

**BOARD OF VISITORS  
ACADEMIC AND STUDENT AFFAIRS COMMITTEE MEETING MINUTES  
FRIDAY, FEBRUARY 17, 2023**

**I. Call to Order**

Ms. Blunt, Chair, called the Academic and Student Affairs Committee meeting to order at approximately 1:15 p.m. A quorum was established with a 4-0 Roll Call vote.

Committee Members Present

Mary L. Blount, Chair  
Gilbert Bland  
BK Fulton  
Jay Jamison

Committee Members Virtual

Heidi W. Abbott  
Dr. Harold Watkins

Additional Board Members Present

Devon Henry, Rector  
Dwayne Blake  
Conrad Hall

Counsel Present:

Pamela Boston, University Counsel and Senior Assistant Attorney General  
Mr. James Wright, Assistant University Counsel

NSU Administrators and Staff Present:

Dr. Javaune Adams-Gaston, President  
Dr. Leonard Brown, Vice President for Student Affairs  
Dr. DoVeanna Fulton, Provost and Vice President for Academic Affairs  
Dr. Justin L. Moses, Vice President for Operations and Chief Strategist for Institutional Effectiveness  
Dr. Gerald E. Hunter, Vice President for Finance and Administration  
Dr. Tanya White, Chief of Staff  
Melody Webb, Athletics Director  
Inda Walker, Clerk to the University President and Liaison to the Board of Visitors  
Martha Wilson, Executive Assistant to the Vice President/CFO  
Chelsea Hall, Executive Administrative Coordinator

Observers – NSU Administrators and Staff

Dr. Juan M. Alexander, Associate Vice President for Enrollment Management  
Saranette Williams, Director of Career Services  
Laurie Carpenter, Associate Director of Experiential Learning for Career Services  
Alexis Martin, Assistant Director for Career Services

## II. Recommend Approval of Electronic Participation

Mr. Bland motioned, seconded by Mr. Fulton, and with a 4-0 Roll Call vote, the Committee unanimously approved the virtual participation of Board Members Heidi Abbott and Dr. Harold Watkins.

## III. Recommend Approval of November 16, 2022 Academic and Student Affairs Committee Meeting Minutes

Mr. Fulton motioned to approve the minutes, seconded by Mr. Jamison, the Committee with a 6-0 Roll Call vote approved the November 16, 2022, Academic and Student Affairs Committee minutes.

## IV. Discussion items

### Student Affairs Update – Dr. Leonard Brown presented the following:

- Dr. Brown started with the focus of presenting the **Handshake platform** – it is the online platform that serves as a warehouse for career and internships available to our students; fully implemented since 2021 to have all this information in a central location. This has been helpful for students in terms of career outcomes. Saranette Williams, Director of Career Development Center, has done a great job of working to comprehensively collect the information that we need specifically around careers and internships.
- The focus of this presentation is to present to the BOV the data that we have as it relates to the number of internships that are available and with what companies.
- Handshake provides a specific format that shows opportunities for internships: The first chart shows all the internships from the past three academic years that were available to our students – in 2022 over 17,000, from over 2400 unique companies. Those opportunities have grown over the past two years. The second chart importantly shows paid internships, giving our students the chance to earn the income that they may need, while at the same time getting important work experience. The third chart shows internships that are specific to Virginia; we want to ensure that all of our students have opportunities that may lead to retain their skills and talents here in the Commonwealth.
- There are over 500 companies in the Commonwealth that offer our students internship opportunities and over 3400 altogether.
- Nationally, over 50 percent of students who have internships take jobs with the same company.
- We are committed to the use of data to drive success, also committed to partnership, particularly with Academic Affairs, to support students in what they need to successfully access the post-graduation opportunities that they seek, and we are committed to providing the staff and resources required to achieve these goals.
- Specific to career outcomes, our most recent data to share for 2022:
  - There were 374 students that graduated this past Fall;
  - 69% reported employment or continued education; 63% reported they eventually plan to go on for professional or graduate school.
- NACE (National Association of Colleges and Employers) is the gold standard for professional organizations related to career development in higher education. The standard measure they use

for outcomes include reported employment (full-time, part-time, contract, freelance), military service, Experiential Learning with expected employment (internships and volunteers) (49.29 fulltime and 9.0 part-time

**Academic Affairs Update – Dr. DoVeanna Fulton presented information on Academic Affairs Initiatives and information about the of ENRICHE program, our new partnership with Eastern Virginia Medical School**

- The Initiatives currently being focused on are:
  - **Faculty Workload** – The ABURA Group is assisting NSU leadership in understanding our current faculty workload and designing an equitable process so that the implementation of the workload policy facilitates faculty productivity and appropriately impacts the financial condition of the University.
  - **Research Compensation** - this analysis initiative is completed. After receiving from attain partners, the consulting group that assisted with this project, their policy recommendations based on professional standards, state and federal guidelines, and NSU’S operations. The NSU Research supplemental Compensation Policy was developed. That policy was reviewed by the President’s Cabinet, posted for 30-day public review, and approved by the Cabinet on January 26, 2023.
  - **Scheduling Optimization** – The course scheduling optimization initiative continues to progress. After working with AACRAO to discover, and review our existing scheduling process and determine projected outcomes, we are currently working with AD ASTRA to complete who will provide institutional analytics and insights around space utilization and course offering. The purpose of the study is to:
    - Understand scheduling practices,
    - Address immediate course access and scheduling challenges,
    - Provide visibility into academic utilization and management opportunities,
    - Benchmark key performance indicators to peer institutionsOnce complete, the report will be presented to the task force and then we will identify which product best support our needs.
  - **General Education Curriculum Reform** – We are behind but are aligned with the activities that the general education council initially projected. The General Education Council met last week to incorporate the feedback into the next planning phase that will
    - (1) select general education thematic topics/pathways and,
    - (2) regroup of general education courses to match the appropriate topics/pathways
  - **ENRICHE – EVMS-NSU Research and Training Incubator for Collaboration in Health Equity** – NSU and EVMS have a long enduring relationship, with programs that serve our students so that they are excellently prepared to serve our community.
    - The overall goal of ENRICHE is to enhance collaborative research focused on health disparities to advance health equity in the region and improving the pathway to health professions careers for NSU students.
    - ENRICHE has several objectives: for research program development, training, grant development, and teaching partnerships.
    - To support the start-up of ENRICHE, President Adams-Gaston and EVMS President Alfred Abuhamad committed \$250,000 from each institution to

leverage for seed grants, staff resources, and programming. As a result of the \$500,000 seed money committed to help support faculty research and training initiatives. The first program will be the ENRICHE kick off speed networking event on March 15, 2023, hosted by EVMS.

### **Enrollment Management Update–Enrollment Snapshot– Dr. Justin Moses**

A brief update of where we are regarding enrollment for the spring – we continue to see a steady increase in our numbers. Last spring, we enrolled 4,871; this year, just short of 5,000; the exact number at 4,985. 2.34% increase 114 students to be exact.

- This trend is indicative of a several factors: (1) our increased retention efforts (2) Increased advising measures, (3) More financial support, (4) Student engagement, and (5) Promotion of student success.
- Across the entire organization, we are doing all that we can at all levels to ensure that our students maintain their enrollment and that we do all that we can to help them cross the finish line.
- Our largest enrollments, with regard to academic unit, continue to exist in the College of Liberal Arts and CSET.
- The Enrollment Management Team ensures that our students receive the financial support necessary to enroll this semester and helping students register but these efforts happen across the institution: The Stith Student Success Center worked diligently to ensure that students were enrolled in the classes they needed; Our colleagues in Academic Affairs, Finance, Student Affairs, and Advancement all partnered to get these numbers up, and ultimately our Budget goals were met.
- Focus for Fall 2023: 6,753 applicants have qualified for our admissions standards and have been admitted and this number will continue to grow
  - Academic Affairs, Student Affairs, and Enrollment Management continues to partner to implement strategies to retain students with focus on freshmen to sophomore year, and sophomore to junior. These efforts include the learning communities, focus on the VCAN scholars.

### **Athletics – Melody Webb**

- **Degrees** – Over the last few years changes in the industry surrounding college sports have outpaced Division I ability to respond. While the needs and expectations of student-athletes have evolved – the approach and response from NCAA had remained the same. Dr. J was a part of the national committee comprised of 21 divisions to reimagine how to meet the needs of student-athletes while providing flexibility of governance to meet the demands and challenges in how we move forward.
- This movement is pivotal for NCAA and her involvement is a representation of her leadership and is a solid reflection of the brand of NSU.
- It is important to reiterate some of our priorities, because often times athletics is associated with wins and losses, and we forget the mission and our main responsibility is to provide a holistic student-athlete experience while competing for A's, B's, Championships, and Degrees; Our focus is to graduate these young men and women.

- **Athletics – A focus for us is** enhancing the visibility of the department and brand by maximizing regional and national competition scheduling to include international and cross-country experiences. Recent experiences included the Chris Paul HBCU Basketball classic that was held in Las Vegas; the Michael B. Jordan Legacy Basketball Classic that was held in New Jersey, and the most up and coming would be our hosting of the NCAA Track and Field Championships that will be held here in two weeks. We would be the first HBCU to host a national championship.

#### **IV. Public Comment**

No one signed up for public comment.

#### **V. Adjournment**

There being no further business, the meeting was adjourned at approximately 3:05 p.m.

Respectfully submitted,

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Dr. Justin L. Moses, Committee Lead  
Vice President for Operation and Chief  
Strategist for Institutional Effectiveness

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Mary L Blunt, Chair  
Academic and Student Affairs Committee