

**BOARD OF VISITORS**  
**FULL BOARD MEETING**  
May 5, 2023  
**MINUTES**

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

Mr. Devon Henry, Rector, called the Norfolk State University Board of Visitors meeting to order at approximately 9:14 a.m. and apologized for the delay.

A quorum was established with a 9-0 Roll Call vote. Below is a list of individuals who joined the meeting.

Recommended approval of Mr. BK Fulton attending virtually for medical reasons. Motion was made by Heidi Abbott and seconded by Dwayne Blake Board approved with a 10-0 roll call vote.

Participants – Board Members

Mr. Devon M. Henry, Rector  
Mrs. Heidi Abbott  
Mr. Dwayne B. Blake  
Ms. Mary L. Blunt, Vice Rector  
Dr. Katrina Chase  
The Honorable James W. Dyke, Jr.  
Mr. Conrad Hall  
Mr. James Jamison  
Mr. Delbert Parks  
Dr. Harold Watkins, II

Virtual Attendance - Board Members

Mr. BK Fulton

Non-Participants – Absent Board Members

Mr. Gilbert Bland  
Bishop Kim W. Brown, Secretary

Participant – Faculty Representative to the Board

Dr. Geoffroy de Laforcade, Professor of History and Interdisciplinary Studies

Participant – Student Representative to the Board

Indya Richards, SGA

Participant – Counsel

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

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Participants – NSU Administrators and Staff

- Dr. Javaune Adams-Gaston, President
- Dr. Justin L. Moses, Vice President for Operations and Chief Strategist for Institutional Effectiveness
- Dr. DoVeanna Fulton, Provost/Vice President for Academic Affairs
- Dr. Gerald Ellsworth Hunter, Vice President and Chief Financial Officer, Finance and Administration
- Dr. Leonard E. Brown, Vice President, Student Affairs
- Ms. Melody Webb, Athletics Director
- Mr. Eric W. Claville, J.D., M.L.I.S., Executive Advisor to the President, Governmental Relations
- Mr. Clifford Porter, Vice President, University Advancement
- Dr. Tanya S. White, Chief of Staff
- Dr. Dawn Hess, Chief Compliance Officer
- Mrs. Derika Burgess, Chief Audit Executive
- Mrs. Kimberly Gaymon, Scheduler/Financial Services Specialist
- Dr. Juan Alexander, Associate Vice President, Enrollment Management
- Dr. Aurelia T. Williams, Senior Vice Provost, Office of the Provost
- Dr. Davida Williams, Director, Auxiliary Services
- Dr. Sandra Williamson-Ashe, Associate Professor, Social Work
- Ms. Stevalynn Adams, Assistant Vice President Communications and Marketing
- Mr. Donald Spencer, Senior Graphic Designer Communications and Marketing
- Mr. Denis Jones, Executive Budget Director
- Ms. Irma Thomas, Senior Technical Finance Analyst
- Mr. Terry Woodhouse, Senior Director, Capital Planning, Facilities Management
- Dr. Andrew Carrington, Assistant Vice President Finance and Administration
- Chief Brian Covington, NSU Police Department
- Mr. Christopher M. Gregory, Information Technology Specialist, OIT
- Mr. Christopher Stancil, OIT
- Mr. Rasool Shabazz, OIT
- Ms. Phillita Peebles, Compliance and Audit Administrative Assistant
- Ms. Inda Walker, Clerk to the University President/Board Liaison

Participants – Non NSU

- Mr. David Rasnic, Auditor of Public Accounts

**2. Rector’s Opening Comments ..... Mr. Devon Henry**

Rector Henry commented on the upcoming Commencement taking place on Saturday, May 6, 2023 at Norfolk State University. Once again, we see students fulfill their dream by walking across the big stage to get their degree.

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The Grammy’s presented Norfolk State University with a check and an opportunity for a student to receive a once in a lifetime scholarship and opportunity for internship where they will work directly with the Academy and with artists traveling from New York to Los Angeles. They came to campus last Friday to share information with the students about the program. They also mentioned that we have two honorary doctorates who are in the Music Hall of Fame, Missy Elliott and Pharrell Williams. This was on the front end of *Something in The Water*. NSU was also recognized at a brunch with the US Congress, the House of Representatives, the Diversity, Equity, and Inclusion Executive, as well as Congressman Bobby Scott, Congressman Jamaal Bowman from New York, and Dr. Adams-Gaston. They expressed their gratitude for what Norfolk State was doing for the students and the community. Rector Henry gave a round of applause to all who had any part in bringing the Grammys, the academy, and Amazon Music to NSU.

Rector Henry also commented that we have an amazing ambassador in Dr. Adams-Gaston, and all the things that we're doing collectively, from the administration to the cabinet, to the students, to the board members here today, in the faculty and staff, it's not going unnoticed. The community sees what we're doing at NSU, and “like I said... it's a great day to be a Spartan and to be affiliated with Norfolk State.”

**3. President’s Opening Comments..... Dr. Adams-Gaston**

Dr. Adams-Gaston continued the Rector’s comments regarding the Grammy’s expressing that it was a wonderful experience watching our students get so excited about the Grammy’s and recognition for the institution. Along with that excitement the Vice President of the Grammy’s invited them all to come to the *Something in The Water* the next day. And it was such a beautiful experience. The students were so happy, and they were able to meet people from industry. They met artists.

Dr. Adams-Gaston thanked everyone across the board stating that Norfolk State University is on a really important trajectory, and that the Board of Visitors of NSU are inspirational and helps us to work at getting better. She went on to say that “I have a rock star environment.” That includes the executives, the cabinet, the people on extended cabinet, the deans, the chairs, the faculty, the staff, the administrators, facilities.

**4. Consent Agenda..... Mr. Devon Henry**

Motioned by Mrs. Blunt and seconded by Mr. Blake, the Board unanimously approved the December 8-9, 2022 Board Meeting Minutes.

Motioned by Mr. Parks and seconded by Mr. Blake, the Board unanimously approved the March 16, 2023 Board Meeting Retreat Minutes.

Motioned by Mr. Blake and seconded by Dr. Chase, the Board unanimously approved the upcoming Board dates for 2023-2024.

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**3. Auditor of Public Accounts Report ..... Mr. David Rasnic**

Mr. Rasnic presented the results of the state audit for fiscal year 2022, and he plans to issue an unmodified opinion over the financial statements for fiscal year 2022. And because the auditors get audited, the Norfolk State Audit this year is subject to an internal PCR process. They plan to release the report and the opinion letter around May 22. The first deliverable is the audit opinion that NSU will receive, and the second deliverable is the internal control report. As part of the audit, they obtain a sufficient understanding of the internal controls that are over the account balances that make up the financial statement and determine the nature, timing, and extent of test work.

Mr. Rasnic noted that Norfolk State has made progress. There were four audit findings in the previous audit, and they have all been corrected. Most of the findings were in the IT area.

This year the report will have a status or priority or finding section, which is the previous year's findings that were not followed up on because the corrective action was still ongoing. Included in the specified area is removing access timelines to terminate employees, which is a consistent issue across higher education. For the current year's findings, there was one fine and a recommendation related to improving the wireless local area network security. Those weaknesses have been communicated to management and are subject to sensitive areas of the foyer requirements.

Based on the auditing standards, there were no indications of fraud, fraudulent transactions, or illegal acts.

**5. State of the University ..... Dr. Adams-Gaston**

Dr. Adams-Gaston opened by highlighting the senior toast that had taken place on the prior evening on campus, stating that it was an exciting time, and it was exciting to see the graduates and their families. We always say that our students' success is our primary concern, and that means that the work of the faculty, the research that the faculty does, is important in bringing students into the university because our faculty is training our students to be scholars and preparing the students to impact the world.

Norfolk's native son, Mr. Nate Parker, award-winning actor, writer, director, and producer will deliver the keynote address at the Commencement. He is the founder of the Nate Parker Foundation, a non-profit organization with a mission to confront systemic crises and disparities within the African and African American communities in the areas of education, cultural enrichment, and social and economic justice. The Nate Parker Film Institute will return to NSU for the second summer this year.

Dr. Adams-Gaston acknowledged a successful 2022-2023 academic year for Norfolk State Spartans. It has been good for students, faculty, and staff. Thanks to the hard work of our

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Board of Visitors, our university's executive management team, the brilliant faculty, staff, and talented student body we could not have accomplished this level of success and reached our goals.

#### **Achievements and Accomplishments: Student Scholars**

- Mekenzy Linder, a Norfolk State University Fine Arts student, won the 2022 Target's HBCU Design Challenge. Ms. Mekenzy is currently a Junior Graphic Design major at NSU. The HBCU Target challenge was to design graphics for Black History Month in 2023.
  - Linder's artwork, titled ICON, explored the representation of Black culture in mass media. According to Linder, "This project was designed to recovery trends and styles pioneered by Black people that are now replicated in mainstream popular culture and gives recognition to the original Black trendsetters in popular culture."
- The Department of Technology faculty and students were presented with a \$12,000 check from Associated Builders and Contractors (ABC), in support of the New ABC-VA Chapter at Norfolk State.
  - The donation will be deployed in awarding student scholarships and merit-based tuition scholarships for students in construction-related fields. The funds will greatly assist the Department of Technology's two-year and four-year programs and help create, expand, or enhance construction-related programming.
- In February the White House hosted HBCU student journalists from across the country for a visit to the White House to discuss critical issues impacting their communities with the Vice President and Senior Advisor for Public Engagement Keisha Lance Bottoms.
  - NSU's very own, CHLOE-RYAN WOOLFOLK, Editor-in-Chief of the *Spartan Echo* student newspaper was in attendance and had an opportunity to ask the Vice President about the efforts of the administration to address racial inequalities and the impact of climate change.
  - It is an honor for anyone to be invited to our nation's Capital and the White House. For Ms. Woolfolk and NSU, this is a moment for our country to take notice of what NSU produces. Bravo to our Editor-in-Chief!

#### **Achievements and Accomplishments: Student Athletes**

- Norfolk State Spartans won the 2023 MEAC Indoor Track & Field Championships for a second consecutive year. The Norfolk State men's track and field team has won 12 MEAC Indoor titles.

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- Norfolk State's head coach, Kenneth Giles, was named Most Outstanding Coach for a second year.
- This year our Women's Basketball Team captured the 2023 MEAC Championship and punched their ticket to the NCAA Tournament as the 16th Seed and played the #1 overall seed, the University of South Carolina. Although, the lady Spartans lost to the #1 team in the country, it was the viral press conference and locker room visit that sent shock waves throughout the sports world.
  - Hall of Fame Coach Dawn Staley congratulated our lady Spartans and said that this was not a #16 seed team.
  - When our lady Spartans returned, at a ceremony honoring our Spartans' historic MEAC Championship win, NSU and HRT surprised the team by revealing an entire HRT light rail train dedicated to their 2023 MEAC Championship season! Congratulations to our lady Spartans and let's do it again!

### **Achievements and Accomplishments: Student Scholars**

- Norfolk State Socio-Cybersecurity research assistants were a part of the university's representation at the 2023 Emerging Researchers National Conference in (ERN) STEM.
- Jacob Strimaitis, a Ph.D. candidate at the Center for Materials Research and CREST CREAM scholar, along with his advisor Dr. Messaoud Bahoura, presented their research, entitled, "Investigation of Calcination Temperature on Porous CaFe<sub>2</sub>O<sub>4</sub> Anodes," at the Emerging Researchers National Conference.
  - Jacob won 1st place in the Graduate Student Oral Presentation in the Nanoscience and Materials Science division contest.
- Our students are also being recognized for their accomplishments by our lawmakers in Richmond and as Rising Stars by Corporate America.
  - Norfolk State University Mighty Spartan "Legion" Marching Band was honored by the Virginia House of Delegates and the Virginia Senate for their historic performance in the 2023 Tournament of Roses Parade, as well as their long and exemplary history of marching band excellence representing the Commonwealth of Virginia.
  - The House of Delegates, House Joint Resolution No. 612 was presented by Chief Patron Delegate Candi King, a Norfolk State alumna and former Spartan Legion band member. Norfolk State University alumni delegates also spoke in support of the Spartan Legion, the university, and the resolution.

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- Senate Joint Resolution No. 283 was presented by Chief Co-Patron Lionell Spruill, Sr., and used the same language as the House version since it was a joint resolution.
- Presidential Intern Tiara Simms was announced as one of AT&T Dream in Black second Rising Future Makers Class. The class honors 25 students, all from Historically Black Colleges and Universities (HBCUs), who are making a positive impact in their communities and on their campuses.
  - An extension of AT&T's Dream in Black Future Makers program, Rising Future Makers reflects AT&T's continued commitment to empower diverse communities.
  - The winning class each received \$5,000, among other gifts.

#### **Achievements and Accomplishments: Student Opportunities**

- The Commonwealth is launching a Virginia Alliance for Semiconductor Technology, also called VAST, to foster a semiconductor industry workforce, funding its establishment with a \$3.3 million Growth and Opportunity for Virginia (GO Virginia) grant.
  - VAST will be headquartered at the Virginia Tech Research Center – Arlington, with other university partners — Norfolk State University, University of Virginia, George Mason University, Virginia Commonwealth University, and Northern Virginia Community College — establishing nodes.
  - VAST will create three 10-week Fast Track to Semiconductor Careers certificate programs: Chip Fabrication and Nano Characterization, Semiconductor Packaging and Characterization, and Semiconductor Equipment Maintenance and Repair.
  - The initiative expects to enroll about 300 students per year, with veterans and underserved communities receiving preference, beginning in spring 2024.
  - During the two-year grant period, VAST aims to train 600 adult learners, award 550 certificates and create up to 100 internships.

#### **Importance of Developing the Whole Student**

As an institution of higher education, NSU cannot afford **not** to make the investment in the whole student.

#### **Therefore, how do we educate the whole student and what is the impact?**

- Enhance First-Year Transition for Diverse Student Groups and Supporting First-Year Students and Ongoing Transition.

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- Understand issues facing students with increasingly diverse transition needs and provide effective institutional support.
- Mentoring
- Develop Greater Focus on 21st Century Life-Long Active Learning
  - 21st Century skills, include in part:
    - Critical thinking
    - Creativity
    - Collaboration
    - Communication
    - Information literacy
    - Leadership
    - Social skills
  - Developing these skills is our priority and purpose at Norfolk State.
- Support Extra-Curricular Activities
  - Research suggests that participation in extracurricular activities increase students' sense of engagement or attachment to their school, ...”
  - Extracurricular activities have positive effects on students’ success.”
  - The impact of extracurricular activities and the success of athletics and student scholars performing on- and off- campus is evident at Norfolk State.
  - Extracurricular activities provide an indelible effect on self-esteem and provide memories the students will carry with them for life!
- Importance of supporting our Student Scholars: Capital Campaign
  - According to research, no institution of higher education has survived without some form of fundraising or gifts. Norfolk State is no exception, and that is why we have launched the NSU Capital Campaign.
  - The NSU Campaign will support:
    - Scholarships to minimize student debt
    - Scholarships that can help fill the void left by public education funding cuts
    - Scholarships that can support equitable outcomes
    - Scholarships that can free up time for studying
    - Scholarships that can support student performance



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Dr. Adams-Gaston states that Norfolk State University is strong, and she looks forward to continuing to build the legacy of the Spartan Nation.

**6. Academic and Student Affairs Committee Update ..... Mrs. Mary L. Blunt, Chair**

Mrs. Blunt states that management, athletics, and tenure will be covered in closed session. She discussed the VCAN Program, stating that it was established by the Virginia College Affordability Network. The goal for the program is to graduate 600 students. At this point, two cohorts have entered NSU with a total of 308 students. One of the primary points that was made about the program is that it has a six-year lifespan, and we would like to see that six years become another six years. We have given \$1.4 million in support so we can essentially allow the student to have a full ride. We should continue to focus on making sure the good news that is occurring as a result of our legislative support continues.

Mrs. Blunt highlighted some of the outstanding accomplishments of the Athletics Department:

- Championships were won in men's cross country
- Men's track and field
- Women's basketball
- Women's cross country
- Women's track and field
- Ranked from an athletic perspective, and the top one hundred for at least a few months
- Three coaches named Coach of the Year
- We had the MEAC Player of the Year
- The National HBCU Player of the Year
- The First Team All-Conference Honors

Athletics Director Melody Webb confirmed that she received an email from the NCAA stating that NSU is ranked number one in two categories in women's basketball right now. Looking at social media interactions as it relates to athletics, we were represented in the top 100 a few times this year. We specialize in aiming to stay in the top 100 amongst all institutions, not just HBCUs.

**7. Audit, Risk, and Compliance Update .....Dr. Katrina Chase, Acting for Bishop Kim Brown**

**The Clery Act**

Chief Covington presented updates on compliance gap closures with the following highlights:

- Campus map was revised and made available online June 2022.
- Created a functioning Clery Compliance Team.
- All officers have been trained in Hierarchy Rules, and all incoming officers will be trained as well.
- Developed and implemented Campus Security Authority (CSA) Policy.
- Posted links to Clery Report on HR webpage for prospective employees.

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- Revisiting Violence Prevention Committee and Threat Assessment Team Policies.

**Research and Environmental Health and Safety**

- Vice Provost of Research and Innovation position is currently being advertised.
- Developing a Communication and Procedural plan for the acquisition of new chemicals, hazardous materials and equipment used in research (including Export Control).
- Developing a position for Laboratory Safety to ensure compliance.
- Developing training.
- Cynthia Duhe'-Harris is currently Interim Export Control Compliance officer.
- An Export Control Policy has been developed and reviewed by the Attorney General's office.

**Compliance Assessments for 2023-2024**

- Environmental Health and Safety & Risk Management and Buildings Services and Grounds - Gap closures are still in progress.
- Researcher Compensation and Misconduct - Gap closures in progress.
- Americans with Disabilities - Compliance assessment to commence Fall 2023 with planning and scoping currently in progress.

**Internal Audit**

- As of April, 3 audits have been performed.
  - o The process to develop and submit research proposals.
  - o Compliance with federal export control regulations.
  - o Controls over confiscated property and evidence.
- Internal audit will review the following:
  - o Processes used to perform employment verifications, drivers' licenses, and backgrounds checks.
  - o How we identify and maintain physically safe grounds and workspaces by winter.
- The updated audit plan reflects proposed auditable areas:
  - o gas and maintenance
  - o purchase cards
  - o recycling program
  - o physical therapy
  - o recovery programs

**8. Report from the Student Representative to the Board ..... Ms. Indya Richards**

The League of Legends Administration of the Student Government Association has been working to continue the steps of pride, excellence, and honoring the student body by ensuring voice advocacy, resources, and dialogue.

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Spring Semester Accomplishments

- Day on the Hill
- Collaboration with RJ regarding the Housing and Residence Association on ensuring that students have what they need in their housing areas.
- Artist DeJ Loaf
- Black History Month NSU Tribute
- Town Hall Meeting
- MEAC Sports Symposium
- Presidential Gala
- *Watch The Yard* article highlighting Indya Richards
- Doggie Distress
- SP3 Program
- Indya has accepted an internship with the Tampa Bay Buccaneers
- New SGA President is Corey Jones, a V-Can Scholar

**9. Strategic Finance Update.....Mr. Dwayne Blake, Acting for Mr. BK Fulton**

- Quarterly Financial Report -- Dr. Hunter and Mrs. Amaya Gordon presented the Quarterly Financial Report as of February 28, 2023.
  - Actual revenue totaled \$263,656,000 and Actual expenses totaled \$193,284,000 for a positive Fund balance of \$70.3 Million through February 28, 2023.
  - Year-end revenue projections total \$295,986,000 and Year-end expense projections total \$271,000,000.
  - The FY 2023 year-end Fund Balance is projected to be approximately\$24,986,000.
- Higher Education Emergency Relief Funds (HEERF) Update -- Dr. Hunter and Mrs. Amaya Gordon presented HEERF Update that included the Federal and State COVID-19 Funding Award Total of \$110,582,024 with an award balance of after Encumbrances and Commitments of zero dollars.
- Debt Management Compliance -- Dr. Hunter and Mrs. Amaya Gordon stated that the BOV Debt Management Policy Number 11 is intended to maintain the University’s long-term operating flexibility to finance existing requirements and new initiatives. The University complies with established debt policy thresholds.
- FY 2023-24 Operating Budget -- Dr. Hunter and Mr. Dennis Jones stated the FY2023-24 Operating Budget was developed by analyzing multiple budget scenarios including the Governor’s Budget, General Assembly Budget, graduation rates, retention rates, enrollment projections, salary proposals, benefit rates, fixed costs and system-wide tuition and fee rates comparisons. Based upon these multiple analyses, budget assumptions were established to make tuition and fee recommendations to build the recommended FY2023-24 operating budget. In addition, a Tuition and Fee Resolution and an Operating Budget Resolutions were considered and approved by the Strategic Finance Committee for approval today by the full Board of Visitors. Since our last meeting, the original Tuition and Fee Resolution

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has been amended to include Chapter 697 amendment to the Code of Virginia, Section 23.1-507.1, for reduced rate tuition for certain non-Virginia Students.

- Facilities Management Update -- Dr. Hunter and Mr. Anton Kashiri presented the Facilities Management Update.
  - Maintenance Reserve Projects included an overview of the Brooks Library, Phase 2 Renovations; McDemmond, Replace Air Valves; McDemmond, COVID Lab; McDemmond, Quantum Physics Lab; Echols Hall Renovations; Gill Gym Renovations; Babbette North; Dedicated Outside Air; and Shepherd's Village.
  - Capital Projects included a synopsis of the following new buildings: Science Building, Fine Arts Building and Facilities Management Building.
- Legislative Update -- Mr. Eric Claville discussed the following Legislative Updates:
  - HB2272/SB1448: Reduced Tuition for Out-of-State Students – Signed by the Governor – March 27, 2023
  - HB1760: Virginia Teacher Residency Training Corps; established – Left in Appropriations
  - Budget Amendment: Detailed Planning – Living Learning and Dining Center - \$6,450,000.00 – Unfunded
  - Budget Amendment: 5th Year for Student Athletes – \$250,000.00 – Unfunded
- Human Resources Update -- Dr. Justin Moses provided Human Resources updates:
  - Continued progress on the electronic HR1 recruitment form
  - Considering options for employee wellness platforms
- Information Technology Update -- Dr. Moses presented the Information Technology Update:
  - Upgrading various campus spaces with up-to-date technology/software
  - Changes/improvements in Client Services
- University Advancement Update -- Mr. Clifford Porter presented a detailed analysis of the following University Advancement activities:
  - Five-year Fundraising Projections
  - Fundraising Analysis
  - Development & Major Gifts
  - Alumni Relations and Annual Giving
  - Distinguished Alumni Awards 2023
  - Now is Our Time
  - NSU Foundation Endowment Projections
  - Communications and Marketing Website, Social Media, and Behold Magazine
  - Campaign for NSU
  - Admissions Marketing
  - New NSU Production House Internship
  - The President's Gala featuring the Lyman Beecher Brooks Society Inductees, Saturday, April 15, 2023. Celebrity Guest Phylicia Rashad, *Emcee*

#### Resolutions for Board of Visitors Consideration:

- RESOLUTION TO APPROVE TUITION AND FEES FOR FISCAL YEAR 2023 – 2024
- RESOLUTION TO APPROVE OPERATING BUDGET FOR FISCAL YEAR 2023 – 2024

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After discussion the Board agreed to raise in-state tuition by 3%.

Moved by Mary Blunt that in-state undergraduate tuition be increased by 3%. Seconded by Dwayne Blake. In context, which makes it a full suite of 3% increases across the board, which is in line with what was requested. With an 11-0 Roll Call vote the Board unanimously agreed with reservations and questions.

Moved by Dwayne Blake, seconded by Conrad Hall, that the 3% in-state undergraduate tuition increase be amended into the operating budget that was presented. With an 11-0 Roll Call vote, the Board unanimously agreed.

**10. Governance Committee Update ..... Mr. Dwayne Blake, Chair**

Renewal of Board Members

Three Board Members are up for renewal, Mary Blunt, Heidi Abbott, and Bishop Brown. Mrs. Blunt has informed the Chairman that she does not desire to renew. As of now, we have one opening.

Mr. Blake thanked Mary Blunt, Heidi Abbott, and Bishop Brown for their dedication and hard work to the board, emphasizing that this position is a labor of love, and all have served with honor.

As we have discussed, there is one opening that needs to be filled. In choosing replacements, we would like to have someone with a background in legal, higher education, or sponsored research. All board members have agreed that there is a good combination of skills amongst the Board members at present.

The Commonwealth will provide an input for replacement; however, we do have the opportunity to revise an input. The process is more formal than in the past. A person has to fill out an application and get an interview. The Board is also taking into consideration the concerns of the President regarding her input in choosing new Board members.

Any recommendations will be discussed amongst board members and any recommendation will be sent to the Governor as outlined by proper protocol, procedure, policy, and/or law.

Recommended slate of officers for the 2023-2024 fiscal year presented to the Full Board:

- Devon Henry, Rector
- Kim Brown, Vice Rector
- Dwayne Blake, Secretary.

Motioned by Honorable Dyke, seconded by Delbert Parks that Devon Henry remains as rector for 2023-2024 fiscal year. With a 10-0 Roll Call vote, the Board unanimously agreed.

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Motioned by Heidi Abbott, Seconded by Jay Jamison that Bishop Kim Brown becomes Vice Rector for 2023-2024 fiscal year. With an 11-0 Roll Call vote, the Board unanimously agreed.

Motioned by Delbert Parks, Seconded by Jay Jamison that Dwayne Blake becomes Secretary for 2023-2024 fiscal year. With a 10-0 Roll Call vote, the Board unanimously agreed.

**10. Faculty Representative to the Board .....Dr. Geoffroy de Laforcade**

The university has made great strides in providing faculty development opportunities and made efforts to support the faculty’s sense of belonging to a success-driven community. Faculty are encouraged the Senate is now listening and the Pr3sident has committed to engaging with teachers and students.

The problem of faculty overloads is not going away. Many faculty teach more each year.

Department Chairs should not teach more than two classes per semester; however, Dr. de Laforcade’s Department Chair teaches six to eight classes per year.

Several departments in Liberal Arts have expressed exasperation with the hiring process. One situation which was brought to the attention of the President involved four faculty members leaving in the department with a very heavy service responsibility. Only three positions were being opened, none of the positions were filled. What it means is that 24 credit hours multiplied by four or 96 credit hours, the equivalent of 32 classes will either not be taught or taught by adjuncts, were taught as overloads by existing faculty in a department that already suffers from a tremendous frequency of such burdens. National searches should have been conducted. If we are going to implement the best practices of an aspiring university to attract a significant pool of good candidates, national searches should be conducted immediately after the budget is approved. In other words, in July or August at the latest, the job descriptions go out, and interviews are conducted before we break for Christmas. Otherwise, we stand to lose the best candidates.

Dr. de Laforcade stated that he loves this school and has faith in its commitment to giving our students the best education they are entitled to expect. He thanked Dr. Adams-Gaston. for being an amazing leader and person, and he thanked Dr. Fulton for bringing fresh initiative and professionalism to a critical position. He agrees with Dr. Adams-Gaston that we have a top-notch board in what you do deserves greater attention on our part.

**10. Provost Comments .....Dr. DoVeanna Fulton**

Dr. Fulton thanked Dr. de Laforcade for his comments and went on to say that it is the department's responsibility to develop job descriptions for whatever positions are needed. She understands that the departments need some assistance, so beginning this summer, we will begin to hire recruits to act in conjunction with the chair and searches for departments as well as chairs on search committees to both look at and find where postings should happen. Previously, all jobs

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were only posted on the Virginia job site, therefore, you are going to get a limited pool. For the last two years, the chairs have been empowered to post the jobs nationally. Growing pains for sure, and it's a new process and what is really needed is greater support for faculty to step into the process.

**11. Contribution to NSU ..... Mr. Clifford Porter**

Board Member Conrad Hall made a \$1,00,000 donation to Norfolk State University.

**12. Acknowledgements ..... Rector Devon Henry**

Board Member Mary Blunt has decided not to return as a Board Member at Norfolk State University. Rector Henry thanked her for her service and her love for Norfolk State. She was presented with a plaque and flower.

Mrs. Blunt thanked everyone stating that this was an incredible board to work with. This was her first HBCU experience and it was a wonderful one to serve. When she came on board four years ago, at the same time as three other board members, Norfolk State was in a place of need. NSU had a new President, half of the cabinet positions were open, there were several lawsuits, there was disarray in faculty, and a dwindling student body. And then NSU received a transformational gift of \$40 million, which allowed the university to now focus on growth. And since that time, there has been growth in almost every area, athletics, scholarships, student body, faculty, and the administrative team. There were transformational relationships: Pharrell Williams, Apple, Micron, EVMS, IBM, and even to a certain extent, the legislative body in Richmond. She encourages everyone to keep setting transformational progressive goals and never forget that we serve the students. She thanked Dr. Adams-Gaston, Drika Burgess, Dr. Moses, and Dr. Fulton for their help with the committees, and she thanked everyone stating that she enjoyed every single minute. She closed with saying “see you later.”

Faculty Representative to the Board Dr. Geoffroy de Laforcade ended his second term as Faculty Representative to the Board.

Student Representative to the Board, Indya Richards, has ended her term with the Board.

Board Liaison Inda Walker has decided to retire.

**13. MOTION – CLOSED MEETING ..... Rector Devon Henry**

**Closed Session:**

Vice Rector Mrs. Blunt read the following motion, seconded by Honorable Dyke, and with an 11-0 Roll Call Vote the Board unanimously approved.

Section 2.2-3711(A) 1, 4, 7, and 8 of the Code of Virginia, for the following purposes, pursuant to the noted subsections:

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(1): To discuss personnel matters, including more specifically, discussion of performance of certain university employees and to discuss compensation goals evacuation performance of a high level University employee, and assignment, appointment, promotion, performance, salaries, as well as the promotion of, and granting tenure to certain university employees, and further to discuss the evaluation of performance of specific employees; and to also give consideration regarding the non-voting Faculty Representative to the Board

(4): Evaluation of performance of departments or schools, where such evaluation will necessarily involve discussion of the performance of specific individuals and certain university employees; and

(7) and (8): Consultation with legal counsel regarding specific matters requiring the provision of legal advice pertaining to actual or probable litigation, along with any necessary consultation with legal counsel where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the university, including more specifically for legal counsel to give a status update on pending and potential litigation of which the board should be made aware; along with any necessary consultation with legal counsel regarding matters noted in this motion;

and further the following remain for or attend, when called, the Closed Meeting: The President, the Chief Audit Executive, Provost Fulton, Athletic Director Webb, Dr. Tanya White, University Counsel, Dr. Justin Moses, Dr. Gerald Hunter, and Legal.

**14. Reconvene in Open Meeting..... Rector Devon Henry**

Rector Henry read: 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. The motion was unanimously approved with an 11-0 roll call vote.

Mr. Blake read the motion: having heard, considered and discussed in closed meeting the attributes qualifications, rationale and recommendation by the Athletic Director, the Provost, President and the Board of Visitors regarding (1) the proposed contract salary changes and termination terms and condition changes of a NSU employee identified at the close meeting and, (2) the proposed contract salary changes and other contract terms and condition changes of a second initial employee identified and discussed in the closed meeting, I move that the Board approves recommendations and changes as discussed in closed meeting. Seconded by Conrad Hall, the motion was unanimously approved with an 11-0 roll call vote.



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Mr. Blake motioned that Dr. Robert K. Perkins be appointed the designated Faculty Representative to the Board. Seconded by Dr. Katrina Chase, the motion was unanimously approved with an 11-0 roll call vote.

Mary Blunt motioned that having heard what has been discussed in closed meeting the qualification, attributes, and recommendations by the Provost, the President and the Board of Visitors, Academic and Student Affairs Committee of the candidates for promotion and tenure tenure, Mrs. Blunt recommend that the Board of Visitors approve the recommended candidates for tenure and promotions that were discussed in closed meeting. Seconded by Dr. Katrina Chase, the motion was unanimously approved with an 11-0 roll call vote.

Rector Henry motioned that Dr. Katrina Chase and Dr. Harry Watkins be added to the Executive Committee. Seconded by Mr. Blake, the motion was unanimously approved with an 11-0 roll call vote.

**9. New Business**

There was none.

**10. Public Comment**

Rector Henry shared that Board Member BK Fulton's Broadway show, *The Piano Lesson*, was nominated for two Tony Awards.

**11. Old Business** – there was none.

**12.** The meeting adjourned at approximately 4:30 p.m.

Respectfully submitted,

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Inda Walker, Board Liaison

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Bishop Kim Brown, Secretary  
Board of Visitors

**NORFOLK STATE UNIVERSITY BOARD OF VISITORS**  
**ROLL CALL VOTE MAY 5, 2023**

Item	Mr. Henry	Mrs. Abbott	Mr. Blake	Mr. Bland	Ms. Blunt	Bishop Brown	Dr. Chase	Honorable Dyke	Mr. Fulton	Mr. Hall	Mr. Jamison	Mr. Parks	Dr. Watkins	Totals
Quorum	Present	Present	Present	Absent	Present	Absent	Present	Present	Virtual	Present	Present	Present	Present	10-0
Approval December 8-9, 2022 Minutes	Yes	Yes	Yes	--	Yes	--	Yes	Yes	--	Yes	Yes	Yes	Yes	10-0
Approval March 16, 2023 Minutes	Yes	Yes	Yes	--	Yes	--	Yes	Yes	--	Yes	Yes	Yes	Yes	10-0
Approve Board dates for 2023-2024	Yes	Yes	Yes	--	Yes	--	Yes	Yes	--	Yes	Yes	Yes	Yes	10-0
Approval of virtual participation of BK Fulton	Yes	Yes	Yes	--	Yes	--	Yes	Yes	--	Yes	Yes	Yes	Yes	10-0
Motion to increase in-state undergraduate tuition by 3%	Yes	Yes	Yes	--	Yes	--	Yes	Yes	Yes	Yes	Yes	Yes	Yes	11-0
Motion that 3% in-state undergraduate tuition increase be amended into the operating budget.	Yes	Yes	Yes	--	Yes	--	Yes	Yes	Yes	Yes	Yes	Yes	Yes	11-0
Motion that Devon Henry remain as Rector	Yes	Yes	Yes	--	Yes	--	Yes	Yes	Yes	Yes	Yes	Yes	Yes	11-0
Motion that Bishop Kim Brown becomes Vice Rector	Yes	Yes	Yes	--	Yes	--	Yes	Yes	Yes	Yes	Yes	Yes	Yes	11-0
Motion that Dwayne Blake becomes Secretary.	Yes	Yes	Yes	--	Yes	--	Yes	Yes	Yes	Yes	Yes	Yes	Yes	11-0
Motion to go into Closed Session	Yes	Yes	Yes	--	Yes	--	Yes	Yes	Yes	Yes	Yes	Yes	Yes	11-0
Motion to Reconvene in Open Meeting	Yes	Yes	Yes	--	Yes	--	Yes	Yes	Yes	Yes	Yes	--	Yes	10-0
Motion that Board approves recommendations and changes as discussed in closed meeting for salary changes	Yes	Yes	Yes	--	Yes	--	Yes	Yes	Yes	Yes	Yes	--	Yes	10-0
Motion to approve report from Governance Committee	Yes	Yes	Yes	--	Yes	--	Yes	Yes	Yes	Yes	Yes	--	Yes	10-0
Dr. Robert K. Perkins be appointed the designated Faculty Representative to the Board	Yes	Yes	Yes	--	Yes	--	Yes	Yes	Yes	Yes	Yes	--	Yes	10-0

**NORFOLK STATE UNIVERSITY BOARD OF VISITORS**  
**ROLL CALL VOTE MAY 5, 2023**

Item	Mr. Henry	Mrs. Abbott	Mr. Blake	Mr. Bland	Ms. Blunt	Bishop Brown	Dr. Chase	Honorable Dyke	Mr. Fulton	Mr. Hall	Mr. Jamison	Mr. Parks	Dr. Watkins	Totals
Motion for approval of tenure and promotions	Yes	Yes	Yes	--	Yes	--	Yes	Yes	Yes	Yes	Yes	--	Yes	10-0
Motion that Dr. Katrina Chase and Dr. Harry Watkins be added to the Executive Committee	Yes	Yes	Yes	--	Yes	--	--	Yes	Yes	Yes	Yes	--	--	8-0