

**BOARD OF VISITORS
ACADEMIC AND STUDENT AFFAIRS COMMITTEE MEETING
TUESDAY, FEBRUARY 17, 2022**

MINUTES

1. Call to Order

Ms. Blunt, Chair, called the Academic and Student Affairs Committee meeting to order at approximately 12:01 p.m. A quorum was established with a 4-0 Roll Call vote.

Committee Members Present:

Mary L. Blunt, Chair
Heidi W. Abbott
Dr. Terri L. Best
BK Fulton (via Zoom Video Call)
Larry A. Griffith (via Zoom Video Call)
Dr. Harold L. Watkins, II

Student Representative to the Board Present:

Jaylin Drewry, Student Government Association President

NSU Administrators and Staff Present:

Dr. Javaune Adams-Gaston, President
Dr. Justin L. Moses, Vice President for Operations and Chief Strategist for Institutional Effectiveness
Dr. DoVeanna Fulton, Provost and Vice President for Academic Affairs
Dr. Leonard E. Brown, VP for Student Affairs
Melody Webb, Athletics Director
Christopher Gregory, Office of Information Technology
Inda B. Walker, Clerk to the University President and Liaison to the Board of Visitors

Counsel Present

Ms. Pamela F. Boston, University Counsel and Senior Assistant Attorney General
Mr. James Wright (Virtual)

Observers – NSU Administrators and Staff:

Dr. Aurelia Williams, Interim Vice Provost
Dr. Juan Alexander, Associate Vice President of Enrollment Management
Dr. Aliecia McClain, Director of DNIMAS, Chemistry Professor
Tiffany Little, Transfer Admissions Administrative Specialist
Rachel Osbey, Student Government Association Vice President
Donald Alexander Jr., Student Government Association Chief Justice

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2. Zoom Video Call Virtual Participation

Two members of the Committee were present via Zoom video call and requested virtual participation as listed below:

Committee Member	Reason	Location
BK Fulton	Requested for medical reasons	
Larry A. Griffith	Requested for medical reasons	Annandale, VA

Chair Mary Blunt motioned the Committee with a 4-0 Roll Call vote approved Mr. Griffith's and BK Fulton participation via Zoom video call for the reason stated above.

3. DNIMAS Program Overview

- The Dozoretz National Institute for mathematics and Applied Sciences (DNIMAS) Development is a rigorous honors program for students who major in biology, chemistry, computer science, engineering, mathematics, or physics.
- Dr. Alicia McClain is the director of the DNIMAS program and following are some highlights.
 - The program was established in 1985 and named after Dr. Ronald I. Dozoretz who was a prominent businessman and psychiatrist who assisted the president of Norfolk State University at the time, Harrison B. Wilson. Dr. Dozoretz aided in the funding of the program.
 - The first class was established in the fall of 1986 and that cohort of students graduated in 1990, which was a four-year turnaround.
 - The program was designed to reduce the shortage of minority scientists by producing capable graduates with a doctoral level degree.
 - For the first twenty-eight years students received scholarships for tuition, fees, housing, and book allowances. In the last seven years the university has aided the students with tuition, fees, housing, and book allowances.
 - The Tier system was introduced in 2015 to aid in the DNIMAS program.
- In 2003 Dr. Marie McDemmond expanded the DNIMAS program to include Tidewater Community College students with an Associate of Science degree.
 - These students would matriculate in the program named the DNIMAS Plus Program.
 - DNIMAS Plus student's matriculate at Norfolk State University for two years and then continue to a higher education degree level.
- The DNIMAS program has had 518 graduates since 1990.
- Cumulative graduation rate for the DNIMAS program is 73% of students entering in the program.

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- **Key Features of the DNIMAS Program**
 - Stem Scholarships offered to students in the College of Science and Engineering.
 - Prior to freshman scholars attending and entering, all incoming students are required to attend an in house four-week summer enrichment program. Because of COVID the program has been conducted virtually.
 - Students take math, chemistry and or physics during this enrichment program. Math is the centerpiece of the program.
 - Scholars take a math placement test initially at New Student Orientation and at end of the four weeks of the enrichment program.
 - Students each semester are enrolled in rigorous honor courses.
 - Students are required to participate in a minimum of two internships during the summer. Preferably top premier laboratories and universities, so that the student is cultivated to be prepared to enter the environment of their goals and aspirations.
 - 2006 had the largest student enrollment in the program with 127 students.
 - 1999 had the lowest number of DNIMAS students in the program, with that number being 56.
 - There are 58 now enrolled in the program, mainly females.
 - 76% of DNIMAS Scholars have earned their graduate or professional degrees from institutions such as Stanford, Harvard, University of Michigan, UNC Chapel Hill, and Emory.
 - Master of Science is the largest number of degrees awarded to DNIMAS Scholars.

- **DNIMAS Program Components**
 - DNIMAS students are required to live on campus in Living Learning Communities for all four years that they are enroll at the university.
 - Norfolk State University was the first institution in Virginia to establish Living Learning Communities.
 - Scholarship recipients must maintain a 3.3 average based on a 4.0 scale.
 - Scholars must maintain a B average.
 - DNIMAS students are required to complete a minimum of five hours per week in DNIMAS Peer Training and Mentoring Program.
 - Freshman DNIMAS students receive an upper classman to shadow for their entire freshman year. This is called the Shadow Mentoring Program. Upperclassman assist the freshman with homework assignments, studying for tests, etc.
 - DNIMAS students participate in the Collaborative Learning Group. “If you live together, you study together.” Students are brought together two hours a week to study collectively and collaboratively.
 - DNIMAS students are required to participate in in-service learning activities.

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- DNIMAS students are required to service the University as well as the community.
- DNIMAS serve the community by going to middle and high schools aiding in different projects.
- **DNIMAS Program Data**
 - A pie chart was presented to provide detailed information:
 - Fifty-eight total enrolled students in the program as of today
 - Largest number of degrees have been awarded to biology majors
 - Engineering degree percentages have increased

4. Faculty Workload Initiative

- Norfolk State University will develop a plan to reduce faculty teaching loads based on research and scholarship productivity and expectations.
- The university has a growing research profile and faculty who produce innovative research that contributes to national and international productions and conversations in their discipline.
- The demand for research and grand activity are hindered by the teaching standard at NSU of a 24-credit teaching load.
- The consultant firm, Abura Group, will assist the university in understanding current faculty workload and help design an equitable workload policy.
- A task force has been formed to work with the Provost and the consultant to find the most appropriate teaching research balance for Norfolk State University.
- The process will be conducted in 5 phases.
 - Phase one is Review and Analyze Faculty Productivity Data
 - Phase two is Interview Academic and Administrative Personnel
 - Phase three is Consider Financial Impact
 - Phase four is Propose 3-5 Models for Faculty Teaching Loads
 - Phase five is Assist with Workload Transition
- Norfolk State University's 24 credit teaching load deters potential candidates to apply.
- NSU wants to ensure work life balance for the university community.
- Phase five of the phases is the most critical. Once the plan is decided, an approval process will take place which includes President Javaune Adams-Gaston and the Board of Visitors. Upon approval, each department and school will take part in the implementation.

5. Research Compensation Analysis Initiative

- The objective is to assess research compensation practices at Norfolk State University to provide an enhanced culture that supports innovative research by all faculty and a streamlined workflow for compensation operations across the University.

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- Attain Partners is assisting Norfolk State University identify recommendations for compensation related to research.
- Office of Academic Affairs has established a work group lead by Dr. Williams, Dr. Hess, and George Miller.
 - The Consultant Group has conducted a review and assessment on all paid policies and practices related to paid compensation and research and key strengths and opportunities were found.

6. Course Scheduling Optimization Initiative

- The objective for the Course Scheduling Optimization Initiative is for Norfolk State University to effectively use technology to have an official and effective course scheduling process.
- ACCRAO is assisting the Office of the Provost by providing professional development, guidelines, and voluntary standards to use for higher education officials to come up with the best practices for faculty and staff.
- Dr. Neal is leading this effort working with chairs, deans, and directors.
- Dr. Neal will meet with the individuals on the task force and then report to the consultants with information and analysis.
- The team has been working with a consulting firm, Ruffalo Noel Levitz. The comprehensive strategic enrollment plan will help to maintain and sustain our current enrollment and overall enrollment plans for the next five years.

7. Enrollment Update

- Dr. Justin Moses, along with Dr. Juan Alexander expounded on the Spring 22 enrollment numbers. Spring 2022 enrollment is 4872 and Spring 2021 enrollment was 4858. Overall spring 2022 enrollment is up by .29% than spring 2021.
- 60% of the student population are in state students and 40% are out of state students.

8. Strategic Enrollment Planning Update

- The Enrollment Management Leadership team, in conjunction with a variety of administrators and partners, is currently working with Ruffalo Noel Levitz (RNL) to develop a comprehensive Enrollment Management Strategic Plan.
- The Strategic Plan will position Enrollment Management to align the mission, resources, and the changing higher education eco-system to maximize the impact in our community in the present and the future.
- The planning process will focus on coordinating resources, data, and activities to support student success and strengthen our institutions infrastructure and synergize our efforts to achieve greater collaboration in furtherance of the institution goals and initiatives.
- There are four features to the process
 - Preparation and Data Analysis
 - Strategy Development
 - Plan Formation and Goal Setting

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- Track Progress Toward Goals

9. COVID-19 Update

- Dr. Leonard Brown discussed that 90 percent of the student body is vaccinated and nearly 85 percent of employees are vaccinated.
- The institution has a 5.4 percent overall positivity rate. Which is higher than the last three semesters. The rate is below the state and local positivity rates.
- Staff and students are encouraged but not required to provide vaccination and or booster information.
- Two alumnae with the business Groomed 4 Greatness Vaccine Clinic partnered with NSU to offer vaccinations on 02.01.2022 to 115 individuals.
- Vaccination clinics will be offered periodically throughout the semester.
- Indoor mask mandates will remain in place for community members.
- Testing protocol includes random surveillance testing of residential students, open testing for asymptomatic students, symptomatic testing and testing for student athletes and athletic staff.
- KN95 mask and home kits will continue to be provided to the University community.

10. Student Government (SGA) Update

The SGA continues to honor their commitment to the student body by promising student governance and engaging students through dialogue and programs in efforts to ensure students have the best and safest experience at Norfolk State University.

- Ensuring campus safety to students due to the recent bomb threats at HBCU', including one at NSU.
- SGA partnered with Student Affairs to distribute KN95 mask to faculty, staff, and students.
- SGA Vice President Rachel Osbey is working on getting free feminine products onto campus. The project will fall under "Spartan Wellness."
- The joint diplomatic summit named V2 with Virginia State University's SGA and NSU's SGA will take place on March 4, 2022. The summit's focus will be Debt Relief, Equity, Retention, and Health and Wellness.
- Spartan Fest theme for Spring 22 will be "Something in the Sparta."
- Because of the work being done on the front of Government Relations in SGA, a location is being sought for mid-term elections.
- Planning for incoming freshman who missed their high school senior proms.

11. Public Comment

No one signed up for public comment.

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12. Adjournment

There being no further business, the meeting was adjourned at approximately 1:18 p.m.

Respectfully submitted,

Mary L. Blunt, Chair
Academic and Student Affairs Committee

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