

**BOARD OF VISITORS  
BOARD MEETING  
ELECTRONIC MEETING  
December 11, 2020**

**MINUTES**

**1. Call to Order**

Ms. Wilmer, Rector, called the NSU Board of Visitors meeting to order at approximately 9:05 a.m. A quorum was established with a 9-0 Roll Call vote. Below is a list of individuals that joined the webinar.

Participants – Board Members

Ms. Joan G. Wilmer, Rector  
Dr. Deborah M. DiCroce, Vice Rector  
Mr. Devon M. Henry, Secretary  
Mr. Dwayne B. Blake  
Ms. Mary L. Blunt  
Bishop Kim W. Brown  
The Honorable James W. Dyke, Jr.  
Mr. BK Fulton  
Mr. Larry A. Griffith  
Mr. Michael J. Helpinstill  
Dr. Tamara A. Jones (*for Closed Meeting only*)  
Dr. Harold “Harry” L. Watkins, II

Participants – Faculty Representative to the Board and Faculty Senate Executive Committee

Dr. Ashley N. Haines, Faculty Senate President and Associate Professor, Biology  
Dr. Rasha Morsi, Secretary and Professor, Computer Science  
Dr. Geoffroy de Laforcade, Professor, Latin American and Caribbean History  
Dr. Colita N. Fairfax, Professor, Social Work  
Dr. Lamiaa S. Youssef, Special Assistant to the Provost

Participant – Student Representative to the Board

Mr. Jeremiah O’Bryant

Participants - Counsel

Ms. Pamela F. Boston, University Counsel and Senior Assistant Attorney General  
Ms. Deborah A Love, Senior Assistant Attorney General/ Chief, Office of the Attorney General (*for Closed Meeting only*)

Participants – NSU Administrators and Staff

Dr. Javaune Adams-Gaston, President  
Dr. Justin L. Moses, Vice President for Operations and Chief Strategist for Institutional Effectiveness  
Dr. DoVeanna Fulton, Provost/Vice President for Academic Affairs  
Mr. Gerald E. Hunter, Vice President, Finance and Administration  
Dr. Leonard E. Brown, Vice President, Student Affairs

## **BOARD OF VISITORS**

Board Meeting

December 11, 2020

Page 2

### Participants – NSU Administrators and Staff *(continued)*

Mr. Ericke S. Cage, Executive Advisor to the President and Board of Visitors for Policy, Compliance and University Ombudsman *(Also, observer for a portion of the meeting)*

Ms. Melody Webb, Athletics Director

Ms. Derika L. Burgess, Interim Chief Audit Executive

Dr. Michael M. Shackelford, COVID-19 Director of Operations

Ms. Tanya S. White, Special Assistant to the President

Mr. James Robinson, Executive Director, Institutional Equity

Mr. James Stevens, Chief Information Security Officer

Mr. Rasool A. Shabazz, Project Engineer, Office of Information Technology

Mrs. April T. Allbritton, Office Manager/Board Liaison

### Observers – NSU Administrators and Staff

Mr. Clifford Porter, Vice President, University Advancement

Dr. Andrew Carrington, Assistant Vice President, Finance & Administration

Mr. Stanley Donaldson, Director, Media Relations

Ms. Betty Fulgham, Internal Control/ARMICS Coordinator

Ms. Karla Amaya Gordon, Assistant VP, Finance and Administration/University Controller

Dr. Davida Harrell-Williams, Director, Auxiliary Enterprises & Services

Ms. Ingrid Horton, Administrative Assistant, Controller's Office

Mr. Dennis Jones, Executive Director, Planning and Budget

Dr. Andrea Neal, Associate Vice Provost

Ms. Irma Thomas, Senior Technical and Finance Analyst, Finance and Administration

Mr. Robert Turner, Legislative Liaison

Dr. Aurelia Williams, Interim Vice Provost for Academic Administration

Ms. Martha Wilson, Executive Assistant to the Vice President for Finance and Business

Mr. Terry Woodhouse, Director, Capital Planning and Improvements

### Observers – NSU Faculty

Ms. Sharon Alston, Assistant Professor, Social Work

Dr. Austin Ashe, Assistant Professor

Dr. Melendez Byrd, Associate Professor, Secondary Education & School Leadership

Dr. Bertha Escoffery, Adjunct Professor, Professor Emerita

Dr. Felicia Doswell, Associate Professor, Computer Science

Dr. Ernestine Duncan, Professor, Psychology

Dr. Rich Hines, Faculty

Dr. Mary Ann Hoppa, Associate Professor, Cybersecurity Graduate Program Coordinator

Dr. Yen-Hung Hu, Associate Professor, Computer Science

Dr. Thorna Humphries, Associate Professor, Computer Science

Dr. John Kamiru, Associate Professor, Accountancy, Finance and Information Management

Dr. Berkley King, Assistant Professor, Secondary Education & School Leadership

## **BOARD OF VISITORS**

Board Meeting

December 11, 2020

Page 3

Dr. Khadijah Miller, Interim Dean, Honors College  
Dr. Robert K. Perkins, Associate Professor, Sociology  
Dr. Matthew Russell, Assistant Professor, Music  
Dr. Sandra Williamson-Ashe, Associate Professor, Social Work

### Observers – Others

Mr. Ronald Forehand  
Ms. Arketa Howard, NSUAA, 2<sup>nd</sup> Vice President  
Ronald Knight  
Angela W.  
703-254-3873

## **2. Opening Remarks – Rector**

- The Board will address a letter from the Faculty Senate.
- The Board’s focus is on the health of the university and the way this projects messaging to the public.
- The Board is in receipt of the deliverables from the Association of Governing Boards (AGB).
- The revised Bylaws include new Standing Committees. The President will announce Committee assignments once finalized. Faculty and staff should read the Bylaws to understand how the Board supports the decisions of the university.
- The university must focus on a culture of compliance. The Audit, Risk and Compliance Committee is building out the compliance culture and infrastructure needed to be successful.

### **Opening Remarks - President**

- The university will move quickly to fill the Assistant University Counsel position posted by the AG’s Office. The position closes December 22, 2020.
- The Chief Audit Executive (CAE) and the Chief Compliance Officer (COO) searches are underway.
- The Board and the university are on one accord in terms of equity, ethics, compliance, and a “culture of care.”

## **3. State of the University – The President’s report included the following statements:**

- The five strategies that will help the university realize transformational change include External Engagement and Partnerships, Fundraising and Endowment Growth,

## **BOARD OF VISITORS**

Board Meeting

December 11, 2020

Page 4

Institutional Alignment, Operational Excellence and Strategic Planning, and Shared Governance and Professional Development.

- The Virginia College Affordability Network (VCAN) program will provide free tuition for Pell eligible students who live within a 25 miles radius of campus. If the student decides to reside on campus, a portion of student's room and board may be covered. Three hundred students projected to take advantage of this opportunity.
- The venture between NSU and Academic Partnerships will transform the university in terms of its graduate programs. NSU will be the first HBCU in the nation to partner with this company.
- Other external partnerships include:
  - Dominion Energy HBCU Promise Grant (\$2.7 million)
  - Federal Student Support Services Grant (\$2.5 million)
  - Virginia Natural Gas Partnership (\$220,000)
  - The Black Ambition HBCU Prize sponsored by Mr. Pharrell Williams
  - The Microsoft Impact Grant, USAA Partnership, Netflix and 2U Partnership, Apple C2, a partnership across several HBCUs, and the IBM Partnership (\$6 million est. value) along with some others

A historic announcement is forthcoming.

- **University Compliance and Ethics** – The President's Extended Cabinet, faculty, and senior academic leaders received training. The Provost created a faculty ombudsperson role in Academic Affairs to help with conflict resolution. In addition, there is a President's Committee on Diversity, Equity, and Inclusion.

NSU President serves as Chair of the Council of Presidents' Equity in Action Task Force for public higher education institutions.

- **COVID and Mental Health** – The positivity rate for campus is 0.0121. A mitigation plan is in place for spring 2021. The university is addressing mental health services for the entire campus. The NCCA reported that nationally African American student-athletes are having the most difficulty. Support for mental health is one of the university's legislative priorities and the Athletics Director has put something in place specifically to support student athletes.

At year-end, Dr. Shackelford, the COVID Operations Director, will depart the university. Dr. Leonard Brown, Vice President for Student Affairs will assume this responsibility.

## BOARD OF VISITORS

Board Meeting

December 11, 2020

Page 5

- **Other Legislative Priorities** – Requesting funding for COVID-19 shortfalls, a Preschool Academy, a Center for Integrated Sciences, Engineering and Mathematics, and for Research and Innovation Workforce Development.

The Governor appointed The Honorable Grindly Johnson, an NSU alum, as the Secretary of the Administration. Ms. Johnson is working closely with the university in its efforts to reach Level 2 by 2022.

- **Financials and Spring Enrollment**

- The endowment stands at \$36 M. The university is in the second phase of the capital campaign working with the firm Alexander Haas.
- Approximately, 1,667 students projected to require housing. Eighteen hundred have signed up to date. There may be some loss in housing revenue. Seventy-four percent of the housing utilization is needed for break even.
- Enrollment forecast for spring 2021 is 4,600 students.
- Total revenues are \$126 M and expenses \$69 M. Pending revenue is \$20.4 M. There is a \$32 M non-recurring reserve pool for the current year.

The President shared a promotional video/commercial created to target local students.

The tuition and fee / state appropriation ratio is 55% / 45%.

Strategies for Enrollment Management include working with the company Enrollment Fuel. Establishing dual enrollment agreements and continuing work with community colleges to increase transfers. Applications up 15%, and admits up 13% for fall 2021 in comparison to the same time last year.

***Action Item – Provide the Board with an outlined Enrollment Management Plan as it relates to the Strategic Plan.***

Faculty Senate Executive Committee Discussion on the Tenure and Promotion Process – Comments from faculty included:

- It has been determined that the timeline including the announcements of final decisions are not defined in the Teaching Faculty Handbook. Talks have occurred between the President and the Provost; however, some faculty felt a letter to the Board's attention was appropriate since the Board approves tenure and promotion. As a solution, a draft interim tenure and promotion policy has received strong support from the Faculty Senate.

## **BOARD OF VISITORS**

Board Meeting

December 11, 2020

Page 6

The Board thanked members of the Faculty Executive Committee for their comments. The Board takes the responsibility of process very seriously and looks for consistency, fairness, and proper documentation before making decisions. The Board is committed to performing its due diligence. The Board will discuss tenure and promotion in the Closed Meeting today.

- 4. Audit, Risk and Compliance Committee Update** – Forty MIRAs have been closed since September 2020. The most closed in any quarter. There are minor changes to the Internal Audit Charter due to changes to the Bylaws, specifically, the name change of the Committee. There were no significant findings for the Internal Quality Assessment Review. Both the Charter and the Internal Quality Assessment Review require Board approval.

There were no questions or comments for these items.

Dr. DiCroce motioned, seconded by Mr. Blake, the Board unanimously approved the revisions to Internal Audit Charter and the Internal Quality Assessment Review.

**Internal Audit Search Position Updates** – All the applications for both the CCO and the CAE positions have been reviewed. The CAE position will remain open to the end of the year. The search committees are conducting interviews. Members of the Audit, Risk and Compliance Committee will engage in the interview process as part of the next step. The Board expects to fill at least one of the positions by the first quarter of next year.

- 5. BOV/NSUF Liaison Committee Update** – Mr. Henry provided an update on behalf of Dr. Jones.
  - The annual BOV/NSUF Liaison Committee met on Tuesday, November 24, 2020 to discuss the annual certification and the Consolidated Foundation Financial Report for 2019.
  - The total portfolio is approximately \$41 M (restricted funds \$36 M, liquid assets \$4 M).
  - Approximately \$3.8 M in realized revenue received in 2019 with \$619,000 in unrestricted funds.
  - Students were awarded \$2.2 M in scholarships for 2019.
  - The BOV/NSUF MOU will undergo review to align with the revised BOV Bylaws.
  - The capital campaign is in the feasibility and readiness phase. An announcement of the campaign is expected mid-2021.

## **BOARD OF VISITORS**

Board Meeting

December 11, 2020

Page 7

Discussion regarding NSU Foundation members attending BOV meetings – There may be rules regarding arms' length between foundations and governing boards. The Board will confer with legal to determine the appropriateness of extending an invitation to Foundation members.

- 6. Student Representative to the Board** – Mr. O'Bryant presented a report. Notably, the SGA joined with the Young Democrats and the NSU Chapter of the NAACP to promote voter awareness. The SGA also met with the Provost on the pass/no pass grade option for students, and they participated in the community checkpoint with Student Affairs to remind students to practice safety and to stay healthy in response to COVID.

Concerning inquiry regarding students' adjustment to the COVID environment, Mr. O'Bryant commented that it is a huge adjustment having been away from school for part of the spring and the entire summer. Students are somewhat stressed due to seclusion in the residence halls and having to adjust also to the virtual learning environment. Students just need to know that professors, as well as the staff and administration are able to empathize with what they are going through. Students were pleased that the administration implemented the pass/no pass option.

The Rector thanked Mr. O'Bryant for his report and comments. She assured him that the President and the team are keenly focused on the well-being of students and their success.

- 7. Report from the Faculty Representative to the Board** – Dr. Ashley Haines' report included the following information.
  - Faculty representatives appointed to university-wide committees are looking forward to the committees functioning as an important mechanism for shared governance.
  - There is positive feedback on the tenure clock extensions and a clear message regarding flexibility around annual evaluations.
  - The movement towards an electronic process for evaluations is an important step. The Senate Committee on Faculty Evaluation and Procedures looks forward to being involved in the development of the process.
  - The Faculty Senate looks forward to collaborating with the administration to make changes to the Teaching Faculty Handbook.
  - Inclusion of faculty in the Office of Academic Affairs helps to reinforce the recognition of faculty and a commitment to shared governance.
  - The university should continue on the path of ensuring everyone knows how to engage in and comply with university processes.

## **BOARD OF VISITORS**

Board Meeting

December 11, 2020

Page 8

- Faculty are concerned about the students and next semester will focus more on helping them to adapt to this new.

### **8. Action Items**

**Board's Annual Executive Summary** – The Annual Executive Summary must be approved by the Board and submitted to the Governor's Office by January. There were no questions, or additional comments.

Mr. Dyke motioned, seconded by Mr. Griffith, the Board unanimously approved the Annual Executive Summary of Board's Activity and Work.

**Legislative Priorities 2021-2022** – The addition to the priorities is the request for COVID Relief funding in the event the university experiences a major revenue shortfall. Below are response to BOV question:

- All universities are submitting a request for COVID Relief regardless of the news regarding the vaccine. It is difficult to gage plans for vaccine distribution and equally difficult to determine how NSU's clients will react to taking it. NSU must present a request in the event funding becomes available. The university will then be on record for having reflected its need.
- This year's request is significantly greater, because it includes the COVID Relief request. In comparison to last year, the legislative request is approximately \$70 M more.

Mr. Blake motioned, seconded by Mr. Dyke, the Board unanimously approved the 2021-2022 Legislative Priorities.

Property Conversation – At the advice of Counsel, this was deferred to the Closed Meeting.

**Information Security Policies** – The Vice President and the Chief Security Officer provided an overview. Counsel reviewed the policies for legal sufficiency. The policies are prescribed by the *Code of Virginia* and the Virginia Information Technology Agency (VITA). Approval will help the university move forward to Level 2 autonomy. Eighteen to twenty more Information Security Policies will come before the Board in the future.

Mr. Blake motioned, seconded by Mr. Dyke, the Board unanimously approved three Information Security Policies, as follows:

- BOV UISP #01 (2020) System Maintenance Policy
- BOV UISP #02 (2020) Media Protection Policy
- BOV UISP #03 (2020) Logical Access Control Policy

## **BOARD OF VISITORS**

Board Meeting

December 11, 2020

Page 9

**Triennial Review of Board Policies and Revisions** – The review of policies is required every three years. The university is advancing 34 policies. Twenty-seven are required for approval to meet the triennial review. The summary chart provided outlined the changes. A change to the majority of the policies includes a new section on Education and Compliance, which is required by BOV Policy #01 that was updated in 2019.

After some discussion, the following options were presented:

- A suspension or extension of BOV Policy #01 to allow more time for review with a Committee appointed by the Rector. This would allow the Committee to do the analysis with the policies coming back to the full Board at its March meeting.
- Approve a 120-day extension or implement a grace period (similar to the suspension of BOV Policy #01).
- Approve the policies contingent upon the Board reconsidering them at the next meeting. This would make the Board compliant and have the ability to make changes later.

The Board made the following motion, which was amenable to the President and Counsel.

Mr. Dyke motioned, seconded by Mr. Henry and with a 9-1 Roll Call vote, the Board approved the policies that were submitted thus far that have been reported as being legally sufficient with the understanding that the Board will revisit these at its next meeting after there has been an opportunity to make sure that all the links are in place and a Committee is to be appointed by the Rector to review all of the policies prior to the submission for consideration at the next Board meeting. (Abstain: Mr. Griffith)

### **9. Consent Agenda**

Mr. Griffith motioned, seconded by Mr. Fulton, the Board unanimously approved the following meeting minutes:

- October 15, 2020 Board Meeting Minutes
- October 16, 2020 Board Meeting Minutes
- October 1, 2020 Bylaws Review Committee
- October 11, 2019 Ad-Hoc Board Policies Committee Meeting

- 10. Old Business (Q&A on Executive Summaries)** - In lieu of time only the Vice President of Academic Affairs had the opportunity to report. In brief, her comments included:

- The \$220,000 Southern Company Foundation Grant will support the integration of registration, advising, student planning and processes where students and advisors will have access to the same information.
- Professional advisors will now be available at the upper division level.
- Students will have access to a digital catalog. Developing and researching digital formats and processes for faculty annual evaluations, tenure, and promotion.
- In January, faculty will be offered ethics, compliance and civility workshops. Other workshops include 1) compliance and best practices for faculty members on search committees, and 2) shared governance. Department chairs will attend leadership seminars provided by the Council of Colleges of Arts and Sciences.

## **11. Closed Meeting**

Mr. Henry motioned, seconded by Mr. Blake, the Board unanimously moved to adjourn and reconvene in Closed Meeting Section 2.2-3711(A) 1, 4, 7 and 8 and 2.2-3705.3 (7) of the Code of Virginia, for the following purposes, pursuant to the noted subsections:

3711(A) 1 and 4 and 3705.3 (7) discussing personnel matters, including more specifically, discussion of assignment, appointment, promotion, salaries, performance evaluations, presidential evaluation, as well as the promotion of, and granting tenure to, certain university employees; and discussion or evaluation of performance of departments of the university that necessarily involve discussion regarding performance of individual employees, more specifically related to reports, investigative notes, correspondence and information furnished in confidence and records otherwise exempted, of the University Internal Audit Office and the Office of the State Inspector General; and

3711 (A) (7) and (8) consultation with legal counsel pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the university, including more specifically for legal counsel to give a status update on pending and potential litigation of which the Board should be made aware; along with any necessary consultation with legal counsel regarding matters noted in this motion; and

Further, moved to go into Closed Meeting pursuant to Section 2.2-3711(3) of the Code of Virginia where discussion or consideration of the acquisition of real property for a public purpose, or of the disposition of publicly held real property, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body.

Ms. Love from the Attorney General's Office joined the Closed Meeting.

## **12. Open Meeting**

The Board having reconvened in the Open Meeting, took a 10-0 Roll Call vote on certification that (1) only public business matters lawfully exempted from Open Meeting requirements, and (2) only such public business matters as were identified in the motion by which the Closed Meeting was convened were heard, discussed, or considered in the meeting by the Board. Any member of the Board who believes that there was a departure from the requirements as stated above, shall so state prior to the vote, indicating the substance of the departure that in his, or her judgment, has taken place.

### **MOTIONS:**

Mr. Griffith motioned, seconded by Dr. DiCroce, the Board unanimously approved the Resolution to Approve Amendments to the Teaching Faculty Handbook as discussed during the Closed Meeting.

Mr. Griffith motioned, seconded by Dr. DiCroce, the Board unanimously approved promotion and tenure for the following faculty members as discussed in the Closed Meeting:

- 1) Resolution #1 – Promotion for Dr. Frank Hu to the Rank of Professor of Computer Science
- 2) Resolution #2 – Promotion for Dr. Aprilfaye Manalang to the Rank of Associate Professor of History and Interdisciplinary Studies
- 3) Resolution #3 – Promotion for Dr. Matthew N. Russell to Rank of Associate Professor of Visual and Performing Arts
- 4) Resolution #4 – Tenure for Dr. Marry Ann Hoppa in the Department of Computer Science
- 5) Resolution #5 – Tenure for Dr. Aprilfaye Manalang in the Department of History and Interdisciplinary Studies
- 6) Resolution #6 – Tenure for Dr. Samuel Olatunbosun in the Department of Computer Science
- 7) Resolution #7 – Tenure for Dr. Matthew N. Russell in the Department of Visual and Performing Arts
- 8) Resolution #8 – Promotion for Dr. Robert K. Perkins to the Rank of Professor of Sociology

**BOARD OF VISITORS**

Board Meeting

December 11, 2020

Page 12

- 9) Resolution #9 – Promotion for Dr. Carlene Turner to the Rank of Professor of Sociology
- 10) Resolution #10 – Promotion for Dr. Claude Turner to the Rank of Professor of Computer Science
- 11) Resolution #13 – Tenure for Dr. Ann Catherine Sullivan in the Department of Health, Physical Education and Exercise Science

Mr. Griffith motioned, seconded by Mr. Blake and with a 8-2 Roll Call vote the Board approved that consistent with the discussions that occurred during the Closed Meeting concerning the OSIG matter brought to the attention of the Board of Visitors, we hereby direct that actions be taken consistent with Option C, including the required reassurances, regarding the employee referenced during the Closed Meeting. (Opposed: Ms. Blunt and Mr. Dyke)

There was no vote on the Lease Resolution. The Board provided the university the authority to pursue the lease through discussion and negotiations, and to come back to the Board for final approval of the agreement.

**13. Public Comment** – No one signed up for public comment.

**14. Adjournment**

There being no further business, the meeting adjourned at approximately 4:25 p.m.

Respectfully submitted,

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April T. Allbritton, Board Liaison

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Devon M. Henry, Secretary  
Board of Visitors

## NORFOLK STATE UNIVERSITY BOARD OF VISITORS

### ROLL CALL VOTE DECEMBER 11, 2020

Item	Mr. Blake	Ms. Blunt	Bishop Brown	Dr. DiCroce	Mr. Dyke	Mr. Fulton	Mr. Griffith	Mr. Helpinstill	Mr. Henry	Dr. Jones	Dr. Watkins	Ms. Wilmer	Totals
Quorum	Present	Present	Present	Absent from Vote	Present	Present	Absent from vote	Present	Present	Absent from vote	Present	Present	9-0
Recommend Approval of Triennial Review of Board Policies and Revisions as stipulated in the motion	Yes	Yes	Yes	Yes	Yes	Yes	Abstain	Yes	Yes	Absent from vote	Yes	Absent from vote	9-1
Closed Meeting Certification	Yes	Yes	Yes	Yes	Yes	Absent from vote	Yes	Yes	Yes	Absent from vote	Yes	Yes	10-0
Approval of motion consistent with the discussions during the Closed Meeting concerning an OSIG matter	Yes	No	Yes	Yes	No	Absent from vote	Yes	Yes	Yes	Absent from vote	Yes	Yes	8-2

**NORFOLK STATE UNIVERSITY BOARD OF VISITORS  
RESOLUTIONS APPROVED DECEMBER 11, 2020**

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2019 BOARD RESOLUTION

**NORFOLK STATE UNIVERSITY BOARD OF VISITORS  
RESOLUTION TO APPROVE  
2021-2022 LEGISLATIVE PRIORITIES**

**WHEREAS**, the proposed 2021-2022 legislative priorities have been carefully reviewed by the Norfolk State University administration; and

**WHEREAS**, the University administration has determined that the proposed 2021-2022 legislative priorities reflect the highest needs and initiatives of the University and are aligned with the mission of the University; and

**THEREFORE, BE IT RESOLVED**, that after due consideration and careful review by the assigned staff, the Vice President for Finance and Administration, the University President, and by University Counsel for legal sufficiency, and upon the recommendation of the Board's Finance and Administration Committee, the Norfolk State University Board of Visitors approves this resolution for the 2021-2022 Legislative Priorities as presented this 11<sup>th</sup> day of December, 2020.

**NORFOLK STATE UNIVERSITY BOARD OF VISITORS  
RESOLUTIONS APPROVED DECEMBER 11, 2020**

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2020 BOARD RESOLUTION

**NORFOLK STATE UNIVERSITY BOARD OF VISITORS  
RESOLUTION TO APPROVE  
AMENDMENTS TO THE TEACHING FACULTY HANDBOOK**

**WHEREAS**, the Teaching Faculty Handbook was approved by the Norfolk State University Board of Visitors in 2018 and provides for a process to grant promotion and tenure; and

**WHEREAS**, the Teaching Faculty Handbook is silent on the issue of the composition of departmental tenure and promotion review committees for departments that lack at least three tenured and at rank faculty; and

**WHEREAS**, the Teaching Faculty Handbook is also silent on the review process for applicants for tenure and or promotion who are department chairs and deans; and

**WHEREAS**, these material omissions have created an inequitable environment in which there exists no manner for applicants from departments without sufficient department membership or applicants who are department chairs to satisfy the tenure and promotion procedures under the current Teaching Faculty Handbook;

**THEREFORE, BE IT RESOLVED:**

1. That the amendments to the Teaching Faculty Handbook below shall be retroactively effective for tenure and promotion applications submitted in 2020, as well as for the current and future academic year cycles.
2. Paragraph 3 of Section 3.5.3 (Application Process for Promotion and Tenure) of the Teaching Faculty Handbook is amended to include the following language highlighted in yellow:

*Each department will designate a Tenure and Promotion Committee composed of the senior (associate and full professors), tenured faculty in the department. In departments where there are fewer than three tenured members, the chair, in consultation with the dean, will appoint enough additional tenured faculty members from other departments within the same college/school to form a committee of at least three. The departmental [continue current language] ....*

3. Paragraph (4) of Section 3.5.3 (Application Process for Promotion and Tenure) of the Teaching Faculty Handbook is amended to read as follows, highlighted language being added:

*The chair and the departmental tenure and promotion review committee conduct independent reviews of the tenure and promotion documents and complete separate, written assessments (i.e., recommendations and justifications) by the end of February of each calendar year. If the department chair is an applicant for promotion, all chair responsibilities for reviewing their application for promotion will be delegated by the dean to a chair from another department within the same college/school. The substitute chair must be familiar with the policies, practices, assignments, and duties of the applicant's department, and if they are already a member of the University Review Committee, they should recuse themselves from the deliberations or votes regarding the applicant.*

**NORFOLK STATE UNIVERSITY BOARD OF VISITORS**  
**RESOLUTIONS APPROVED DECEMBER 11, 2020**

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4. Bullet three of Section 3.6.3 (Application for Tenure Procedures) of the Teaching Faculty Handbook is amended to include the following language:

*The chair and the departmental tenure and promotion review committee conduct independent reviews of the tenure documents and complete separate, written assessments (i.e., recommendations and justifications) by the end of February of each calendar year. If the department chair is an applicant for tenure, all chair responsibilities for reviewing their application for tenure will be delegated by the dean to a chair from another department within the same college/school. The substitute chair must be familiar with the policies, practices, assignments, and duties of the applicant's department, and if they are already a member of the University Review Committee, they should recuse themselves from the deliberations or votes regarding the applicant.*

5. Insert bullet after bullet four of Section 3.6.3 (Application for Tenure Procedures) of the Teaching Faculty Handbook is amended to include the following language:

*If the dean is an applicant for tenure, all dean responsibilities for reviewing their application for tenure and/or promotion will be delegated by the provost to a dean from another college/school at NSU or a dean from a similar college/school at another institution. This substitute dean must be familiar with the policies, practices, assignments, and duties of the applicant's college/school.*

**THEREFORE, BE IT FURTHER RESOLVED**, that after due consideration and careful review by the Faculty Senate, the Provost and Vice President for Academic Affairs, the University President, and by University Counsel for legal sufficiency, the Norfolk State University Board of Visitors approves this resolution to amend the Teaching Faculty Handbook as presented this 11th day of December 2020.

# NORFOLK STATE UNIVERSITY BOARD OF VISITORS

## RESOLUTIONS APPROVED DECEMBER 11, 2020

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Resolution #1

2020 BOARD RESOLUTION

### NORFOLK STATE UNIVERSITY BOARD OF VISITORS RESOLUTION TO APPROVE CHANGE IN STATUS - PROMOTION

**WHEREAS**, the Norfolk State University Board of Visitors has considered eligible faculty members for potential promotion based on the recommendation of the Provost and Vice President for Academic Affairs and the University President; and

**WHEREAS**, based on representation of full compliance with the review process and recommendations by University administration and after due consideration of the promotion process of these faculty members, the Norfolk State University Board of Visitors approves that **Dr. Frank Hu** be promoted to the rank of **professor of Computer Science**.

**THEREFORE, BE IT RESOLVED** that after due consideration and recommendations from the departmental peer evaluation committee, the department chair, the dean, the university review committee, and consideration and careful review by the Provost and Vice President for Academic Affairs, the University President, and review by University Counsel for legal sufficiency, the Norfolk State University Board of Visitors approves this resolution to award promotion to the rank of professor of Computer Science to **Dr. Frank Hu** this 11<sup>th</sup> day of December, 2020.

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#### Profile

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Department: College of Science, Engineering and Technology, Department of Computer Science

Hire Date: August 2014

Current Rank: Associate Professor

Teaching Area: Computer Science

#### Summary

**Dr. Frank Hu** holds a Sc.D. in Computer Science from George Washington University, an M.S. in Computer Science from Southeastern University, an M.S. in Applied Chemistry from the National Chiao-Tung University, Hsinchu, Taiwan, and a B.S. in Chemistry from the National Sun Yat-Sen University, Kaohsiung, Taiwan. He is regarded as a very important member of the faculty in the Computer Science Department and has made critical contributions not only to the department and college but also to the University and to the profession.

**Dr. Frank Hu** has been an excellent researcher and scholar. He has authored/co-authored 34 publications (six journal papers, six conference papers, 13 conference abstracts, four conference posters, three journal articles, and two conference proceeding papers are under review). He has made 18 professional presentations, contributed to 19 grant proposals through university channels, taught 37 courses, and advised 15 Master of Science in Cybersecurity Capstone projects and many other graduate and undergraduate research projects. In recognition of his unparalleled and excellent scholarly contributions, Dr. Hu received the CSET Outstanding Research Mentor Award in the Department of Computer Science in 2017, 2018, and 2019.

# NORFOLK STATE UNIVERSITY BOARD OF VISITORS

## RESOLUTIONS APPROVED DECEMBER 11, 2020

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### Resolution #2

#### 2020 BOARD RESOLUTION

### NORFOLK STATE UNIVERSITY BOARD OF VISITORS RESOLUTION TO APPROVE CHANGE IN STATUS - PROMOTION

**WHEREAS**, the Norfolk State University Board of Visitors has considered eligible faculty members for potential promotion based on the recommendation of the Provost and Vice President for Academic Affairs and the University President; and

**WHEREAS**, based on representation of full compliance with the review process and recommendations by University administration and after due consideration of the promotion process of these faculty members, the Norfolk State University Board of Visitors approves that **Dr. Aprilfaye Manalang** be promoted to the rank of **associate professor of History and Interdisciplinary Studies**.

**THEREFORE, BE IT RESOLVED** that after due consideration and recommendations from the departmental peer evaluation committee, the department chair, the dean, the university review committee, and consideration and careful review by the Provost and Vice President for Academic Affairs, the University President, and review by University Counsel for legal sufficiency, the Norfolk State University Board of Visitors approves this resolution to award promotion to the rank of associate professor of History and Interdisciplinary Studies to **Dr. Aprilfaye Manalang** this 11<sup>th</sup> day of December, 2020.

#### Profile

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Department: College of Liberal Arts, Department of History and Interdisciplinary Studies

Hire Date: August 2014

Current Rank: Assistant Professor

Teaching Area: History and Interdisciplinary Studies

#### Summary

**Dr. Aprilfaye Manalang** holds a Ph.D. in American Culture Studies from Bowling Green State University, an M.A. in Social Sciences from the University of Chicago, and a B.S. Honors in Sociology and Communication from Old Dominion University. She has excelled in the areas of Teaching, Scholarship and Service while at NSU.

**Dr. Aprilfaye Manalang** has been awarded numerous fellowships and grants, including the prestigious Georg-Bollenbeck Fellowship at Siegen University where she studied immigrant minority millennials in Cologne, Germany, and the Virginia Foundation for the Humanities Fellowship that allowed her to pioneer research on the Filipino communities in Hampton Roads and the connections between the Filipino and African American communities during the Spanish-American War. Dr. Manalang is also a scholar who has published four articles in peer-reviewed journals.

**NORFOLK STATE UNIVERSITY BOARD OF VISITORS**  
**RESOLUTIONS APPROVED DECEMBER 11, 2020**

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Resolution #3

2020 BOARD RESOLUTION

**NORFOLK STATE UNIVERSITY BOARD OF VISITORS**  
**RESOLUTION TO APPROVE**  
**CHANGE IN STATUS - PROMOTION**

**WHEREAS**, the Norfolk State University Board of Visitors has considered eligible faculty members for potential promotion based on the recommendation of the Provost and Vice President for Academic Affairs and the University President; and

**WHEREAS, WHEREAS**, based on representation of full compliance with the review process and recommendations by University administration and after due consideration of the promotion process of these faculty members, the Norfolk State University Board of Visitors approves that **Dr. Matthew N. Russell** be promoted to the rank of **associate professor of Visual and Performing Arts**.

**THEREFORE, BE IT RESOLVED**, that after due consideration and recommendations from the departmental peer evaluation committee, there being no department chair, the dean, the university review committee, and consideration and careful review by the Provost and Vice President for Academic Affairs, the University President, and review by University Counsel for legal sufficiency, the Norfolk State University Board of Visitors approves this resolution to award promotion to the rank of associate professor of Visual and Performing Arts to **Dr. Matthew N. Russell** this 11<sup>th</sup> day of December, 2020.

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**Profile**

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Department: College of Liberal Arts, Department of Visual and Performing Arts (Music)

Hire Date: August 2014

Current Rank: Assistant Professor

Teaching Area: Visual and Performing Arts (Music)

**Summary**

**Dr. Matthew N. Russell** holds a D.M.A. from the Ohio State University, and an M.M. and a B.S. from the Pennsylvania State University. He excels at bringing innovation to his teaching methodologies that concurrently assist with student interest, retention, and learning.

**Dr. Matthew N. Russell** has served on various committees at NSU, including the School of Education Secondary Education Committee (Liaison), Library Services Committee, University-wide Parking Appeals Board Committee, and School of Education Council for Teacher Education. He is currently the co-coordinator of Graduate Music Studies in the Department of Visual and Performing Arts at NSU and is very active as a professional performer/clinician. Some of the recent highlights include serving as guest conductor for the 2019 Alabama State University High School Honors Choir and for the 2020 Martin Luther King Peacemaking Choir for the Presbytery of Eastern Virginia, and presenting at the ACDA Voices United Conference and at numerous professional development workshops with area public school music educators.

# NORFOLK STATE UNIVERSITY BOARD OF VISITORS

## RESOLUTIONS APPROVED DECEMBER 11, 2020

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Resolution #4

2020 BOARD RESOLUTION

### NORFOLK STATE UNIVERSITY BOARD OF VISITORS RESOLUTION TO APPROVE CHANGE IN STATUS – TENURE

**WHEREAS**, the Norfolk State University Board of Visitors has considered eligible faculty members for potential tenure based on the recommendation of the Provost and Vice President for Academic Affairs and the University President; and

**WHEREAS**, based on representation of full compliance with the review process and recommendations by University administration and after due consideration of the tenure process of these faculty members, the Norfolk State University Board of Visitors approves that **Dr. Mary Ann Hoppa** be tenured.

**THEREFORE, BE IT RESOLVED**, that after due consideration and recommendations from the departmental peer evaluation committee, the department chair, the dean, the university review committee, and consideration and careful review by the Provost and Vice President for Academic Affairs, the University President, and review by University Counsel for legal sufficiency, the Norfolk State University Board of Visitors approves this resolution to award tenure to **Dr. Mary Ann Hoppa** this 11<sup>th</sup> day of December, 2020.

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#### Profile

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Department: College of Science, Engineering and Technology, Department of Computer Science  
Hire Date: September 2016  
Current Rank: Associate Professor  
Teaching Area: Computer Science

#### Summary

**Dr. Mary Ann Hoppa** holds a Ph.D. in Computer Science from Old Dominion University, an M.S. in Computer Science from George Mason University, and a B.S. in Applied Mathematics and B.A. in French from Auburn University. She has also earned an eMBA Certificate from Old Dominion University and an eCommerce Certificate from Ann Arundel Community College. In her two and half years at Norfolk State University, Dr. Hoppa has become a very important member of the faculty in the Computer Science Department. She has made critical contributions not only to the department and college but also to the university and the profession.

**Dr. Mary Ann Hoppa** has authored/co-authored 14 external publications during the past two and half years and has successfully delivered as the PI/co-PI on 9 internal/external grants with a total funding of approximately \$5.5 million. She currently serves as the Graduate Program Coordinator (GPC) for the Masters in Cybersecurity program in the Department of Computer Science and is very active in the professional community at local, regional, and national levels.

**NORFOLK STATE UNIVERSITY BOARD OF VISITORS**  
**RESOLUTIONS APPROVED DECEMBER 11, 2020**

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Resolution #5

2020 BOARD RESOLUTION

**NORFOLK STATE UNIVERSITY BOARD OF VISITORS**  
**RESOLUTION TO APPROVE**  
**CHANGE IN STATUS – TENURE**

**WHEREAS**, the Norfolk State University Board of Visitors has considered eligible faculty members for potential tenure based on the recommendation of the Provost and Vice President for Academic Affairs and the University President; and

**WHEREAS**, based on representation of full compliance with the review process and recommendations by University administration and after due consideration of the tenure process of these faculty members, the Norfolk State University Board of Visitors approves that **Dr. Aprilfaye Manalang** be tenured.

**THEREFORE, BE IT RESOLVED**, that after due consideration and recommendations from the departmental peer evaluation committee, the department chair, the dean, the university review committee, and consideration and careful review by the Provost and Vice President for Academic Affairs, the University President, and review by University Counsel for legal sufficiency, the Norfolk State University Board of Visitors approves this resolution to award tenure to **Dr. Aprilfaye Manalang** this 11th day of September, 2020.

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**Profile**

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Department: College of Liberal Arts, Department of History and Interdisciplinary Studies  
Hire Date: August 2014  
Current Rank: Assistant Professor  
Teaching Area: History and Interdisciplinary Studies

**Summary**

**Dr. Aprilfaye Manalang** holds a Ph.D. in American Culture Studies from Bowling Green State University, an M.A. in Social Sciences from the University of Chicago, and a B.S. Honors in Sociology and Communication from Old Dominion University. She has excelled in the areas of Teaching, Scholarship and Service while at NSU.

**Dr. Aprilfaye Manalang** has been awarded numerous fellowships and grants, including the prestigious Georg-Bollenbeck Fellowship at Siegen University where she studied immigrant minority millennials in Cologne, Germany, and the Virginia Foundation for the Humanities Fellowship that allowed her to pioneer research on the Filipino communities in Hampton Roads and the connections between the Filipino and African American communities during the Spanish-American War. Dr. Manalang is also a scholar who has published four articles in peer-reviewed journals.

# NORFOLK STATE UNIVERSITY BOARD OF VISITORS

## RESOLUTIONS APPROVED DECEMBER 11, 2020

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Resolution #6

2020 BOARD RESOLUTION

### NORFOLK STATE UNIVERSITY BOARD OF VISITORS RESOLUTION TO APPROVE CHANGE IN STATUS – TENURE

**WHEREAS**, the Norfolk State University Board of Visitors has considered eligible faculty members for potential tenure based on the recommendation of the Provost and Vice President for Academic Affairs and the University President; and

**WHEREAS**, based on representation of full compliance with the review process and recommendations by University administration and after due consideration of the tenure process of these faculty members, the Norfolk State University Board of Visitors approves that **Dr. Samuel Olatunbosun** be tenured.

**THEREFORE, BE IT RESOLVED**, that after due consideration and recommendations from the departmental peer evaluation committee, the department chair, the dean, the university review committee, and consideration and careful review by the Provost and Vice President for Academic Affairs, the University President, and review by University Counsel for legal sufficiency, the Norfolk State University Board of Visitors approves this resolution to award tenure to **Dr. Samuel Olatunbosun** this 11<sup>th</sup> day of December, 2020.

#### Profile

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Department: College of Science, Engineering and Technology, Department of Computer Science  
Hire Date: Fall 2016  
Current Rank: Associate Professor  
Teaching Area: Computer Science

#### Summary

**Dr. Samuel Olatunbosun** holds an Sc.D. from Robert Morris University, an M.S. from the University of Bolton, Bolton, England, a Graduate Diploma from Bournemouth University, Bournemouth, England, and a HNC from Southampton Solent University, Southampton, United Kingdom. During his employment at NSU, he has become a very important member of the faculty in the Computer Science Department and has made critical contributions not only to the department and college but also to the university and the profession.

**Dr. Samuel Olatunbosun** currently serves as the undergraduate program coordinator of the Computer Science Department and has been very active in scholarly activity pursuits. He sought and obtained \$500,000 in grants as a PI, served as a co-PI on the 25 million-dollar Consortium Enabling Cybersecurity Opportunities and Research (CECOR) grant and as a co-PI on a \$54,413.00 DoD grant. As a result of his tireless efforts to serve his department, Dr. Olatunbosun has garnered eight awards and honors, including 2018-19 Computer Science Department Advisor of the Year. Dr. Olatunbosun not only serves at NSU but also nationally as well, having served on three occasions as an NSF grant reviewer.

# NORFOLK STATE UNIVERSITY BOARD OF VISITORS

## RESOLUTIONS APPROVED DECEMBER 11, 2020

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Resolution #7

2020 BOARD RESOLUTION

### NORFOLK STATE UNIVERSITY BOARD OF VISITORS RESOLUTION TO APPROVE CHANGE IN STATUS – TENURE

**WHEREAS**, the Norfolk State University Board of Visitors has considered eligible faculty members for potential tenure based on the recommendation of the Provost and Vice President for Academic Affairs and the University President; and

**WHEREAS**, based on representation of full compliance with the review process and recommendations by University administration and after due consideration of the tenure process of these faculty members, the Norfolk State University Board of Visitors approves that **Dr. Matthew N. Russell** be tenured.

**THEREFORE, BE IT RESOLVED**, that after due consideration and recommendations from the departmental peer evaluation committee, the department chair, the dean, the university review committee, and consideration and careful review by the Provost and Vice President for Academic Affairs, the University President, and review by University Counsel for legal sufficiency, the Norfolk State University Board of Visitors approves this resolution to award tenure to **Dr. Matthew N. Russell** this 11<sup>th</sup> day of December, 2020.

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#### Profile

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Department: College of Liberal Arts, Department of Visual and Performing Arts (Music)  
Hire Date: August 2014  
Current Rank: Assistant Professor  
Teaching Area: Visual and Performing Arts (Music)

#### Summary

**Dr. Matthew N. Russell** holds a D.M.A. from the Ohio State University, and an M.M. and a B.S. from the Pennsylvania State University. He excels at bringing innovation to his teaching methodologies that concurrently assist with student interest, retention, and learning.

**Dr. Matthew N. Russell** has served on various committees at NSU, including the School of Education Secondary Education Committee (Liaison), Library Services Committee, University-wide Parking Appeals Board Committee, and School of Education Council for Teacher Education. He is currently the co-coordinator of Graduate Music Studies in the Department of Visual and Performing Arts at NSU and is very active as a professional performer/clinician. Some of the recent highlights include serving as guest conductor for the 2019 Alabama State University High School Honors Choir and for the 2020 Martin Luther King Peacemaking Choir for the Presbytery of Eastern Virginia, and presenting at the ACDA Voices United Conference and at numerous professional development workshops with area public school music educators.

**NORFOLK STATE UNIVERSITY BOARD OF VISITORS**  
**RESOLUTIONS APPROVED DECEMBER 11, 2020**

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Resolution #8

2020 BOARD RESOLUTION

**NORFOLK STATE UNIVERSITY BOARD OF VISITORS**  
**RESOLUTION TO APPROVE**  
**CHANGE IN STATUS - PROMOTION**

**WHEREAS**, the Norfolk State University Board of Visitors has considered eligible faculty members for potential promotion based on the recommendation of the Provost and Vice President for Academic Affairs and the University President; and

**WHEREAS**, based on representation of full compliance with the review process and recommendations by University administration and after due consideration of the promotion process of these faculty members, the Norfolk State University Board of Visitors approves that **Dr. Robert K. Perkins** be promoted to the rank of **professor of Sociology**.

**THEREFORE, BE IT RESOLVED** that after due consideration and recommendations from the departmental peer evaluation committee, the department chair, the dean, the university review committee, and consideration and careful review by the Provost and Vice President for Academic Affairs, the University President, and review by University Counsel for legal sufficiency, the Norfolk State University Board of Visitors approves this resolution to award promotion to the rank of professor of Sociology to **Dr. Robert K. Perkins** this 11<sup>th</sup> day of December, 2020.

**Profile**

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Department: College of Liberal Arts, Department of Sociology  
Hire Date: August 2006  
Current Rank: Associate Professor  
Teaching Area: Sociology

**Summary**

**Dr. Robert K. Perkins** received his Ph.D. and M.S. degree in Sociology from Iowa State University, and his M.A. in Urban Affairs and his B.S. in Sociology from Norfolk State University. During his employment at NSU, he has excelled in the areas of Teaching, Scholarship and Service.

**Dr. Robert K. Perkins** has served as a co-primary investigator on a number of important grants and continues to present at various conferences. He has also served on numerous committees and filled important roles at NSU, including the Graduate Council, the NSU Recruitment Strategic Planning Committee, and the Institute for Health Disparities. He serves as the advisor to the NSU chapter of the National Association of Blacks in Criminal Justice and lent his expertise in helping to write the NSU Quality Enhancement Plan. Moreover, he serves as an urban specialist for the Virginia School Boards Association, an editor for the access and peer-reviewed journal, *Frontiers* in Sociology, and a trainer for the Norfolk Police Department.

# NORFOLK STATE UNIVERSITY BOARD OF VISITORS

## RESOLUTIONS APPROVED DECEMBER 11, 2020

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Resolution #9

2020 BOARD RESOLUTION

### NORFOLK STATE UNIVERSITY BOARD OF VISITORS RESOLUTION TO APPROVE CHANGE IN STATUS - PROMOTION

**WHEREAS**, the Norfolk State University Board of Visitors has considered eligible faculty members for potential promotion based on the recommendation of the Provost and Vice President for Academic Affairs and the University President; and

**WHEREAS**, based on representation of full compliance with the review process and recommendations by University administration and after due consideration of the promotion process of these faculty members, the Norfolk State University Board of Visitors approves that **Dr. Carlene Turner** be promoted to the rank of **professor of Sociology**.

**THEREFORE, BE IT RESOLVED** that after due consideration and recommendations from the departmental peer evaluation committee, the department chair, the dean, the university review committee, and consideration and careful review by the Provost and Vice President for Academic Affairs, the University President, and review by University Counsel for legal sufficiency, the Norfolk State University Board of Visitors approves this resolution to award promotion to the rank of professor of Sociology to **Dr. Carlene Turner** this 11<sup>th</sup> day of December, 2020.

#### Profile

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Department: College of Liberal Arts, Department of Sociology  
Hire Date: August 2014  
Current Rank: Associate Professor  
Teaching Area: Sociology

#### Summary

**Dr. Carlene Turner** holds a Ph.D. in Sociology from the City University of New York, an M.Sc. in Sociology and a B.A. in History from the University of the West Indies, and a Diploma in Shipping Logistics from the Caribbean Maritime Institute, Kingston, Jamaica. She has excelled in the areas of Teaching, Scholarship and Service while at NSU. By spearheading curriculum changes in a broad area of topics, she led the initiative for a minor in criminal justice in the department. In addition, she developed NSU's first course on Socio-Cybersecurity focusing on integrated technical skills in a socio-culture context.

**Dr. Carlene Turner** is a scholar who has published in both national and international journals. Furthermore, she has secured grant funding in excess of \$500,000, focusing on integrating Cybersecurity into the social sciences. She serves on numerous committees, including the department and curriculum committee, grievance committee (chair), SACSCOC Team 4, and the strategic planning committee.

**NORFOLK STATE UNIVERSITY BOARD OF VISITORS**  
**RESOLUTIONS APPROVED DECEMBER 11, 2020**

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Resolution #10

2020 BOARD RESOLUTION

**NORFOLK STATE UNIVERSITY BOARD OF VISITORS**  
**RESOLUTION TO APPROVE**  
**CHANGE IN STATUS - PROMOTION**

**WHEREAS**, the Norfolk State University Board of Visitors has considered eligible faculty members for potential promotion based on the recommendation of the Provost and Vice President for Academic Affairs and the University President; and

**WHEREAS**, based on representation of full compliance with the review process and recommendations by University administration and after due consideration of the promotion process of these faculty members, the Norfolk State University Board of Visitors approves that **Dr. Claude Turner** be promoted to the rank of **professor of Computer Science**.

**THEREFORE, BE IT RESOLVED** that after due consideration and recommendations from the departmental peer evaluation committee, the department chair, the dean, the university review committee, and consideration and careful review by the Provost and Vice President for Academic Affairs, the University President, and review by University Counsel for legal sufficiency, the Norfolk State University Board of Visitors approves this resolution to award promotion to the rank of professor of Computer Science to **Dr. Claude Turner** this 11<sup>th</sup> day of December, 2020.

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**Profile**

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Department: College of Science, Engineering and Technology, Department of Computer Science  
Hire Date: August 2014  
Current Rank: Associate Professor  
Teaching Area: Computer Science

**Summary**

**Dr. Claude Turner** received his Ph.D. in Electrical Engineering, M.Phil., M.S., and B.E. from the City University of New York. In his more than five years of employment at NSU, Dr. Turner has not only made critical contributions to the Computer Science Department by acquiring \$7.29 million in funded grants but also has assisted the Sociology Department in the creation of a strong collaborative cybersecurity program.

**Dr. Claude Turner** is heavily involved with students outside of the classroom, especially in his involvement with the cybersecurity competition teams. He has authored/co-authored journal and conference papers and has made professional presentations while at NSU. Additionally, among his publications, two were selected by respected conferences for best papers. He currently serves as chair of the Department of Computer Science and has been a productive member of several university committees.

**NORFOLK STATE UNIVERSITY BOARD OF VISITORS  
RESOLUTIONS APPROVED DECEMBER 11, 2020**

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Resolution #13

2020 BOARD RESOLUTION

**NORFOLK STATE UNIVERSITY BOARD OF VISITORS  
RESOLUTION TO APPROVE  
CHANGE IN STATUS – TENURE**

**WHEREAS**, the Norfolk State University Board of Visitors has considered eligible faculty members for potential promotion based on the recommendation of the Provost and Vice President for Academic Affairs and the University President; and

**WHEREAS**, based on representation of full compliance with the review process and recommendations by University administration and after due consideration of the tenure process of these faculty members, the Norfolk State University Board of Visitors approves that **Dr. Ann-Catherine Sullivan** be tenured.

**THEREFORE, BE IT RESOLVED**, that after due consideration and recommendations from the departmental peer evaluation committee, the department chair, the dean, the university review committee, and consideration and careful review by the Provost and Vice President for Academic Affairs, the University President, and review by University Counsel for legal sufficiency, the Norfolk State University Board of Visitors approves this resolution to award tenure to **Dr. Ann-Catherine Sullivan** this 11<sup>th</sup> day of December, 2020.

**Profile**

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Department: School of Education, Department of Health, Physical Education and Exercise Science (HPEEX)

Hire Date: January 2017

Current Rank: Associate Professor

Teaching Area: Health, Physical Education and Exercise Science

**Summary**

**Dr. Ann-Catherine Sullivan** holds a Ph.D. in Education from The Ohio State University, an M.S. in Adapted Physical Education from The Ohio State University, and a B.A. in American Studies from Saint Michael's College. She has excelled in the areas of Teaching, Research/Scholarship and Grantsmanship, and Service while at NSU. She has produced numerous policy reports related to teaching in the field.

**Dr. Ann-Catherine Sullivan** was awarded the Albert Nelson Marquis Lifetime Achievement Award and was nominated for the VAHPERD College/University Physical Educator of the Year and NSU Teaching Faculty Excellence Employee Excellence Award. She has presented at national, state and local levels, and has authored a book and articles within her field.