



VIRGINIA STATE UNIVERSITY

P.O. Box 9031

Virginia State University, Virginia 23806-0001

June 30, 2026

Division of Legislative Automated Systems
Attn: Legislative Documents and Reports Processing
reportdocs@dlas.virginia.gov

Re: 2025 Future Impact of Inclusion and Belonging Strategic Plan for
Virginia State University

To Whom It May Concern:

Please accept this transmittal letter as part of Virginia State University's submission of its 2025 annual report on the Future Impact of Inclusion and Belonging Strategic Plan pursuant to Virginia Code § 2.2-602 and Executive Order 10. Please contact the following should you require additional information:

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Thank you.

Virginia State University Annual Report:

Future Impact of Inclusion and Belonging Strategic Plan 2025

Executive Summary

Virginia State University remains committed to providing an educational and workplace environment that supports student achievement, employee success, operational excellence, and responsible stewardship of institutional resources. During 2025, the University continued to advance strategic priorities that strengthen campus operations, expand professional development opportunities, improve campus infrastructure, and foster a welcoming learning and working environment.

This report is submitted in accordance with § 2.2-602 of the Code of Virginia and Executive Order 10, which direct each state agency to maintain a strategic plan and to report annually to the Governor, the General Assembly, and the Office of Diversity, Equity, and Inclusion on the plan's impact on the populations served, the workforce, and the budget.

The University's strategic priorities are aligned with its mission to prepare students for lifelong success through academic excellence, innovation, and community engagement. Throughout the reporting period, Virginia State University focused on initiatives that improve institutional effectiveness, enhance the campus experience, and promote access to the resources necessary for students, faculty, and staff to succeed.

Significant accomplishments during the reporting period included expanded employee training and leadership development, continued modernization of campus facilities, increased community engagement programming, and implementation of new initiatives that support student success and employee development. Several capital improvement projects reached major milestones, while additional projects remain on schedule to further enhance the learning environment.

Virginia State University will continue implementing its strategic priorities through 2026 while evaluating progress, strengthening organizational effectiveness, and ensuring resources are aligned with the University's mission and long-term goals.

Goal 1: Campus Policies and Institutional Practices

Objective 1: Policy Review

Status: In Progress

Virginia State University continued its comprehensive review of institutional policies and administrative procedures to ensure alignment with current laws, regulations, operational needs, and institutional priorities.

Approximately 15 percent of the planned policy review has been completed. The University will continue this work through 2026, with recommendations incorporated into future policy revisions and administrative procedures as appropriate.

Goal 2: Employee Development

Objective 1: Continuous Professional Development

Status: Completed for 2025

Virginia State University expanded professional development opportunities for employees throughout the reporting period.

- Continued leadership and supervisory development for new managers through Human Resources.
- Expanded campus-wide training on university technology, business systems, and operational processes.
- Ongoing professional learning opportunities that support employee effectiveness, collaboration, and career development.

These efforts strengthen employee knowledge, improve institutional operations, and support continuous improvement across the University.

Goal 3: Access and Achievement

Objective 1: Campus Infrastructure

Status: Substantial Progress Achieved

Major milestones included the opening of the Academic Commons in October 2025, the Academic Innovation Center for Teaching and Learning in April 2026, the scheduled opening of Magnolia Hall in August 2026, and continued progress on additional campus modernization projects.

Objective 2: Student Recruitment, Retention, and Graduation

Status: On Track

Current enrollment initiatives, student support services, academic success programs, and pathway partnerships indicate the University remains on schedule to achieve its established performance target by December 2026.

Goal 4: Community Values and Campus Engagement

Objective 1: Promote Community Values

Status: Completed for 2025

Participation in community values and belonging programming increased approximately 30 percent compared with 2024.

Objective 2: Civil Discourse and Free Expression Resources

Status: On Track

Planning continued for interdisciplinary programming that supports respectful dialogue, civic engagement, and constructive exchange of ideas. Implementation remains on schedule for October 2026.

Goal 5: Campus Belonging and Student Support

Objective 1: Expand Mentorship Opportunities

Status: On Track

Participation trends indicate the University remains on schedule to achieve its established target by December 2026.

Objective 2: Supportive Campus Spaces

Status: Completed for 2025

Virginia State University launched its inaugural faith and religious community programming beginning in August 2025. Programming was designed to provide opportunities for education, engagement, and community building while supporting students, faculty, and staff representing the broad range of faith traditions practiced throughout the University community.

Impact on Workforce and Budget

Consistent with § 2.2-602, the University assesses the impact of its strategic priorities on the populations it serves, on its workforce, and on its budget.

Populations served: Infrastructure improvements, student support services, and academic success initiatives expand access to modern facilities and resources that benefit students, faculty, and staff across the University.

Workforce: Employee training and leadership development are delivered primarily through existing Human Resources capacity, supporting staff readiness, retention, and advancement with limited incremental cost.

Budget: Capital improvement projects represent the most significant investments associated with these priorities and are funded through institutional and Commonwealth capital programs. The University continues to align resources with its mission and to monitor participation, outcomes, and costs, reporting progress annually.