



BOARD OF VISITORS
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January 8, 2026

TRANSMITTAL LETTER

The Honorable Glenn Younkin
Office of the Governor
P. O. Box 1475
Richmond, VA 23218

The Honorable Members of the General Assembly
Pocahontas Building
900 East Main Street
Richmond, VA 23219

SUBJECT: Annual Executive Summary – Report for Norfolk State University

Dear Governor Youngkin, and Members of the Virginia General Assembly:

Pursuant to *Code of Virginia* §23.1-1303 (B) (11) (Eff. Oct. 1, 2016), the Norfolk State University Board of Visitors hereby submits its Annual Executive Summary of its Interim Activity and Work for the 2025 calendar year. Should you have questions regarding this report, please feel free to contact me at (757) 377-6946 or bishop@themountleads.org

Sincerely,

Dr. Kim W. Brown
Rector
Norfolk State University Board of Visitors

C: The Honorable Aimee Rogstad Guidera, Secretary of Education
Laura Wilborn, Division of Legislative Automated Systems
Dwayne Blake, Vice Rector, Norfolk State University Board of Visitors
Dr. Katrina Chase, Secretary, Norfolk State University Board of Visitors
Dr. Javaune Adams-Gaston, President, Norfolk State University



ANNUAL EXECUTIVE SUMMARY

Section 23.1-1303 (B) (12) of the *Code of Virginia* (Eff. Oct. 1, 2016) requires that each Board of Visitors of public institutions of higher education submit to the General Assembly and the Governor an annual executive summary of its interim activity and work prior to the first day of the regular session of the General Assembly. This executive summary describes the Board's compliance with the *Code of Virginia* as it relates to the following statutory requirements:

<u>Code Section</u>	<u>Description</u>
§23.1-1301 (B) (1)	Governing Boards; Powers – Public Access to Information
§23.1-1303 (B) (1)	Governing Boards; Duties – Bylaws
§23.1-1303 (B) (9)	Governing Boards; Duties – Annual Evaluation Meeting with the President/Chief Executive Officer of the Institution
§23.1-1306	Governing Board Executive Committee; Duties
§23.1-1303 (B) (13)	Governing Boards; Duties – Annual Executive Summaries
§23.1-1304	Governing Boards; Additional Duties; Educational Programs

The Board of Visitors for Norfolk State University is comprised of thirteen members, four of whom are alumni (*). The Board members are:

Heidi W. Abbott	Conrad Hall
T. Michael Andrews	James Jamison*
Dwayne B. Blake (Vice Rector)	Delbert Parks
Bishop Kim W. Brown* (Rector)	Mr. Edward Sanders
Dr. Katrina L. Chase* (Secretary)	Dr. L.D. Britt
Teresa McNair Gladney *	Darrell “DJ” Jordan
Gilbert T. Bland	

§23.1-1301 (B) (1) Governing Boards; Powers – Public Access to Information

NSU Board Actions

The Norfolk State University (NSU) Board of Visitors ensures that the people of the Commonwealth of Virginia have immediate access to its public records and free entry to its public meetings in compliance with this section of the *Code*. All public meetings of the Board are noticed in advance and clearly marked as “open” or “closed” in accordance with the Virginia Freedom of Information Act, §2.2-3700 et seq. of the *Code of Virginia*. Board meeting notices are announced through a variety of methods and posted in compliance with the three-day notice requirement in various locations on campus.

All Board meetings are conducted in accordance with the *Code of Virginia*, the [Board Bylaws](#), and in a manner and under such procedures that are generally applicable to similar meetings. The Rector or Chair, conducting meetings, is guided by *Robert’s Rules of Order Newly Revised*. Meeting notices are posted as required on the following websites: [NSU Board of Visitors Website](#) and the [Commonwealth Calendar Website](#). Meeting notices are posted on campus in the following three public locations in Harrison B. Wilson Hall – Administration Building:

- 1) Harrison B. Wilson Hall, Foyer, 1st Floor
- 2) Harrison B. Wilson Hall, Suite 540, 5th Floor
- 3) Harrison B. Wilson Hall, Presidents Office, 5th Floor

Meeting minutes for all open meetings are recorded and posted on the Board’s website at the [NSU Board of Visitors Website](#). All business of the Board not exempted by §2.2-3711 of the *Code of Virginia* are held in open meetings and all official actions taken in closed meetings are approved openly. Both the University Counsel and the Assistant University Counsel are invited to all open and closed meetings of the Board.

§23.1-1303 (B) (1) Governing Boards; Duties – Bylaws

NSU Board Actions

As required, the [Board Bylaws](#) communicates the Board’s desire to be transparent in its general operations to the extent required by law and in compliance with the Virginia Freedom of Information Act. The Board’s Statement of Governance further states: “The Board is transparent in its operations and operates openly in compliance with the Virginia Freedom of Information Act (*Code of Virginia* §2.2-3700 et seq.).”

§23.1-1303 (B) (8) Governing Boards; Duties – Annual Evaluation Meeting with the President of the Institution

NSU Board Actions

The Board of Visitors' [Presidential Evaluation Policy](#), reflects the statutory requirement in the *Code*. This policy details a timeline for conducting the annual meeting with the President and the performance evaluation process.

The Board completed the 2025-2026 evaluation of the President on December 4, 2025.

The President's evaluation goals for the 2025-2026 academic year were officially approved by the Board at the December 4, 2025, Board Meeting. At the December 5, 2025, Board meeting, the Board awarded the President the maximum bonus authorized under her contract in recognition of her excellent performance over the past year.

§23.1-1306 Governing Board Executive Committee; Duties

NSU Board Actions

As required by this section of the *Code*, the following documents are in place: Board [Statement of Governance](#), Board of Visitors [Code of Ethics and Statement of Mutual Expectations](#), and a set of [Qualifications and Competencies for Governing Board Membership](#) for the NSU Board.

§23.1-1303 (B) (12) Governing Boards; Duties – Annual Executive Summaries

NSU Board Actions

The Board, in compliance with this section of the *Code*, reviewed and approved the annual executive summary at its December 5, 2025, Board meeting with the provision to incorporate any additional actions taken on that date. The submission of the annual executive summary will be made available as required prior to the first day of the regular session of the General Assembly.

Board actions during the 2025 calendar year are as follows by the meeting date.

March 7, 2025, Board Meeting- The following items were approved by the Board.

- Approval of the Academic Affairs General Education Curriculum Reform
- Approval of the Teaching Faculty Handbook Revisions

- Approval of the Resolution to Name Norfolk State University Information Tower the Devon Henry Communications Tower
- Approval of the Resolution to Name Norfolk State University Department of Tourism and Hospitality Management to the “Boyd Gaming Corporation Department of Tourism and Hospitality Management”

May 9, 2025, Board Meeting – The Board approved the following:

- Approval of the Academic Affairs proposal for the New Degree Program Doctor of Philosophy (Ph.D.), in Computer Science for the College of Science, Engineering, & Technology
- Approval of the BOV Policy #03 Faculty Role in University Governance
- Approval of the Internal Audit 2025 Charter
- Approval of the State of Internal Audit, Mission, Vision, and Goals
- Approval of the Tuition and Fees for Fiscal Year 2025-2026
- Approval of the FY2026 Operating Budget
- Approval of the Naming Resolution for the Hall of Fame Lobby of the Joseph E. Echols Memorial Hall to the Charles O. Christian Hall of Fame Lobby
- Approval of Bishop Kim W. Brown for Rector
- Approval of Mr. Dwayne B. Blake for Vice Rector
- Approval of Dr. Katrina Chase for Secretary
- Approval of Mr. James Jamison as a member of the Executive Committee
- Approval of Mr. Gilbert Bland as a member of the Executive Committee
- Approval of the list of candidates for promotion for tenure

October 24, 2025, Executive Committee Meeting– The Committee approved the following:

- Approval of Items discussed during Closed Session.

October 24, 2025, Board Meeting – The Board approved the following:

- Approval of the Academic Affairs Certificate Program: Graduate Certificate in Cybersecurity
- Approval of the Academic Affairs Certificate Program: Graduate Certificate in Gaming Design and Development
- Approval of the Academic Affairs Certificate Program: Graduate Certificate in Teacher Education
- Approval of Academic Affairs Joint Program Dissolution College of Liberal Arts, Doctor of Philosophy (PhD) in Clinical Psychology
- Approval of the Academic Affairs New Degree Program: Doctor of Philosophy (PhD) in Clinical Psychology
- Approval of the Academic Affairs New Degree Program: Master of Science in Applied Mathematics and Statistics
- Resolution to Approve Removal of An Off Campus Instructional Site, Naval Base Norfolk
- Resolution to Approve: Internal Audit Mission, Vision, Strategy, for Fiscal Year 2025-2026
- Resolution to Approve: Risk Assessment, Resource and Audit Plan, for Fiscal Year 2025-2026
- Approval of three Honorary Doctorate Degrees
- FY 2025 Resolution Six-Year Plan and Amendments

December 5, 2025, Board Meeting – The Board approved the following:

- Approval to reaffirm the existing Board of Visitors Policy #4 on Anti-Discrimination
- Approval of the actions discussed regarding a high-level university employee at Norfolk State University which includes discussion of the subject matter of job performance and compensation and a matter consistent for the discussion in closed session,

§23.1-1304 Governing Boards; Additional Duties; Educational Programs

NSU Board Actions

New Board of Visitors members include Ms. Teresa McNair Gladney and Dr. L.D. Britt. They were officially announced through the Governor's press release dated June 20, 2025.

Newly appointed Board members received Board Orientation from University Counsel(s) on Wednesday, September 24, 2025, in Norfolk, VA at the Norfolk State University Campus, Harrison B. Wilson Building.

The mandatory orientation conducted by the State Council of Higher Education for Virginia (SCHEV) was held on November 12-13, 2025. The following NSU Board members participated in the SCHEV training:

Dwayne Blake, Vice Rector
Dr. Katrina Chase, Secretary
Mike Andrews
L.D. Britt
Teresa McNair Gladney
James Jamieson
Darrell “DJ” Jordan
Delbert Parks
Edward Sanders
Heidi Abbott

Other members of the Norfolk State University Board of Visitors requiring training will use the alternative option of attending four Association of Governing Boards (AGB) webinars from Board Fundamentals to satisfy the mandatory training requirement.

Conclusion:

The Norfolk State University Board of Visitors has demonstrated compliance with the requirements of *Code of Virginia* §23.1-1303 (B) (12) and looks forward to a productive start to 2026.

January 2025 to December 2025 Attendance at Special Events

Spring Opening Conference (Virtual) Thursday, January 9, 2025 – 9:30 a.m. Dr. Kim W. Brown, Rector (Greetings)

Commencement – Spring 2025 Graduates

Saturday, May 10, 2025 - 9:00 a.m.

Dr. Kim W. Brown, Rector

Mr. Edward Sanders

Dr. Harry Watkins

Mr. Conrad Hall

Mr. Mike Andrews

Mr. Jay Jamison

Dr. Katrina Chase, Secretary

Mr. Gilbert Bland

The Honorable James W. Dyke, Jr.

Founders Day Ceremony, Freshman Convocation

Thursday, September 18, 2025 – 12:30 p.m.

Dr. Kim. W. Brown, Rector

Dr. Katrina Chase, Secretary

New Member Board Orientation for New Board Members

Wednesday, September 24, 2025 – 11:00 a.m.

Dr. L.D. Britt

Ms. Teresa McNair Gladney

Commencement – Fall 2025 Graduates

Saturday, December 6, 2025 – 9:00 a.m.

Bishop Kim Brown, Rector

Dr. Katrina Chase, Secretary

Mr. Conrad Hall

Mr. Gilbert Bland

Mr. Delbert Parks

Mr. Jay Jamison

Ms. Teresa McNair Gladney