

**VIRGINIA STATE UNIVERSITY BOARD OF VISITORS
ACADEMIC AFFAIRS & STUDENT AFFAIRS
COMMITTEE**

*Donald E. Palm III, Ph.D.
Executive Vice President / Provost*



Agenda

- I. College of Education Overview
- II. Enrollment Management Report
- III. Operational Efficiency & Academic Success
- IV. Student Success & Engagement
- V. Public Safety and Police Report / Updates
- VI. Climate & Compensation Study Update



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ENROLLMENT MANAGEMENT REPORT

Alexis Brooks-Walter, Ph.D.

Vice President for Student Affairs and Enrollment Management



Spring Enrollment 2023 (Validated)

	Spring 2022 (1/31/22)	Spring 2023 1/30/23)
Total Students Enrolled	3301	3731
Undergraduate Programs		
Undergraduate Programs	3001	3501
New UG Student Totals	67	229
New First-Time Students	28	139
New Transfer-In Students	39	90
Returning Students	2635	3272
Graduate Programs		
Graduate Programs	300	299
New Students	25	17
Returning Students	275	210

Fall 2023 Admission Report

		Fall 2021	Fall 2022	Fall 2023
		2/1/21	1/31/22	1/30/23
New Undergraduates (Freshmen and Transfers)				
	Applications	5,938	10,506	22,196
	Engaged	129	197	356
	Deposits	6	13	144
Freshmen				
	Applications	5,782	10,189	21,786
	Engaged	126	191	348
	Deposits	6	11	137
Transfers				
	Applications	156	317	410
	Engaged	3	6	8
	Deposits	0	2	7
First Time Graduate-Master's				
	Applications	108	141	371
	Admits	3	1	21

Retention

- Fall 2022 to Spring 2023 Retention
 - FTIC – 1374
 - Spring 2023 Registered - 1266 (92%)
 - Spring 2023 Validated – 1116 (81%)



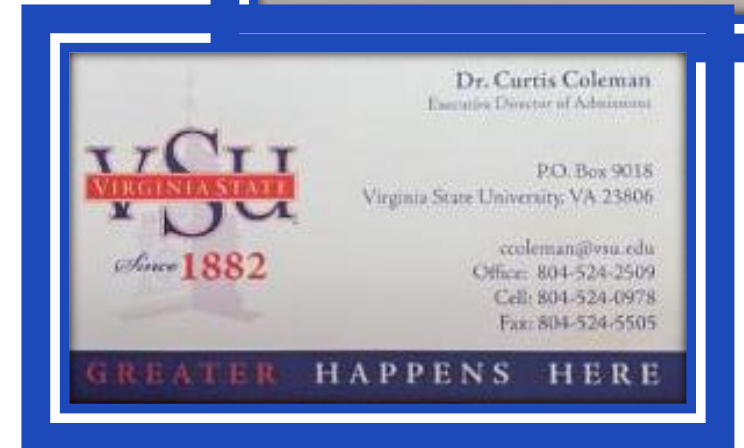
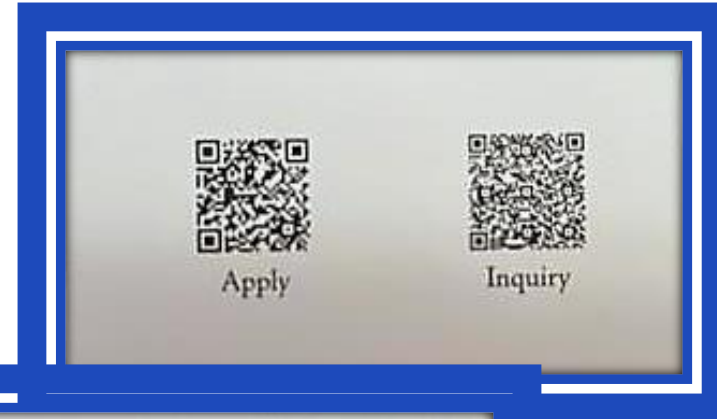
Admission Updates

- Restructure staffing to establish a point person to serve Military, Re-admits, and International Students
 - Onsite staffing at the Ft. Lee office
- Partnership with VSU alumni to extend our outreach
- Target areas Chicago, Detroit, Philadelphia, Charlotte, and Connecticut and Maryland territories



Admission Updates

- Onboarded 4 new recruiters
- Redefine communications into recruit for consistent engagement with new applicants and newly admitted students
- Easy access to application “apply” or “inquiry”





COLLEGE OF EDUCATION OVERVIEW

The College of Education at Virginia State University has been preparing teachers and educational leaders to support student learning since 1882.

For almost a century and a half we have prepared education professionals to teach in the classroom, oversee learning environments, assess instruction, administer instructional programs, lead educational organizations, and serve in various other capacities in P-12 schools, recreational facilities and beyond.

Whether it is throughout Virginia, or around the world through our collaborations and partnerships, we are committed to strengthening society through excellence in education. We invite you to discover the opportunities the College of Education offers to prepare Competent, Caring, Culturally Responsive and Reflective Educators.

MISSION OF THE COLLEGE

The mission of the College of Education at Virginia State University is to promote quality programs, using current research and technology-based learning to prepare effective reflective practitioners who are competent, caring, and culturally-responsive.

"I'm Kendrick Mason, and I came to VSU from Newport News, VA as an Education student. The College of Education stands out because we have professors trained in education. Their classes make sure I'm **caring, competent,** and **culturally responsive** in the field of education."

— KENDRICK MASON | VSU Student



MESSAGE FROM THE DEAN

Willis W. Walter, PhD | Dean, College of Education

Welcome to Virginia State University! If you are serious about the transformation of people, community, and culture, the College of Education looks forward to you joining our reflective educational justice practitioners in teaching, counseling, health, physical education, dance, sport management or educational leadership.

12 DEGREES OFFERED



Education (M.S., M.Ed.)



Educational Administration and Supervision (M.S., M.Ed., Ed.D.)



Special Education and Teaching (B.S.Ed.)



Counselor Education (M.S., M.Ed.)



Elementary Education (B.S.Ed.)



Middle School Education (B.S.Ed.)



Innovative Technology Education (B.S.Ed.)



Health and Physical Education (B.S.)



Interdisciplinary Studies (Teacher Education) (B.S.)



Individualized Studies (B.S.)



Interdisciplinary Studies (M.I.S.)



Sport Management (M.S.)

Admission Up Coming Events

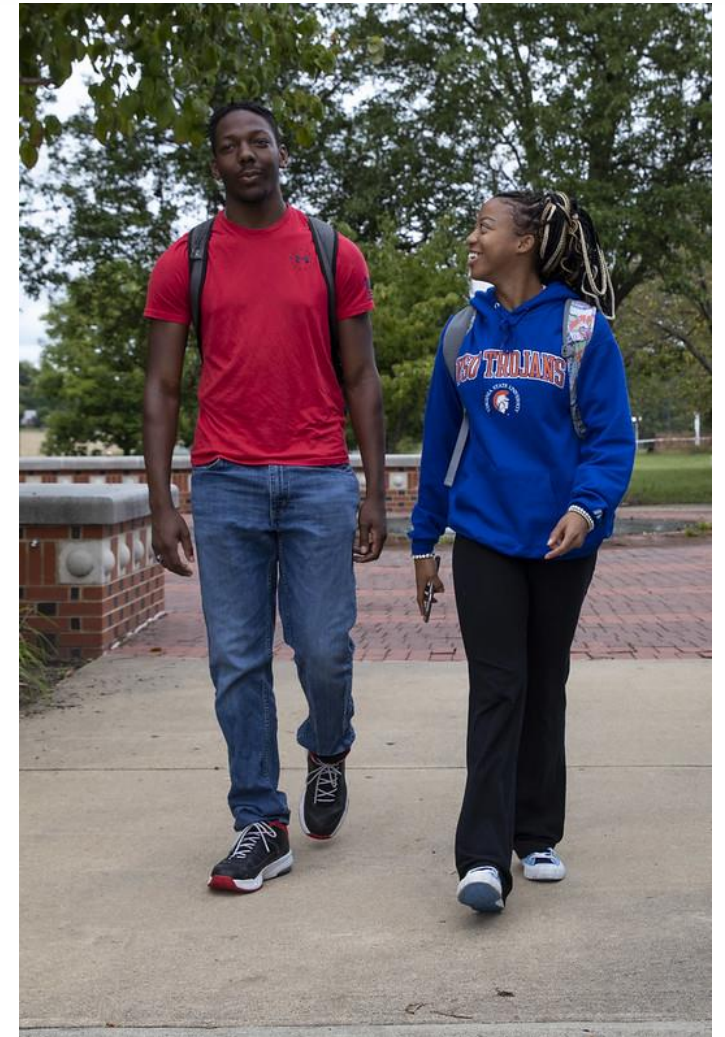
- CIAA - Baltimore, MD – February 21-25
- Open House – April 15
 - Prospective Student
 - Admitted Student
- New Student Orientation
 - June 20th and 22nd
 - July 10th, 11th, 18th, 21st, 25th
 - August 11th



ACE and Student Success

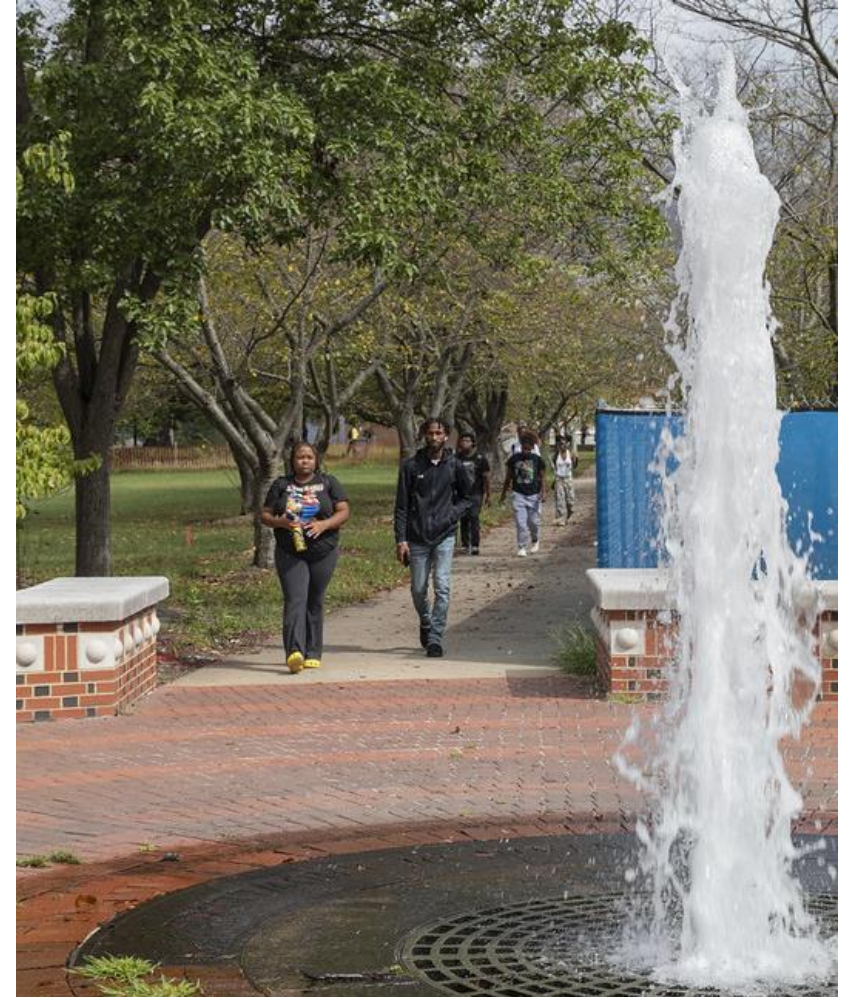
- Partnerships
 - Student activities and organizations
 - Academic Units
 - Biology, English, and Business

- Supplemental Instruction
- New Academic Advisor
- VCAN application - February 1st



ACE

- Trojan Summer Bridge
 - Academic program for students admitted below 2.5 GPA
- Standardize Academic Advisement with University Academic Advisor Manual



Planning for the Future

- Fall 2023 Housing Application is available now for new students
- Academic Affairs is coordinating the staffing of additional classes
- Space Utilization Committee



Planning for the Future

- Strategic Enrollment Plan
 - Undergraduate Committee
 - Graduate Committee
 - Student Success Committee
 - Academic Committee







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OPERATIONAL EFFICIENCY & ACADEMIC SUCCESS

Dr. Tia A. Minnis

Vice Provost for Academic Success, Planning & institutional Effectiveness

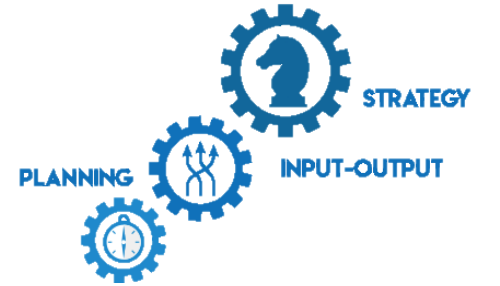
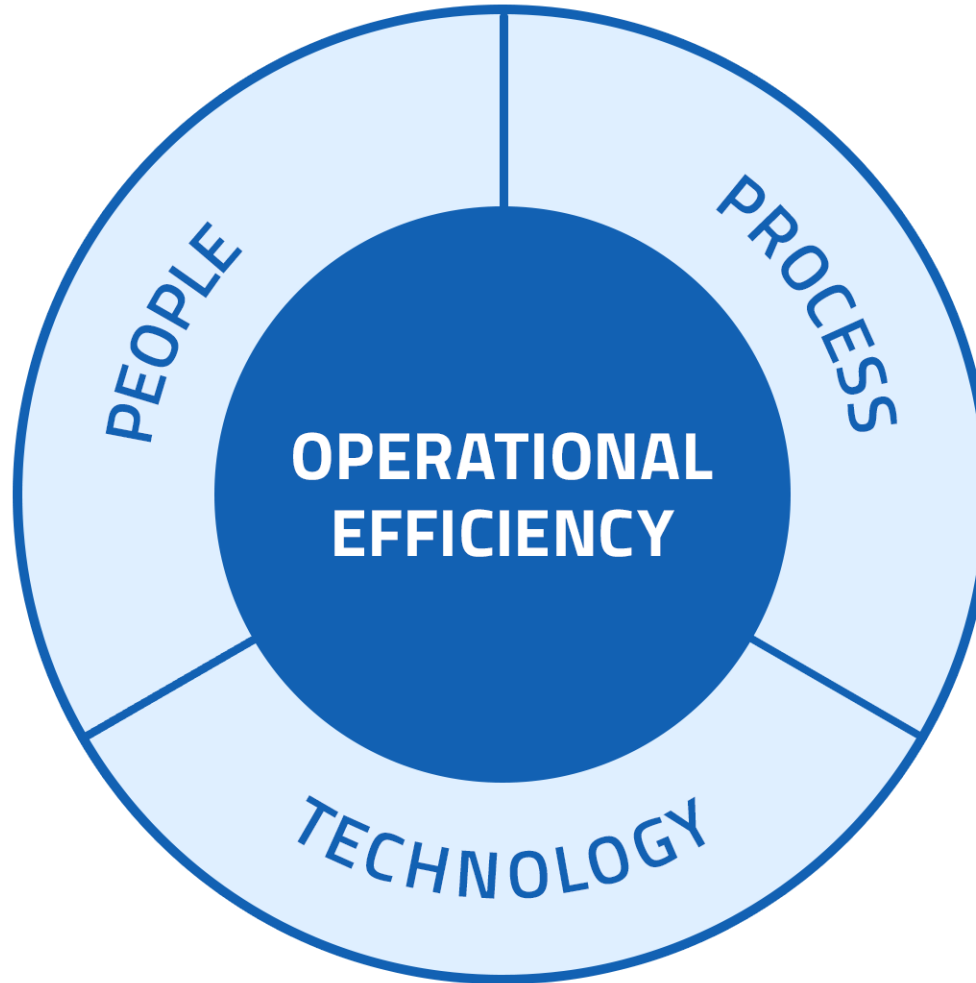


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**LEVERAGE HUMAN
RESOURCE**



**ENHANCE CURRENT
PROCESSES**

LEVERAGE & ENHANCE TECHNOLOGY



ENHANCING OUR CURRENT PROCESSES



New Faculty Onboarding

Academic Affairs, HR,
Budget, and IT
Coordination

Revised Process &
Forms

Annual Timeline for
Onboarding

Training and materials
to help new faculty
acclimate to VSU



Optimizing Class Scheduling

Sufficient Classes to Meet
Enrollment Demands

Adequate Number of
Faculty

Sufficient Instructional
Spaces



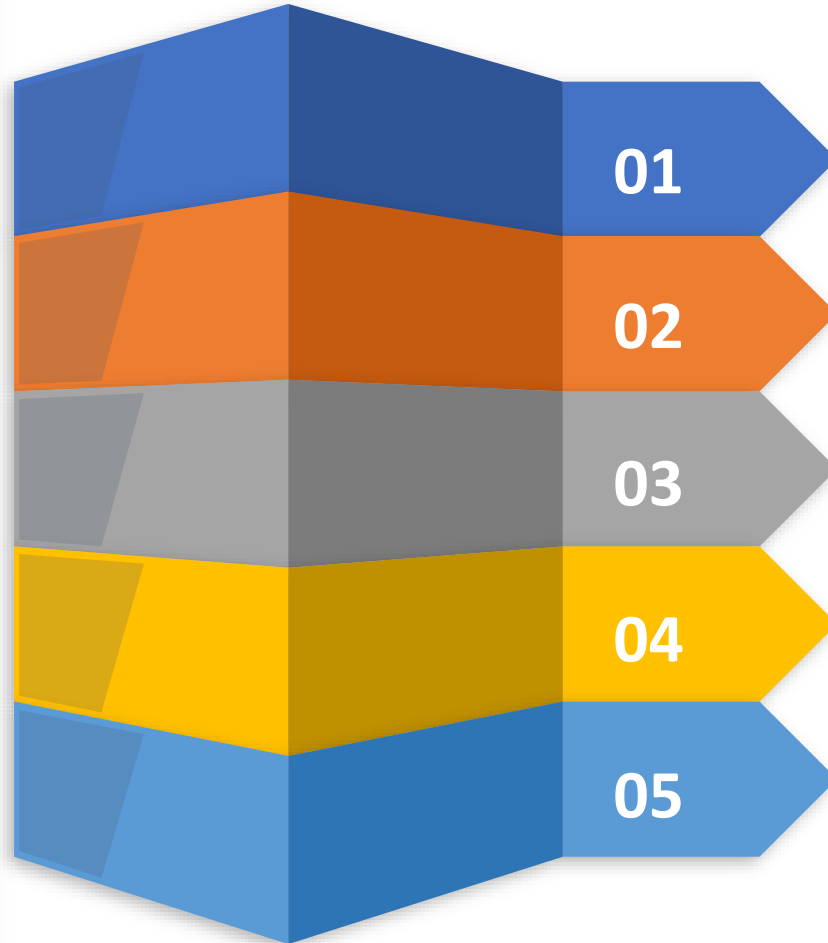
Academic Policies & Guidelines

Policies to Promote New
and Innovative Programs
and Pathways to Advance
Degrees

Guidelines that define
appropriate procedures
for students, staff, and
faculty

Academic Advising
Manual

LEVERAGING OUR HUMAN RESOURCES



Deans and Chairs Workshops

Focus on Chairs Training and Development



Faculty Mentoring

Focus on Faculty Support and Professional Advancement with in the Academy



Academy for Faculty Enrichment

Focus on Faculty Needs, Growth, and overall Development



Faculty Fellowship Program

Focus on Faculty Leadership



Provost Leadership Scholarship

Focus on Faculty and Staff Leadership

LEVERAGING OUR HUMAN RESOURCE



- Training & Professional Development
 - **2022-2023 Deans and Chairs Workshops**
 - On-going Annual Training Program for Department Chairs
 - Designed to support Chairs in carrying out their functions
 - 15 Sessions (Fall and Spring)
 - Leadership Certificate Program – Future Chair



LEVERAGING OUR HUMAN RESOURCE



- Training & Professional Development

- ***Faculty Mentoring***

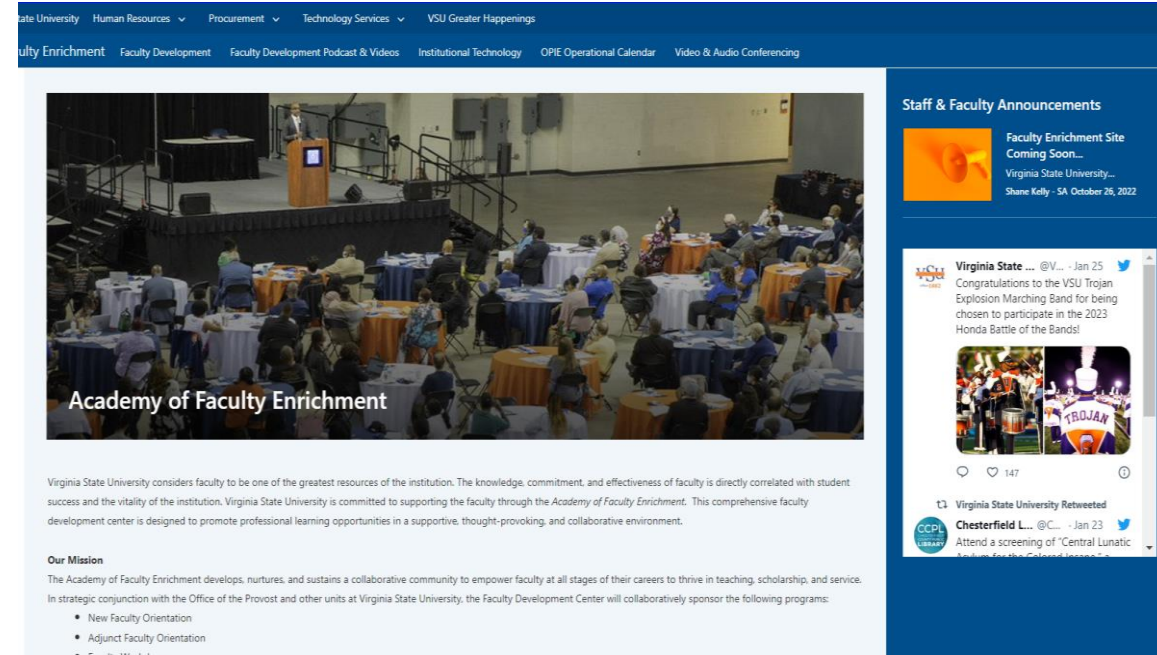
- Provide each new faculty member with personalized support and guidance needed to fulfill his or her professional potential and facilitate their professional growth and career advancement.
 - Provide a supportive academic environment for new and junior faculty (New Faculty Orientation)
 - Pair new or junior faculty members (instructor, assistant and associate professor ranks) with an experienced faculty
 - Promote the realization of the Teacher/Scholar philosophy
 - Provide various sessions and hands-on activities to support and guide faculty through the tenure and promotion journey



LEVERAGING OUR HUMAN RESOURCE



- Training & Professional Development
 - **Academy for Faculty Enrichment**
 - Faculty Development
 - New Director of Faculty Development
 - Faculty Needs Assessment Survey
 - Launch the Faculty Development Website
 - Spring 2023 Professional Development Series
 - **Provost Academic Travel Awards**
 - The Provost Academic Travel Award program is designed to promote scholarship and research within the academy.
 - The program provides financial assistance for faculty members to share their scholarly work at local, national, and international academic conferences
 - Four (4) Recipients for Fall 2022
 - **Provost Travel Award Recipients' Research Symposium – February 1st**



The screenshot shows the Faculty Enrichment website. The main content area features a large photograph of a conference titled "Academy of Faculty Enrichment" with the text "Academy of Faculty Enrichment" overlaid. Below the photo is a paragraph: "Virginia State University considers faculty to be one of the greatest resources of the institution. The knowledge, commitment, and effectiveness of faculty is directly correlated with student success and the vitality of the institution. Virginia State University is committed to supporting the faculty through the Academy of Faculty Enrichment. This comprehensive faculty development center is designed to promote professional learning opportunities in a supportive, thought-provoking, and collaborative environment." Below this is a section titled "Our Mission" with the text: "The Academy of Faculty Enrichment develops, nurtures, and sustains a collaborative community to empower faculty at all stages of their careers to thrive in teaching, scholarship, and service. In strategic conjunction with the Office of the Provost and other units at Virginia State University, the Faculty Development Center will collaboratively sponsor the following programs:" followed by a bulleted list: "• New Faculty Orientation", "• Adjunct Faculty Orientation", and "• Faculty Mentoring". To the right of the main content is a "Staff & Faculty Announcements" sidebar with a "Faculty Enrichment Site Coming Soon..." announcement and a tweet from Virginia State University congratulating the VSU Trojan Explosion Marching Band.

LEVERAGING OUR HUMAN RESOURCE



- Training & Professional Development
 - ***Faculty Fellowship Program***
 - The University awards three faculty fellow positions:
 - Teaching Faculty Fellow
 - Leadership Faculty Fellow
 - Instructional Technology Faculty Fellow
 - ***Provost Leadership Scholarship***
 - Six (6) awards to the Grace E. Harris Leadership Institute: 2023 Higher Ground Women's Leadership Development Program
 - Faculty and Staff Recipients

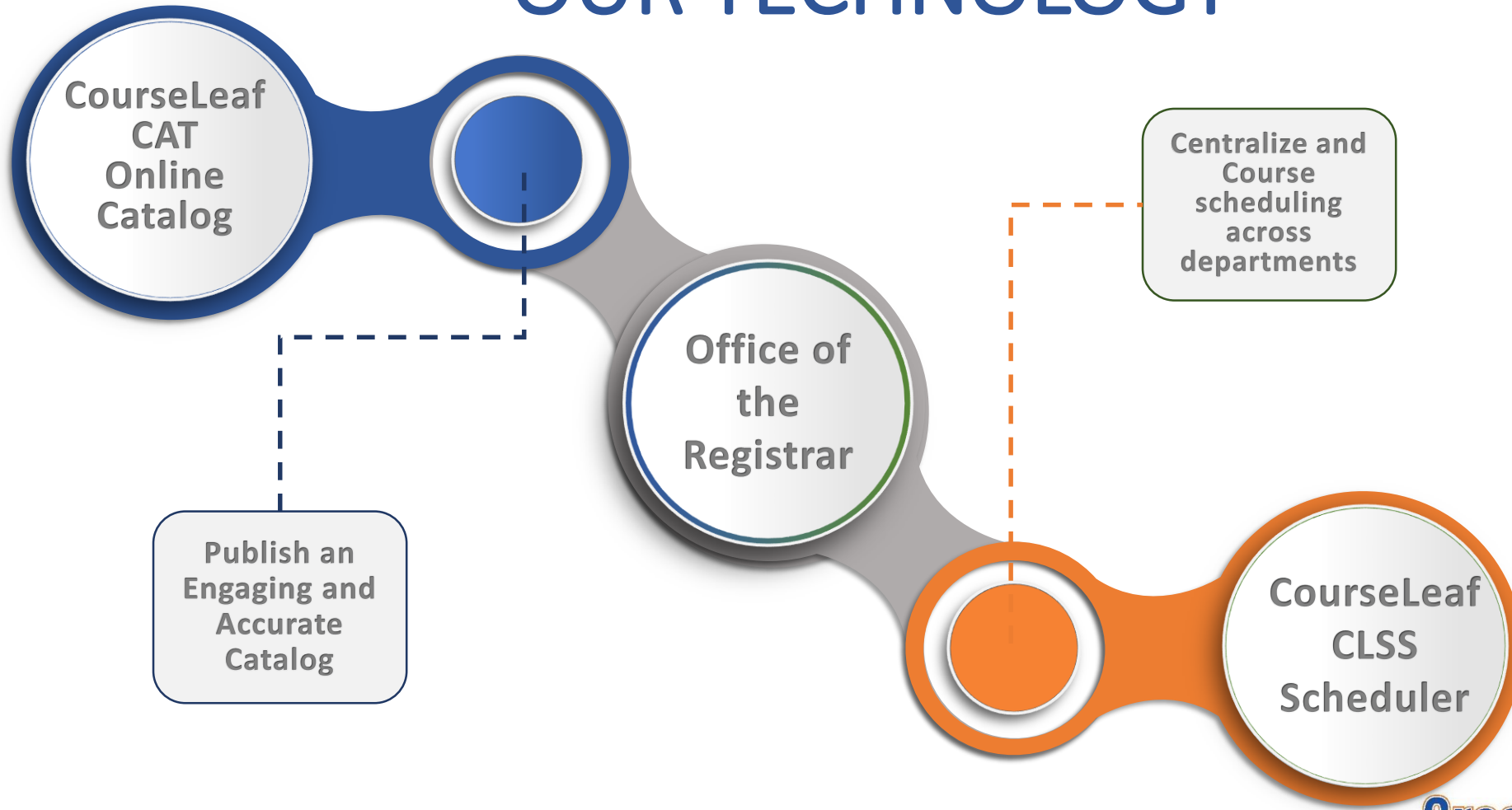
LEVERAGING OUR HUMAN RESOURCE



- **Graduation and Degree Completion**
 - Director of Student Success and Degree Completion
 - Efforts Targeted Towards:
 - Progression & Ongoing Student Registration
 - Stop-Outs
 - Opt-Outs
 - Data-Informed – Student-Driven Decisions
 - Increased Graduation Rate
 - Increased Degrees Conferred
 - Increased Student Rate of Completion (All Students)



LEVERAGING & ENHANCING OUR TECHNOLOGY

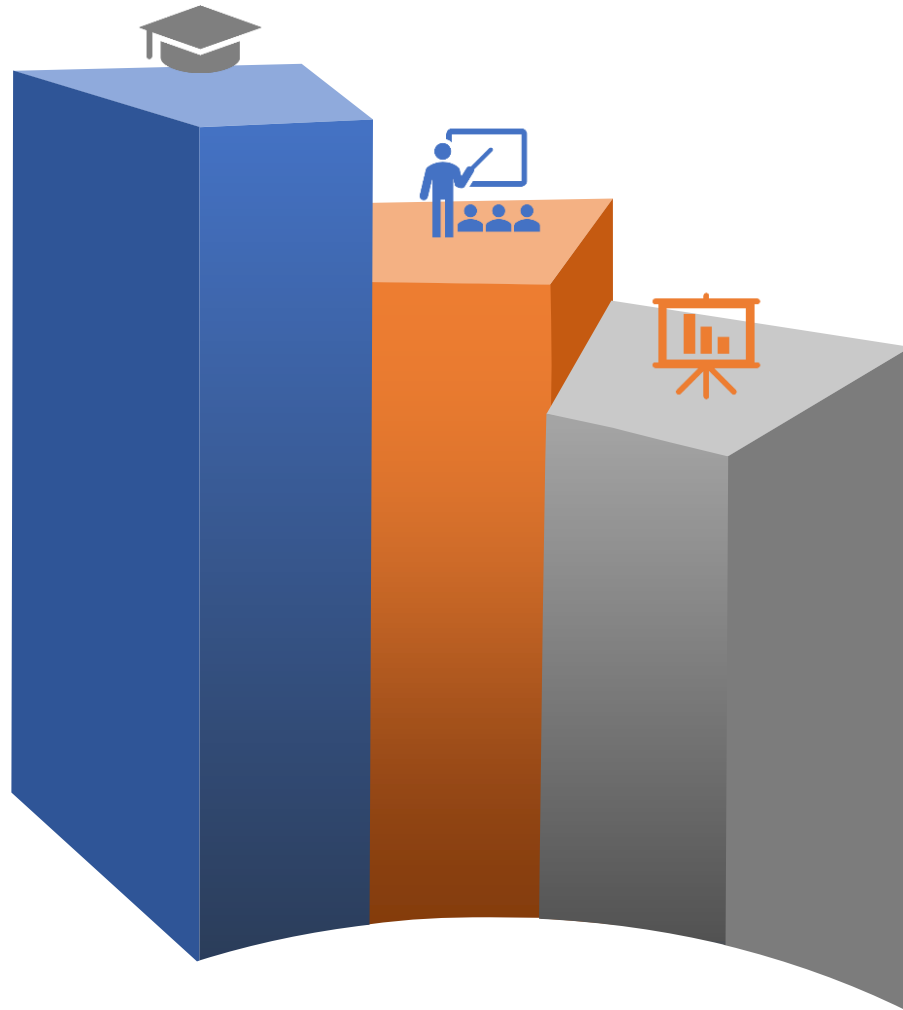


LEVERAGING & ENHANCING OUR TECHNOLOGY



- Technology Enhancements
 - ***Planning and Assessment***
 - Nuventive Improvement System (Planning and Assessment Management)
 - Strategic and Operational Planning
 - ***Institutional Research***
 - Blackboard Pyramid Analytics
 - ***Institutional Effectiveness***
 - CourseLeaf CIM (Curriculum Inventory Management)
 - CourseLeaf Syl

New Degree Program Development



Market Analysis

UQ Solution

.....



Enrollment Trends

(Admission & Enrollment Management)

.....



Innovative & Non-Traditional Degrees

Online/Distance Degree Accelerated Degree Certificate Programs
Career Advancement Programs Continuing Ed Programs

New Degree Program Development

- Strategically Determining New Degree Program
 1. Bachelor of Science (BS) in Cybersecurity Management
 2. Bachelor of Science (BS) in Environmental Science
 3. Bachelor of Science (BS) in Food and Nutrition (Dietetics)
 4. Bachelor of Science (BS) in Pharmaceutical Sciences
 5. Bachelor of Science (BS) in Public Health
 6. Master of Science (MS) in Integrative Agriculture Biosciences





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STUDENT SUCCESS & ENGAGEMENT

Regina Barnett Tyler, ABD

Associate Vice Provost for Student Success and Engagement





Hazing Prevention Education and Adam's Law

A new campus safety and anti-hazing law in Virginia, passed in 2022. Adam's Law, named after Adam Oakes, a VCU student who tragically died from alcohol poisoning during a hazing-related incident

- This law prioritizes hazing prevention training and institutional transparency.
[23.1-820](#). Hazing prevention training; current members, new members, potential new members, and advisors.
- VSU conducts hazing workshops each semester for Social and Greek orgs, Athletics and Band specifically to address hazing prevention & Adams Law requirements. Attendance is **MANDATORY** for students, Advisors and Coaches

Jarrold D. Benjamin, Chief Executive Officer for the L.E.A.D. Firm.

He specializes in various programmatic areas: hazing prevention, student development, and curriculum development.



Jarrold Benjamin

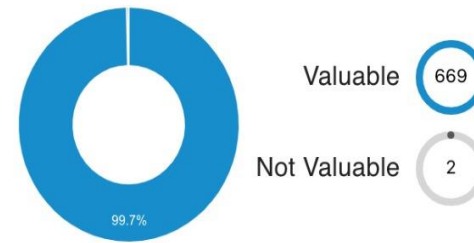
★ 99% of 1440 attendees to date found Jarrod's sessions valuable

Audience Feedback On January 18, 2023

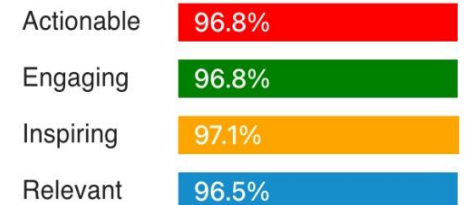
Virginia State University

Hazing Prevention: Breaking the Cycle

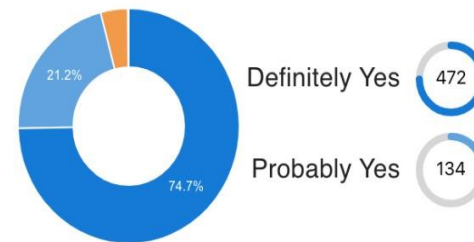
99% found this session valuable



Attendees found this session



95% want to hear Jarrod speak again



671 responses



C C A M P I S

Child Care Access Means Parents In School

- **Director search on-going**
- **Applications available
Feb. 15, 2023**
- **Target date to begin program – Mar. 1, 2023**
- **Website development in progress**
- **Plan to provide services during summer**



Generation Hope ~FamilyU Cohort



- Actively Engaged in the Family U Program October and January
- Focal Areas for Student Parent Inclusive Campus
 - Identify Initiatives Based Students' Need
 - Student Parent Data Collection (Survey)
- Policy Analysis, Review, and Development Supportive Student Parent Policies
 - Family Friendly Policies
 - Child Care
 - Family Food Pantry Items
 - Student Support Groups/Organizations
- Leverage CAMPIS Grant Resources
- Family U Student Fellow

THE OPENING

"SET IT OFF"
FEBRUARY 2ND, 2023
ANDERSON TURNER AUDITORIUM
7:00 PM

CIAA ROAD TOUR VISIT

FEBRUARY 3RD, 2023
ANDERSON TURNER AUDITORIUM
7:00 PM

CAREER FAIR

"I HAVE A DREAM"
INTERNSHIP CAREER EXPO
FEBRUARY 9TH, 2023
VSU MULTI-PURPOSE CENTER
10:00 AM

BLACK WALL ST. X AFRICAN AMERICAN MUSEUM

FEBRUARY 15TH, 2023
DANIELS GYMNASIUM
7:00 PM

NAACP IMAGE AWARDS

FEBRUARY 24TH, 2023
ANDERSON TURNER AUDITORIUM
7:00 PM

FOR THE LOVE OF US
FEBRUARY 14TH, 2023
GATEWAY DINING & EVENT CENTER
7:00 PM

COMEDY SHOW

FEBRUARY 9TH, 2023
ANDERSON TURNER AUDITORIUM
7:00 PM

GYM JAM

HOUSE PARTY
1882
FEBRUARY 17TH, 2023
DANIELS GYMNASIUM
10:00 PM

VIRGINIA STATE VS

BOWIE STATE
FEBRUARY 17TH, 2023
VSU MULTI-PURPOSE CENTER
"ORG NIGHT"
8:00 PM

CIAA
TOURNAMENT
FEBRUARY 21ST - 26TH
BALTIMORE, MD.

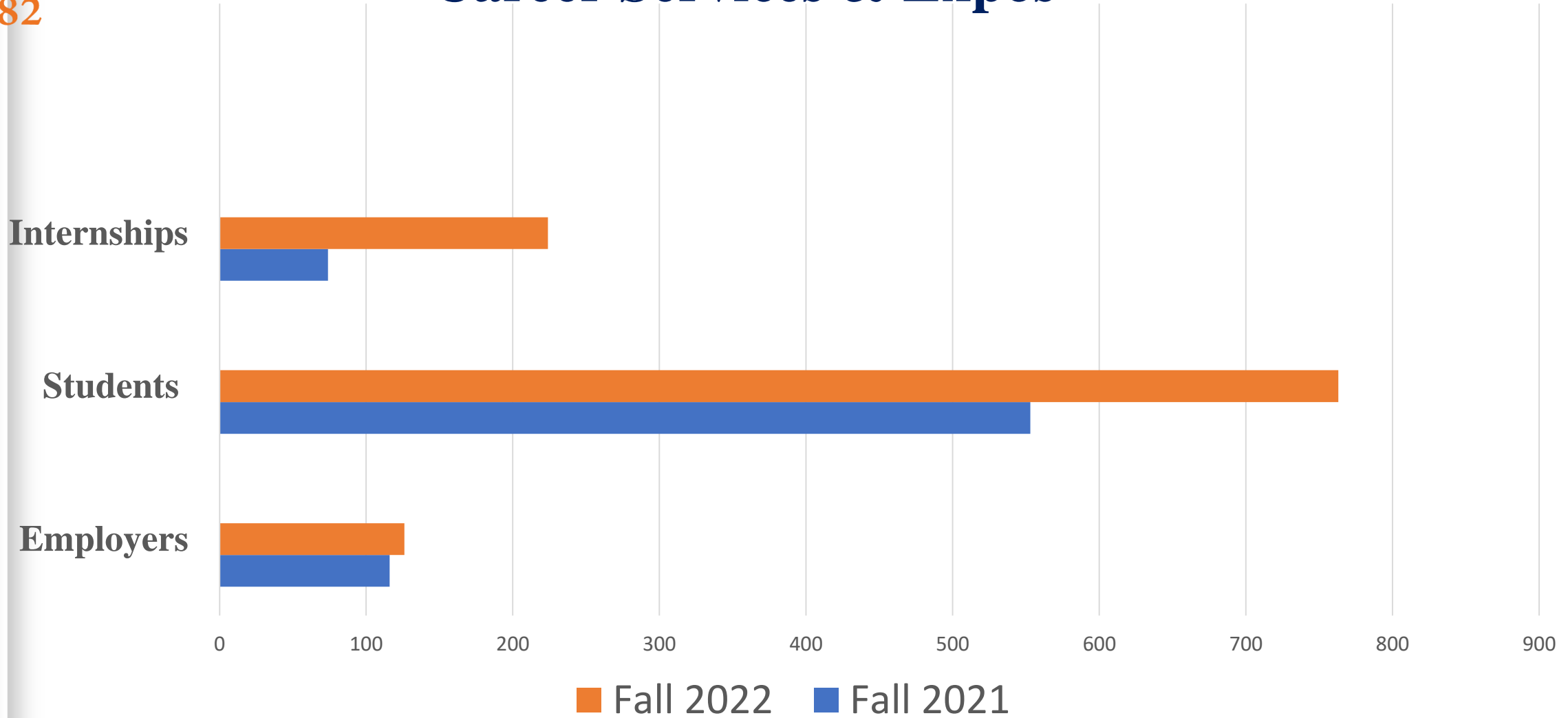


THE BLACKER THE BERRY
THE SWEETER THE JUICE!

BLACK82  2023

Fall 2022 Accomplishments

Career Services & Expos





thank you!



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“Because of You, Greater Happens Here.”

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PUBLIC SAFETY AND POLICE REPORT/UPDATE

David Bragg

Associate Vice President / Chief of Police



Campus Crime Report YTD 2022

<u>Offense</u>	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC	YTD
Homicide	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses	0	1	0	1	0	0	1	1	3	1	3	0	11
Robbery	0	0	0	0	0	0	0	0	0	0	1	0	1
Aggravated Assault	0	0	0	0	0	0	0	1	2	2	2	0	7
Burglary	0	1	0	0	1	0	0	0	1	1	1	0	5
Auto Theft	0	0	0	0	0	0	0	0	0	2	0	0	2
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	1	0	1	3	1	0	0	2	4	1	2	0	15
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	1	2	1	4	2	0	1	4	10	7	9	0	41

Campus Crime Report

Arrest 2022

<u>Offense</u>	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	YTD
Weapons Law Violations	0	1	0	1	0	0	0	0	0	0	0	2	4
Drug Abuse	1	1	0	1	0	0	0	0	1	0	0	1	5
Liquor Law Violations	0	0	0	0	0	0	0	0	1	0	0	0	1
Total	1	2	0	2	0	0	0	0	2	0	0	3	10



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CAMPUS SAFETY

Security Measures

- Each Residence Hall is staffed with RMC security personnel
- Purchased and deployed three portable camera trailer systems to areas of concern on campus
- Purchased ten new portable light towers
- Provided brochures and pamphlets that contain safety tips, emergency phone numbers, and available resources
- Purchased and now in the testing phase for installation of the Verkada System (panic alarms, surveillance camera and card access control)
- Purchased new handheld devices for the Ticketrack System and waiting on delivery.
- Deterrent vehicles, foot, vehicle, and bike patrols by VSU Police
- Exploring Intellistreets System (light pole messaging boards and surveillance cameras)

Recruitment and Retention

- Police Officers
- Dispatchers
- VSU Police Fire Marshall
- Security Officers
- Officers are currently attending training/seminars to enhance their knowledge and skills to provide a high-quality level of service to the VSU Community

VSU Criminal Justice

Department/VSUPD/PPD/Crater/DCJS/Governor's Office

- Recruitment and retention education opportunities for current and new police officers
- Capstone Project- police academy opportunities for VSU students with a Criminal Justice Major with a senior year classification
- VSU Police Executive Leadership School

**Thank you for your time and
support!**

Any Questions?

David Bragg
AVP for Public Safety/Chief of Police



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CLIMATE & COMPENSATION STUDY

Donald E. Palm III, Ph.D.

Executive Vice President / Provost

Thank You

- Faculty Senate
- Staff Senate
- Executive Team
 - Kevin Davenport
 - Tonya Hall
 - Shawri King-Casey
- Human Resources - Mrs. Tanya Simmons & Angela Roberts
- Academic Affairs – Dr. Tia Minnis
- Communications – Dr. Gwen Williams-Dandridge

Study Goals

- **Evergreen Solutions, LLC**
 1. **Determine Climate at VSU** – Survey (Faculty, Staff, Students & Alumni)
 2. **Ensure Internal Equity** - Review current compensation system
 3. **Ensure External Equity** – Survey Peer Organizations
 4. **Produce recommendations of compensation system that is equitable**

Project Phases

Phase 1: Outreach

Project Kickoff
& Introduction

Collect
Appropriate
Client Data
including
Climate Survey

Phase 2: Internal Analysis

Data Review

Assessment of
Current
Conditions

Phase 3: External Analysis

Comp Survey

Market
Positioning

Phase 4: Solution

Implementation
Options

Reporting

Market Results

- **VSU's Staff Salaries:**

- Ranges are wider than those used by market peers;
- Trails the market with respect to entry level pay;
- Rarely paid above the midpoint;
- Competitive to other HBCU's regionally.

- **VSU Faculty Salaries:**

- Paid less than the market average (Regionally & Virginia);
- More Competitive Compared to HBCU's.

Key Staff Compensation Recommendations

- Adopt an adjusted pay plan with new grades added
 - Reassign pay grades to positions based on internal equity and the market results.
 - Place employees within their newly recommended pay grades.
 - Transition employees into the new, adjusted salary ranges by way of bringing employees up to the salary range minimum if their current salary falls below the new proposed minimum.



VSU Compensation Structure Plan

Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Progression
101	\$ 31,200.00	\$ 42,120.00	\$ 53,040.00	70.0%	-
102	\$ 32,760.00	\$ 44,226.00	\$ 55,692.00	70.0%	5.0%
103	\$ 34,398.00	\$ 46,437.30	\$ 58,476.60	70.0%	5.0%
104	\$ 36,117.90	\$ 48,759.17	\$ 61,400.43	70.0%	5.0%
105	\$ 37,923.80	\$ 51,197.12	\$ 64,470.45	70.0%	5.0%
106	\$ 39,819.98	\$ 53,756.98	\$ 67,693.97	70.0%	5.0%
107	\$ 41,810.98	\$ 56,444.83	\$ 71,078.67	70.0%	5.0%
108	\$ 43,901.53	\$ 59,267.07	\$ 74,632.61	70.0%	5.0%
109	\$ 46,096.61	\$ 62,230.42	\$ 78,364.24	70.0%	5.0%
110	\$ 48,401.44	\$ 65,341.94	\$ 82,282.45	70.0%	5.0%
111	\$ 51,305.53	\$ 69,262.46	\$ 87,219.40	70.0%	6.0%
112	\$ 54,383.86	\$ 73,418.21	\$ 92,452.56	70.0%	6.0%
113	\$ 57,646.89	\$ 77,823.30	\$ 97,999.71	70.0%	6.0%
114	\$ 61,105.70	\$ 82,492.70	\$ 103,879.70	70.0%	6.0%
115	\$ 64,772.05	\$ 87,442.26	\$ 110,112.48	70.0%	6.0%
116	\$ 68,658.37	\$ 92,688.80	\$ 116,719.23	70.0%	6.0%
117	\$ 72,777.87	\$ 98,250.12	\$ 123,722.38	70.0%	6.0%
118	\$ 77,144.54	\$ 104,145.13	\$ 131,145.72	70.0%	6.0%
119	\$ 81,773.22	\$ 110,393.84	\$ 139,014.47	70.0%	6.0%
120	\$ 86,679.61	\$ 117,017.47	\$ 147,355.33	70.0%	6.0%
UNG	-	-	-	-	-



Staff Salary Compensation

- **Class Parity**

- Equitable term used to describe the range of employee salaries based on the number of years of service in their current classification.
- Each year of service in your current classification credits employees and results in a “projected salary” to ensure that employees are forecasted to receive a range maximum over the course of a career-length estimate (i.e., 30 years).

Faculty Salary Adjustments

- **Goal**
 - **Implementation of a Nationally Competitive Faculty Salary Structure**
- **Methodology**
 - Utilization of **CUPA-HR*** Vast Data Set
 - Utilization of Classification of Instructional Program (CIP) Codes
 - Salaries Benchmarked & Aligned to a Comprehensive list of Institutions
- **Establishment of Salary Ranges**
 - CUPA-HR Median data (50th Percentile) delineated by faculty rank
 - Established Minimum (80% of Median)
 - Established Maximum (120% of Median)

**College and University Professional Association - Human Resources (CUPA-HR)*

Cost Summary for Faculty & Staff Adjustments

Employees	Implementation Option	Total Salary-Only Cost	# of Employees
Faculty	Rank Median	\$900K	140
Staff	Class Parity	\$400K	81
	Total	\$1.3M	221

Faculty/Staff Salary Adjustments

Date	Action	Point	Stakeholders	Status
January 2023	Establish Webpage with FAQ's & Communication Flow	Admin HR	Faculty & Staff	Complete
January 2023	Proposed Salary Adjustments Uploaded into the Cardinal System	HR	Faculty & Staff	Complete
February 2023	Proposed Salary Adjustment Reflected in February 16 th Pay Check		Faculty & Staff	Complete



Thank You

