

BOARD OF VISITORS
ACADEMIC AND STUDENT AFFAIRS COMMITTEE MEETING MINUTES
NOVEMBER 16, 2023

I. Call to Order/Establish Quorum

Bishop Kim W. Brown, Chair, called the Academic and Student Affairs Committee meeting to order at 10:34 a.m. A quorum was established with a 5-0 Roll Call vote.

Committee Members Present

Bishop Kim W. Brown
Mr. Delbert Parks
Mr. T. Mike Andrews
Mr. Dwayne Blake
Mr. Jay Jamison

Committee Member Absent

The Honorable James W. Dyke, Jr.

Counsel Present

Pamela Boston, University Counsel and Senior Assistant Attorney General

NSU Administrators

Dr. Javaune Adams-Gaston, President
Dr. Gerald Hunter, Vice President of Finance & Administration
Dr. Justin L. Moses, Vice President for Operations and Chief Strategist for Institutional Effectiveness
Dr. DoVeanna Fulton, Provost and Vice President for Academic Affairs
Melody Webb, Athletics Director
Dr. Juan M. Alexander, Associate Vice President for Enrollment Management

II. Recommend Approval of Electronic Participation

III. Recommend Approval of the September 12, 2023, Committee Meeting

IV. Discussion Items

ACADEMIC AFFAIRS – Dr. DoVeanna S. Fulton – In our continued mission to serve students and our community; we have developed proposals for two new degrees. Norfolk State University has a long-standing history of preparing students to be teachers and counselors in the Commonwealth of Virginia. With this experience, we seek approval for two new degree programs: A Bachelor of Science (BS) in Middle Education and a Master of Arts (MA) in Counseling Education

- **The Proposed BS in Middle Education Degree Programs** – Designed to meet the measures prescribed by the State Board of Education regarding the competencies of teachers in specific disciplines. The standards are extensive and require teacher education programs to meet all licensure regulations, professional studies, and endorsement requirements for each discipline/teaching area for the Virginia Department of Education (VDOE) approval. The proposed degree program consists of courses required by the VDOE for both middle school

mathematics and general science teachers along with professional teacher education required coursework. Upon graduation from the degree program, students will be prepared to obtain teaching licenses in both mathematics and science or one discipline if desired.

- The proposed BS in Middle Education Degree Programs designed to meet the accreditation standards set by the Council for the Accreditation of Educator Preparation (CAEP), as required of all Virginia educator preparation programs leading to state licensure. Norfolk State University's next reaffirmation visit for the school of education is 2030. If the proposed degree program is approved, NSU will transition the accreditation status to the proposed degree program as a substantive change with CAEP.
- The proposed Bachelor of Science (BS) in Middle Education Degree Program will require 120 credit hours. clinical/field experience is required. Our expectation is to begin enrolling students in fall 2024.
- Middle Education is one of the top three critical shortage teaching areas in Virginia. According to the United States Bureau of Labor Statistics (BLS), approximately 42,200 openings for middle school teachers are projected each year, on average, over the decade. Most of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, into retirement. Projections are that enrollments will increase in the five-year trajectory.
- **The Proposed MA in Counseling Education Degree Program** – Leads to a professional school counseling license that is designed to meet the biennial measures prescribed by the State Board of Education competencies of people personnel license in specific disciplines. The program offers three concentration areas: Professional School Counseling, Mental Health Counseling, and Clinical Rehabilitation Counseling.
- The Proposed Master of Arts in Counseling Education degree is designed to meet the accreditation standards set by the Council. Accreditation of Counseling and Related Educational Programs (CACREP). Norfolk State University has already begun the CACREP Accreditation process with its existing counseling education program concentrations under the Master of Arts in Urban Education Degree Program. If the proposed MA in in Counseling Education Degree Program is approved, we will transition the accreditation status to the proposed degree program as a substantive change with CACREP.
- The proposed Master of Arts (MA) in Counseling Education Degree Program will require sixty credit hours including a practicum. We expect to begin enrolling students in Fall 2024 as well.
- The Curriculum will provide a solid, educational foundation in counseling, theories, skills, and techniques to address academic and mental needs (e.g., Teenage Substance Abuse, Crisis, and Suicide). In Pre-K through twelve school and community settings. The Curriculum includes core components (e.g., Professional Counseling Orientation and Ethical Practice, Cultural Diversity, and Assessment) Within the discipline of counseling education. Required coursework will train students to use empirically based research methods to evaluate counseling programs, coursework will focus on preparing students to work with diverse populations to develop and execute empirical based researched counseling interventions, students will gain knowledge to plan and implement programs and services to address mental health concerns across the lifespan that affected the public schools and the communities they serve. The Curriculum will provide students with the opportunity to gain experience about counseling issues to prepare graduates for leadership roles in school counseling and supervision.
- According to the BLS, by 2032, the need for individuals with a master's degree in counseling will increase by 18%. According to the Virginia Employment Commission (VEC), the Commonwealth of Virginia, the need for counselors with a master's degree will increase by an average of 14% by the year 2030. The chart shows the projections are that enrollments will increase from twenty

students in the first year to fifty-six students in the fifth year, an increase of 180%, the projected enrollment shown in the chart.

- These proposed degree programs were identified through a needs analysis of the Hampton Roads School Districts by faculty, and the School Education Advisory Board. The committee used the Department of Education's Annual Report to the General Assembly on the critical teaching shortage areas in Virginia and one of the School of Education's 2022-2025 Strategic Plan goal is to assist the local and state districts with filling high demand positions in their schools with quality teachers and school counselors trained prepare student with the necessary skills and abilities to be successful in K-12 settings

Academic Affairs request the Board's approval to submit these degree proposals to SCHEV, with anticipated implementation in Fall 2024.

ENROLLMENT MANAGEMENT – Dr. Justin Moses –

- **Applications** – Growth is happening here at Norfolk State University. There is an increase in our submitted applications. When the data was shown several weeks ago, there was a 19% increase in the applications collected. However, since that data was collected, approximately eighteen days lapsed, data shows a 36% increase in applications collected. There are a couple of things that are attributed to this data. First the **COMMONAPP** is one factor and to our team here at Norfolk State University. This is a positive move towards where we are headed, we should see an increase, not only in first-time freshman but also in transfer students next fall and spring 2024 enrollment.
- **Dr. Juan Alexander** – The other attributing factor to growing applications is the **Scholarship Universe** platform. We are trying to get our students to apply for the many opportunities that are available for them. This platform helps to identify the different scholarships available for our students.
- **Dr. Justin Moses** - We are in the final stages of selecting candidates for the Assistant, Associate vice presidents responsible for collecting data. We will interview in early December and hopefully select candidates early after returning from the holiday break.

ATHLETICS – Melody Webb

- This year if you have been following athletics it has been exciting to see the progress that has been made with some programs and to see how other programs continue to soar.
- Progress is not defined by wins and losses but defined by the small steps in the right direction that will eventually lead to success.
- In football, we've been competitive in every FCS game we've played this year. Six of our losses were decided in the final minutes in the fourth quarter by one possession or by seven points or less.
- We have improved on both sides of the ball, averaging seven more points per game from last year while the defense allowed twelve less points per game.
- In addition to those feats, we also recorded two big CAA wins this season.
- This season also marks a first that we are Currently being ranked in top 25 FCS football attendance, top three in HBCU, and rank number 1 in MEAC.

- Progress is being made and we must focus on patience, consistency, and forward movement when developing programs or changing a culture and sometimes the right action is not always popular but in leadership you must evaluate all the pieces not just the win loss column.
- The average successful start-up takes 3-5 years to become profitable. It takes time to build up a brand in the correct way to ensure growth and sustainability. Coach is entering into his third recruitment class and I'm happy to see that he is progressing in the right direction. We are losing five seniors this year and the rest of the team will be returning. He has taken some bumps and bruises which all businesses or programs do but how we recover and demonstrate resiliency is a key step in progress.
- In speaking of progress Volleyball was also off to its best start this season and was just short two match with tying the winningest record in school history since 2013. When the coach took over the program the record was 2-23.
- Volleyball also secured our first ever "First team MEAC" selection and "Rookie of the Year" this year in a freshman, Gabrielle Gilbert.
- They start Volleyball MEAC championships tomorrow. Looking to do great things. This team has been a pleasure to watch.
- On another note, it's also amazing to see how NSU cross country has captured the 2023 MEAC Championship again this fall.
- Both our men and women secured the championships, and both had the most outstanding runner of the year. As well as Kenneth Giles receiving Coach of the Year for both men and women.
- Coach Giles and his team continue to amaze me and serve as great ambassadors for this University. They are sound student-athletes not just athletically but also in the classroom with the men's cross-country team scoring a perfect one thousand on their academic performance as a team.
- Currently out of the four sports that participated this fall we have secured two championships thus far and claim more to come.
- NSU athletics has accomplished some major feats, started new initiatives, and propelled the student athlete experience by focusing on five key initiatives, which include, academic excellence, athletic excellence, financial sustainability, branding, and stakeholder engagement.
- When we do a review of where we are and where we are going and focus on the things we accomplished and the opportunities we must advance the department, we focus on alignment and the strategic plan.
- Our mission is to provide a holistic student athletic experience that fosters a culture for athletic excellence, student-athlete personal development, academic achievement, student-athlete wellness, and post-graduation success.
- We demonstrate this commitment through our strategic plan and identifying ways that we can elevate programming and initiatives to maintain a competitive balance in both the academic and athletic realm.

- Our strengths in the athletic realm I touched on briefly the progress in athletics, but I will be reminisced if I didn't touch on what our basketball teams have been able to accomplish year over year and the successes they had for this university. Both coaches have had winning seasons and made it to the championship game multiple times. Both have secured regular season championships, both have secured MEAC Championships, and both have advanced and represented Norfolk State well in the NCAA tournament on the national stage. This is their legacy, our legacy a culture of winning.
- Our athletic programs inclusive of all sports overall body of work has been good. We have been shy of the Commissioners all-sports awards by less than five points over the last couple of years. We have placed within the top three in our conference. Our body of work is strong as we continue to build all our sports towards championship status.
- Academically, we have a graduation success rate of 81% and we have four teams that secured a perfect one thousand this year in their APR score. Those sports include women's Basketball, Bowling, men's Cross Country, and baseball. The success of academics comes with being intrusive in the student's athlete academic plan and making sure we have programs in place that will lead to their overall success throughout their journey.
- The APR, or Academic Progress Rate, holds institutions accountable for the academic progress of their student-athletes through a team-based metric that accounts for the eligibility and retention of each student-athlete for each academic term. We have been successful, and it takes all parties involved to ensure their success. I would like to publicly thank Tina Ruffin the asst. AD for academics for the hard work she and her team has put in to make sure we are continuing to excel.
- By identifying our core and unique advantages we excel and leverage those strengths to gain a competitive advantage in recruiting and in the market allowing us to allocate our resources more effectively and efficiently.
- By acknowledging and addressing opportunities we can improve on the areas and put strategies in place to enhance overall performance. Some opportunities that exist are continuing to work with budget and finance to identify resources to capitalize on facility enhancements and resources to meet growing demands or program enhancements for the student-athletes.
- Example could be meeting the needs of athletic performance through athletic training, mental health, nutritionist, and physical therapy. Others could be working with Student Affairs' and cross campus partners to address housing needs. We are continuing to collaborate to ensure we are working in the best interest of special population groups to ensure we are continuing to identify potential avenues for growth and expansion while identifying emerging trends, new markets, and untapped resources as we aim to continue to evolve.
- As I move on to action identifying opportunities, we can capitalize on the areas to improve growth and performance and develop strategies to implement and enhance overall programming, initiatives, and resources for athletics. Action is the expansion of sports programs to diversify student-athlete portfolio; collaboration with local ties to develop pipelines; hosting high profile events to increase visibility; strengthening student-athlete well-being; and developing robust NIL program.

- In January, the collective would be up and running. We are the host for NIL summit coming in Jan, we are the host for the NCAA Track and Field Tournament, as well as the host for the MEAC Championships in Softball and MEAC Championships for Track and Field. We are also the recipient for the NCAA Grant for academic and student services programming.
- We are continuing to work to stay viable, increase visibility and diversify strategies and portfolio to actively engage, brand and enhance programing and initiatives to serve our student-athletes.
- Lastly, Response. Athletics is a shifting landscape that is constantly evolving through various forms to separate and capitalize on opportunities that can benefit universities and impact others. As we look at limited resource institutions, we don't know the true impact of what those decisions that the NCAA has made will carry but it's imperative that we stay prepared. By identifying some of the regulatory changes such as changes in policies, eligibility, NCAA mandates, and changing trends allows us to develop contingency plans to mitigate risks and be initiative-taking in preparing for obstacles that may arise to position ourselves for long term success.
- The athletic transformation is where we like to sit that encompasses everything we just discussed and is in alignment with the University and Athletics strategic plan. We have been working diligently to advance the goals of the University and establishing a roadmap for athletics to guarantee the two are aligned.
- I'm excited about where the department is headed and with the changes that have occurred and the opportunities that present itself with new challenges. It is allowing the department to continue to evolve and identify new and innovative ways to drive student-athlete programming, initiatives, revenue generation, and strategic performance metrics to gain competitive advantage.
- We will continue our Commitment to raise the prominence of the NSU athletics brand and deepen community impact by telling the NSU story and delivering the NSU experience.

STUDENT AFFAIRS – Leonard Brown

- As you may recall, demand for on campus housing continues to be extremely high demand which resulted in the use of hotels during this current semester. One of the projects that Dr. Fitzgerald is leading our division on is to examine how we improve upon the way we manage the demand for housing, which we anticipate will continue to be in high demand soon.
- I wanted to make the committee aware of one aspect of this complex issue with which we are dealing. As a university we are committed to access, and this includes for students who require accommodations based on the Americans Disability Act. We are pleased to be able to support these students as we heard in the earlier audit committee report, we are examining how we support those students across the board.
- The number of students who request accommodation has increased across the country over the last decade. Again, this is a good thing. One aspect that we need to address is the drastic increase in requests for single rooms as accommodation through the ADA.
- As you can see from this slide, the number of requests for different types of housing requests continues to increase and this table represents the total number of housing requests, not requests for single rooms. In 2020-2021 we had thirty-seven requests for single rooms, and we

were able to accommodate twenty-one. In 2021-2022 we had fifty-two requests for single rooms, and we were able to accommodate thirty-seven. Last year we received seventy-seven requests for single rooms and were able to accommodate forty-three. This year we saw close to one hundred requests for single rooms and have close to sixty students we are accommodating.

- While we are happy to accommodate students, the complexity of the issue has to do with our practice of taking double rooms offline to accommodate single rooms. We have very few true single rooms on campus. This means that with our current practice, we lose housing capacity when we accommodate students in double rooms.
- So, our challenge is to think about how we both accommodate students and manage the high need for housing in a way that aligns with best practices and meets the legal obligations under ADA.
- As we unpack this complex issue, we will keep the committee updated on the ways in which we resolve this complex issue.
- I also wanted to keep the committee updated on our ongoing progress in Career Services. Ms. Saranette Williams and her staff continue to make progress in developing relationships with employers who invest time and resources in their work and continued progress in working in partnership across the university to get more and more students prepared for and exposed to internship and employment opportunities. You will see from this slide that we had over seven hundred students attend our career expo activities this fall, and we look forward to continued progress in this area for the upcoming spring.
- To update the committee on two important searches that the division of student affairs is currently engaged in. Ms. Michelle Marable, our Dean of Students has decided to retire next semester after serving in multiple capacities at NSU for over 40 years. She cannot be replaced but we are engaged in a national search for the next Dean of Students. In addition, we are searching for an executive Director of health services who will bring expertise to our staff on what health services for our students should be and can be an essential component of overall student wellness. Both committees have cross university representation including faculty staff and students and we look forward to successful searches to add to the talent of the division.
- Next up is an update of the Spartans Campus Employment program. President Adams-Gaston charged us with creating job opportunities on campus for students that would both allow flexibility for students to be students first in ways that off campus retail does not and at the same time build students skills that will prepare them for internships and employment down the line. This is the first semester we have offered this opportunity and as you can see from the slide, we have space for sixty students but the demand for this opportunity was overwhelming with 462 applications received.
- I want to emphasize that we are working with our campus partners to ensure that students are not simply filing or answering phones, but rather are involved with projects that will build skills based on the NACE competencies that are displayed on this slide. I want to thank Ms. Venable and Ms. Carpenter for their leadership in getting this program off the ground.
- Lastly, I want to end my report with some highlights from students and staff in the division.

Chelsea Hall, Executive Administrator Coordinator

Date

Bishop Kim Brown, Chair

Date

**NSU BOV GOVERNANCE COMMITTEE ROLL
CALL VOTE November 16, 2023**

Item	Rector Devon Henry	Mr. Dwayne Blake	Mrs. Heidi Abbott	Mr. T Michael Andrews	Bishop Kim W. Brown	Dr. Katrina L. Chase	The Honorable Mr. James W. Dyke, Jr.	Totals
Quorum	Present	Present	Absent	Present (virtual)	Present	Present	Present (virtual)	4-0
Approve Virtual Participation of Mr. Andrews and The Honorable Mr. James Dyke Jr.	Yes	Yes	Absent	--	Yes	Yes	--	4-0
Motion to go into Closed Meeting	Yes	Yes	Absent	-	Yes	Yes	-	4-0
Motion to Reconvene in Open Meeting	--	Yes	Absent	-	Yes	Yes	-	3-0
Presidents Goals Committee recommend that the Committee approve the actions discussed regarding a high-level University Employee at Norfolk State University, which includes discussion of the subject matter job performance in a matter consistent with the discussion in closed session.	--	Yes	Absent	-	Yes	Yes	-	3-0