AGENDA
BOARD OF VISITORS RETREAT
Thursday, May 13, 2021
9:00 a.m. to 4:00 p.m.

Joan G. Wilmer, Rector

Staff: Ericke S. Cage, Senior Advisor to the President and University Ombudsman
April T. Allbritton, Office Manager/Board Liaison
Kim Gaymon, Scheduler/Financial Services Specialist

Electronic Meeting Participation
See page 2 of the Agenda for the Zoom Webinar Link
*Some participating virtually on site. • Breakfast provided starting at 8 a.m. • Business Casual

I. Welcome Back to Campus .................................................................9:00 a.m.
   Location: Brown Memorial Hall – Room 230*
   Presenters: Ms. Joan G. Wilmer, Rector and Dr. Javaune Adams-Gaston, University President

II. Strategic Discussion: The Higher Education Policy Landscape in A Post Pandemic World ......9:10 a.m.
    Location: Brown Memorial Hall – Room 230*
    Facilitators: Mr. Ericke Cage, Senior Advisor to the President and University Ombudsman
                 Mr. Jeremiah D. O’Bryant, President, NSU Student Government Association
    Presenters: Federal and State Education Policymakers/Elected Officials
                 U.S. Congressman Robert C. "Bobby" Scott and Virginia State Senator L. Louise Lucas

III. Transforming Higher Education and HBCUs Through Corporate Partnerships ..........................10:00 a.m.
      Location: Brown Memorial Hall – Room 230*
      Facilitator: Dr. Javaune Adams-Gaston, University President
      Presenter: Mr. Louis Carr, President of Media Sales, Black Entertainment Television

      (Break – 10:45 a.m.)
      (Transition to Brown Memorial Hall Main Stage Theater*)

IV. Spartan Showcase ........................................................................11:00 a.m.
      Location: Brown Memorial Hall Main Stage Theater*
      Presenters: NSU Theater Company, NSU Choirs, NSU Spartan Legion Marching Band

      (Transition to Brown Memorial Hall - Room 230* – 11:45 a.m.)

V. Lunch and Learn: Faculty Research and Innovation ........................................12:00 p.m.
    Location: Brown Memorial Hall – Room 230*
    Facilitator: Dr. DoVeanna Fulton, Provost and Vice President for Academic Affairs
    Presenters: Dr. Cynthia Burwell, Professor & Dir., Center of Excellence in Minority Health Disparities
                 Mr. Glenn Carrington, Dean, NSU School of Business
VI. **Roundtable Discussion with NSU Students**
   - Location: Brown Memorial Hall - Room 230*
   - Facilitator: Dr. Leonard Brown, Vice President of Student Affairs
   - Presenters: NSU Students

VII. **Public Comment**

   *(BREAK – 1:35 p.m. to 2:45 p.m.)*

   **Individual Board Member Tours with Cabinet Members**

VIII. **Strategic Discussion: Fireside Chat with President Javaune Adams-Gaston**
   - Location: University House*
   - Moderator: Mr. Eric W. Claville, J.D., M.L.I.S., Director, Center for African American Public Policy, Adjunct Professor of Political Science, and Host, State of the Water Radio Show, WNSB 91.1FM

IX. **President’s Reception**
   - Location: University House
   - *(A Private Event Hosted by The University President – No Business to Be Discussed)*

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The Norfolk State University Board of Visitors will meet May 13, 2021. Pursuant to Executive Amendment 28 to HB29 (2020), the Board of Visitors will meet by electronic communication means without a quorum, and without any Board member physically assembled at one location.

The meeting will be held in open sessions via the Zoom Webinar app. The open meeting can be accessed through the app using the following link to register:

**May 13, 2021** [https://nsu-edu.zoom.us/webinar/register/WN_0qMSPT0gQamBwAMv3w4p7A](https://nsu-edu.zoom.us/webinar/register/WN_0qMSPT0gQamBwAMv3w4p7A)

Registering will allow participants to attend virtually or by phone. Information on public comment is provided on the registration form. Public comment should address only the items listed on the agenda.

If you require assistance with registering, or if there is any interruption in the broadcast of the meeting, please contact (atallbritton@nsu.edu 757-823-8676).
BOARD OF VISITORS
RETREAT

Thursday, May 13, 2021
9 a.m. to 4 p.m.
Norfolk State University
700 Park Avenue, Norfolk VA 23504
Dear Colleagues,

As Rector, it is my privilege to welcome you to the 2021 Norfolk State University Board of Visitors Retreat. This year, we return to campus after months of virtual meetings to reconnect with the faculty, staff, and students that make the Spartan Community so very special. Our theme for this year’s retreat is “Transformational Change in Post Pandemic Higher Education.” During our time together, President Adams-Gaston will talk to us about critical turning points in our strategy to transform NSU, and we will hear from our political partners about the federal and state higher education agenda in the post-pandemic environment. Finally, our corporate supporters will spend time with us to talk about partnerships.

The global pandemic presented NSU with historic challenges. Through the strategic oversight of this Board and the focused leadership of President Adams-Gaston and her executive team, NSU faced the difficulties of COVID-19 head-on and has emerged from this pivotal period in our history as a stronger University. As an institution, we are already embracing our new normal and transforming to meet the demands of our students and the Commonwealth of Virginia.

Over the course of the last year, we have reaffirmed our commitment to good governance by undertaking a comprehensive review of the Board’s 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. We have also elevated the Board member experience by being more intentional about new Board member orientation and creating a Board Matrix to assess our strengths and identify areas for continued growth. Finally, we have advanced our commitment to a culture of compliance by working closely with President Adams-Gaston to recalibrate the University’s compliance program.

Serving as the 19th Rector of my alma mater has been one of the greatest joys of my life. Norfolk State University and the Spartan Community provided me with an excellent education and an opportunity to become a part of a rich legacy of perseverance and personal success. The future of NSU is bright and with your leadership and the continued support of our diverse community of stakeholders and partners, there is no limit to what we can achieve for the benefit of our students, the Hampton Roads Community, and the Commonwealth of Virginia.

Thank you for your service and continued support of Norfolk State University.

Sincerely,

Joan G. Wilmer ’99, Rector
Norfolk State University Board of Visitors
Dear Members of the Board of Visitors,

As President, it is my distinct privilege to welcome you to the 2021 Board of Visitors Retreat. While the global pandemic has presented us with historic challenges, it has not broken our resolve to continue the important work of providing our students with a world-class education. Our ability to successfully meet this defining moment in history is the result of the Board’s strategic leadership and the detailed planning, hard work, and personal sacrifices of the University’s leadership team and dedicated cadre of faculty and staff. During our time together, I will speak to the resilience of the NSU community, highlight our many shared victories, and continue to outline our strategy for NSU’s growth in a post-pandemic environment.

In the history of this storied institution, there has never been a time more important than now. Our foundation is strong, and NSU is achieving new heights even during incredible uncertainty. We are not only Virginia’s largest Historically Black College and University (HBCU), we are also ranked nationally as a Top 20 HBCU by U.S. News and World Report. During this pandemic, our accomplishments have been many and included securing the largest philanthropic gift in the history of the University and forming partnerships with America’s leading corporations such as Apple, Microsoft, IBM, Netflix, and Amazon. We have successfully secured funding from the General Assembly to establish Virginia’s first Joint School of Public Health in partnership with Old Dominion University and Eastern Virginia Medical School. Perhaps our most important accomplishments have been our laser focus on keeping our community safe throughout this pandemic, ensuring continuity of operations, and successfully managing COVID-19’s fiscal impact on the institution.

Working together, we have addressed internal and external challenges head-on, now it is time to turn the page, and launch NSU’s next phase of growth. Our priorities are clear and include a relentless focus on educational excellence and transformational change. This work is guided by five strategic pillars, which include: Student Success and Scholarship, Organizational Excellence, Shared Governance, Fundraising and Endowment Growth, and External Engagement and Partnerships. On the road ahead, we will set about the task of securing NSU’s long-term fiscal sustainability by pushing forward with the University’s first Capital Campaign in more than two decades. We will also work to make the institution nimble and adept to change in this new environment by seeking Level II management authority from the Commonwealth of Virginia.

While our primary focus is our students, our responsibility goes much deeper. We will work together to envision a strategy that continues to advance NSU alongside economic development throughout Virginia and the creation of innovations that will change our world. Today, more than ever, we are ready to leverage our capacity to be agile, our reputation for adapting to the diverse needs of our students and our commitment to putting all we have into the success and preparedness of the leaders of tomorrow.

I am deeply honored to serve as President of Norfolk State University, and I am confident and energized by the work we will do together to frame our future. I am so very grateful for your continued commitment to our mission, and I invite you to stand with me in the unwavering belief that this is our time.

Behold,

Javaune Adams-Gaston, Ph.D., President
Norfolk State University
NORFOLK STATE UNIVERSITY
Board of Visitors Members 2020-21

Joan G. Wilmer
Rector

Dr. Deborah M. DiCroce
Vice Rector

Devon M. Henry
Secretary

Dr. Terri L. Best

Dwayne B. Blake

Mary L. Blunt

Bishop Kim W. Brown

The Honorable
James W. Dyke, Jr.

BK Fulton

Larry A. Griffith

Dr. Harold “Harry” L.
Watkins, II

Dr. Ashley N. Haines
Faculty Senate President
(Faculty Representative)

Jeremiah D. O’Bryant
SGA President
(Student Representative)
University Leadership
Division Vice Presidents

Dr. DoVeanna Fulton
Provost and
Vice President
Academic Affairs

Dr. Justin Moses
Vice President Operations
and Chief Strategist for
Institutional Effectiveness

Dr. Gerald Hunter
Vice President Finance
and Administration

Dr. Leonard Brown
Vice President
Student Affairs

Clifford Porter
Vice President University
Advancement

University Leadership
Executive Management

Melody Webb
Athletics Director

Tanya White
Chief of Staff

Ericke Cage
Senior Advisor
to the President and
University Ombudsman

Pamela Boston, Esq
University Counsel

President’s Office Support Staff

April Allbritton
Board Liaison/Office
Manager

Kimberly Gaymon
President’s Scheduler
and Financial Specialist.
Norfolk State College was founded on September 18, 1935. The College, brought to life in the midst of the Great Depression, provided a setting in which the youth of the region could give expression to their hopes and aspirations. At this founding, it was named the Norfolk Unit of Virginia Union University. In 1942, the College became the independent Norfolk Polytechnic College, and two years later, an Act of the Virginia Legislature mandated that it become a part of Virginia State College. The College was able to pursue an expanded mission with even greater emphasis in 1956 when another Act of the Legislature enabled the institution to offer its first Bachelor’s degree. The College was separated from Virginia State College and became fully independent in 1969. Subsequent legislative acts designated the institution as a university and authorized the granting of graduate degrees. In 1979, university status was attained.

RECTORs

J. Hugo Madison  
1969-1977

Pauline F. Maloney  
1977-1981

Elbert Stewart  
1981-1983

Earle F. Thomas  
1983-1985

Edwin C. Wallace, Jr.  
1985-1987

Charles H. “Bee” Smith, Jr.  
1987-1989

Lee W. Smith  
1989-1993

Alan G. Fleischer  
1993-1995

L. D. Britt, M.D.  
1995-1997

William R. Miller, III  
1997-1998

Teresa H. Carrington  
1998-2000

Alvin Bryant, MDPC  
2000-2002

Jack L. Ezzell, Jr.  
2002-2007

Bobby Norris Vassar  
2007-2009

Edward L. Hamm, Jr.  
2009-2011

Gary T. McCollum  
2011-2012

Thomas N. Chewning  
2012-2016

Dr. Byron L. Cherry, Sr.  
2016-2018

Joan G. Wilmer  
2019-2021

UNIVERSITY DIRECTOR

Samuel Fischer Scott, Director  
1935-1938

PRESIDENTS

Dr. Lyman Beecher Brooks  
1938-1975

Dr. Harrison B. Wilson  
1975-1997

Dr. Marie V. McDemmond  
1997-2005

Dr. Carolyn W. Meyers  
2006-2010

Dr. Tony Atwater  
2011-2013

Eddie N. Moore, Jr.  
2015-2017

Dr. Javaune Adams-Gaston  
2019 to present
ACCOMPLISHMENTS
Under the Leadership of President Javaune Adams-Gaston, Ph.D.

• Achieved 10-year Reaffirmation of Accreditation by the University’s accrediting body, The Southern Association of Schools and Colleges Commission on Colleges (SACSCOC).
• Ranked as a Top 20 HBCU by U.S. News and World Report.
• Enrollment increased to a six-year high in 2019 to 5,600 students and operating revenues soared to 104% above projection, the highest in the history of Norfolk State.
• Secured private donations of over $40 million and grants of more than over $7 million for scholarships and financial support to enhance student success.
• Established leading edge partnerships with some of America’s leading companies such as Netflix, Apple, Amazon, IBM, Dominion Energy, USAA, Micron, Bank of America, the Black Ambition Prize, and non-profit organizations such as the United Negro College Fund and the Jack Kent Cooke Foundation.
• Expanded the University’s online academic program curriculums to include a Master’s degree in Cybersecurity and an online Master’s degree in Cyber Psychology, which is the first of its kind in the nation.
• NSU’s Center for African American Public Policy hosted the first and only statewide U.S. Senate Debate to focus on policy issues impacting Virginia’s communities of color. The debate reached over 1 million voters through a variety of media platforms.
• Served as host for Voice of America’s 1619 “Africa to America” broadcast, which reached millions of listeners around the globe.
• Opened a new 740-bed state of the art residence complex and completed other campus beautification projects to enhance the Spartan experience.
• Recognized as a national leader in Cybersecurity education and research. Designated as a Department of Defense Center of Excellence in Cybersecurity and Department of Energy Cybersecurity Consortium Leader. NSU also received national recognition and visibility as the first HBCU to host the International CyberPsychology Conference.
• NSU Innovation Center in Downtown Norfolk is helping the next generation of entrepreneurs secure the support they need to bring their visions to life. Recent success stories include Alt-Bionics, Chair One Fitness, City on My Chest, Precise Portions, and Your Wellness.
• First HBCU in the nation to partner with Academic Partnerships, a leading Ed-Tech company that will collaborate with NSU to expand the University's high-demand graduate degree programs online.
• With the support of the Virginia General Assembly, NSU is partnering with Old Dominion University and Eastern Virginia Medical School to establish a Joint School of Public Health.
• NSU’s Virginia College Affordability Network (VCAN) will provide no-cost college education to up to 300 Pell-Eligible students residing within a 25-mile radius of campus.

STRATEGIC PRIORITIES
• Student Success and Scholarship
• Organizational Excellence
• Shared Governance
• Fundraising and Endowment Growth
• External Engagement and Partnerships
MISSION STATEMENT AND PROFILE

Norfolk State University (NSU) is a comprehensive 134-acre urban public institution committed to transforming students’ lives through exemplary teaching, research, and service. NSU is Virginia’s largest Historically Black College and University (HBCU) and a Top 20 U.S. News and World Report HBCU. Offering a supportive academic and culturally diverse environment for all, the University empowers its students to turn their aspirations into reality and achieve their full potential as well-rounded, resourceful citizens and leaders for the 21st century. With annual operating revenues that top $196 million, an enrollment exceeding 5,400 students, and over 30,000 alumni, NSU plays a vital economic and social role in the City of Norfolk, the Hampton Roads region, and across Virginia.

VISION STATEMENT

Norfolk State University will be recognized nationally as a premier public institution with outstanding signature academic programs, innovative research, and community engagement opportunities.

CORE VALUES

Norfolk State University’s strength lies in its core values. They form the foundation for the University’s actions and reflect what is important to the members of the Norfolk State University community and the Hampton Roads region.

Excellence – We are dedicated to fostering a culture of excellence in all facets of the University through the highest educational standards for student achievement, stellar faculty teaching, innovative research, dedicated service and creative co-curricular activities.

Student-Centered – Students are our top priority, and we are committed to helping them become globally competitive in an enriching, stimulating and supportive environment.

Diversity & Inclusiveness – We foster a multicultural campus respecting all people, cultures, ideas, beliefs, identities, socioeconomic backgrounds, and perspectives. We train our students to become leaders in an ever-changing global and multicultural society.

Integrity and Civility – We expect everyone to be accountable for his or her actions and to engage in honest, ethical behavior. We value the contributions of each person, treating all with respect and civility, and affirm our shared responsibility for institutional success.

Engagement – We continually enhance the University’s role and influence in affairs of local and global communities by promoting educational attainment, cultural enrichment, and economic development.

Pride – We display great admiration for the University and its rich history and legacy.

Financial Empowerment – We aggressively pursue expanded and more diversified revenue streams.
AGENDA

Meeting conducted in-person and virtually. **Attire:** Business Casual

**Breakfast available at 8 a.m.**

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**Welcome Back to Campus**

Location: Brown Memorial Hall - Room 230
Presenters: Ms. Joan G. Wilmer, Rector, Dr. Javaune Adams-Gaston, University President

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**Strategic Discussion: The Higher Education Policy Landscape in A Post Pandemic World**

Location: Brown Memorial Hall - Room 230
Facilitators: Mr. Ericke Cage, Senior Advisor to the President and University Ombudsman
                       Mr. Jeremiah D. O’Bryant, President, NSU Student Government Association

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**Transforming Higher Education and HBCUs Through Corporate Partnerships**

Location: Brown Memorial Hall - Room 230
Facilitator: Dr. Javaune Adams-Gaston, University President
Presenter: Mr. Louis Carr, President of Media Sales, Black Entertainment Television

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**Break – 10:45 a.m.**
Transition to Brown Memorial Hall Mainstage Theater

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**Spartan Showcase**

Location: Brown Memorial Hall Mainstage Theater
Presenters: NSU Theater Company, NSU Choirs, NSU Spartan Legion Jazz Band

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**Transition to Brown Memorial Hall - Room 230 – 11:45 a.m.**

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**Planning Workgroup:** Ericke S. Cage, Senior Advisor to the President and University Ombudsman
                       Tanya S. White, Chief of Staff
                       April T. Allbritton, Office Manager/Board Liaison
                       Kim Gaymon, Scheduler/Financial Services Specialist
Lunch and Learn: Faculty Research and Innovation ......................................................... 12 p.m.
Location: Brown Memorial Hall - Room 230
Facilitator: Dr. DoVeanna Fulton, Provost and Vice President for Academic Affairs
Presenters: Dr. Cynthia Burwell, Professor & Director, Center of Excellence in Minority Health Disparities
Mr. Glenn Carrington, Dean, NSU School of Business

Roundtable Discussion with Norfolk State University Students ........................................... 1:10 p.m.
Location: Brown Memorial Hall - Room 230
Facilitator: Dr. Leonard Brown, Vice President of Student Affairs
Presenters: Dy'Mon Blaze, McKinley Lowery, III, Nicholas Josshua, Aaron Hawkins, Maleik Watkins

BREAK – 1:35 p.m.

Public Comment

Individual Board Member Tours ..................................................................................................... 1:45 p.m.
Staff Leaders: Executive Cabinet Members

Strategic Discussion: Fireside Chat with President Javaune Adams-Gaston, Ph.D. ....................... 3 p.m.
Location: University House
Moderator: Mr. Eric W. Claville, J.D., M.L.I.S., Director, Center for African American Public Policy, Adjunct Professor of Political Science, and Host, State of the Water Radio Show, WNSB 91.1FM

President’s Reception .................................................................................................................. 4 p.m.
Attire: Business Casual
Location: University House
(A Private Event Hosted by The University President – No Business to Be Discussed)

Congressman Scott currently serves as the Chairman of the Committee on Education and Labor. In this capacity, he is advancing an agenda that improves equity in education, frees students from the burdens of crippling debt, protects and expands access to affordable health care, ensures workers have a safe workplace where they can earn a living wage free from discrimination, and guarantees seniors have a secure and dignified retirement. In 2015, he was one of the four primary authors of Every Student Succeeds Act, which reauthorized the Elementary and Secondary Education Act for the first time in 13 years and replaced the No Child Left Behind Act. Additionally, in 2017, he worked to secure passage of legislation to reform and update our nation’s career and technical education system, as well as the juvenile justice system in 2018.

Senator Scott was born on April 30, 1947 in Washington, D.C. and grew up in Newport News, Virginia. He is a graduate of Harvard College and Boston College Law School. After graduating from law school, he returned home to Newport News and practiced law from 1973 to 1991. As a young attorney, he founded the Peninsula Legal Aid Center to assist those who could not afford legal representation. He received an honorable discharge for his service in the Massachusetts National Guard and the United States Army Reserve.

Virginia State Senator L. Louise Lucas has represented Virginia’s 18th senatorial district since 1991. Senator Lucas is the first woman and first African American to serve as President Pro Tempore of the Virginia Senate. She is Chair of the Senate Education and Health Committee and serves on the Commerce and Labor, Finance and Appropriations, Judiciary, and Rules Committees.

Senator Lucas was previously elected in June 1984 to serve the citizens of Portsmouth on the Portsmouth City Council where she was the top vote getter for that election, and the first African American woman to serve as Councilwoman. Senator L. Louise Lucas has been involved in social, civic and political activities most of her adult life and has served in elective office for 26 years.

Senator Lucas is a Portsmouth native and product of the Portsmouth Public School System. She is President/CEO of Lucas Lodge, Lucas Transportation, Portsmouth Day Support Program and Southside Direct Care Provider organizations operating in The Lucas Professional Center located in Portsmouth. Senator Lucas remains unwavering in her determination to build a hotel in Victory Village.

Graduating with honors, Senator Lucas received her Bachelor of Science degree (Cum Laude) in Vocational-Industrial Education from Norfolk State University in 1971 and her Master of Arts Degree (Magna Cum Laude) in Urban Affairs with a concentration in Human Resources Planning and Administration also from Norfolk State University in 1982.

Senator Lucas is the mother of two daughters, Lisa L. Lucas-Burke and Theresa Lynn Lucas-Lamb who partner with her in various business entities and one son, the late Jeffery Lee Lucas, Sr. She has five grandchildren, and four great-grandchildren.
Louis Carr has been with BET Networks for 35 years, serving as the President of Media Sales for the last 19 years. During his tenure with the company, Carr has transformed the multicultural space for some of the world’s biggest brands. Through strategic partnerships with corporations like Procter & Gamble, Unilever, McDonald’s, General Motors, Facebook, Apple, and many more, he has been a guide and a consultant on opportunities that exist within black and brown communities. Through his deep understanding of linear TV and digital and social platforms, he has made BET Networks the number one brand and choice for Black consumers. Carr’s mantra, “Be led by data and insights,” has driven BET to have the largest repository of information on Black consumers than any other media company worldwide. His understanding of this data has inspired him to create content and messages that help marketers sell products and services and help them become good corporate citizens.

In addition to Carr’s stellar professional career, he has had a long-term commitment to young people and his community. Carr founded the Louis Carr Internship Foundation (LCIF) 18 years ago to help improve diversity in corporate America through paid internships. The foundation has provided 178 paid internships, in which 45 alumni now have full-time jobs within the industry.

He has also created The Blueprint Men’s Summit, which brings together some of Black America’s high profile thought leaders to educate Black men in the areas of Finance, Health, Careers, Relationships, and Entrepreneurship. Staying true to his commitment of giving back, Carr launched his latest brand called WayMaker. He purposed this initiative to help provide direction, wisdom and inspiration to people wanting to grow their life and change the world. Through the quarterly WayMaker Journal and other avenues, the umbrella brand offers insight from subject-matter experts across a wide range of fields.

Carr has authored two books, Dirty Little Secrets and Little Black Book: Daily Motivations for Business and Personal Growth. He openly lays out his blueprint to greatness, covering much-needed topics like Leadership, Culture, Strategy, Vision, Success, and Diversity.

Carr has served on more advertising industry boards than any other African American. He has served on the International Radio and Television Society (IRTS), the Video Advertising Bureau (VAB), the Advertising Council, and the American Advertising Federation (AAF).

He currently serves on The United States Track and Field Foundation (USATF) Board, Cedar Fair’s Board of Directors, Drake University’s Board of Trustees, and Chicago State University's Board of Trustees.

Mr. Carr attended Drake University on a full athletic scholarship and received a B.A. in Broadcast Journalism. He has been happily married for 34 years.
Eric W. Claville, J.D., M.L.I.S., is the director of the Center for African American Public Policy (CAAmpPP) at Norfolk State University. As Director he leads the Center’s programming and fundraising efforts. The Center is focused on how public policy affects African Americans and communities of color. He has worked for two and half decades in politics, public policy, education and law as a professor, administrator, licensed attorney, consultant, political and legal analyst.

As a political and legal analyst and commentator, he provides on-air analysis on local radio and television stations in Hampton Roads, Virginia. He has participated in the on-air analysis of the 2012, 2016 and 2020 Presidential elections. In that capacity, he informed the viewing public of the issues, voting trends and election predictions.

He is the creator of The Claville Report: Law, Policy and Politics, which was created to educate individuals about the laws, public policy and politics that affect their daily lives. In 2016, The Claville Report: Law, Policy and Politics, was awarded “NABJ Best Commentary in the United States, Market 16 and Below,” at the National Association of Black Journalists (NABJ) Convention, Washington, D.C. He is also the host of State of the Water Radio Show, the Center for African American Public Policy radio initiative. It airs on Sundays at 1:00 PM weekly on Norfolk State University’s WNSB-FM, Blazin’ Hot 91.1.

He is a 2000 graduate of the Southern University Nelson Mandela School of Public Policy, with a Bachelor of Arts degree in Political Science, and a 2006 cum laude honors graduate of Southern University Law Center where he received his Juris Doctorate. He is also a 2009 graduate of Louisiana State University with a Masters of Library and Information Science, a licensed attorney and certified mediator.
Dr. Cynthia B. Burwell is a Professor in the Department of Health, Physical Education and Exercise Science and Director of the Center of Excellence in Minority Health Disparities at Norfolk State University (NSU). Dr. Burwell previously held the position of Director of Health Promotion in Student Health at the University of Virginia prior to coming to NSU. She is a Master Certified Health Education Specialist (MCHES), and a Registered Kinesiotherapist (RKT). She holds membership in several health education organizations and is a published author. She has received grant funding from the National Institutes of Health (NIH), United States Department of Agriculture (USDA), United Negro College Fund Special Programs (UNCSP), the National Library of Medicine (NLM), the Truth Initiative, and the American Cancer Society. Her research interests are in sexual health, health disparities and health literacy.

Glenn R. Carrington is Dean of the School of Business at Norfolk State University and a past president of the NSU Foundation, Inc. Since June 2017, Dean Carrington has been leading efforts to prepare students for the real world of business and entrepreneurship through his aggressive fundraising efforts, passion, and advocacy.

Prior to coming to Norfolk State University, he was a Partner/Principal at Ernst & Young, LLP, where he served on the U.S. Executive Board. At Ernst & Young, Mr. Carrington primarily focused on serving clients in the areas of corporate tax accounting and financial transactions. Additionally, he spent time developing and implementing strategy for the E&Y tax practice with an emphasis on high-profile issues such as corporation reorganizations (including spin-offs), contingent liabilities, capitalization, intangibles, bankruptcies, and environmental remediation. Mr. Carrington is the principal author of a standard reference treatise, Tax Accounting in Mergers & Acquisition.

Dean Carrington has more than 36 years of private practice and federal government experience. Over half of his career was spent as a partner with major accounting firms. Prior to joining E&Y, he was with Arthur Andersen for eight years, where he served as Managing Director of their Office of Federal Tax Services (OFTS) and head of OFTS Domestic Tax Practice Group.

Glenn began his career as an Attorney-Advisor in the Treasury Department’s Honors Program, rotating through the Tax Legislative Counsel’s Office and the Office of International Affairs at Treasury, as well as the former Interpretative Division in the Office of Chief Counsel at the IRS. Moving to private practice, Glenn worked for Caplin & Drysdale, Chartered, before returning to government service at the IRS with roles including Counsel to the Director of Corporation Tax Division, Branch Chief in the Office of the Assistant Chief Counsel (Corporate), and Assistance Chief Counsel (Income Tax & Accounting).

Mr. Carrington earned his undergraduate degree from Norfolk State University in 1977 and his law degree from the University of Virginia School of Law in 1980. Glenn is a two-time recipient of the Tax Excellence Award from the National Bar Association and former Chair of the ABA Government Relations Committee and member of ABA Tax Section Council.

Jeremiah D. O’Bryant, is a senior majoring in Political Science. He currently serves as President of the NSU Student Government Association and the Student Representative to the University’s Board of Visitors. Upon graduation, Jeremiah will join E&J Gallo’s Winery Sales Development Program.

Maleik Watkins, a Norfolk native, is a Junior Political Science major with a minor in Mass Communications. He enjoys golf, video production, and photography. Lastly, Maleik serves as the Lead Peer Leader and Tutor at the Dr. Patricia Lynch Stith Student Success Center.


**PROGRAM SPEAKERS**

**McKinley Lowery III** is a junior business finance major originally from Detroit, Michigan. Coming to NSU as a Presidential Scholar, McKinley became the Vice President of Midrise RHA, Mister Honors College, Student Ambassador, and Vice President of NABA. Maintaining a cumulative GPA of 3.75, McKinley earned the titles of Mister Sophomore, Presidential Intern, Peer Leader, Forbes Under 30 Scholar, and an attendee of Business Today’s 2019 International Conference. He has completed internships with the Farbman Group, PricewaterhouseCoopers, and Gucci. McKinley will join JP Morgan in New York City this summer.

**Nicholas Josshua** is from Cincinnati, Ohio. Upon graduating from high school, he enlisted in the United States Navy. He served on active duty for 22 years, retiring from the Navy in August of 2018. Mr. Nicholas is currently on track to graduate one year early during the Fall 2021 semester with a B.S. in Mathematics/Teacher Licensure in Secondary Education.

**Dy’Mon Blaze** is a Junior, Nursing student from Caroline County, Virginia. On-campus, she is involved with several organizations and committees such as the New Student Organization Committee, the Spartans Explorers, and previously served as Miss Sophomore on the Emerald Green and Citrine Royal Court. For the upcoming school year, Dy’ Mon will serve as Miss Norfolk State University.

**Aaron Hawkins** is a first-generation graduate of NSU, and is currently enrolled in the Urban Education – K-12 Counseling graduate program. He works as a Graduate Assistant in the NSU Student Support Services/Trio Program. Aaron bleeds Green and Gold and is deeply committed to the success of NSU.
Growth and change are the driving forces of Ms. Joan G. Wilmer’s career. By serving as a progressive thought leader, for 20+ years she has partnered with executive decision makers, investors, and functional stakeholders to navigate growth and change across complex, international organizations by implementing strategic programs that strengthen employee engagement, commitment, and performance.

Throughout Ms. Wilmer’s career, she has developed and delivered proactive HR solutions for identifying, securing, developing, and retaining top talent for new enterprises, struggling ventures, and existing operations that require an injection of efficiency and effectiveness.

The strategic programs Ms. Wilmer devises do not discriminate – they offer equal opportunity to anyone willing to invest themselves in a company’s mission. They meet the needs of complex business challenges within culturally diverse, high-performance organizations and enable end-to-end business continuity.

CAREER HIGHLIGHTS

- Instrumental in crafting global HR solutions to support M&A integration for Citigroup (currently a focus at ViacomCBS).
- Produced and enhanced leadership development programs that groomed future C-suite diversity across the U.S., Europe, APAC, and Africa.
- Directed the largest and most successful strategic recruitment effort for newly constructed Caesar’s casino with 2,000 hires.
- Created Citigroup’s “Employment of Choice” strategy, bridging talent gap post-apartheid in 13 South African countries.

An honor’s graduate of Norfolk State University, Ms. Wilmer holds a Bachelor’s degree in Social Work as well as a Master’s degree in Business Administration that she obtained from the University of Texas with honors.

Ms. Wilmer served as a board member of The Norfolk State University Foundation, Incorporated and is a member of the following organizations: the Society of Human Resource Management, the National Black MBA Association, The Links, Incorporated and Alpha Kappa Alpha Sorority, Incorporated. Moreover, she founded the Joan K. Wilmer Memorial Foundation in honor of her late mother. The organization’s mission is to create opportunities and resources that make dreams of achieving higher education a reality, giving rise to developing minority leaders through mentoring and building stronger families in evolving communities.

Her commitment to excellence has been nationally recognized throughout the years, resulting in awards from Toyota (“President’s Award”), Citigroup (“Circle of Leadership Award”), EBONY Magazine (“Top 30 Under 30 Leaders”), DiversityInc Magazine (“Leaders Rising”), Baltimore Business Journal (“Top 40 Under 40 Leaders”), Black Enterprise Magazine (“On the Move”) among a host of others.

Yet, overall, Ms. Wilmer maintains an interest in passing along the lessons she learned from her humble beginnings. Growing up in White Sulphur Springs, West Virginia to having lived in the world’s busiest cities, leveraging her experience to mentor rising women in business is a top priority in addition to advocating for various causes in her Hanover, Maryland community.
Dr. Javaune Adams-Gaston is the seventh President of Norfolk State University. She began her tenure on June 24, 2019. As President, she is committed to ensuring that Norfolk State University fulfills its mission as an HBCU for the modern world, a university grounded by its heritage, focused on the future, and deeply committed to student success. Her vision is student success, opportunity access and affordability, and growth and sustainability. A strong advocate for collaboration and developing strategic partnerships with local, regional, and state stakeholders, Dr. Adams-Gaston is committed to cultivating strong connections with alumni and the community.

During her first year at Norfolk State University, the COVID-19 pandemic created multiple challenges for the nation and the world. President Adams-Gaston worked together with her team to continue to move the institution forward despite the issues created as a result of the pandemic. This led to the university achieving multiple successes. The goals of access, opportunity, and success for NSU students remained her focus even during these unprecedented times. Under President Adams-Gaston’s management, Norfolk State University has successfully achieved the status of a U.S. News and World Report 2021, Top 20 Historically Black Colleges and Universities (HBCU) designation. Attained 10-year reaffirmation of accreditation by its major accrediting body, The Southern Association of Schools and Colleges Commission on Colleges (SACSCOC). This reaffirmation underscores the University’s strength, stability, and forward momentum. Enrollment increased to a six-year high in 2019, to 5,600 students. This included the largest freshman class in many years, 1,200 freshmen (FY20).

The university has realized record-high operating revenues 104% above projection, the highest in the history of Norfolk State. A new 740-bed state of the art residence complex was opened.

President Adams-Gaston is a higher education professional and scholar with more than 30 years of experience at nationally known research universities. Prior to joining Norfolk State University, Dr. Adams-Gaston served as senior vice president at The Ohio State University and led 40 departments in the Office of Student Life annually, impacting over 60,000 students. With her selection in 2009, Dr. Adams-Gaston became The Ohio State’s first female African American Vice President for Student Life. She came to The Ohio University State from the University of Maryland, where she served in a variety of administrative and faculty positions. Her experience included serving at University of Maryland, College Park as associate dean of academic affairs, faculty member, executive director of the Career Center, equity administrator, psychologist and first UMCP African American female assistant athletic director (Division 1) and as an Athletic Certification Peer Reviewer for the NCAA. Trained as a psychologist, Dr. Adams-Gaston spent more than 25 years in private practice. She also served as a member of the graduate faculty at the University of Maryland and Johns Hopkins University. She was an affiliate assistant professor at The Ohio State University.

Dr. Adams-Gaston is the recipient of numerous awards, including the 2020 Virginia Business, Virginia 500 Power List - Education; the Pillar of the Profession Award from NASPA, Student Affairs Administrators in Higher Education; the ACPA Diamond Honoree Award, and Alumnus of Distinction-Hall of Fame by the University of Dubuque among many others.

A native of Washington, D.C., President Adams-Gaston is married to Dmitri Gaston, MCRP, from New Orleans, Louisiana, a city planner and management analyst. They have three adult children, and they are extremely proud of them.
Board of Visitors Meetings Schedule for 2021

March 18-19, 2021  
Board Meeting

May 13-14, 2021  
Board Meeting

October 14-15, 2021  
Board Meeting

December 9-10, 2021  
Board Meeting

Commencement Dates

Spring  
Saturday, May 15, 2021

Fall  
Saturday, December 11, 2021
ALMA MATER
Words and Music by Dr. Carl W. Haywood ’71

By Virginia’s golden shore,
There’s a place that we adore
Where Norfolk’s sun shines bright
Down on our campus site.
The walls of Brown Hall
Will always give a call
To all striving to succeed,
Forging onward, bound to lead.

Though the years we spend are few,
You will teach us what to do.
In splendor we’ll relive
The glorious time you give.
We’ll wave the green and gold
To praise thee a thousand-fold.
A guiding light to us you’ve been
Unwav’ring to the end.

CHORUS
Oh, Norfolk State, we love you.
Oh, Norfolk State, we’ll always be true.
And when we leave we’ll shed a tear,
For to us you’ve been so dear.
And leaving shed a joyful tear
For our Alma Mater dear.

First Administration and Classroom Building
G.W.C. Brown Hall (Formerly Tidewater Hall)
Norfolk State University
Board of Visitors Retreat
May 13, 2021

An Overview of COVID-19 Research

Dr. Cynthia B. Burwell, MCHES, RKT
Director, NSU Center of Excellence in Minority Health Disparities
“Addressing Low-Income Housing Resident Mistrust in COVID-19 Guidance”
Our Team

Eastern Virginia Medical School
  Dr. Andrew Plunk
  Patti Kiger
  Matthew Herman

Hampton University
  Dr. Ethlyn McQueen-Gibson

Norfolk State University
  Dr. Cynthia Burwell

NIH Grant Number: 3R37CA245716-01A1S1  $1.18M

Budget Period:  09/24/2020 – 04/30/2021
Research AIMS

• **Aim 1.** Investigate why low-income housing residents report poor compliance with public health guidance, including COVID-19 testing.

• **Aim 2.** Assess telehealth as a potential tool for addressing low-income housing resident mistrust in COVID-19 guidance.

• **Aim 3.** Develop community-informed strategies to address resident concerns about COVID-19 testing and to make testing more relevant to their needs.
Time Line Effort

- EVMS team had studied smoking bans in Norfolk public housing and community engagement with a Community Advisory Board (CAB) comprised of Norfolk public housing residents.

- March 2020: Shift to virtual CAB with focus on building virtual capacity; began meeting weekly; developed methods to support residents who lack experience using technology.

- August 2020: Applied for funding under NIH’s RADx-UP program to adapt COVID-19 guidance for low-income communities; capacity building was a major focus.

- January 2021: Expanded CAB to include all Hampton Roads cities plus Richmond; now meeting with 30 CAB members.
Progress Report

- We have been able to continuously engage with a lay CAB (all low-income housing residents) during a pandemic while following all CDC guidelines and placing no one at additional risk.

- Very high attendance at our weekly CAB meetings, varies between 90-100%.

- CAB members appreciate convenience and outlet for social interaction
  - the convenience of meeting online
  - not having to wait on transportation or try to drive themselves
  - become an important social outlet for them during the pandemic, especially for older members who report high feelings of isolation.
Each CAB member has been assigned a Tablet device for communication.

- Cellular service remains an intermittent issue. Connectivity problems resulting from poor cellular service is still sometimes an issue that’s going to be difficult to address without moving to more stable broadband.

- Cellular is more convenient and much cheaper to implement, but cable remains an option.

- We recommend only going with companies that will allow you to pay on behalf of CAB members, as having an existing balance could be a barrier otherwise.
Current Findings (con’t)

• Access in area has improved after outreach to African American churches

• Messaging to promote compliance with COVID-19 guidance primarily resonates with individuals who were already predisposed to comply

• Mistrust remains a significant barrier, but can be mitigated when benefits of compliance are perceived to align with individual goals and values

• Strong anti-vaccine are tied to resentment over being “unfairly” judged; more positive messaging could be a valuable tool to overcome this perception

• Impact of Johnson & Johnson vaccine announcement, viewed as betrayal of trust.
Overview of Topics Discussed with CAB

- Barriers to accessing/understanding information regarding COVID-19 and vaccines
- Preferences for educational materials
- Issues of Trust regarding COVID-19
- Issues of Racism, Classism, and Sexism
- Vaccine Rollout
- Vaccine hesitancy
- Telehealth
- How best to disseminate information to communities
- Perceived community health needs (including interactions between COVID-19 and mental health)
- Indirect effects of COVID-19 on low-income communities
- Impact of COVID-19 on children and adolescents
Next Steps

- Participant recruitment for Focus Groups
- Conduct Focus group interviews
- Bring focus groups results back to CAB for strategy development
- Develop and implement social marketing campaign targeting specific community concerns
Questions

Contact Information:
Dr. Cynthia Burwell, MCHES, RKT
757-823-9494
Update on the NSU Innovation Center

Glenn R. Carrington, J.D.
Dean, NSU School of Business
What is our mission?

- Our mission is to support the entrepreneurial ecosystem of Hampton Roads (especially among the underserved) by inspiring and cultivating innovation throughout the region and by providing the information, support, and access to resources needed to conceptualize, launch, and grow successful, scalable businesses.
What Are Our Goals?

- Enhance our education and training offerings by doubling those offered in 2020
  - Conduct twice monthly workshops and webinars this year to help entrepreneurs learn skills and competencies without having to attend/complete a college course
  - Offer education and training at no cost to provide equitable access and eliminate barriers to entry

- Enhance the pool of high-growth, high-impact businesses launched and run by the underserved
  - Strengthen startup programming to prepare at least 30 entrepreneurs for incubation
  - Utilize the Big Idea Startup Program (launched in 2020), which helps aspiring and existing entrepreneurs turn their ideas into innovative, high-growth businesses

- Expand our consulting & mentoring network to no fewer than 30 to support entrepreneurs as they prepare for incubation and investment.
  - Broaden entrepreneurs’ knowledge, as well as their financial network, the lack of which has been stumbling block for most minority small businesses.
  - Increase entrepreneurs’ exposure to the same knowledge, expertise, and relationships as those who are well-resourced, thereby increasing the likelihood that underserved entrepreneurs will gain the interest of investors and achieve long-term sustainability.

- Maintain our efforts in fostering partnerships with other universities and organizations, while continuing to build a virtual community of entrepreneurs.
How will we achieve our mission and goals? Five ways!

A. Train and connect the entrepreneurial community to the latest knowledge, giving them a solid foundation regarding the fundamentals of entrepreneurship.

B. Provide an incubator program, where entrepreneurs can vet, develop, and launch viable ideas, which includes a rigorous screening process to include only the most innovative and potentially sustainable ideas and businesses.

C. Create a network of professionals where underserved users can obtain access to the various consulting, legal, and financial resources they need to launch a business.

D. Partner and collaborate with other universities and organizations with similar goals to increase the likelihood of success for entrepreneurs.

E. Foster a virtual community of entrepreneurs who will create a sustainable network for ongoing collaboration and sharing of knowledge.
A. Train and Connect

• Less than 10% of American entrepreneurs have a bachelor’s degree.

• The Norfolk State University Innovation Center offers much-needed education that encourages, prepares, and helps both aspiring and existing entrepreneurs to be successful.
How did the Innovation center help?

- Between 2019 and 2020, the Center hosted more than 1,000 individuals in its training events and programs, in topics such as:
  - Turning your idea into a business
  - Finding your target market/ideal customer
  - Managing Business Finances
  - Pitching to an investor
  - Marketing Strategies
  - Customer Discovery/Validating Business Ideas

- At the end of the day, we must be able to enable entrepreneurs, especially the underserved, to understand finances and marketing to walk the walk and talk the talk to be successful in Corporate America!
B. Provide an incubator program

• The NSU Innovation Center Incubator Program equips early-stage entrepreneurs and investment-ready ventures with the resources they need to transform ideas into scalable and sustainable businesses.

• The Incubator Program lasts 12 weeks and exposes innovators to consultants, training, and investment opportunities

• To date, our consultants have volunteered their expertise, so that our innovators overcome the barrier of financial cost when it comes to obtaining professional services.

• Incubator program enrolled 10 innovators and “graduated” 5 of them

• From this program, founders have been able to raise approximately $1.4M.
Examples of our Star Participants

• **Ricardo Patten** is the founder of KYSOMAT — Keep Your Shoes On.
• **Precise Portions** is led by Ann-Marie and Ed Stephens
• **Alt – Bionics** is led by Ryan Saavedra
• **Chxmpionchip** is a startup team comprised of Norfolk State University students.
C. Create a network of professionals

• Because African Americans receive about 2% of the total amounts invested by venture capitalists, minority-owned businesses have a substantially decreased chance of prevailing.
How can we help?

• Entrepreneurs who are mentored, supported, and coached are more likely to succeed long-term.
  • i.e., exposed to a social capital network

• We have helped innovators and entrepreneurs make connections with experts who are willing to cultivate long-term, supportive relationships to help them achieve their business and strategic goals.

• These relationships encourage equitable access to key banking, grant-making, and investing relationships that positively impact the growth and sustainability of emerging businesses.
  • i.e., provide a financial network
D. Partner and collaborate with other universities and organizations

- The NSUIIC collaborates with local schools, colleges, and universities to share ideas, cultivate innovation, centralize resources, and democratize access.
  - Kempsville High School – mentoring students in the Entrepreneurship Academy
  - TCC and ODU – supported the delivery of our Incubator Program (we support each other’s programs)
- Our connections to city, state, and federal resources also help bring greater awareness regarding (and, ultimately, increased access to) these resources, especially for the underserved. (SBA, City of Norfolk, VB Minority Business Council)
- In 2020, UVA offered our innovators more than $19,000 in funding to conduct Customer Discovery. They have offered us that, plus an additional $10,000 (a total of $29,000) in 2021.
- Ferguson signed a memo of understanding with NSU in February 2021, committing to supporting startup/entrepreneurship training for students, as well as educational and job opportunities for business students. In 2020, Ferguson provided $5,000 for our 3-day startup event. To date in 2021, they have offered $5,000 for student funding (distress fund/financial aid).
E. Foster a virtual community of entrepreneurs who will create a sustainable network

- The Center has created forums, both in-person and virtual, which will allow innovators and entrepreneurs to communicate with and support each other in a peer-to-peer network. This includes our connection to nearly 1,000 innovators and entrepreneurs via our mailing list, and even more via our social media connections.
- This provides emerging entrepreneurs the opportunity to establish collaborative professional relationships with experienced entrepreneurs.
- In addition to fostering organic peer support and peer coaching within the community, the Center will also connect entrepreneurs and innovators through online social networks, which will help broaden the community’s reach and strengthen its impact.
Questions

• Should we extend training to high school students interested in entrepreneurship?
• Should we start charging for our incubator services?