how we have actually contracted out to be able to give general budget numbers, what game guarantees look like.

2:04:22

And every guarantee is going to be different based on who we're playing, whether its an FBS school or an FCS school, and what their revenue streams look like depends on how much money they're willing to give less than a game guarantee.

2:04:32

A part from these expenses, this is strictly a revenue budget, so you're not going to see the expenses. So, the expenses come out on the expense side, and we don't get those two against each other as it relates to that

2:04:40

because we budget expenditures as it relates to our game schedule.

2:04:45

So, you, you technically wouldn't see that on a revenue budget. Right? If that makes sense. Yes, thank you, AD Webb. I just want the Board to understand

2:04:56

that's, you know, you got to understand what she's sharing. So, so, once again, I just want to remind everybody, we can go play Duke.

2:05:05

You know, they promise us \$250,000, but it might cost us \$130,000 to travel and things like that. So, I think, I just want to make sure the Board understands how numbers are crunched in that these are not necessarily net numbers. Where playing Hampton might cost us \$15,000 because we're loading up busses and going across the water. So, I just want to make sure. Right.

2:05:33

Thank you.

2:05:34

Thank you, Devon. Yeah, thank you, Madam Rector.

2:05:37

And, I think this is a very thoughtful approach too, more like a question of where do you see the university going in the next six years and how does that look like from a financial snapshot?

2:05:53

I think we wanted to, the key things that Gerald said when he first started the conversation or his presentation rather, was, we're going to have to revisit this, right? Because these are items that we can reject based on certain assumptions, which are, I'm certain that they have, you know, for a couple of years.

2:06:13

But in the uncertainty of things, most recently, you know, maybe that's a year out now, but I think what, as I view this and I think AD Webb hit it slam on the head with regards to just as really a revenue snapshot. There may be another slide or maybe an opportunity

2:06:32

as we can dive a little more granular into, you know, what is this go against as far as from a cost standpoint. But just to see what type of what sized university or we look like, if we increase that a certain number percentage wise, over the next eight years and base those revenue numbers on that enrollment with certain other assumptions and things that you can take out. Or whether it's a one-time government injection.

2:07:00

But this is, to me, looks like a solid take at a snapshot over the next, you know, till 2028.

2:07:10

But I definitely understand the concerns and we can get more granule on the assumptions, I think, at a later time. But, but I wanted to make sure that we pointed that out.

2:07:22

Madam Rector.

2:07:24

Thank you Devon. And, I think it aligns to what you've been,

2:07:28

definitely what you and I've been updating on, you'll be updating the Board, which is, know. We talked about the Strategic Finance Committee getting, you know, get an opportunity to have those conversations and debunk, starting to unpack those,

2:07:41

unfortunately, we thought it was one bag but it ended it being two bags.

2:07:46

I got ten luggages, and they just grow within the room. So, we absolutely want to give you the opportunity to dive into it so you can give that feedback as needed and consult with the President

2:07:58

for some things that she wants to see shaped.

2:08:01

I do want to put something out there, and I think we need to move on unless there's a Board member that has another question or that they want to make sure is on the table.

2:08:09

We keep talking about the need to have this discussion in the work. The thought leadership, the strategy that needs to go into creating what this (inaudible) needs to be going for, and we're starting to have the conversations

2:08:23

with the work behind the scenes and Dwayne Blake can be, you know, my "A" man on this.

2:08:28

It's a lot of work, and most often in organizations, putting on my HR hat. You have two types of teams, you have your operational and maintenance group, you have your strategy group. That's all I do, and I am just thinking about how lean we have your team, Gerald.

2:08:44

Yes. And what we're asking you all to do, which is you have so much work, but you have to keep the lights on.

2:08:51

Do you have time, maybe at nine o'clock at night, to think about this stuff?

2:08:55

Which requires more work and community and outward reaching, you know, efforts to try to come back with numbers and data, not to take away from the assumptions, and other things you've already built.

2:09:06

But, just thinking about the, the end conversation needs to happen.

2:09:12

Um, maybe, um, that should be given some thought with the President. Um, to think about bringing in, you know, specialized team, or thinking about bringing in some resources that can help think about the financial strategy, or help to build those models, Where the time in focus can be given, because we see you play in that role.

2:09:35

I'm not sure we resource the team enough to be able to play that role. There's something to think about. I don't want to belabor it, just planting a seed. Can I say one thing. Absolutely. Yeah.

2:09:46

Rector, I think one of the things that is important to take into consideration, and I have these conversations with my colleagues around the state UVA, Tech, all the institutions, and they have very dynamic revenue diversification on their campuses, and they've had them for years.

2:10:06

What is happened is this COVID crisis has consumed everything.

2:10:13

And, you know, what I do, is, what I'm, what I'm doing is, is, I'm kind of bringing us back to as a financial manager, for institutions, for, you know, quite a few years.

2:10:25

What's really most important?

2:10:28

And, the most important thing is that we focus on a core enterprise because that's what will sustain us 100 years from now.

2:10:36

I think the diversification piece Rector Wilmer is crucial and we have to get on with that.

2:10:43

But we must first focus on the core enterprise, and that's recruitment retention because that's where we're going to generate our revenue.

2:10:52

And, that's what's will sustain us throughout the years.

2:10:56

But to your point about structure, when we're not totally consumed with surviving, that's been the mode for the last year and a half, then we have time were freedom to do and think, as you just described.

2:11:14

Yeah.

2:11:14

And, again, just something to think about, because I'm sure there's more discussion and more waiting to hear from the Strategic Finance Committee as, um, again, I keep thinking about these 10 luggage bags being brought in the room, so in fairness, give an opportunity to have that conversation with President Adams-Gaston.

2:11:32

Can we start a check of

2:11:35

time we have remaining? Because there was the one item that President Adams-Gaston and asked me to share that, you know, one of the, one of the things that we will be doing with the utilizing the Federal Cares Act funding that we received is we will be clearing all outstanding students balances in order to create a situation where they will be able to register for fall semester.

2:12:05

And you know, that the estimate estimated cost for that is about \$3 million as President Adams-Gaston and share it with you.

2:12:15

You know, currently, we have about \$25 million in Cares Act funding, that is in reserve and available for us to use.

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And, as of Wednesday, we just learned that we will receive another \$19.8 million.

2:12:31

Half of that \$19.8 million, has to be used to help support our students and in their ability to, to, to pay their, the cost of their education.

2:12:43

So, very shortly, that is, it is a transaction that we plan, plan to put into effect immediately.

2:12:52

So, that our students will have the ability to register for summer school and fall without having balances.

2:13:01

(multiple voices). Thank Gerald. Go ahead. Was that the HBCU funds only

2:13:04

or was that the total HBCU and the general rule is sufficient?

2:13:11

It was the HBCU. Okay. So, there'll be the other tranche that's coming? Yeah. Expect the state funds? Potentially, that's coming.

2:13:20

Correct, yes. So, I want to thank Gerald for, for having this idea that really, I think transforms the lives of the students that we're talking about. You think about who got hit hardest, in terms of employment, in terms of income, all of those things, they would be the students who come to Norfolk State University.

2:13:39

And, so, he, with his team, came up with this as a way, to sort of give them a net zero start, so that they can actually return to the institution. And, I think it's a phenomenal way for us to use the income that we were able to get with, um, some of the federal funding and others, to help our students be successful. I want to turn it over now to Dr. Pruden.

2:14:06

Dr. Karen Pruden. I'm sorry. I'm sorry, before you do that,

2:14:09

I just have one last comment on the budget discussion.

2:14:13

And, it's just to comment that now you have your same store growth strategy, your diversification strategy, But I also would challenge you all and the strategic finance committee to look at your cost reduction strategy because the cost can find their way in when money is given.

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And, when the money is gone, then what's the answer to all the things you built on the back of that money that is now gone.

2:14:46

So, it's saying that, that third prong to that financial strategy of the future is your cost reduction strategy

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and that some of the IT infrastructure, um,

2:15:05

some of the IT infrastructure changes that you're making, should have some sort of return. Yes. To the cost reduction benefit. Yes. We don't need to belabor it, and we can move on.

2:15:18

I absolutely agree, Ms. Blunt. And, let me say that we talk about that cost reduction issue, that balance all the time, because that that is the scary part. Much of what we're building, we're building around one time needs, and we hope that some of this IT stuff as we get better and better at it will help us, not to have tremendous millions of dollars that we have to put in IT. But we know that cost reduction is a component. So, thank you for that. Um, Dr. Pruden are you ready?

2:15:53

Can you hear me?

2:15:54

Okay. Great. Good morning. Going to speak to you about the compensation review based on the Compensation Report of 2020.

2:16:07

On this first slide represents our head count. We have about 930 employees.

2:16:14

And, on the list on my screen is on the left side, you'll see the breakdown of that 930 between faculty, staff, and AP.

2:16:25

Then, to your right, you will see the average years of service based on category for teaching faculty from instructor to Assistant Professor, Associate Professor, and then to professor. The compensation report,

2:16:46

um, this is not the right one. Hold on, I'm going to.

2:16:50

This is not the right version, but that's okay. We can work with it.

2:16:53

The compensation report is based on 20 peer institutions for local, as well as 16 national. The local institutions were Christopher Newport, Hampton University Old Dominion, Old Dominion and Virginia Wesleyan University.

2:17:14

And, I'm going to go back.

2:17:20

So, this is the salary data based on the compensation report and so

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your first category, is NSU average salary based on a 2020 report.

2:17:34

And, then right beside it, you will see the peer data from those 20 institutions, are faculty salaries, were pretty much in line with the Compensation Report results.

2:17:49

You will also notice that in about three, three of the four categories, our maximum salary, even exceeds the peer salary average from the compensation report.

2:18:03

The bottom half is the AP Faculty information, and that is we have an average NSU salary based on the Compensation Report generated by the consultant for AP role codes.

2:18:19

And, then we have the 2020 peer information based on the Compensation Report, and then we have the NSU average salary within role codes, and then we had the NSU minimum and the maximum.

2:18:40

One of the things that's unusual about how the state designates positions is the AP.

2:18:48

So, you have teaching faculty, and then you have AP faculty or a largely administrators. So, it's unusual for institutions to do it that way. But that is the role code that they create.

2:19:02

Correct.

2:19:06

The next slide represents the average salary for the two groups, on, on my left hand side, as a teaching average salary from instructor to professor.

2:19:17

And, then on my right side, is the AP average salary based on the role code, that you saw in a previous screen.

2:19:31

And, then here is the peer data.

2:19:36

So, the peer data for the minimum, and the maximum for the 20 institutions, for the faculty rank categories are to your further left, and that is the minimum and the maximum.

2:19:49

And, then the two columns to your right or the NSU, minimum and maximum for the faculty rank categories as of April 15th payroll period of this year.

2:20:04

And, so we are pretty much in line with the compensation data and in some instances, we are beyond the maximum or the compensation data for the faculty rank.

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Moving on to your classify roles we have on 480 employees.

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It's about 82 DHRM, roll codes in use for our classified personnel, the average years of service is, it's about 10 years.

2:20:41

And, we have a little, um, in terms of the results of the peer study, we have some areas that are critically below market here to my furthest left, call your attention to that graph.

2:20:58

We have quite a few IT positions that are located under those critically below market, and so, there, we will need to address. Look into that. They're not severely below market if you go over to the average dollars, but

2:21:19

it is concerning, and we need needs to take a look at those roles, because critical is critical, critical to the operations of the university, critical to the support of what we're trying to do here.

2:21:36

And, so, we have 10%, and above below market, you can see here on the visuals. I won't read it to you for the sake of time.

2:21:47

But again, these are our roles that we need to look at.

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And, that's for our classified.

2:22:00

And, we have some opportunity to look at some additional roles in AP as well.

2:22:06

And, here is the visual for your AP faculty distribution, in terms of what is below or above market, based on the compensation data from the 2020 Compensation Report.

2:22:23

Kim?

2:22:25

Hi. Hi. Nice to meet you. I'm like, oh, that we were talking about you, so nice, to meet you.

2:22:34

Quick question and one this is fantastic, and it further to what you wanted to do President Adams-Gaston

2:22:40

And, so thank you again for diving into them to dig deep in on this one.

2:22:46

What is it going to, through, three quick questions. What is it going to cost to close the gap?

2:22:52

Two, what's the timing because I'm concerned about your compression issues on your salary?

Mm. And then three, how does that lend to, um, your assessment on these gaps?

2:23:04

How does that lead to the changes in, in this market, because I understand this market, has changed significantly as well.

2:23:13

So, I'm thinking that you're, you're, your data's coming from what the state provides you, is that. Our data for our classified, is coming from what the state provides, our data for the Compensation Report, is the data that was collected by the consultant Jennifer, and that was regional, and national data, that she had access to.

2:23:38

As a Department, we are, right now, looking into the cost of getting some current data, because, as, we know, every two years, you need to refresh your data. And, so, we are getting quotes for

that to make that presentation so that Dr. Moses sometime soon recognizing that it is time for us to have some new data.

2:23:58

Awesome.

2:23:59

My only concern is, um, I love that you're doing this now and, in the relevance or timing of data.

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And, then how does that become part of your natural operation so that you can avoid some of the compression issues as you're bringing in these new people

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and I know that their market rates are, I'm sure of it, not that I haven't seen it but I'm sure it's probably there's a gap and difference to what you where you currently pay people on this campus today. And, so, I'm just seeing that accordion effect constants, like you're always trying to catch up.

2:24:32

While compensation is something that you have to regularly, you have to have a schedule of regularly reviewing being that data is kind of out of date every two years. It's nice if you can get quarterly updates, depending on where you purchase your data from, but definitely from university standpoint, we also need to do some type of annual assessment of where we are in terms of regional pay. As well as national pay, since we also do bring in talent nationally. And, so, we will, as a, as a department, I will make sure that once we purchased the data. And, we have it on an ongoing basis that we have an ongoing schedule looking at the data as well as looking at internal compression as well.

2:25:15

Yeah. I think, I think she might have just answered it, but I want to be sure. My question was going to be well, so, so, how do you get to the equity issue

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within

2:25:33

the faculty and staff now? And I would put classified staff in a different bucket for right now, but for it, for faculty ranked folks, how do you get to the inequities? In other words, where is the equity piece of this within, not

2:25:54

how competitive are the averages with peer institutions and the market, but within the institution?

2:26:05

Is there inequity within the ranks and so forth, individual by individual? And, how will that be addressed?

2:26:23

Okay, okay, okay. And so, your question, um, Dr. DiCroce, I believe, was that, how do we monitor ongoing equity and, how do we address ongoing equity issues among faculty? Is that your question? Well, my, my, yeah.

2:26:38

My question is, how do we know right now, we do not have equity issues?

2:26:47

You know, there are five assistant professors and their salaries are this, this, and this.

2:26:53

But if you really dig in look, at the drivers of salaries, those salaries are need adjustments, here and there.

2:27:03

Well, I can tell you our current process when we hire professor, obviously one of the things that we look at, one of the variables, is equity, even based on the new higher salary. And, we provide that information to leadership, in terms of where the suggested higher salary, salary is in relation to everyone else, says within that group. And, then we asked them if they have the money to budget for it. And, again, that is something that has to be budgeted for it, but when we do, assessments will do ongoing assessments going forward. But, every time we hire someone within the EHRM group, we also have to assess everyone within that group. And, we give that feedback to leadership at that time.

2:27:45

Yeah, but, but, well, I think, there probably ought to be another step in terms of their need to, there needs to be periodic equity assessments within the institution, irrespective of the market. And, you know, if you froze everything, right now and you, my guess is you must find inequity. Everybody does.

2:28:11

If you don't do those with a high degree of regularity. Dr. J

2:28:17

if you remember, we talked about this, and that's it. Yes, and, that is absolutely something, what, what the consultant would do, is, take every single salary,

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would work with, work, with staff, in terms of understanding what are the drivers of the salaries within the ranks?

2:28:41

And then, you'd look at are there, is there just the natural inequities that sometimes develop over time where you need to fix that? Mmm.

2:28:53

And, unfortunately, the consultant is here and finished before Karen came. So, she's had to sort of pick up and try to move this forward.

2:29:06

So, I really appreciate the work that she's done, cause she's done the work on top of that.

2:29:11

But the inequity issue is a big one, and one that she's very focused on. So, yeah.

2:29:17

And, that that is that is the one that the faculty typically most institutions, um, get concerned about and raise. Why so and so's salaries, this minus this, and where both at the same rank?

2:29:35

And, that's what those periodic, you know, every 3 to 5 years equity, um, studies do that answer that question and, and then fix it.

2:29:50

And, all they're focused on when they do them is the internal salaries, and what drives those salaries? Yes. Yes, agree. And, you know, years of experience, degrees, whatever, drives them. Hello. This is Mary. I'm getting ready to transition.

2:30:10

Going down in my car.

2:30:11

So, just one quick question on this, Karen, um, when, whatever we do, remember, we don't have to make it all up in one year, so sure, we have some good financial analysis behind any changes.

2:30:27

And, then second, do we have anybody who is making less than any starting salaries? Less than \$15 an hour?

2:30:37

Any starting salary, making less than \$15?

2:30:44

Do we have anybody? We do. Okay. Is that a state issue, or an Norfolk State issue?

2:30:55

Yes, it is.

2:30:56

I mean, are some of these salaries set by the state? Well, positions for classified in certain positions are on the salary is set by the state, but I'm not sure exactly which category. We are referring to this.

2:31:12

For example, housekeeping, what is this starting, is the salary range for housekeeping set by the state, or locally by the university.

2:31:23

We're going to have the ED for finance is going to come over.

2:31:30

Okay.

2:31:33

And, speak into the ED in finance, he, um, it's my understanding that the state is scheduled to go to \$11 and get to go to \$15 in three years? About three years. Um, in terms of what Norfolk State can do.

2:31:51

Okay. Yes, so, the answer to your question is yes. We do have individuals, who are making less than 15.

2:31:58

There is a schedule of increase for the State, in terms of increasing, from 11, and from 11 to 15, in the next couple of years. In terms of whether NSU has the ability to pay more than the state.

2:32:16

We, yes, we have the ability to pay more to than, than the state, we just need to, we can afford it, we just have the budget it and determine: which jobs, um, you know, what warrant that review, that require, inquiries, and currently, what the rate is.

2:32:36

She's on, she's on mute, so she's, she maybe moving to her car.

2:32:39

Okay got it, okay. Discussion around the livable wage. And, as you see, the competition for that level of resource, whether it's food service, or housekeeping, or maintenance, going to \$15 an hour, you're going to impact the ability to, obviously, to recruit.

2:32:59

One of the things, I would just suggest, that as you're talking about, these salary changes, is that we have some underlying strategy around that level of employee and getting him to a livable wage, either in conjunction with what we're going to do with professors and AP.

2:33:19

It would be a shame to focus on just professors in AP and then leave people down here who don't have a livable wage. And, so, I'm not asking for an answer today, that's just a question.

2:33:30

It's just, I want us to at least think about that, because it's a critical issue.

2:33:41

You know, just a postscript on Mary's point.

2:33:46

You know, if you are, and it's really a state issue, where, if you were to take what the full time base rate for a employee and computed into an hourly rate, that would give you the answer on are we there. It'd be interesting to look that. I can tell you, most likely are not there.

2:34:17

This is an issue that we have at least, been talking about, you know, can we get people to a livable wage because we know our employees often working two jobs to make ends meet, so getting the 5% increase will help, but it won't solve the problem today. So, it will not even get them to the \$15 an hour?

2:34:41

I don't think so. No. Wait. No.

2:34:45

Debbie, you'll remember that we looked at this as a Board several years ago.

2:34:51

I was the lone vote.

2:34:53

Holding out because, you know, re we raised several serious issues looking at housekeeping staff and groundskeepers and others who the salaries just, they're not livable, and if we're going to, you know, earlier, we talked about a commitment to social justice.

2:35:16

We that we are going to be talking with our students about that, um, know, before this becomes an issue that students raise.

2:35:23

I think it's going to be something important that we look at, and, you know, hopefully, as the Scott gift has come in, and it lifts boats, those boats should be lifted as well. And, Larry, I would say

2:35:40

a piece of my point on that, Larry, is that if those full-time salaries, that the state sets do not address that, then, in part, it is an issue that we share across the state, my guess is.

2:36:00

And, the state needs to help take that up.

2:36:04

Debbie, and I think Dr. DiCroce and Mr. Griffith.

2:36:08

The other thing that institutions now do to avoid having this issue, and say, outsource, I am a strong opponent against outsourcing, because you do not help your community when you outsource. Particularly, given our mission and who we are, our role within the community. Absolutely.

2:36:30

Yeah. When you contract out, is that what you mean, Dr. J? Yes. Yeah. That's an excellent point.

2:36:37

So, Dr. Adams-Gaston, and I think, you know, like, strategic finance, discussion,

2:36:43

this, what I think we're going to have to get some more time on. Karen, more insight into some of the questions that have been posed.

2:36:52

And, it might be that you need to shift a little bit on your agenda for the next meeting.

2:36:56

So, that you have the former talk about those two heavy topics, because they are the repeated questions that keep coming, and I think what you hear from the Board is that we're, we're thinking, you know, what are the things we need to do to solve

2:37:10

or invest, or to invest so we can solve if that's okay?

2:37:17

So, we can keep. That's perfect, and we will put that as the top agenda item for our next meeting with the Board

2:37:25

so, that will be my, my session with the Board.

2:37:34

It does. Okay.

2:37:38

Thank you very much, President Adams-Gaston, and thank you to the leadership team.

2:37:45

I see it. Ashley, did you actually? Oh, did you have your hand raised? I'm sorry Ashley.

2:37:58

I didn't see your hand raised. But it doesn't show hand raised on my screen, so you just got to say, hey, hey, hey! After you. I promise to be brief, I just want to thank you for getting the ball rolling. As you know, this has been a focus of the Faculty Senate for years, and we've not been able to get traction. So, I'm really, really pleased to see that there's movement there, and really hope that the report can be shared with the faculty, so they can kind of dig through the numbers, because that's who we are.

2:38:30

But we're really, really pleased to see that there's movement there and look forward to talking with you more about, particularly at thank you, Dr. DiCroce, for bringing up the issues of equity probably in a better way than I could have enunciated that, because I know that those are the issues that I hear from faculty. And, my phone has been dinging while we've been talking. So, thank you for recognizing that. And, we look forward to working with you on it. Absolutely.

2:38:56

Thank you.

2:38:58

We're going to move right along. Thank you very much to the team and for the hard work.

2:39:02

And, I think, what you're hearing just to that, everyone's sensitive to these conversations. I love these conversations, because I think it helps us think about, okay, so what's next?

2:39:14

There's always going to be a what's next.

2:39:17

You're never going to reach the point of, okay, we've arrived, and we can all take a deep breath and chill out for a while.

2:39:24

We're, we're trying to rebuild and build stronger, and so, as we become more stable with the help with this leadership team, and for the work, you know, Karen that you're doing, that you continue to dig into, we want to become stronger.

2:39:39

And, so, what happens in that moment of becoming stronger?

2:39:43

You're turning that tight curve, and that could be a little tough.

2:39:46

So, I think, if anything, what you're hearing from the Board, those questions, where we're trying to lean in, and we're saying, okay, let's make the turn out.

2:39:55

What do you need to do to make the turn?

2:39:57

We're leaving that up to President Adams-Gaston and team and you know Gerald.

2:40:02

He had some things that he's looking to do with his team, where we're asking the questions.

2:40:07

Because I want to be very clear on this, because this has been something we've been trying to shift dynamic on in our conversation, where the Board is asking the questions from a governance, fiscal management system. Look at the systems, the health of the institution.

2:40:22

We're not asking them to say, we're going to, we want to be a part of the operations to come up with solutions.

2:40:29

We're happy to resource, and partnering support you on that, but at the end of the day, we have some great brilliant minds in the room who lead the institution. We're looking for you to come forward with those solutions and that action and say, here's how we fix it.

2:40:43

And, this is how we move forward.

2:40:45

I think a great example of that is, um, just stepping out of the normal was Athletic Director Melody Webb.

2:40:53

Not calling you out. Um, when we were talking about the search for the football coach, and she said, we're going to do a national search, and there was other opinions around the table and how to approach that.

2:41:06

And, she did it from a more of a, you know, let's look at the system. Let's see what the market has. Let's look at our talent. So, she really pushed us on it.

2:41:15

And, we know I'm looking forward to and I've not been to come to many football games unless its the Dallas Cowboys. Magnitude to a new stadium.

2:41:24

But it is an opportunity for us to see how we can challenge the push to grade for, for greater.

2:41:31

So, I do encourage his team to think about how you start to turn the curve. It's going to be tough to dig to greater, because that's where we're really wanting to see you come to us with these proposed solutions.

2:41:45

With that being said, um. Joan, I didn't know Dallas had a football team. Aaaaaaah!

2:41:53

I was thinking the same thing BK. Aaaaaaah! Don't go there! What we got? We got some Washingtons? Is that what y'all called today, Washingtons? I just that was an insult! Then you were going to congratulate the AD on her performance and then mention a team. You know, I mean (inaudible and laughter). Oh Bishop, oh Bishop. You know Bishop the strategy, the strategy is, is people who sit on the executive Board have, have a way of making sure that this can come back. So, we (laughter).

2:42:24

I love it.

2:42:27

Well, listen. I know we have next Mary Blunt, who's going to give the Academic and Student Affairs committee report. We're going to move that after the audit risk and compliance report, so Bishop

2:42:39

Kim, do you think you're ready to, to move forward? So, we can give Mary some time to transition?

2:42:45

Unfortunately, I'm ready, but it won't be that long, so I hope I can give her enough time to transition. But I'm good morning to everyone. We had a. Oh, I am. I am ready because the bulk of my report is going to be provided by, by

2:43:03

DoVeanna. Let me just say that we had a very strong academic affairs committee meeting.

2:43:14

Hold on a second.

2:43:17

We had a very strong academic affairs committee meeting. We discussed one strategic programming change that, um, that the school will be requesting permission from the Board on this morning, and that will immediately follow my report.

2:43:38

We had a very strong update on academic, on the athletics department and the status of MEAC and where we are.

2:43:50

Some of these strategies going forward that may need to be initiated.

2:43:55

We discussed enrollment projections, some of which you saw this morning.

2:44:00

And, um, and, and then we did promotion and tenure and promotion and tenure will be discussed in closed session of the Board meeting.

2:44:13

And, at this point now, I'm going to turn it over to DoVeanna, to talk about academic program change that the school would like to implement.

2:44:25

DoVeanna.

2:44:26

Thank you so much, Ms. Blunt.

2:44:29

And, again, good morning to everyone, The Office of the Provost has requested the NSU Board of Visitors approval for program delivery change.

2:44:44

As you are aware, NSU is teaming up with academic partnerships to expand our online academic program offerings, so that we can better serve 21st century learners, including adult learners and working professionals.

2:45:01

This initiative begins with select, graduate programs, offered in 6 to 8 week terms, to provide an accelerated schedule, in which students can complete a Master's Degree in one year.

2:45:15

AP Services are designed to scale with partners online enrollment growth, ensuring that delivery of high quality and consistent service tailored to specific needs of students, faculty, and administrators.

2:45:32

So, AP provides comprehensive support to NSU systems and marketing and recruiting, enrollment services and retention services, program planning, course development, quality review, and course delivery.

2:45:49

Six graduate programs will participate in this pilot initiative, however, only two of those programs are already offered fully online.

2:45:59

All the programs needing new delivery approval, were approved by the university curriculum committee, and they include the MS in Computer science, the MS in Electronic Engineering, the MA in Special Education, and the MA in Urban Education.

2:46:18

The MA in Cyber Psychology, and the MSW, as the Masters in Social Work are already offered fully online and do not need similar approval.

2:46:28

Offering these programs will increase enrollment by expanding course capacity.

2:46:36

These programs will not enroll on a cohort model but will instead enroll in courses as needed and offered.

2:46:44

And, so, each graduate course has a minimum of course enrollments that are met, but the online format allows for much greater course capacity.

2:46:58

These six programs will have all the requirements of our existing admission requirements for those programs. And, those requirements include for the MS electronic engineering, a GPA, a minimum GPA of 3.0.

2:47:23

No GRE, GMAT, or other entrance exam, three letters of recommendation, no background check. But includes a statement of purpose.

2:47:32

The MSW includes a minimum GPA of 3.0. No external or outside exam, three letters of recommendation does include a background check and a statement of purpose.

2:47:47

The MA in Special Education, 3.0 GPA does include a, um, GRE or some other kind of Praxis, um, 2:48:02

certification, and three letters of recommendation, again, does include a background check, and the statement of purpose, as does the Urban Ed. MA actually has a 2.75 minimum GPA for admission.

2:48:21

Again the Praxis certification, three letters of recommendation., background check, Statement of Purpose.

2:48:27

The Cyber Psychology has a 3.0 admission GPA, no GRE,

2:48:33

three letters of recommendation, no background check, and includes a Statement of purpose.

2:48:37

And, finally, the Computer Science has a 3.0 GPA, does require a GRE exam, no letters of recommendation, background, no background check, and no statement of purpose and substance.

2:48:57

The background check needed for Education and Social Work programs is a universal background check, to ensure that prospective students are not involved in any criminal violations that could eventually prevent them from practice upon graduation.

2:49:15

The graduate programs offered in collaboration with academic partnerships will use the existing NSU learning management system. Blackboard at Norfolk State University is Blackboard-managed hosted at the premium or platinum level, excuse me, which accommodates potential scalability for the online programs proposed in alliance with academic partnerships.

2:49:41

And, this includes mobile solutions hosting, hosting additional storage at one terabyte, and Accessibility Fundamentals license for 4100 to 8000 users.

2:49:55

The curriculum manual requires that when initiating a course or program that represents a significant departure, either in content or method of delivery that the university curriculum committee has, which is already approved this change, that the Board must first approved the change before moving forward with this initiative. And, therefore the Office of the Provost request the BOV approval of program delivery change to online format for the MS in computer science, the MS and electronic engineering, the MA in special education, and the MA in Urban education. Thank you.

2:50:44

Move to approve.

2:50:46

Second.

2:50:52

Second.

2:50:58

Any Questions?

2:51:00

Joan, you're on mute.

2:51:06

Thank you Larry. I'm sorry.

2:51:12

Second. It has been moved and properly seconded. Any discussion?

2:51:17

Any discussion? Um, on the question? Dr. Fulton, I do have one in light of the program.

2:51:27

Around the capacity to support, on the program,

2:51:32

Just, that was one question I just came through.

2:51:35

Do you feel like all the schools would be able, to, um, get this off the ground with the other responsibilities that are on the table?

2:51:43

Well, the Office of the Provost at the university is providing additional support to the departments and programs that are offering these, these accelerated programs in the form of both content that is working with academic partnerships, personnel, to support faculty and converting courses to this model, as well as providing the financial support for the increased time and energy that program coordinator and faculty will devote to both converting the courses, as well as implementing the programs.

2:52:28

Awesome. Awesome. And, they are on board for this, as well?

2:52:33

Yes, yes. We've actually been working very closely with the academic partnerships, as well as our executive sponsor, the representative for Norfolk State, Dr., Dr. Dorothy Jones, and our, our department's program coordinators, as well as IT and marketing and communications of all been working collaboratively to move this forward.

2:53:05

Awesome, sounds fantastic. Any other discussion or questions?

2:53:11

Hearing none. We will have to do voice vote. April.

2:53:19

Dr. Best –

2:53:20

Yes.

2:53:22

Mr. Blake –

2:53:22

Yes. Ms. Blunt –

2:53:27

Ms.

2:53:27

Blunt – Bishop Brown – Yes. Dr. DiCroce –

2:53:33

Yes. Mr. Dyke. Mr. Fulton –

2:53:38

Yes. Mr. Griffith – Yes. Mr. Henry –

2:53:42

Yes. Dr. Watkins –

2:53:44

Yes. Rector Wilmer –

2:53:46

Yes.

2:53:49

All right, this is Ms. Blunt, yes. Yes. Thank you, Ms. Blunt.

2:53:55

All right, any other points that you want to bring up the Academic and Student Affairs Committee report. Mary?

2:54:09

Nothing else, thank you, Okay.

2:54:13

BOV members, the time is now 12:06 and we wanted to bring to, have a break from the morning. We've been going strong since we started at nine o'clock.

2:54:26

If it's okay with the Board, can we take it at least a 10 minute break to give everyone an opportunity stretch and get something to drink?

2:54:37

Let's say we come back at 12:25 maybe? Would that be okay? Madam Rector.

2:54:43

The food is out there if you want to do a working lunch. I'm just saying. Priorities right?

2:54:57

About that. We do working lunch if we give time for everyone to grab food?

2:55:03

So, it's about 12:10, so start again at 12:30? Give everyone a chance to stretch and check your work emails and come back?

2:55:14

12:30, okay, everyone? Yes, alright, thank you. Appreciate you. Oh, sorry.

2:55:24

Sure!

2:55:27

Are we ready?

2:55:32

Now, yes, yes, we are.

2:55:38

All right, we're going to pick up at the audit risk and compliance report, um, Bishop Kim?

2:55:48

Yes, ma'am.

2:55:50

Good afternoon. Good afternoon.

2:55:53

We had a very good, a very good audit risk compliance committee report.

2:55:59

I'm trying to hold up the bloodstained banner for, um,

2:56:03

Mary Blunt and the precedent that she has established.

2:56:07

We don't have any action items today.

2:56:09

We do want to make the Board aware that, and I think Dr. Burgess is on the Zoom or either in person, so she might have some additions.

2:56:21

But we are working on the Action Plan for timelines that we talked about, um, in the past, and we believe that by the next Board meeting, we should have some tangible, um, things for you to deal with.

2:56:38

We're also continuing the process Clery Act audit, and some findings there.

2:56:45

And, um, obviously, everybody has already mentioned it today, but cybersecurity concerns and insurance.

2:56:53

We've been also reviewing and working on that, and we should have some tangible decision points for you on that, as well at the next meeting.

2:57:03

And, we are proud as well.

2:57:06

And, I will give, Derek of the privilege of doing this: I don't know if she's actually on the Zoom today, but we're excited that we now have a chief compliance officer on board.

2:57:19

And, so, we were formerly able to meet her. There she is.

2:57:22

We were formerly able to meet her at the audit committee meeting, and so, with that said, I'll turn it over to Derek and let her do the introduction and share any other additional comments.

2:57:35

Yes, well, we want to. Oh, sorry, am I unmuted? Okay. I wanted to introduce Dr. Dawn Hess, she is one of our newest members of the ARC Committee.

2:57:45

I'm going to give you a little background information that she'd rather are not. As a Chief Compliance Officer, she will implement a comprehensive compliance program. She will assist in promoting and maintaining a culture of compliance here at NSU to implement educational measures and data driven practices to support her compliance related initiatives. A little bit about her background. She was the Director of Enterprise Risk Management for Finger Lakes Community College. That is one of the 64 colleges in the state university of New York.

2:58:16

Excuse me, which is the nation's largest, comprehensive public university system.

2:58:21

There she developed, developed, implemented, and maintain a robust, centralized, college wide risk management program, providing effective oversight to support compliance throughout the organization. She also led a New York State Education Department Civil Rights Compliance Review. As an adjunct professor, with the Rochester Institute of Technology. She taught management system design for nearly 20 years.

2:58:43

She also collaborated with the National Institute of Standards and Technology grant, focused on risk disruption and business continuity.

2:58:51

She currently serves on the advisory board as the United Educators, and want to have fun facts and she has a doctoral degree from Northwestern University, excuse me, Northeastern University in Education with a focus on organizational leadership. She has two patents out for a handicap accessible office products. And, she works on operational controls with management systems that have been adopted by NASA. So, let's give everyone, everyone, give her a warm welcome to the full Board.

2:59:36

Oh thank you all very much.

2:59:43

Bishop Brown, I'll turn it back over to you.

2:59:47

Okay, unless there are any questions, Madam Rector, that is, um, the extent of the Audit, Risk and Compliance Committee reports. Thank you, Bishop Brown. We appreciate it, and thank you. Ericka is very nice to meet you, and to see the introduction of the team, welcome to the team, we're excited to have you. Move right along to Strategic Finance Committee Report.

3:00:19

You want us to come back, we can come back.

3:00:23

Good afternoon, everyone.

3:00:26

Um, Madam Rector. Fellow Board members.

3:00:31

Those out in cyber world I come to you as the chair of the Strategic Finance Committee to bring forward a few action items and express some of the happenings in our world as it relates to finance for the university.

3:00:54

We met, twice, wants to really discuss around the advancement and gift donation policies and processes. And, I won't speak too much to that.

3:01:07

We will have a separate presentation coming from Mr. Porter and NSU Foundation folks to kind of put a bow around the process as it pertains to how the university handles gifts. But also, in our second meeting on the 16th of April, there were a few things that the Board addressed. I'm sorry, the committee addressed and would like to bring forward for approval for the full Board. And Madam Rector,

3:01:44

I bring forward five separate items that I think we're going to have to vote separately for as action items.

3:01:53

And, we'll just move them as they in order of the as they appear on the agenda.

3:02:00

So, the first item, Madam Rector of the Strategic Finance Committee met, as I stated on April 16th to discuss this Strategic Finance Committee charter and voted to recommend its approval to the full Board.

3:02:13

If it's in order Madam Rector I've moved for the recommended Strategic Finance Committee charter to be approved by the Board.

3:02:27

Thank you, Devon.

3:02:30

Fellow Board members,

3:02:32

just noting, this was included in the meeting packets. I trust everyone gotten a chance to review it. It has been moved. Is there a second?

3:02:39

I second. It has been moved and properly seconded. Any questions?

3:02:44

Any discussion? Any discussions, any questions?

3:02:47

Hearing none, we have to do, voice vote. April? Dr. Best – Yes. Mr. Blake – Yes. Ms. Blunt – Yes. 3:02:59.

Bishop Brown – Yes. Dr. DiCroce – Yes. Mr. Dyke.

3:03:05

Mr. Fulton –

3:03:07

Yes. Mr. Griffith – Yes. Mr. Henry –

3:03:11

Yes. Dr. Watkins –

3:03:13

Yes. Rector Wilmer – Yes.

3:03:20

Is that everyone? Yes. Thank you.

3:03:22

The second item I'd come before you for the Board is the item of the 2021, 2022 tuition and fee recommendation.

3:03:36

I think it's been pretty consistent with Norfolk State practices, as we recognize the population that we, we cater to and what's happened in and around the country and really around the world.

3:03:52

And, it was the decision, and the thought was to remain the tuition and fees at the current level. No increases. So, with that being said, I would like to read this following motion: The Strategic Finance Committee again met on April 16th to discuss 2021/22 tuition and fees. As indicated in the Board of Visitors, book and voted to recommend approval to the full Board, Madam Rector, I move,

3:04:23

Um, and recommend that the initial Board has approved the 2021/22 tuition and fee as indicated in a Board of Visitors book.

3:04:36

Yeah.

3:04:40

Do I hear a second? I second. It's removed and properly second.

3:04:45

Again, it has been created a meeting book, so trusts everyone's had a chance to review it. Any questions?

3:04:52

I, just to check, this is Debbie. Just a point of clarification. In effect, we are remaining flat on, with, in fees? Yes. Yes. That's what I thought. Yes, we'll leverage the, um, state supplemental funds.

3:05:10

Any other questions? Comments?

3:05:15

Alright. April?

3:05:19

Dr. Best – Yes. Mr. Blake – Yes. Ms. Blunt –

3:05:25

I missed the presentation. I will have to abstain. Bishop Brown – Yes. Dr. DiCroce –

3:05:33

Yes. Mr. Dyke (is defaulted).

3:05:37

Mr. Griffith –

3:05:39

Yes. Mr. Henry –

3:05:42

Yes. Dr. Watkins –

3:05:44

Yes. Rector Wilmer – Yes.

3:05:50

Thank you, Madam Rector. The third item that I bring forward to the Board is the fiscal year 21-22 operating budget recommendation. Um, as we've stated previously, the budget is, has been in your Board of Visitors book.

3:06:08

So, you have, hopefully, you had a chance to review it.

3:06:12

And, I would like to bring forward the following motion.

3:06:15

As discussed in our April 16th, 2021 meeting, the Strategic Finance Committee, um, um, recommendation in the amount of \$220 million, 311, \$220,311,926 million, um, dollars as the new budget was voted and recommended to approval to the full Board and Madam Rector,

3:06:41

I move and recommend that the Board of Visitors approve the 21-22 operating budget in the amount as stated.

3:06:52

Devon, so moved.

3:06:59

Um, I'll second that.

3:07:01

I didn't hear a second. I'll second it, but I have a question with it, if, if I might.

3:07:09

Second.

3:07:09

Any questions?

3:07:11

Yeah, yeah

3:07:12

I have one. The, what's in the, the resolution that's in the, um,

3:07:25

in the Board book is worded, it's not, it is worded a little differently than, than what you moved as a motion, but just for points of clarification. In other words, it's not just the amount.

3:07:38

We are approving that 200 whatever it is million.

3:07:42

What we are in effect, approving the frame as is presented in the Board book. Correct? Yes, Dr. DiCroce, thank you for that point.

3:07:52

Thank you.

3:07:54

Yes.

3:07:58

Hearing none. No, no change.

3:08:04

Dr. Best – Yes. Mr. Blake – Yes. Ms. Blunt –

3:08:09

Yes. Bishop Brown –

3:08:11

Yes. Dr. DiCroce – Yes. Mr. Dyke. Mr. Fulton – Yes. Mr. Griffith –

3:08:19

Yes. Mr. Henry –

3:08:21

Yes. Dr. Watkins –

3:08:23

Yes. Rector Wilmer – Yes.

3:08:28

Thank you, Madam Rector. The fourth item that bring before you from the committee is around the debt management policy compliance certification. Madam Rector, the Finance Committee Strategic Finance Committee met on April 16, 2021 to discuss and recommend,

3:08:47

um, do recommend the BOV Policy, 11 debt management that the debt management, policy, compliance certification be recommended to the full Board. Again, this information is in your package. Madam Rector, I move that and recommend that the initial Board of Visitors approved the debt managed policy compliance certification.

3:09:11

The high level on the debt management compliance certification.

3:09:18

Thank you for asking.

3:09:21

Is it high, in terms of the ratio? No, just explain.

3:09:25

Second. Second it.

3:09:27

Okay, the, um, certification. (inaudible) I think there's an echo coming from one of the BOV members. Yes, I'm having problems with my (inaudible). Yeah. It's an echo.

3:09:39

Okay, let me, let me read, I can read something if you.

3:09:44

So, um, the universities' Board of Visitors, approve the debt management, debt management policy number Policy 11, that establish annual debt service at a percentage of total operating expenses, shall not exceed 7%.

3:09:58

The university's 2020 ratio is at 5.2%, and the 2, the 2, 2019 ratio is at 3.29%. This ratio is intended to maintain the university's long term operating flexibility to finance existing requirements and new initiatives.

3:10:16

The Board has also establishment in debt management policy

3:10:19

the debt service coverage ratio of greater than two times revenue, which is intended to ensure operating revenues are sufficient to meet debt service requirements, and that the debt service does not consume too large a portion of income.

3:10:33

The universities 2020 debt service coverage ratio was 2.32 and 3.084, for 2019 respectively.

3:10:42

The current ratios are based on the 2020 unaudited financial statements, and it is in compliance with the, um, with what the Board has already approved as our policy number 11.

3:10:59

So, Devon, this is Debbie. Are, are, I'm looking in the Board book on page, I think it's page 56. And, it's this letter that has been written for the Rector to sign. I mean in effect is that what we

are proving to certify that for the fiscal year ending June 30, 2021, universities in compliance with the debt management policy approved by the Board of Visitors? Yes, mam. Okay.

3:11:31

Yeah, okay. All right. Devon you mentioned, you started mentioning this, you know in your motion, I apologize. I'm sorry, I mentioned what? I'm sorry. You started making a motion? Yeah, I made the motion. I think we were waiting on a second.

3:11:48

Okay.

3:11:49

Second. It has been moved and properly seconded. Any discussion or questions?

3:11:56

Anymore?

3:11:59

Hearing none, April? Dr. Best – Yes. Mr. Blake –

3:12:05

Yes. Ms. Blunt –

3:12:08

Yes. Bishop Brown – Yes. Dr. DiCroce –

3:12:13

Yes. Mr. Dyke.

3:12:15

Mr. Fulton –

3:12:17

Yes. Mr. Griffith – Yes. Mr. Henry –

3:12:20

Yes. Dr. Watkins –

3:12:22

Yes. Rector Wilmer –

3:12:24

Yes.

3:12:29

Thank you, Madam Rector. In your packet, you also noticed the outline and the, um, as it pertains to the next item around the Deed of Easement for right away.

3:12:41

If it's the Board's pleasure, we can go into detail around the, of what was required here.

3:12:47

But this is a pretty simple and standard process of what the university typically has to go through when they are, um,

3:12:56

for this Deed of Easement, for the right away. Madam Rector,

3:13:01

Will there be any indepth conversation around this topic?

3:13:09

Let me ask the BOV.

3:13:13

BOV members, you know, I appreciate you paused and give everyone an opportunity there to

3:13:18

ask questions, because sometimes we get in the rhythm of making these quick decisions so thank you. The BOV members, do you want to take a moment to hear more about this? You feel like you can make an informed decision?

3:13:31

This is Mary. I'd like to hear a bit more about this.

3:13:35

Okay. Yes. Yes. Can you hear me now? Dr. Watkins said he would like you to. And Dr. Best.

3:13:43

Can you hear me?

3:13:46

Um, what this is,

3:13:48

is, from time to time, university asks.

3:13:55

I don't think we can hear you.

3:13:57

Can you hear me now? There you go. Okay, my apologies.

3:14:03

From time to time, the university has to undertake,

3:14:10

the university has to undertake projects in partnership with the utility company.

3:14:18

And, what this particular action does, it allows the utility company to have access to the campus's grounds in order to reroute lines from one building to another or to do things as in this case, is to put a transformer on our campus.

3:14:42

And, it's a project that, you know, we have to pay for.

3:14:45

It is run through the Department, um, DPB, which oversees it for the state.

3:14:52

It has also run through the Attorney General's Office.

3:14:56

And, when it gets all of those approvals, then we bring it to the Board and for action.

3:15:02

So, it is, we have done this quite a few times over the years. We did typically have to do this when we construct new facilities on campus because it oftentimes requires rerouting your power lines. So, that is what the nature of this action is.

3:15:28

Any questions BOV members to

3:15:31

Dr. Hunter?

3:15:34

Yeah I do.

3:15:36

So, we're paying for the tower, correct?

3:15:40

Yes. All right. And, so, are there any financial benefits too

3:15:46

Dominion?

3:15:50

Um, it's just the electricity that they'll generate.

3:15:53

Yeah.

3:15:54

And, so, um, I just wanted to be clear that we've recently received a grant from Dominion correct?

3:16:02

All right? Yes.

3:16:03

And, so, was the request have access to the campus ground?

3:16:09

Did that occur before or after we received it? After.

3:16:23

Any other questions?

3:16:25

I just want to make sure that Dr. Watkins was, was, from a clarity standpoint, I think, Gerald, you, Dr. Hunter, you may have said that we pay for the project.

3:16:38

Well, what it, what it is, is we own the transformer.

3:16:42

Right. And, what it is, is the power company actually provides the service. Right. Of replacing it.

3:16:54

So, we're not paying for that right?

3:16:56

No, we're not paying for that. Right.

3:16:58

Does that does that help you out? Dr. Watkins? It does. Okay. Thank you.

3:17:05

Any other comments or questions?

3:17:08

So, Madam Rector, thank you for allowing me just to make sure everybody was clear on that because I think that's been the first time this, this kind of conversation has come up with some of the Board members, but, I just wanted to make sure we all were, our understanding of that process.

3:17:22

With that being said, as it pertains to this item, the Strategic Finance Committee met on April 16 discussed the deed of easement for right of way and voted to recommend that the full Board approve the easement at the proper time, and subject to legal review for sufficiency. And, further that signature, authorization be granted to the Rector upon completion of the same. Therefore, Madam Rector, I move that the NSU Board of Visitors approve the requested dominion energy deed of easement, for right away, which is attached in reference and referenced in the Board of Visitors package and that at the appropriate time and at the review for legal suffic, sufficiency, that the signature authorization be granted to the Rector to sign on behalf of the Board of Visitors.

3:18:10

Is there a second?

3:18:12

Second.

3:18:14

It has been moved and properly seconded. Anymore discussion?

3:18:18

Questions, any more discussion? Hearing none,

3:18:21

I bring this to vote. April?

3:18:24

Dr. Best – Yes. Mr. Blake –

3:18:26

Yes. Ms. Blunt –

3:18:29

Bishop Brown –

3:18:32

Yes. Dr. DiCroce – Yes. Mr. Dyke. Mr. Fulton –

3:18:39

Yes. Mr. Griffith – Yes. Mr. Henry –

3:18:43

Yes. Dr. Watkins – I abstain.

3:18:49

Rector Wilmer – Yes.

3:18:52

I'm going to call Ms. Blunt's name again. Yes. Okay, thank you.

3:18:59

Yeah. Thank you Madam Rector. That's all of the items that from an action, from the Board that we need to take place now before we go into closed session with the name and opportunity but I would just like to take the time just to thank the committee.

3:19:17

As we've been extremely busy, as you can see, we've, I will see no other committees bringing out any action items like we've been bringing out. Aaaaaah! You understand.

3:19:36

So, yeah, thank you for, for, for bearing with us, and just really wanted to thank the committee, because we, we did have quite a, bit of quite a few calls and additional meetings, you know, that we're not scheduled yet. We had to go through the process of getting those things and being in compliance with the Commonwealth's practices. So, thank you, Board, and thank you all for your indulging us.

3:19:59

Derek and I will be breaking your record next board meeting.

3:20:09

But thank you very much Devon and the Strategic Planning Committee for getting these items done, and, um, as we've talked about earlier, Teeing up for the next meeting,

3:20:22

I'll focus discussion around the financial status in the strategic financial Plans going forward. So, President Adams-Gaston, you carve out that time so that we can have that conversation and get their questions answered.

3:20:39

Moving right along, special reports. The gift press, processing policy, that's Ericke Cage and our Vice President of Advancement, Mr. Clifford. Oh, gosh. Okay.

3:20:57

Thank you.

3:21:02

Thank you, Madam Rector and other members of the Board. Can y'all hear me?

3:21:07

Okay, okay, we are very pleased to make this update to you this afternoon, and I'd like to thank, especially our President and our chairperson of our committee, Mr. Henry, for really allowing us to dig deep into this process. And, the legal team here at the university. As well as Deb Love and her team at the State level, have really just helped us, to corral this particular topic in a way that we think will bring some clarity today, and a little bit of understanding about how we process gifts, and receive them here at the institution. And, So, I'd like to begin.

3:21:50

I'd like to begin, I'm going to press it again.

3:21:57

Okay, so, I'd like to begin to just give you an overview.

3:22:01

They are really about 4, 3 to 4 different things that impact how we make gifts here at the institution, how we received them. First, I will talk about the case standards, which is the Council for Advancement in Support of Education. Will also go to the Virginia Code, which really governs all of the universities here within the Commonwealth, and then we'll dig down a little lower to our policy here at Norfolk State, which is Policy 39.

3:22:29

On the final swing of this presentation, we will give you just a brief comparison of other institutions within our Shared Governance body, and then we'll talk just specifically to pull out a couple of items from the BOV NSU Foundation Memorandum of Understanding. And, so, with that, I'm going to the next slide.

3:22:49

There we go. So, CASE, again, which is a Council for Advancement and Support for education, is really the gold standard for fundraising, and really telling us how we should process gifts, how we should solicit gifts, and really, you know, not to be sacrilegious, but it's the Bible for fundraising.

3:23:07

You'll be pleased to know that Norfolk State has actually been awarded by case for its operation several years ago. And, we will have, as a part of our consultant team on a capital campaign, one of the gentlemen who actually wrote this manual that you see here, the Case Reporting Standards, is actually a part of our consulting team to help us with our capital campaign. So, we feel very confident that we're moving in the right direction.

3:23:32

Just to give you a brief definition here, a gift basically is going to be considered a contribution received by the institution that's either unrestricted or restricted, and really is used in furtherance of the institution for which the institution has made no commitment of resources or services other than to possibly commit those, um, for specific areas that a donor may qualify in their gift.

3:23:57

The second definition here in CASE, gives a definition of what outright gifts are for current operations.

3:24:03

Again, it's really just want a donor wants to give something to the university in a way that will help us, too, know, deferred maintenance costs. It could be, for the football team, several issues, they can really just kind of decide how they want to use it. So, long as this, for the benefit of the institution, then we're in a position to receive those.

3:24:21

The next bullet that you see, it's unrestricted, unrestricted gifts or really just outright gift set, um, given to the institution generally with no strings attached. That's really kind of the crest of this definition. I did highlight for you in gold,

3:24:36

the second sentence, which says, in cases where the donor expresses a preference for the gift, but leaves that decisions, the institution, the gift is recorded as unrestricted.

3:24:45

That will be important in just a few minutes when we talk about how the, the gift was actually booked by the Foundation, when, when it's receipt. So, I just wanted to highlight that. So, you can see that particular portion.

3:24:58

Now, going off from CASE, then our next round of governance comes from the Commonwealth of Virginia.

3:25:05

And, if you go to Title 23, subsection one, it deals with the institutions of higher education. And, more specifically down in Chapter 13, it actually talks about governing boards such as the Board of Visitors, and there are several requirements and policies that the State has given us when it comes to the terms and conditions associated with donations, gifts, and other philanthropic

support that constantly institution. Now at Norfolk State, our direct response to this mandate is our Policy 39, which is all gift acceptance.

3:25:37

So, moving forward to Chapter 13 the Code of Virginia. I'm going to just jump to the highlighted portion.

3:25:44

Each policy, and this is a policy, which is passed by the Board of Visitors at each institution, should include an administrative process for reviewing, accepting, and documenting terms and conditions associated with two types of gifts.

3:26:00

The first is that if it's a gift that directs an academic decision, then that will have to go to an administrative committee.

3:26:07

The second requirement is that it's a gift over one million dollars, and it imposes a new obligation on the institution except for scholarships or financial aid, those gifts will also have to be referred to the gift acceptance committee.

3:26:22

So, as we go forward for Norfolk State, our policy on general fund raising and gift acceptance is Policy 39. And, so, generally speaking here, it goes almost verbatim from the statute. No gift will be accepted that will constitute an undue burden on the university. And in cases where there might be some type of conflict, it's our responsibility as development officers, university representatives, and others to coordinate with the appropriate offices on campus.

3:26:51

If the Advancement Office cannot reach a resolution, then we must refer that particular gift to the gift acceptance committee for resolution.

3:27:01

And, basically what that does, it allows us to look at a gift that bears a weight on the institution.

3:27:06

We want you to receive a gift at the institution and at the Foundation, really with no strings other than if a donor wants to designate it. But I'll give you an example.

3:27:16

If an individual was to, in their life and their state, if they left a

3:27:24

facility, I'm going to use a gas station for example, the 7/11 on the corner. Let's just say the owner of that facility left it to Norfolk State.

3:27:32

And, if that particular gift was given to us, there will be certain things that we would have to pay: they're taxes that will have to be paid on that facility. Because it's gasoline, is probably a lot of EPA regulations. Well, those types, just before the university or foundation can accept those,

3:27:48

they would have to be referred to this committee. If it was something that is overly burdensome, burdensome, then we wouldn't accept that. We would have the option to actually not accept a gift, which, you probably won't hear me say, very often if they want to give it to us, Julia won't

try to take it. But if it does impose a burden, then we have the obligation, then, to go to the gift acceptance committee.

3:28:08

And, that committee is comprised of individuals from the foundation, our BOV Liaison,

3:28:16

and then we have the appropriate folks in the NSU Foundation, as well as our Advancement Office who will help to make that decision.

3:28:24

And, if there is, again, a strict issue that comes up, we have the option of also bringing that to the Board as well.

3:28:32

So, let me give you, again, some other examples of gifts that could impose a undue burden: unmarketable securities, tangible property with restrictions on its use,

3:28:42

gifts that require a match. Sometimes we can do those, but in other times, they may be a little bit burdensome for us. Construction. Someone may want to give some money towards construction for a project on campus, but they don't give enough money. Those, again, are those that would have to be referred to that committee.

3:28:59

Let's see, and then a couple of others here, certain gifts of real estate.

3:29:03

And, then to finance and administer a project outside of the routine functions of the university, These are all things that would have to go to that gift acceptance committee.

3:29:13

Looking finally, at this bullet from Policy 39, the last one here, again, goes back to that state requirement, that if their academic decision is tied to the gift, we must refer to the committee. If it's one million dollars or more, and it imposes a new obligation, again, that must be reviewed, as well.

3:29:30

And, so, we have in our policy and procedures for the university, there are specific forms that have to be completed to actually start this process of review when there's an issue at hand.

3:29:43

And so, go specifically to our BOV policy number 39. If you go to page seven,

3:29:49

it talks about the general management and what the foundation's role is, and all of our gift processing. So, number one

3:29:57

as you can see here, the NSU foundation is actually charged with establishing financial and procedural framework for the management and operation of several categories.

3:30:06

Those include, as you see here, bulleted Scholarships and student financial aid, management of demand and endowment accounts, spinning procedures and accounts, reporting relationship between the university, and the NSU Foundation.

3:30:19

And, then any other general management or operational matter, which relates to the NSU foundation.

3:30:25

Also, the NSU foundation has to, has the responsibility for investing and managing any funds. So, if the university which receives a gift and decided that gift goes to the foundation,

3:30:37

then we would also have to have that responsibility to managing that along with the requirements state by the Board of, I'm sorry, by the state of Virginia.

3:30:47

Look again on that same page, the NSU foundation also agrees to invest and manage unrestricted and restricted endowment funds, which we see from sources other than the university.

3:30:57

And, so again, those have to be managed by the investment policy, which is reviewed annually by the NSU foundation.

3:31:05

So, let's get some comparisons here. So, I don't know if y'all can see that pretty good.

3:31:10

Okay, so, we've looked at 10 institutions within the shared governance body, from Norfolk State all the way down to William and Mary. And, we compare their policies with ours.

3:31:22

And so, all of these universities have gifts that may be received by their foundations.

3:31:28

Interestingly enough, I think it was University of Virginia actually has 40 foundations attached to university, and so almost every academic unit, any activity on the campus, they have 40 foundations.

3:31:41

I would never want to have manage 40 foundations, but in their case, they're that large, and so, they are managing in that way.

3:31:48

So, here at the university, we have our Norfolk State University foundation, which we have our representatives. That will join us shortly, to talk about their role.

3:31:57

We have the research innovation Foundation, and then we have thirdly, our athletic foundation. So, those three, again, are all governed by the policies that we just share with you here.

3:32:09

So, going on a little further, the second portion was to talk about our endowment growth and what our plans are to help grow that endowment over the next 10 to 15 years.

3:32:19

And, so, looking at our endowment status prior to the McKinsey stock gift, as of December 31st of 2020, our endowment stood at \$38,343,000.

3:32:32

And, the breakdown there was \$4.8 million for unrestricted gifts, \$22.8 million for endowed, um, gifts for scholarships, 730,000 that was endowed for programs and then \$10 million for demand funds. And let me just bring a little clarity.

3:32:50

So, endowed funds or those that have permanent, permanent corporates, that will never be touched that money is sitting there and the interest as generated is what we will fund scholarships, program revenue to support operations that will come off of that endowment, those endowed funds.

3:33:07

Demand funds, on the other hand, are funds that are available for immediate use, so many of our programs on the campus, for example, I'm going to use athletics as an easy one.

3:33:17

The coach needs to have money immediately.

3:33:19

They don't need to wait a year for the interest to be generated and sell. Those demand funds are those that are readily available when an institution needs to put those to use. So, at the end of, again, December 31st, our total portfolio of invested funds was \$38.3 million dollars.

3:33:37

So, Mackenzie Scott shows up, and she hits us with \$40 million. And, I am very curious to see that the latest celebrity couple to have a break up and

3:33:46

I want to see if we can find what one of the spouses, see if they want to give something away.

3:33:51

But, um, the \$40 million for Norfolk State has been invested in four different ways.

3:33:59

The first being a \$15 million allotment for a, designated for our student scholarships.

3:34:05

One of the major things that we've heard over the last couple of days, is that our students suffer from lack of financial resources to finish.

3:34:13

And, so, we wanted to work with the university in a way that would give us support on our academic side, financially, so that students don't leave with debt, or they don't leave, because they don't have to pay, you don't have the money.

3:34:27

The second category that we're looking at is our Pro, Programming and Research Institutional Excellence Fund.

3:34:34

This is specifically to really spur research activity and grant activity of among our faculty and staff, with the idea that this will give them the type of resources they need to engage in activities to, to do what our provost said. You have to be, if you want to be an excellent institution, you have to have research. And, so, this fund will help us to spur more of our faculty and staff to get involved in research.

3:35:01

The \$10 million university special initiative fund is really just designated to allow us to seek revenue generating opportunities in support of the mission of the institution.

3:35:12

These particular funds will allow us to go into partnerships like with the C2G Group that Dr. Hunter share with you earlier, that \$10 million will allow us to leverage those assets

3:35:22

so that if we have revenue opportunities that we can partner with, we will have our share again, to get us involved in some of these special initiatives that will come up for the institution. And, then finally the fourth category, which is our campus strategic investment fund.

3:35:36

This was generally set aside to help us to look at expansion of the campus properties that are nearby that we might be able to do some things to secure the environment contiguous to the campus.

3:35:50

So, taking that into account, after the MacKenzie-Scott donations were allocated around into our investment portfolio.

3:35:59

As of today, our Endowment Value now is at \$76.7 million dollars, and that represents \$40.8 unrestricted, \$24.7 endow, and \$11.2 in demand funding.

3:36:13

And, I will, just refer, back to the earlier comment about the unrestricted funds.

3:36:19

In the case statement, those have to be listed as unrestricted. And, so, this is where you see the \$40.8. That \$40 represents \$35 or so from the Mackenzie-Scott gift, plus some of the funds that were already there.

3:36:34

Now looking at endowment projections as we move forward, by 2025, we are projecting that

3:36:40

we will have an endowment at a minimum value of \$100 million.

3:36:45

That was a 4% spending policy.

3:36:48

Would yield about \$4 million annually for us to use to support the operations of the institution. I will be very, very candid with you. We actually need a lot more money than that.

3:37:00

The \$100 million, really, if we had that, just for scholarships, that would just take care of our needs just for today.

3:37:08

And, so, as we look at building our capital campaign, we're going to have to spend a lot of attention on growing the scholarship endowment portion, so that we can cover the Presidential and Provost scholarships, need based scholarships, and other scholarships that will come out as well.

3:37:25

One of the other items that we will talk about in the capital campaign is to look at our athletic program. Athletics need an endowment as well.

3:37:32

So, we want to work closely with Ms. Webb and her team to get that done.

3:37:37

So, just look again at our projections out for the next 10 to 15 years, We figured that by 2030, we should have an endowment value of at least \$125 million.

3:37:47

And, then, by 2035, \$150 million, which, again, at a 4% spinning policy, would yield about \$6 million annually to help us support the operations of the institution.

3:38:00

And, so, I will say to you, based on the run that we've had, in the last few months, the 25, 30, and 35 figures for the endowment, I hope, too, to really make a lot of this happen five years faster than what you see here. But we've had a real good run, and we appreciate the support.

3:38:16

I want to mention specifically that members of the Board. For example, um, Mr. Henry set up the connection with Dominion Energy.

3:38:25

Those are the kinds of things that we really need our Board to help us with as we look to grow our endowment and to increase the revenue for the institution as a whole, and, so, with that, Madam Rector, I will pause it there. Any questions about the presentation, or just operations in general? I'd be pleased to answer those at this time.

3:38:45

Thank you, Mr. Porter.

3:38:46

Board of Visitors just, um, want to point out a couple of things to make sure that you, um, we're able to make the connection between your voice, your questions, and the answers that we provided to you.

3:39:00

We wanted to know, one, now that we have received a gift, um, what did that mean for the total portfolio? I think Mr. Porter did an excellent job. Highlighting where we are, how that has impacted our endowment, the investment strategies that the university has done in partnership with the NSU Foundation.

3:39:30

And, two, um, how they manage those gifts going forward on how they are received, and some other policy things that the Advancement Office looking to put in place, i.e., that the review committee that you mentioned.

3:39:48

To strengthen our infrastructure and operations around these types of gifts.

3:39:53

So, I want to pause, because I was sensitive to the discussion the BOV had last time. Do you feel like your questions were answered?

3:40:02

I feel like Mr., Mr. Porter you went through everything, but let's just, sure. Give the BOV a chance to come back and see if you have anything else you'd like to add. Yes.

3:40:11

This is Mary. Mary, I'm sorry, we can't hear you. Can you speak up just a little bit?

3:40:18

Let me see here.

3:40:20

Um, where will we see the revised policy on the engagement between

3:40:26

the university and the Foundation? Is that a separate?

3:40:31

Yes.

3:40:33

Yes. So, just following up to this discussion, we have presentation that's going to come.

3:40:40

Our Foundation partner, Crystal is already with us. She's been with us all day, so excited, and then we also hopefully be joined by their president and their legal counsel, and we have Deborah Love in the room and Pam. We are prepared to talk to that.

3:41:00

And Dr. Watkins is also going to update on how we're going to continue to further shape that relationship as our liaison leader, so he'll guide us through that whole conversation.

3:41:13

Any other questions?

3:41:15

Yes, I have a comment.

3:41:18

Sure. Okay. I would like to thank you for that report.

3:41:22

It just really made it so crystal clear, and I was able to, to relate, you know, to relate to it and fully understand it. For me, a lot of times, I ask people to explain it to me like it's that series of books, computers for dummies, just for dummies. So, I appreciate the way that you explain that.

3:41:43

It was very, um, you know, it was made in a way that was no easy for me to, to understand.

3:41:50

And, also, institutions of higher learning,

3:41:55

when we talk about students' learning, when they can apply it, I would, I was able to apply when you talked about the gift and then how that impacted your projection.

3:42:05

So, I appreciate it and just wanted to say thank you, and I'm clear.

3:42:10

Thank you.

3:42:15

Sorry about that. Any other BOV members, again, just to be consistent to the voice of the BOV.

3:42:21

All right.

3:42:22

Thank you very much, Mr. Porter. And, thank you Eric, as well.

3:42:26

Eric Cage, who also did some benchmarking, just so we could see what was going on with gift practice gift management practices to other institutions.

3:42:38

And I don't want to miss that President Adams-Gaston, that work with these two to help them see even what happens nationally. So, thank you, President Adams-Gaston for making sure we have those best practices as well.

3:42:51

Moving right along to our NSUF and NSU board

3:43:00

memorandum, and Dr. Watson we'll give you the money and then go into discussion.

3:43:08

Okay. Thank you for that Madam Rector. Absolutely.

3:43:12

I say hello Board members and colleagues. We do have some updated information we want to share with you guys as it relates to the MOU and our engagement with the NSUF.

3:43:25

So, there is Mary, um, Mary, very good, great question.

3:43:28

There is a draft MOU that is available and I'm sure that we're going to have representatives from the Foundation share that information with you shortly.

3:43:39

I don't believe the President Ames is on the line as of yet. He's indicated he would be able to join us at two o'clock.

3:43:48

So, we may be wrapped up at that point. But we do have Ms. Jenkins, who is the Executive Director of the Foundation on the line. Just briefly as it relates to the MOU, between the BOV,

3:44:00

the University and the Foundation, um, we've, um, had updates to the MOU before. In 2010, the MOU was updated after 10 years, with the creation of the Liaison Committee, so we have a wonderful opportunity now, to again, address any concerns you may have, in reference to the MOU, between the Foundation and the BOV of the university. So, we're looking forward to that. Any interim of that, we had an opportunity to really revise on a number of occasions, the BOV Policy Number 13.

3:44:37

Um, and, so, we will likely want to take a look at that again. We were slated for a review of that in September 2020. I don't believe we've had that completed.

3:44:50

But I would like to say that I have information related to that available to us in October, at our next Board meeting.

3:44:58

So, if we can just be a little patient about that and know that we're working through it pretty diligently. I have had the opportunity to spend quite a bit of time with VP Porter. As well, as President Ames, and with the assistance of Ms. Jenkins whose been amazing, would help him to break down some of the information regarding these relationships.

3:45:19

So, we're excited, and hopefully, we can certainly take advantage of an opportunity to have more substantial gifts come along and may show that we are providing a university,

3:45:31

um, an opportunity to engage on a very high level. Okay, so, Ms. Jenkins, are you available to jump in and share with us specifically information as relates to the MOU discussions?

3:45:45

Good afternoon. Yes, I am.

3:45:48

Good afternoon, Rector Wilmer, and to all the BOV members, and those on the meeting call today. The Foundation did revise the MOU

3:45:57

as Dr. Watkins stated in 2010. We then had a supplemental addendum that was done in 2018 that raised some questions.

3:46:06

So, to eliminate all questions, the Foundation Board has recently approved a revised and updated MOU, that mirrors and aligns with the BOV Policy 13.

3:46:15

We have submitted that to initial legal counsel, and we did receive back some comments and feedback

3:46:21

from Council, Pam Boston's Office, and others.

3:46:24

We did have one concern with that. So, we did communicate that back to the legal office. Our hope was to have that MOU for you to approve today.

3:46:32

But we're working out this last wrinkle I mean, we will have that on the next agenda. Unless there are other concerns, we do look to also be updating our bylaws.

3:46:40

And, we will make sure, going forward, there is an annual review along with members of the university, to keep the MOU and align with your BOV Policy 13. And, to make sure that we stay in compliance, and keep strengthening the already great relationship we have with the Board.

3:46:54

Are there any other questions at this time?

3:47:01

And, so, thank you again, Ms. Jenkins. And, so, the conversation related to the draft for the MOU was really related to the language. I believe will be specifically, we're having conversations around semantics and, um, a particular clause, and then, I believe legal has addressed that. And, we're waiting for some feedback as well.

3:47:25

Great, thank you.

3:47:26

And just a point of clarification, BOV policy 13 was reviewed and approved by the Board in March?

3:47:38

Okay, at the March 19th meeting. Sorry.

3:47:48

Thank you, Madam President.

3:47:54

Dr. Watkins. Um, the memo specifically, those updates. I know

3:48:04

they've been included in the,

3:48:08

um,

3:48:16

in the packet. Can we have legal to chime in, talk through what are those changes to the update in the memo? That was one of the key things that the BOV members wanted to hear was what were the recommended changes coming from the Foundation to the BOV so

3:48:36

we can understand what that memorandum, and understand that partnership, and how we're going to operate with each other. Um,

3:48:42

or, if you want to speak to it. If there's anything? Pam, you want to chime in too? This way so we can give a high level, here's where the changes have been made.

3:48:53

Yeah.

3:48:56

Okay. Can y'all hear me?

3:49:08

Well, in the legal office we did take a close look at the MOU that was proposed by the Foundation.

3:49:17

And, we made several recommendations based on some, um, you know, what we thought were possible conflicts within the university's policy.

3:49:29

And, subsequently, there were more or less clarification issues.

3:49:34

And, that with, when money would be. Can you hear me?

3:49:42

Let me start over. Can everyone hear me now?

3:49:47

So, what the legal team did was take a look at the current NSU memorandum for policy that we have in place, when dealing with foundations. The NSUF Foundation did make a recommendation, I got it from their attorney.

3:50:07

We took a look at that.

3:50:08

We made some changes to make sure that it was in compliance with some regulations basically to get clarification on where money came into the, a foundation whether or not, if the money for

instance, was a check was written to the Norfolk State University, but it was taken in by the Foundation.

3:50:28

So, we wanted to make some clarifications with that issue. Um, also with characterization the ex officio position by the president and how that was to apply, in terms of our designation or as to the president, being on the Foundation Board.

3:50:53

We wanted to make sure we had clarification, that the president would be holding an ex officio position and was not a member of the Board, because that doesn't give us our arm's length that we know that statutorily we need to have. The changes that we recommended were subsequently sent back to the NSUF Foundation.

3:51:15

They were in full agreement with those changes, except for needing some clarification on the ex officio category, and that came up just very recently through Mr. Porter and, we decided that we would go ahead and take a closer look at that.

3:51:34

We wanted to make sure Crystal that the Foundation had every opportunity to vet those changes with the BOV Board, because it was time to go back and within a day or two of today's date.

3:51:49

And, in talking to Dr., Dr. J, we further met with her, got clarification from her, got her, you know, agreement that it was in compliance, and that this was something that wasn't important enough, that we thought we should come back to the full Board. Not rushing it. And, I also spoke, spoke with our chair, Dr. Watkins, so that's the status. That is it exactly. Dr. Watkins, does that sound right? Yeah. Absolutely. We just want to make sure we're being very sensitive to recognizing that we have two separate bodies, and all, both of them are working in the interests and in collaboration with the university, on behalf of the students in the campus. And, so, we just wanted to make sure that it was clean and clear. I think that we're moving forward and a great way.

3:52:41

Okay. So, if I understand what you're saying,

3:52:45

it's still under session review? Yes.

3:52:54

Okay. Awesome.

3:52:59

Any questions BOV members?

3:53:10

Okay.

3:53:14

It's really cold.

3:53:19

Um, Consent Agenda..

3:53:30

April?

3:53:35

In our packet that we need to approve the, um,

3:53:41

Ad Hoc Board Policy Committee minutes and the Board minutes. April, can we just?

3:53:50

Okay, can I have a motion?

3:53:58

I second. I move to approve the minutes. Yes. Thank you. It has been moved and properly seconded. Any questions or discussion?

3:54:10

Any questions and discussion here?

3:54:13

We'll bring it to vote.

3:54:16

April? Dr. Best?

3:54:17

Yes. Mr. Blake?

3:54:19

Yes. Ms. Blunt?

3:54:23

Bishop Brown? Yes.

3:54:26

Yes. Ms. Blunt?

3:54:29

Yes. Thank you. Dr. Croce? Yes. Mr. Dyke –

3:54:35

Mr. Fulton –

3:54:36

Yes. Mr. Griffith –

3:54:38

Yes. Mr. Henry –

3:54:41

Yes. Dr. Watkins –

3:54:45

Yes. Rector Wilmer – Yes. Okay.

3:54:52

Um,

3:54:56

sorry, trying to catch up on my eyes. All right, we are, um, leading to transition into closed meeting. But before we go into closed meeting, there's just a couple items that, um, we need to cover.

3:55:15

One is, um, in speaking with the, um,

3:55:25

with the university team in prepare for, um, the, um,

3:55:32

for this meeting, I wanted to take a moment to one, make sure we had everything, our ducks in a row. Um, this is my last meeting as Rector here, and so, um,

3:55:50

I am very happy. Um, Joan, there's too much echo, I can't even hear. Can you hear me?

3:56:03

Can anyone hear on theirs?

3:56:10

Pam, can you unmute? Can you hear me now? Is that better?

3:56:13

Dr. DiCroce?

3:56:17

Yes.

3:56:18

Okay, awesome. Thank you for calling that out. But this is my last meeting. I've had,

3:56:24

it's interesting that I've spoken periodically throughout my two plus years in this role with our Secretary of the Commonwealth.

3:56:34

Kelly has been fantastic, but we've talk more this week where she's been checking in and expressing her gratitude and say, what, what are you , what are we doing? We're staying on the ward right? So, we've been talking about that as well.

3:56:49

But just to hear that level of appreciation that only from her or the Governor's office. I got a call from him as well, to say thank you for the service to Norfolk State University, but to hear from fellow Board members who are served with,

3:57:03

That's the cool thing about being in the seat of the Rector is getting an opportunity to serve with an awesome team of leaders and community agents and changemakers, who are very much supportive of Norfolk State University.

3:57:21

So, I want to just take a moment, say thanks to each of you, for allowing me to serve you as your Rector.

3:57:30

I am, I am,

3:57:32

not doing another term so you got to get an update from the governments, Governance Committee said, we can make way for another leader. I think it's great to have new minds and fresh minds change in this role.

3:57:46

But, as I prepare to transition, I just want to say thank you for all the cards and the points of appreciation that you have expressed to me and shared with me, and in our service to support Norfolk State University and this great team.

3:58:02

And, as I've said to each of you yesterday, during the Retreat, thank you again, for all you do, especially the Cabinet and the leadership here at the school, I know that we only come in and out once a quarter, but you're here every day and, we recognize that you have that hard work in front of you.

3:58:21

So, I'm sure we'll continue our conversations, but while I'm going to see the record, Rector just want you to know, I blow wonderful blessings to each and every one of you and thank you for all the hard work you've given to this university during my term as Rector. And, there's one last thing I want to say.

3:58:38

Um, I am, I always believe, and when you have a leader, in these type of roles, it's always nice to lead with something, leave something as your period on the end of the term. I've seen CEOs do it a lot, because that's who I support.

3:58:57

They're interesting group of people.

3:59:00

And no, I do not have \$50 million to give to Norfolk State University. So, that's not going to happen.

3:59:10

However, I do believe in providing something that shows your love and commitment in your service. And, so, there's two points of reference that I want to make today in light of my, my time as Rector. And, one of those is, I never thought that I would do this role.

3:59:30

I didn't want to do this role, I did not ask for this role. I didn't even asked to be on the Board. No one asked me to be on Board

3:59:37

but, I'm here and I love it, and I'm very grateful and God gives you assignments. Right?

3:59:42

So, and I think we've done some great things together and one of those things that I'm very proud of is that we brought in a new president and it's been tough.

3:59:53

She's had to go through a lot, and I know she's tried to try to find her footing while she's been here and find her voice and find her trusted space and that relationship between or Rector in a President it can make or break.

4:00:09

I have learned the sensitivities and all the changing seats that we have had at Norfolk State University.

4:00:16

It has been with that relationship between the Board and the President and the performance there going forward.

4:00:23

And so, um, President Adams Gaston, I know that, um, man, it's been a journey.

4:00:31

It's been, um, some late nights. Sometimes when we have our conversations with each other, um,

4:00:38

she, um, we have these moments where, um, we call them the truthful moments.

4:00:46

She's no longer President Adams-Gaston. I'm no longer Rector Wilmer. Its Joan and Javaune.

4:00:54

We'll say those are for Joan and Javaune.

4:00:57

And, but, they're so endearing, and truthful and honest, and I think it's helped us to move in our relationship, and I want you to know that, um, as an alum, as a member of the Board, who brought you, um, to this team,

4:01:15

As well as to, um, think about, um,

4:01:20

how you continue to move forward successfully, planting the seed of God's prosperity for you.

4:01:26

I'm wanting to see you succeed, and also to leave my period at the end of my term.

4:01:33

I wanted to leave a gift for you.

4:01:35

So, I've been talking to your team, and where are they? Okay.

4:01:41

So, I've been talking to your team. I told you I don't have \$50 million, but

4:01:45

I do have a little bit of money.

4:01:48

So, President Adams-Gaston, if you will come forward? In light of you starting here at our university,

4:01:55

I'm going to give you this. Oh my gosh! I want you to know, that I've always been supportive of you.

4:02:05

You have. You have. That's awesome. Always.

4:02:09

I believe in truth, and I believe in honor.

4:02:11

I love what our school is about.

4:02:16

This little country girl from West Virginia, she never thought she'd get beyond the white sulfur springs of West Virginia.

4:02:23

And, I believe in the number 7, and

4:02:25

I believe in the great things you'll do. And I thus pronounce, we

4:02:31

have a scholarship. Awesome, amazing. In your name.

4:02:33

So, Board of Visitors, I hope you accept my gift in my term.

4:02:41

Can we take the motion down so we can see it, those who are virtual?

4:02:45

Oh, okay.

4:02:46

Can you see it?

4:02:48

Oh, you got to take the motion down, so that they can have a bigger picture. Now we can't see anything.

4:02:52

Can you see it? No. It's coming.

4:02:58

You're facing the wrong way.

4:03:00

She said, we're facing the right way. Oh wow! Joan gave \$250 million (lots of laughter)? Wow Joan! I don't have Bishop money, Bishop money (laughter) Okay, \$75 million.

4:03:17

No, no, I don't earn that kind of money. Okay. That is just amazing. Joan, Joan, we just want you to know that you are our McKinsey Scott. Yes! Yes! Yes, yes. Yes. (Applauds). I don't have anything close to Bishop Kim money, Devon Henry money, and I definitely don't have Dr. DiCroce money and BK. And none of us is close to BK.

4:03:46

But, um, just a little something. As God's continued to bless me. Again, this little country girl.

4:03:52

I wanted to make sure I leave something for the school and something that signified what I ultimately should have been here for and that is to support the school and to support our President.

4:04:03

And, so, your team's going to work with you on defining your scholarship. Okay? Yes. Mr. Porter is going to do that for me. Anything that you would like to say President Adams-Gaston? Well, as some people now know, can you hear me?

4:04:21

Okay, as some people now know, I am, um, want to, um, faint from time to time so, if I fall out on the floor, just let me be there because it's a good thing right now.

4:04:33

This is what I call a gift of love and care and consideration.

4:04:39

Because you didn't have to do it, but she did it. And you know that my number one priority here is our students and our students having the support for them to be able to continue in school.

These are game changers. This is what our students need. This is what I need in order to meet my assignment.

4:05:01

And, I cannot tell you how much I respect, care for,

4:05:06

and really love you for all that you've done. If, it was,

4:05:10

you know, I've watched Joan when I was having my meeting with the search committee, and she just sort of sat back. She, and I knew she was listening, and she was paying attention to everything, and she was analyzing everything.

4:05:24

And, I appreciate that the Board chose me to be here.

4:05:30

I appreciate the hard work that you have done to help us to be successful. The entire Board has been amazing to me, thank you all.

4:05:40

Um, but I will say, you put in hard labor of getting this individual to have their first presidency and have it to be magically successful. That's late-night calls, that's up days of calls,

4:05:58

it's weekends, and I always say to people, this is not the Board's job. They've got real jobs and real big jobs, and they do real, big stuff.

4:06:09

And so, when they are engaging with us for free, they are really committed.

4:06:15

And, you know, this is not like being we were laughing about that. Devon and I were laughing about that, that's not like, like being on a corporate Board, where they pay you to be on the Board. This, you have to pay us to be on the Board and give all your time, and you have given it with grace,

4:06:31

and, with care, and with excellence, you have always set the bar for excellence. And, I know that it has not always been easy.

4:06:41

There were a lot of things to tang, untangle like a ball of spaghetti. And, you have helped me to be able to do that.

4:06:50

And, for that, I will never forget how much you have given me.

4:06:53

And, I know that we will remain very close, because I need the thought partner that you are.

4:07:03

Thank you.

4:07:05

Thank you, thank you, thank you. Now, before you go, we have,

4:07:14

Yes, we have to do this. One more last thing. and then we go. Okay, okay. If we don't have a lot of stuff in closed session. Don't worry Board members, you can get out on time.

4:07:24

I wouldn't want to be the one that has to follow that. We're just upping the game every time.

4:07:38

Joan?

4:07:39

Yes.

4:07:40

So, are you continuing on the Board, or are you're done with everything?

4:07:45

She's like, oh Mary, we're going to have to talk. I just love Mary. And, so, I brought the- can everyone see this lady beside me?

4:08:02

I wish you could see when I first met her in 1994, and she, um. Yes, they couldn't even afford to bring me to school on time so I can get into the dorms.

4:08:16

We didn't know where I was going to go, because my mom only had a Hertz rental van for day. She could not afford a hotel room.

4:08:23

She only gave me a duffel bag of some personal items because we never went to college in my family.

4:08:29

We only work at the Green Bar Resort as a maid or a butler.

4:08:34

And, so, college really changed the trajectory of my family's life. All my nieces and nephews are in college or soon to graduate.

4:08:45

I'm very proud of that. What they had to see I was that staple for them.

4:08:50

And, when I came to Norfolk State and I didn't have, um,

4:08:56

I didn't know what college was. I just wanted to be like white kids. Mm hmm.

4:09:01

Who were called the sons and daughters of coal miners.

4:09:05

Who were executives who managed coal mines.

4:09:10

My mom, she was a pas, my mom's a pastor. She's in heaven now. She's someone's angel.

4:09:16

She was also very protective.

4:09:18

She brought me here, and she didn't know what to do

4:09:20

since all the offices we're closed. And in short, we went by a salon and she was there. And she, she said, my sister heads up International Studies in Norfolk State University.

4:09:36

And she said, Oh, that's nice.

4:09:38

She said, I'm going to call her. And, so, we meet this lady with this red suit and this big red hat.

4:09:44

This man, that had on a tango and a Bill Cosby sweater and that was Dr. Escoffery and her husband.

4:09:50

And all she said to my mother was, I'm going to take care of her.

4:09:55

And, I knew it were very spiritual,

4:09:59

God must he gave my mother some peace to say, my spirit will protect your daughter because I was the only one to leave home.

4:10:07

And, so, they took me in that night, the next day, Dr. Escoffery put me in a dorm,

4:10:12

she took me to Walmart to get me sheets because my mom didn't know I needed sheets and towels.

4:10:17

She got me work study the next week, um, and every time I needed to buy my books, she made sure the Iota Omega Chapter of Alpha Kappa Alpha Sorority Incorporated paid for my books every semester.

4:10:31

Dr. Escoffery continues to be the second mom for me though my mom's in heaven.

4:10:37

Um, and I just wanted to say, in light of me coming to the end of this Rector steep that she and I still giggle about, and she's like, I never thought you would be the Rector.

4:10:50

You have been divinely placed in my life for so many years.

4:10:56

And, I just want you to know, I love you more than anything.

4:11:00

And, I thank you for giving a

4:11:02

poor little kid she didn't know a place to call home at Norfolk State.

4:11:07

This is why I love this school.

4:11:09

I don't have money to give like that. I'm really not that good with money. I joke with Devon, but I'm really not, I have to work for my money.

4:11:18

So, with that being said, when I do things, I really do have to pray about it because it is a, it is an investment or it's a sacrifice for me.

4:11:29

So, Dr. Escoffery, in addition to making sure we have you recognized as I have my president, that I'm here to support, she was my assignment.

4:11:41

Um, I have worked with Mr. Porter as well.

4:11:43

So, in Brown Hall, we have placard.

4:11:47

With your name on it.

4:11:49

It says, Dr. Bertha T. Escoffery, you are always apart of Norfolk State University. And, there's a couple other things that have been talked to Mr. Porter about, but I wanted to at least acknowledge that payment, so you know that I love you more than anything. And, there's a couple of things that Dr. Escoffery and I are doing together. But as far as university, I would not be here if it wasn't for her.

4:12:12

And, so, you'll be seeing more things with her name at the forefront.

4:12:17

That's why we call this place, behold the green and gold, because faculty and staff here are in a position to assist students like Joan. That's why we're here.

4:12:31

And, I appreciate everything you've done for Norfolk State, and Dr. Adams-Gaston, it's been, I really appreciate your leadership.

4:12:41

Love you. Love you too.

4:12:48

[Applause]

4:12:51

She insisted that I come here today.

4:12:52

Thank you.

4:12:54

Aww.

4:12:56

With that being said, sorry for being so sappy. But we'll keep the closed meeting moving along.

4:13:02

The beauty of an HBCU! That's right.

4:13:06

Bishop, we're Spartans. Before we go into closed meeting, a couple of things.

4:13:23

Because I'm muted. Sorry. Can you hear me now?

4:13:27

Before we go into closed session that there are a couple of things that we want to recognize Rector Wilmer for.

4:13:34

She has been an incredible gift to this institution and to me.

4:13:40

And, this is a placard to remind her of being the Board of Visitors Rector and a transformational and transformative force. And, it says, Under the leadership of Rector Joan G, Wilmer Norfolk State University, has entered a period of unprecedented growth and transformational change.

4:14:04

As an NSU alumni, and recognized corporate leader, Wilmer brings to the Board room, a deep knowledge of the university and a highly nuanced understanding of organizational change management.

4:14:19

As NSU's 19th Rector, Wilmer oversaw the Board of Visitors selection of the university's seventh president.

4:14:27

And, I'm so pleased you did! One of the most constant, consequential responsibilities entrusted to the Board. She has also been a relentless champion for excellence in Board governance.

4:14:40

Wilmer led a comprehensive review of the Board of Visitors' structure, and decision making, which has better positioned the Board to effectively address and leverage the obstacles and opportunities of the 21st century higher education landscape. Wilmer's mission focused,

4:14:58

Wilmer's mission focused approach to leadership was critical in helping the university successfully navigate the unprecedented challenges presented by the global coronavirus pandemic.

4:15:10

Joan G. Wilmer is the epitome of what a good public servant should be, and a shining example of the achievements that are made possible through hard work and a Norfolk State University degree. Joan G. Wilmer, Class of 99, Rector January 28, 2019 to June 30, 2021, Interim Rector December 9, 2018, Vice Rector, September 30, 2018, and Board Appointment November 11, 2017.

4:15:41

(Applause)

4:15:43

So, here you go. One more, one more. Hang in there.

4:15:51

And this one,

4:15:53

is one that is personal to me, so it comes from me.

4:15:57

And, it represents our very first picture together.

4:16:03

When I came here prior to starting here, we had a big, what did we call that thing?

4:16:10

Yes.

4:16:12

Yes.

4:16:14

Yes, and it was wonderful, and her and Regalia

4:16:18

and the fact that students left here with her signature on their diplomas because she cared and because she worked hard, and because she created so much success for the university.

4:16:31

So, from me, to you Rector Wilmer.

4:16:41

(Laughter)

4:16:44

(Laughter)

4:16:46

Thank you.

4:16:47

All Board members, this is Pam Boston University Counsel, and Rector Wilmer has given me an opportunity to introduce you to the, um, Lamont Maddox's replacement. Remember, I had another Associate General Counsel, and with the help of Deb Love in the Attorney General's office, today I have with me, he started on Monday, Cory Wolfe.

4:17:11

And, Cory, if you come on up, everybody's been waiting to see you and meet you.

4:17:18

Cory, NSU welcomes you Cory, and so, I'm going to ask him to give you a little bit of his background and his history, and I think you can just.

4:17:32

Sure, thanks.

4:17:37

Okay.

4:17:39

Just talk. Afternoon, everybody. My name is Cory Wolfe. Obviously, I have just joined as Associate University Counsel. Most recently.

4:17:50

They can't see you.

4:17:55

(Laughter)

4:17:59

So, I'm coming to you most recently from the Richmond Redevelopment and Housing Authority, where I was General Counsel. I'm thrilled to be here. And, I thank you all for the opportunity to serve you, And, I'm really excited to work with each and every one of you.

4:18:11

Thank you. Okay

4:18:17

(Applause)

4:18:19

Cory,

4:18:20

I didn't tell you, but he specializes in real estate in the area of real estate law, procurement in that area.

4:18:28

And, um, you know, he worked for quite awhile as an assistant city attorney and Danville, Virginia before as he said, being the General Counsel at the Richmond Redevelopment and Housing Authority.

4:18:42

As I understand it from Dr. J, we're going to be doing a lot more in terms of real estate.

4:18:47

So, it is perfect timing, because we would have to be using the outside counsel or using the Office of the Attorney General, and they're a swamp in the high. So, there's somebody here that's enthusiastic about the fact that he'll be here like, with that easement that you heard Gerald Hunter reference.

4:19:09

He, um, knows what they were talking about, and we have some other things.

4:19:15

Dealing with real estate matters, a four-party agreements that we've been trying to get resolved that deals with the light rail, its past history, and we need to resolve some land purchase in swap, that needs to go on.

4:19:31

So, we're looking forward to having Cory to help with those type of things and to being onboard.

4:19:38

Awesome. Thank you, Pam. So, happy to see the legal team.

4:19:42

Um, add another member and to be strengthened. Welcome Cory. We're really excited that you're here. And, thank you Deb Love for staying in the gap in becoming a part of us.

4:19:56

Deb Love will be spending a lot of time with us. With that being said, we're going to go ahead and transition into closed session.

4:20:10

It should be a brief session as I understand it.

4:20:16

I got it, Madam Chair.

4:20:19

Dwayne, as soon as we get that off the screen, I can see. Awesome.

4:20:24

Madam Chair, I move that, we adjourn and reconvene in Closed Meeting pursuant to Section 2.2-3711(A) 1, 4, 7 and 8 of the Code of Virginia,

4:20:35

for the following purposes, pursuant to the noted subsections (1) and (4): to discuss personnel matters

4:20:42

including more specifically, discussion of assignment, appointment, promotion, salaries, performance evaluations as well as the promotion of specific individuals and certain university employees;

4:20:53

and to discuss or evaluate performance of departments of the university that necessarily involve discussion regarding performance of individual employees,

4:21:02

more specifically related to reports, investigative notes, correspondence and information furnished in confidence and records otherwise exempted, of the university Internal Audit Office and the Office of the State Inspector General,

4:21:17

and (7) and (8): consultation with legal counsel 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,

4:21:30

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,

4:21:44

and further that President, Chief Audit Executive, Provost/Vice President for Academic Affairs, Vice President for Finance and Administration, Vice President for University Advancement, Chief Strategist for Operations & Vice President for Institutional Effectiveness, Vice President for Student Affairs, University Counsel and Athletics Director

4:22:08

will be in attendance.

4:22:10

Thank You. Is there a motion to go into closed session? Is there a move? I need a second. I second. It has been moved and properly seconded. April? Dr. Best – Yes. Ms. Blunt – Yes. Mr. Blake –

4:22:33

Yes. Bishop Brown –

4:22:36

Yes. Dr. DiCroce –

4:22:39

Yes. Mr. Dyke – Mr. Fulton – Yes. Mr. Griffith – Yes. Mr. Henry – Yes. Dr. Watkins –

4:22:48

Yes. Rector Wilmer – Yes.

4:22:59

Ah.

4:23:03

For those on the phone, or in zoom, please go into the closed meeting link okay? Thank you.

4:23:12

Perfect.

4:23:14

Alright! Are we ready to roll out? Looks like we're already rolling! Yeah. Oh, my goodness.

4:23:27

Um, okay, I'm quiet.

4:23:35

Yeah, because I can't see. I've got glasses but I can't read this.

4:23:44

I can't read it. Okay. Okay. Thank you.

4:23:52

All right, we're ready to roll?

4:23:54

We got everybody in? Okay. We're waiting for people still come in the room, my apologies.

4:23:59

All right. Having reconvened in Open Meeting, 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. April, can you take the roll?

4:24:36

Dr. Best – I so certify. Mr. Blake – I so certify. Ms.

4:24:41

Blunt – I so certify. Bishop Brown – I so certify. Dr.

4:24:48

DiCroce – I so certify. Mr. Dyke –

4:24:52

I so certify. Mr. Fulton – I so certify. Mr. Griffith – I so certify. Mr. Henry –

4:24:59

I so certify. Dr. Watkins –

4:25:02

I so certify. Rector Wilmer – I so certify.

4:25:06

All right. Let's go ahead and go right into our agenda.

4:25:09

Um, we have, um, some, um,

4:25:16

um,

4:25:17

the actions and motions coming out of closed meeting. Um, is Pam around? I don't see Pam.

4:25:28

She said she's going to be right back. She went to her car.

4:25:34

She went to her car. Okay.

4:25:39

Can we move on?

4:25:41

Um, no, she has one of the motions.

4:25:43

Um,

4:25:47

all right. Let's go ahead to the next slide until we get her back.

4:25:50

Let's do the Governance Committee report. There is one correction we need to have the committee report and then,

4:26:00

as I've been advised, we need to do the election of officers under new business, which, we'll just wait a minute or two, but it appropriately falls under new business.

4:26:09

So, Dwayne you want to do Governance Committee report, and then we will go right into the actions. Certainly, certainly. Thank you, Madam Rector and real quick, everyone. Thanks for the condolences and outreach and thanks to the Board for the plants. The losses of my family has experienced here in the last couple of weeks with my wife's aunt and then her brother.

4:26:31

So, I appreciate all the love and support been tough, but we're getting through it, So, thank you again. Governance Committee met on March 31st. I had a good meeting. Couple of points of interest. One, we discuss the recommendations for slate of candidates, for Board of Visitors Rector, Vice Rector and Secretary, as the Rector has noted, we will be voting on those names here momentarily in new business so

4:27:00

stand by for that. The other topic was discussion regarding expected board vacancy and, and the individuals that we honored earlier today and the replacement candidates. And, we came up with the recommendation of a candidate profile to the Secretary of the Commonwealth.

4:27:19

And, so that after discussion, we unanimously voted to recommend to the secretary, um,

4:27:27

certain recruitment priorities that will be given consideration as a governor makes new appointments, including expertise in information technology, financial management, human resources management, government relations, and higher education experience. So, all of this was memorialized in a letter that was transmitted to the Secretary of the Commonwealth by the Rector in early April.

4:27:52

Then the third item is a recommendation, recommending approval of the governance committee charter. It's been advanced for approval by the full Board to ensure compliance with the Board standard operating procedures. Just for your, just to note, is that the charters preamble is

consistent with the committee charge as set forth by the bylaws of the Board of Visitors. And, the committee has review that input set forth as a recommendation for adoption.

4:28:21

And, we do have one other item to cover in new business as well, and that deals with the information technology policies.

4:28:30

So, the only thing required inaction is the adoption of the Governance Committee Charter. Okay.

4:28:39

Make a motion? So moved.

4:28:43

Second. It has been moved and properly seconded on the Governance Committee Charter.

4:28:49

Any discussion?

4:28:50

Any discussion? April, can you do voice vote, please?

4:28:55

Okay. Dr. Best –

4:29:00

Yes. Mr. Blake –

4:29:03

Yes. Ms. Blunt – Yes. Bishop Brown –

4:29:07

Yes. Dr. DiCroce – Yes. Mr. Dyke –

4:29:11

Yes. Mr. Fulton –

4:29:13

Yes. Mr. Griffith –

4:29:15

Yes. Mr. Henry – Yes. Dr. Watkins –

4:29:19

Yes. Rector Wilmer – Yes.

4:29:29

Okay, moving right along, we have the, um, um, promotion and tenure, um, you have the, the motion? Go ahead. Okay.

4:29:49

Yeah.

4:29:52

All right.

4:29:55

Mary has it. Madam Rector.

4:29:59

I have it Madam Rector. Alright, the Academic and Student Affairs,

4:30:06

the Academic and Student Affairs Committee, having met on April 15, 2021, and having reviewed, considered and discussed in closed meeting, the qualifications, attributes, and recommendations by the Provost and the President.

4:30:32

I have in front of me. Hello, can you guys hear me?

4:30:39

Yeah we can hear you.

4:30:41

You can continue Mary. Okay. Yes. Yes, please.

4:30:51

I had. It's reading, your connection is.

4:30:56

Mary? Your connection is.

4:31:03

Somebody else can do it.

4:31:07

Yeah, hold on.

4:31:13

Sounds like she's moving, yeah.

4:31:21

Okay, can someone read on behalf of Mary? I've sent her a note. But she's not getting.

4:31:31

If you mute her, I'll read it. Okay.

4:31:36

Madam Rector,

4:31:39

Madam Rector, the Academic Affairs Committee. Okay,

4:31:43

what's happening? Your connection Mary. Your connection is going in and out really bad.

4:31:51

Hello?

4:31:52

Mary?

4:31:54

I'm muted! I'm muted!

4:31:57

No, we can hear you.

4:31:59

Dr. Best, please read.

4:32:04

Madam Rector, the Academic and Student Affairs Committee having met on April 15, 2021 and having reviewed, considered, and discussed in Closed Meeting the qualifications, attributes, and recommendations by the Provost and President of the recommended candidates for tenure and

promotion, and the Committee having agreed to approve the recommended candidates to the Full Board of Visitors at its next meeting,

4:32:26

contingent upon receipt of the fully signed individual Tenure and Promotion Review Attestation for each candidate, and further, the receipt of said attestations having been received by the Chair of the Committee, and the matter having been discussed in the Closed Meeting with the Full Board, I hereby recommend that the Board approve promotion and tenure of the discussed candidates. Further, I recommend

4:32:53

that should the Board approve my motion, that the Provost read the names of the Resolutions for promotion to tenure and separately the Resolutions for Promotion and that we vote separately on the candidates for tenure as a group and the candidates for Promotion as a group.

4:33:12

Okay, is there a second?

4:33:14

Second.

4:33:17

It has been moved and properly seconded.

4:33:23

On the motion that has been just discussed.

4:33:30

Yeah.

4:33:33

Okay, suppose we do that for each name?

4:33:46

Each name is a group.

4:33:49

Okay. So, she only needs to do it one, which is nice. So, she needs to do the names now? Is that what you're saying?

4:33:54

Now, ask the body if they're willing to accept the recommendation, to approve the promotion and tenure of the proposed candidate. You don't have to second, you can

4:34:04

say all in favor. All in favor?

4:34:08

Aye.

4:34:10

April,

4:34:13

can read it.

4:34:17

April, take a roll call vote on whether or not they approve the recommendation.

4:34:27

Dr. Best – Yes.

4:34:29

Mr. Blake –

4:34:31

Yes. Ms. Blunt –

4:34:33

Yes. Bishop Brown –

4:34:35

Yes. Dr.

4:34:36

DiCroce – Yes. Mr. Dyke – Yes. Mr. Fulton –

4:34:40

Yes. Mr. Griffith –

4:34:42

Yes. Mr. Henry –

4:34:44

Yes. Dr. Watkins – Yes. Rector Wilmer –

4:34:47

Yes.

4:34:50

Now she will go ahead and list the candidates for promotion.

4:34:58

Yes.

4:34:59

All right, the candidates, the candidates for promotion are Dr. Berkley King, Dr. Aylin Marz, and Dr. Michele Rozga.

4:35:15

Recommend approval.

4:35:18

Let's take a vote now that you have the names in front of you, can we get a motion to, to accept that. I move.

4:35:28

Second.

4:35:29

If they accept it, if you're accepting on the names that have been mentioned. We'll do voice, voice vote on this group, and then we'll come back for the second group. April?

4:35:51

Dr. Best – Yes. Mr. Blake –

4:35:55

Yes. Ms. Blunt –

4:35:57

Yes. Bishop Brown – Yes. Dr. DiCroce – Yes. Mr. Dyke – Yes. Mr. Fulton – Yes. Mr. Griffith – Yes. Mr. Henry –

4:36:09

Yes. Dr. Watkins – Yes. Rector Wilmer –

4:36:13

Yes.

4:36:16

Okay.

4:36:21

Alright, next group. We're ready?

4:36:29

Madam Provost? You're fine.

4:36:33

All right, the candidates for promotion are Dr. Berkley King for a promotion to Associate Professor, Dr. Aylin Marz for associate promotion to Associate Professor.

4:36:50

Dr. Michelle Rozga for promotion to Associate Professor. Dr. Abdinur Ali for a promotion to Professor.

4:37:01

Dr. Melendez Byrd for promotion to Professor. Dr. Anne Fernando for promotion to Professor, Dr. Rhonda Fitzgerald for promotion to Professor.

4:37:17

Dr., um, Mr. Anthony Stockard for a promotion to Professor, and Dr. Denelle Wallace for Promotion to

4:37:29

Professor. That's it.

4:37:41

Okay. BOV members seeking if you approve, and especially with the grouping that has been noted for you. April will you please do a voice vote.

4:37:59

Hi!

4:38:05

She said yeah. We just need to do a roll call on the names for legal.

4:38:10

Dr. Best –

4:38:12

Yes. Mr. Blake –

4:38:14

Yes. Ms. Blunt –

4:38:16

Yes. Bishop Brown –

4:38:18

Yes. Dr. DiCroce –

4:38:20

Yes. Mr. Dyke –

4:38:22

Yes. Mr. Fulton –

4:38:23

Yes. Mr. Griffith –

4:38:25

Yes. Mr. Henry –

4:38:27

Yes. Dr. Watkins –

4:38:29

Yes. Rector Wilmer – Yes. Okay.

4:38:34

All right, great.

4:38:36

So, let me look at the list. We're almost done BOV members. Thank you.

4:38:41

Um, were on, um, Faculty Senate.

4:38:53

Um,

4:38:56

then what?

4:38:59

I'm sorry. Pam's saying.

4:39:02

We've got everything else. There's nothing else.

4:39:05

We have a couple things we do. Um, okay, so, um, two things the first one is, the number two. There's an echo. Sorry, yeah, should you be on mute?

4:39:27

Can you take this off the screen, cause we're done with this?

4:39:31

Okay. Can we take the motion off screen? Thank you.

4:39:36

Um, the election of the faculty representative to the Board, um, to the, um, Board budget recommendations.

4:39:52

And, then, um, three the, um, motion we decided to carry from our closed session from the Board and four, the, um, going into new business with the elections then that should close us out. Just want to give you all a running list. So, we can start with the faculty representative to the Board. Madam Rector, May I offer up since the, um,

4:40:22

the Senate representative is not here to speak to the to the potential candidates. Can we table?

4:40:32

Would it be in order to, to make a motion to table this decision until later, a later date?

4:40:37

Oh, Dr. Haines is not here? Yes.

4:40:42

I'm here.

4:40:45

Okay. Okay.

4:40:51

Dr. Haines, we didn't see you in your seat. You have the mic.

4:40:57

Yes. The three candidates names were submitted along with their CVs, they were Dr. Tony Atwater, Dr. Geoffrey de Laforcade, and, um,

4:41:11

Jocelyn Heath. Jocelyn Heath, thank you.

4:41:19

Okay, so, BOV members, excuse me, my allergies. go on and off again. It's the air.

4:41:29

Um, we will need to select someone who will be the faculty representative to the Board.

4:41:38

Per our documents, we need to select from the names that have been recommended to us from the Faculty Senate.

4:41:45

Um, Pam, we just need to have recommendation come from the Board, and then the Board make a vote correct? Yes, I mean if the board wanted to,

4:41:58

She can make case for. Dr. Haines, do you want to tell us, just, just give us a reader digest, executive line on each, just so we know who we're talking about or making a vote on?

4:42:15

Sure, Dr. Atwater is a Professor in Mass Communications

4:42:22

and, as the newly elected Faculty Senate President, who will begin an August. Dr. de Laforcade is a faculty

4:42:30

member in History and Interdisciplinary Studies and is the incoming Vice President and Director, he's the faculty member in the English department and is the incoming.

4:42:44

Dr. Haines?

4:42:46

You're muted.

4:42:49

Dr. Haines?

4:42:51

I'm here. You were muted. Can you please rewind about 30 seconds?

4:42:54

You're

4:42:58

muted again. The third name didn't come through.

4:43:02

Dr. Heath,

4:43:05

Jocelyn Heath is a faculty member in the English Department and is the incoming Secretary.

4:43:13

Board members, is there any other points of information you'd like to hear on the three names that are being recommended to us?

4:43:25

Dr. Haines, is there anything else you'd like to add?

4:43:30

Beyond the contents of their CVs, which I don't have memorized, I apologize. No, this will be the qualifications that we have to submit their, um, I don't have the number of years of history that they have served memorized either. But those are the positions that they're coming in to serve and historically we have had the Faculty Senate President serve as the faculty representative to the Board.

4:43:58

We've had we've had everybody's CVs in our packages so everybody had an opportunity to review everybody, so you're fine, Dr. Haines.

4:44:08

Thank you.

4:44:10

And, um, Rector, is the Board is ready to make a recommendation.

4:44:13

Awesome.

4:44:14

Thank you, Larry.

4:44:15

You're welcome after review, costs in and consultation with the Board,

4:44:21

the Board makes a motion to select Dr. Joycelyn Heath as the faculty representative to the Board of Visitors for the coming year.

4:44:31

Second. It has been moved and properly seconded, that, um, Dr. Jocelyn Heath am I saying that right?

4:44:41

Is to serve as the faculty representative to the Board.

4:44:47

Is there any discussion?

4:44:51

Any discussion?

4:44:56

Okay. We'll do a vote. April? Dr. Best – Yes. Mr. Blake –

4:45:04

Yes. Ms. Blunt –

4:45:07

Yes. Bishop Brown – Yes. Dr. DiCroce –

4:45:11

Yes. Mr. Dyke –

4:45:13

Yes. Mr. Fulton –

4:45:16

Yes. Mr. Griffith –

4:45:18

Yes. Mr. Henry –

4:45:20

Yes. Dr. Watkins – Yes. Rector Wilmer – Yes.

4:45:31

Okay. So, moving right along,

4:45:36

the 2021-2022 Board budget recommendation has been included in the meeting packet for all board members and I need a motion.

4:45:55

I move.

4:45:57

So, moved.

4:45:59

So, moved.

4:46:01

Second.

4:46:03

It has been moved and properly seconded. Any questions?

4:46:07

Any questions?

4:46:11

All right, we'll take vote. April?

4:46:14

Dr. Best – Yes. Mr. Blake – Yes. Miss Blunt –

4:46:18

Yes. Mr. Brown –

4:46:20

Yes. Dr. DiCrocce – Yes. Mr. Dyke – Yes. Mr. Fulton – Yes. Mr. Griffith – Yes. Mr. Henry –

4:46:29

Yes. Dr. Watkins –

4:46:31

Yes. Rector Wilmer – Yes.

4:46:34

All right, moving right along.

4:46:37

New business, I'm going to turn it back over to our governance chair.

4:46:43

Thank you, Madam Rector. Dwayne Blake. Thank you, mam. Um, very quickly one report of business before we get to the officers.

4:46:53

We got to recommended, recommending approval of information security policies. In May, members of the Governance Committee, where by the Administration, to consider for Information Security policies, which were included in your meeting materials.

4:47:08

One's on change management, standardize and control methods for changes and modifications to any system, or technology, to identi, identification and authentic education policy.

4:47:21

Specifying the roles and responsibilities to establish is acceptable

4:47:24

level of identification, as well as authentication controls.

4:47:29

Three, system and services acquisition policy, establishing compliance with security requirements when university procedures or university procures and implement a system, technology, or asset, and for security awareness and training policy Specifying our responsibility to provide and implement training and awareness apparatuses for the energy community.

4:47:52

These policies, and other, several other information security related policies passed earlier, earlier this year, further drive toward our objective to attain level two authority and autonomy within the state. And, if you hopefully had a chance to review the policies. If you have any questions, Mr. James Stevens, James Stevens, our Chief Information Security Officer is available to address them. Otherwise, the governance committee recommends that the policies be adopted by the full Board.

4:48:27

Second.

4:48:32

It has been moved and properly seconded. Any questions?

4:48:34

Any discussion, any questions? Any discussion?

4:48:38

Hearing none. April, vote?

4:48:41

Dr. Best – Yes. Mr. Blake – Yes. Ms. Blunt –

4:48:45

Yes. Bishop Brown –

4:48:47

Yes. Dr. DiCroce –

4:48:49

Yes. Mr. Dyke –

4:48:51

Yes. Mr. Fulton – Yes. Mr. Griffith –

4:48:55

Yes. Mr. Henry –

4:48:56

Yes. Dr. Watkins – Yes. Rector Wilmer –

4:49:00

Yes.

4:49:06

Okay, that covers for everything Dwayne?

4:49:11

All right, so, that's it for the IT, moving on to the election of officers. We have three positions to fill Rector, Vice Rector and Secretary. These officers are elected by the Board for two year terms at the annual meeting of the Board in odd numbered years.

4:49:29

They'll assume office on July 1st following their election. Again, the governance committee met on March 31st and approve the following slate of officers for the 2021 to 2023 term. Mr. Devon M. Henry as Rector, Ms. Mary L Blunt as Vice Rector and Bishop Kim W. Brown as Secretary.

4:49:50

And, we also will entertain nominations from the floor if there are any. So, I'll pause for a moment if there are any nominations from the floor.

4:50:02

All right.

4:50:04

Going once? Going twice?

4:50:09

Alright, hearing none. At this point, we will prepare for, for vote on these, on these three candidates. So, I'll let the legal counsel lead us through this process of the mechanics here.

4:50:25

Motion to approve. Second. It has been moved and properly seconded. Discussion?

4:50:32

Hearing none, ready to vote. April?

4:50:39

Dr. Best – Yes. Mr. Dyke –

4:50:42

Yes. Sorry. Mr. Blake –

4:50:45

Yes. Ms. Blunt – Yes. Bishop Brown –

4:50:49

Yes. Dr. DiCroce – Yes. Mr. Fulton – Yes. Mr. Griffith –

4:50:55

Yes. Mr. Henry – Yes. Dr. Watkins –

4:50:59

Yes. Rector Wilmer – Yes.

4:51:05

Thank you very much. And the final item is the Board also needs to select two members to serve on the Executive Committee.

4:51:15

And, while we haven't come up with any volunteers, we got a couple names when a throwing the hat and see what happens. The first one I'd like to offer for consideration is the immediate, which will be soon to be the immediate past Rector. I would offer Ms.

4:51:36

Joan Wilmer as a candidate, and, also like the offer Dr. Terri Best for your consideration.

4:51:44

So, it is. So moved.

4:51:49

Second.

4:51:52

It has been moved and properly seconded.

4:51:55

Excuse me.

4:51:58

Any discussion?

4:52:00

Any discussion?

4:52:02

Hearing none.

4:52:04

Voice vote, sorry, voice vote.

4:52:10

April?

4:52:12

Dr. Best –

4:52:13

Yes, if there's no conflict for voting for me.

4:52:18

Mr. Blake – Yes. Ms. Blunt –

4:52:21

Yes. Bishop Brown – Yes. Dr. DiCroce – Yes. Mr. Dyke – Yes. Mr. Fulton –

4:52:28

Yes. Mr. Griffith –

4:52:30

Yes. Mr. Henry –

4:52:32

Yes. Dr. Watkins – Yes. Ms.

4:52:35

Wilmer – Yes.

4:52:40

Yeah.

4:52:41

Madam Rector, that concludes all of my actions.

4:52:45

Thank you, Dwayne Blake. Hey Dwayne, for the record, um, I know it has been a long day. How many motions was that?

4:52:56

Devon want to know. More than yours. I think you win. It's all volume, volume.

4:53:08

All right.

4:53:13

You're muted Joan.

4:53:18

I'm sorry, I'm trying to be quick. We have the policies, there are four of them.

4:53:29

Whose presenting that? I thought we just did them?

4:53:32

Awesome.

4:53:34

The hour is late. I'm sorry I did it again.

4:53:43

Okay, so. They're really good policies if you us to vote on them again.

4:53:50

Oh, can I please take a moment to congratulate

4:53:56

our Honorable Jim Dyke who just finished a commencement speech this morning, and was presented an Honorary Doctorate.

4:54:07

Can we just all applaud?.

4:54:10

Thank you.

4:54:11

Thank you. I'm humbled.

4:54:13

Thanks. You know, we now have to call you Dr. Jim Dyke Honorable. Is that what Mary said? You can just call me Devon. I love it.

4:54:27

All right so, we do have, um, congratulations again Jim, we do have a public comment.

4:54:45

I see one person registered for public comment. We're trying to make sure we gave her the floor.

4:54:54

Hello?

4:54:57

Hi, how are you? My name is Danny Smith Mathis. I'm, my real name is Danielle Mathis, but I am really known as Danny Smith Mathis. I'm an author. But more than that, I am a DNIMAS alum twice. My son graduated Norfolk State in 2011 from the DNIMAS Program, and that's where he met his wife and they've been happily married for eight years now.

4:55:29

I just wanted to say to you, I also sent six athletes to Norfolk State. I'm a track coach from Fayetteville, Georgia. I currently live in Hampton, Virginia now, though, but I am thrilled about Norfolk State. I have always that, um, my very first experience on campus there was an AAU track, meet in 2008. And, I thought, wow, this is the cleanest, the most beautiful campus I've ever been. and I'm a Carnegie Mellon university graduate, so I'm not an HBCU student or alum. But I am an HBCU mom. And, I'm proud mother and mother-in-law to these two DNIMAS grads, and I would like to offer, I don't have money, but I do have a gift of writing. And, I am offering my gift of writing to the university in any capacity that it needs. I don't want anything for, it, is just my way of paying back what you did for my children.

4:56:24

And, I'm just thankful, and I'm just very thankful for that. And, I believe in Norfolk State, not as a power, just not as a powerhouse HBCU. But I wholeheartedly believe in Norfolk State as a powerhouse university and whoever is posting everything on LinkedIn, I'm the usually the first one to respond behold the green and gold to these LinkedIn posts that you're making. And, so I am following you religiously. I'm backing you. I have sent student there, student athletes there, all of whom have graduated. I love it. I sent two sons, my second son did not graduate. He ended up transferring and going into a different major, but he's actually a nurse now. But it was a great experience for everyone that I send up there.

4:57:13

I have a good relationship with Coach Giles, and just been very, very blessed by my relationship with this university. If you want to reach out to me, I am on social media. I do have a website. My name is Danny Smith Mathis and that Danny with an E and, I am an author. I am, um, I have a Master's in Professional writing from the University of Southern California, and a Bachelor's of Arts in creative writing from Carnegie Mellon University. I've taught at the college level English 101 remedial English 102 technical writing, all of that at Cleveland State University. So, and I live here in Hampton. So, if you need me, just let me know, and I'm done speaking.

4:57:58

Very good, thank you.

4:58:00

Absolutely.

4:58:02

On behalf of Norfolk State University, I'd like to thank you Miss Danny Smith Mathis, for calling in and letting us know the positive experience that NSU has been for your students and for the students you've sent forward here. It means a lot to us to know that things are going in a direction where parents feel so compelled about this the special experience that their student has that they're bringing, sending other students to us. We want to thank you. We want to stay in touch. I will definitely be reaching out to you. I think there is absolutely some other things that you have to offer to this institution. And, I thank you for your time.

4:58:52

I thank you for being a part of the Norfolk State University family. Thank you.

4:58:58

Amen.

4:59:01

You now have 61 followers on Twitter. You just made my day so I'm follower 61. Thank you Ms. Mathis. Is he really on Twitter? You got the Rector on your team, you're in good shape. Thank you all and, I really appreciate your, your, your labors of love for all of these students.

4:59:26

And, the community of Norfolk and, really, just the whole higher education.

4:59:31

My father was a college president in Essex County College in Newark, New Jersey, the only African American to be, the first African-American to be president of any college or university in the state of New Jersey, Tuskegee Airman. So, I come from good stock and we know a good education when we see it thank you. Thank you. Thank you for joining us. Appreciate it.

4:59:51

All right, everyone. It's been a long day.

4:59:54

It's almost six o'clock.

4:59:56

Um, and we covered a lot, so I hope you all feel like we covered everything we needed to.

5:00:03

So, this concludes our BOV meeting. We have commencement tomorrow.

5:00:09

Congratulations to our two graduating classes at 9 o'clock. Yes, that's what we do.

5:00:15

Oh, thank you (inaudible) I hope you people love me (laughter). Good reminder (inaudible)

5:00:20

I'll drive you wherever you need to go.

5:00:29

Cause if I never looked over and saw you I would have forgotten.

5:00:33

We got one more item that we need to move on one moment, thank you, Deb Love.

5:00:46

Devon or Dr. Watkins? Hey everybody, I've got to go and I'm just, I'm sorry, I have to go great meeting, long meeting, congrats to everybody see you next time. Okay. Thank you. All right. Bye, bye.

5:01:05

Okay, we'll get the motion in front of Devon, and it's our last item.

5:01:10

Thank you.

5:01:21

Madam Rector?

5:01:23

Madam Rector?

5:01:26

Yes?

5:01:27

In recognition of her excellent performance over the past year, I move that the Board of Visitors award Dr. Adams-Gaston, the maximum bonus authorize under her contract.

5:01:40

Second. Second. Okay. It has been moved and properly seconded. Is there any question?

5:01:46

Any discussion? Third and fourth.

5:01:49

Then that's the end of the discussion.

5:01:52

Okay, hearing none we'll bring it to vote. April? Dr. Best – Yes. Mr. Blake – Yes. Ms. Blunt –

5:02:02

Yes.

5:02:05

Bishop Brown – without a doubt, yes. Dr. DiCroce –

5:02:13

Mr. Dyke – Resounding yes. Mr. Fulton – Absolutely.

5:02:18

Mr. Griffith – Lethally yes. Mr. Henry – Oh, yeah.

5:02:36

Dr. Watkins – Yes. Rector Wilmer – Yes.

5:02:44

Alright, well I think we've covered all of our items.

5:02:48

It has been a long day.

5:02:50

We've accomplished a lot, as I was stating, we do have the two graduating classes tomorrow at 9:00 a.m. and 3:00 p.m. I thank everyone for their time and their thought leadership, and more importantly, for all attendees, our public comment.

5:03:06

I do hope you have a good rest of the weekend.

5:03:09

And, before we say, we're done I like to thank April and Kim, our two partners, our, um,

5:03:20

catering staff, um, Tanya, who's been everyone's saving grace. Yes. Jumping from room to room to room.

5:03:31

She does it with a smile although I think she's tired. She's been here since 5 o'clock. And it's the cabinet that you need to stay on deck to support your president and to support the school. We appreciate you. We appreciate you. We appreciate you. With that being said, Deb Love is out the window. Everyone have a great weekend. And, for those who are coming, we'll see you tomorrow at graduation.