

Norfolk State University
Response to COV Section 23.1 102.1 Executive officers; salaries
Prepared August 19, 2026

President of Norfolk State University Per Chapter 725 Part 4

	FY26	
§ 4 6.01 d.2. c) Salary Supplement		\$17,000
§ 4 6.01 d.2. d) E&G Salary		\$236,146
Total E&G Presidential Compensation		\$253,146

Salaries as April 25, 2026						
Position Number	Employee ID	Last_Name	First_Name	State Salary	Position Role Code	Position Role Abbreviation
FA009	XXXXX6639	BROWN	LEONARD	\$258,053	01126	Administrative - Professor
FA350	XXXXX7346	WEBB	MELODY	\$275,592	01125	Admin - Associate Professor
FA124	XXXXX5870	MOSES	JUSTIN	\$294,381	01124	Admin - Assistant Professor
FA004	XXXXX6688	PORTER	CLIFFORD	\$302,993	01126	Administrative - Professor
FA027	XXXXX5462	HUNTER	GERALD	\$329,505	01126	Administrative - Professor
FA046	XXXXX4028	WILLIAMS	AURELIA	\$335,904	01121	Administrative - Lecturer

Code of Virginia

Title 23.1. Institutions of Higher Education; Other Educational and Cultural Institutions

Subtitle I. General Provisions

Chapter 1. Definitions and General Provisions

Article 2. General Provisions

§ 23.1-102.1. Executive officers; salaries

The governing board of each public institution of higher education shall report by September 1 of each year to the Chairmen of the House Committees on Appropriations and Education and the Senate Committees on Finance and Appropriations and on Education and Health the salary by position of any executive officer of such institution that exceeds for the previous fiscal year the salary limit for the chief executive officer for such institution set forth in the general appropriation act.

2019, c. [408](#).

The chapters of the acts of assembly referenced in the historical citation at the end of this section(s) may not constitute a comprehensive list of such chapters and may exclude chapters whose provisions have expired.

2025 RECONVENED SESSION

CHAPTER 725

[H 1600]

Approved May 2, 2025

An Act to amend and reenact Chapter 2 of the Acts of Assembly of 2024, Special Session I, as amended by Chapters 3 and 4 of the Acts of Assembly of 2024, Special Session I, which appropriates the public revenues for two years ending, respectively, on June 30, 2025, and June 30, 2026; a Bill to amend and reenact § 58.1-332.03, § 58.1-339.8, § 58.1-390.3, § 58.1-439.29, § 58.1-439.30, § 58.1-492, § 59.1-376, § 59.1-391, § 59.1-392 and § 65.2-107 of the Code of Virginia; and to amend and reenact the second enactment of Chapter 763 of the Acts of Assembly of 2023 and the second enactment of Chapter 791 of the Acts of Assembly of 2023.

Be it enacted by the General Assembly of Virginia:

1. That Items 0, 1, 6, 7, 10, 12, 13, 16, 20, 23, 24, 25, 26, 27, 31, 33, 34, 35, 40, 44, 58, 59, 60, 61, 63, 64, 65, 66, 67, 68, 70, 71, 74, 75, 77, 79, 80, 81, 82, 85, 86, 87, 91, 93, 95, 96, 101, 102, 103, 108, 109, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 123, 124, 125, 125.10, 126, 129, 130, 132, 136, 137, 140, 141, 144, 145, 148, 151, 152, 155, 156, 157, 159, 160, 161, 163, 164, 166, 167, 168, 172, 173, 176, 177, 183, 184, 187, 190, 191, 192, 193, 194, 195, 196, 197, 198, 200, 201, 203, 204, 206, 207, 209, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 223, 225, 226, 227, 229, 230, 231, 233, 234, 236, 237, 243, 244, 246, 247, 254, 257, 258, 259, 260, 261, 262, 264, 268, 269, 270, 271, 272, 274, 275, 276, 277, 278, 279, 280, 281, 283, 285, 286, 287, 288, 290, 291, 292, 293, 294, 295, 296, 297, 300, 301, 302, 307, 314, 315, 320, 324, 325, 326, 327, 328, 329, 330, 331, 332, 334, 337, 339, 341, 343, 344, 349, 352, 353, 354, 355, 356, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 370, 371, 372, 373, 376, 383, 384, 385, 388, 389, 390, 391, 392, 394, 399, 404, 406, 407, 408, 411, 413, 415, 416, 417, 419, 421, 422, 423, 424, 425, 426, 428, 430, 433, 436, 437, 438, 439, 440, 441, 442, 443, 444, 446, 450, 451, 452, 455, 456, 458, 460, 462, 463, 466, 469, 470, 471, 473, 475, 476, 479, 480, 481, 482, 483, 484, 489.10, 489.20, 489.30, 489.40, § 2-0, C-2, C-3.50, C-5, C-24, C-25, C-33, C-34, C-46, C-47, C-48, C-49, C-51, C-52, C-53.50, C-53.60, C-54, C-55, C-58, C-59, § 3-1.01, § 3-1.03, § 3-5.01, § 3-5.03, § 3-5.15, § 3-5.23, § 4-1.02, § 4-6.01, § 4-7.01 and § 4-14 of Chapter 2 of the 2024 Acts of Assembly, Special Session I, as amended by Chapters 3 and 4 of the 2024 Acts of Assembly, Special Session I, be hereby amended and reenacted and that the cited chapter be further amended by adding Items 142.10, 252.10, C-3.60, C-4.10, C-7.20, C-7.80, C-8.60, C-10.50, C-11.10, C-16.10, C-16.20, C-21.50, C-21.60, C-22.40, C-22.50, C-29.30, C-32.10, C-39.10, C-43.50, C-45.10, C-45.20, C-45.30, C-52.10, C-52.20, C-53.70, C-53.80, § 3-5.25, and § 3-5.26, and that the cited chapter be further amended by striking therefrom § 3-5.04, § 3-5.16 and § 4-5.08.

2. § 1. The following are hereby appropriated, for the current biennium, as set forth in succeeding parts, sections and items, for the purposes stated and for the years indicated:

A. The balances of appropriations made by previous acts of the General Assembly which are recorded as unexpended, as of the close of business on the last day of the previous biennium, on the final records of the State Comptroller; and

B. The public taxes and arrears of taxes, as well as moneys derived from all other sources, which shall come into the state treasury prior to the close of business on the last day of the current biennium. The term "moneys" means nontax revenues of all kinds, including but not limited to fees, licenses, services and contract charges, gifts, grants, and donations, and projected revenues derived from proposed legislation contingent upon General Assembly passage.

§ 2. Such balances, public taxes, arrears of taxes, and monies derived from all other sources as are not segregated by law to other funds, which funds are defined by the State Comptroller, pursuant to § 2.2-803, Code of Virginia, shall establish and constitute the general fund of the state treasury.

§ 3. The appropriations made in this act from the general fund are based upon the following:

	First Year	Second Year	Total
Unreserved Beginning Balance	\$2,989,627,272 \$12,757,442,466	\$0	\$2,989,627,272 \$12,757,442,466
Additions to Balance	\$47,000,000 (\$8,243,470,953)	(\$500,000) \$19,500,000	\$46,500,000 (\$8,223,970,953)
Official Revenue Estimates	\$28,563,750,000 \$30,661,036,462	\$30,275,550,000 \$31,360,409,381	\$59,839,300,000 \$62,021,445,843
Transfer	\$1,128,073,149 \$1,390,285,768	-\$1,714,755,410 \$1,572,043,937	\$2,842,828,559 \$2,962,329,705
Total General Fund Resources			

a. To implement and maintain traffic and pedestrian operational safety and security enhancements and secure the seat of government, and pursuant to the responsibilities of the Department of General Services (DGS) (§ 2.2-1129) and the Division of Capitol Police (DCP) (§ 30-34.2:1), DGS and DCP shall control rights-of-way and pedestrian and vehicular traffic that are in the state's primary highway system located in the capitol complex.

b. All property controlled by the Department of General Services shall require a permit for use by persons, organizations, or groups for events. Such events are eligible for a permit when the use will not interfere with or disrupt a function sponsored by the Commonwealth of Virginia government entity in support of an agency's mission. The Department shall prepare and publish on its website the requirements for the submission, processing, review, and disposition of permit applications for events on property controlled by the Department to ensure the health, safety, and welfare of the public; coordinate multiple uses of the property; preserve the rights of individuals to free expression; and to protect the Commonwealth from financial and property losses.

For the purposes of this subsection, an "event" means the assemblage on property controlled by the Department of ten (10) or more persons for any demonstration, rally, march, performance, picketing, speechmaking, holding of vigils, sit-ins, or other activities that involve the communication or expression of views or ideas having the effect, intent, or propensity to draw a crowd or onlookers. An "event" does not include casual use of the property by visitors or tourists.

All existing regulations for the use of property controlled by the Department shall remain in effect unless amended or rescinded. The Virginia Division of Capitol Police and other law enforcement entities having jurisdiction shall enforce the Department's property use requirements.

§ 4-6.00 POSITIONS AND EMPLOYMENT

§ 4-6.01 EMPLOYEE COMPENSATION

a. The compensation of all kinds and from all sources of each appointee of the Governor and of each officer and employee in the Executive Department who enters the service of the Commonwealth or who is promoted to a vacant position shall be fixed at such rate as shall be approved by the Governor in writing or as is in accordance with rules and regulations established by the Governor. No increase shall be made in such compensation except with the Governor's written approval first obtained or in accordance with the rules and regulations established by the Governor. In all cases where any appointee, officer or employee is employed or promoted to fill a vacancy in a position for which a salary is specified by this act, the Governor may fix the salary of such officer or employee at a lower rate or amount within the respective level than is specified. In those instances where a position is created by an act of the General Assembly but not specified by this act, the Governor may fix the salary of such position in accordance with the provisions of this subsection.

b. Annual salaries of persons appointed to positions by the General Assembly, pursuant to the provisions of §§ 2.2-200 and 2.2-400, Code of Virginia, shall be paid in the amounts shown. However, if an incumbent is reappointed, his or her salary may be as high as his or her prior salary.

	July 1, 2024 to June 10, 2025	June 11, 2025 to June 30, 2026
Chief of Staff	\$223,610	\$230,318
Secretary of Administration	\$214,939	\$221,387
Secretary of Agriculture and Forestry	\$219,775	\$226,368
Secretary of Commerce and Trade	\$214,939	\$221,387
Secretary of the Commonwealth	\$219,775	\$226,368
Secretary of Education	\$214,939	\$221,387
Secretary of Finance	\$224,861	\$231,607
Secretary of Health and Human Resources	\$214,939	\$221,387
Secretary of Labor	\$214,939	\$221,387
Secretary of Natural and Historic	\$214,939	\$221,387

Resources

Secretary of Public Safety and Homeland Security	\$222,207	\$228,873
Secretary of Transportation	\$214,939	\$221,387
Secretary of Veterans and Defense Affairs	\$219,774	\$226,367

c.1.a) Annual salaries of persons appointed to positions listed in subdivision c 6 hereof shall be paid in the amounts shown for the current biennium, unless changed in accordance with conditions stated in subdivisions c 2 through c 5 hereof.

b) The starting salary of a new appointee shall not exceed the midpoint of the range, except where the midpoint salary is less than a ten percent increase from an appointee's preappointment compensation. In such cases, an appointee's starting salary may be set at a rate which is ten percent higher than the preappointment compensation, provided that the maximum of the range is not exceeded. However, in instances where an appointee's preappointment compensation exceeded the maximum of the respective salary range, then the salary for that appointee may be set at the maximum salary for the respective salary range except if the new hire was employed in a state classified position, then the Governor may exceed the maximum salary for the position and set the salary for the employee at a salary level not to exceed the employee's salary at their prior state position.

c) Nothing in subdivision c 1 shall be interpreted to supersede the provisions of § 4-6.01 e, f, g, h, i, j, k, l, and m of this act.

d) For new appointees to positions listed in § 4-6.01c.6., the Governor is authorized to provide for fringe benefits in addition to those otherwise provided by law, including post retirement health care and other non-salaried benefits provided to similar positions in the public sector.

2.a)1) The Governor may increase or decrease the annual salary for incumbents of positions listed in subdivision c 6 below at a rate of up to 10 percent in any single fiscal year between the minimum and the maximum of the respective salary range in accordance with an assessment of performance and service to the Commonwealth.

2) The governing boards of the independent agencies may increase or decrease the annual salary for incumbents of positions listed in subdivision c.7. below at a rate of up to 10 percent in any fiscal year between the minimum and maximum of the respective salary range, in accordance with an assessment of performance and service to the Commonwealth.

b)1) The appointing or governing authority may grant performance bonuses of 0-5 percent for positions whose salaries are listed in §§ 1-1 through 1-9, and 4-6.01 b, c, and d of this act, based on an annual assessment of performance, in accordance with policies and procedures established by such appointing or governing authority. Such performance bonuses shall be over and above the salaries listed in this act, and shall not become part of the base rate of pay.

2) The appointing or governing authority shall report performance bonuses which are granted to executive branch employees to the Department of Human Resource Management for retention in its records.

3. From the effective date of the Executive Pay Plan set forth in Chapter 601, Acts of Assembly of 1981, all incumbents holding positions listed in this § 4-6.01 shall be eligible for all fringe benefits provided to full-time classified state employees and, notwithstanding any provision to the contrary, the annual salary paid pursuant to this § 4-6.01 shall be included as creditable compensation for the calculation of such benefits.

4. Notwithstanding § 4-6.01.c.2.b)1) of this Act, the Board of Commissioners of the Virginia Port Authority may supplement the salary of its Executive Director, with the prior approval of the Governor. The Board should be guided by criteria which provide a reasonable limit on the total additional income of the Executive Director. The criteria should include, without limitation, a consideration of the salaries paid to similar officials at comparable ports of other states. The Board shall report approved supplements to the Department of Human Resource Management for retention in its records.

5.a. With the written approval of the Governor, the Board of Trustees of the Virginia Museum of Fine Arts, the Science Museum of Virginia, the Virginia Museum of Natural History, Gunston Hall, and the Library Board may supplement the salary of the Director of each museum, and the Librarian of Virginia from nonstate funds. In approving a supplement, the Governor should be guided by criteria which provide a reasonable limit on the total additional income and the criteria should include, without limitation, a consideration of the salaries paid to similar officials at comparable museums and libraries of other states. The respective Boards shall report approved supplements to the Department of Human Resource Management for retention in its records.

b) The Board of Trustees of the Jamestown-Yorktown Foundation may supplement, using nonstate funds, the salary of the Executive Director of the Foundation. In approving the supplement the Board should be guided by criteria which provides a reasonable limit on the total additional income and the criteria should include, without limitation, a consideration of the salaries paid to similar officials at comparable Foundations in other states. The Board shall report approved supplements to the Department of Human Resource Management for retention in its records.

Alcoholic Beverage Control Authority	\$293,550	\$302,357
Chief Executive Officer, Virginia Cannabis Control Authority	\$182,016	\$187,476

8. Notwithstanding any provision of this Act, the Board of Trustees of the Virginia Retirement System may supplement the salary of its Director. The Board should be guided by criteria, which provide a reasonable limit on the total additional income of the Director. The criteria should include, without limitation, a consideration of the salaries paid to similar officials in comparable public pension plans. The Board shall report such criteria and potential supplement level to the Chairmen of the Senate Finance and Appropriations and House Appropriations Committees at least 60 days prior to the effectuation of the compensation action. The Board shall report approved supplements to the Department of Human Resource Management for retention in its records.

9. Notwithstanding any provision of this Act, the Board of the Virginia College Savings Plan may supplement the compensation of its Chief Executive Officer. The Board should be guided by criteria which provide a reasonable limit on the total additional income of the Chief Executive Officer. The criteria should include, without limitation, a consideration of compensation paid to similar officials in comparable qualified tuition programs, independent public agencies or other entities with similar responsibilities and size. The Board shall report such criteria and potential supplement level to the Chairmen of the Senate Finance and Appropriations and House Appropriations Committees at least 60 days prior to the effectuation of the compensation action. The Board shall report approved supplements to the Department of Human Resource Management for retention in its records.

10. Notwithstanding any provision of this act, the Board of the Virginia Alcoholic Beverage Control Authority may supplement the salary of its Chief Executive Officer in accordance with § 4.1-101.02. The Board should be guided by criteria, which provide a reasonable limit on the total additional income of the Chief Executive Officer. The criteria should include, without limitation, a consideration of the salaries paid to similar officials in comparable independent agencies. The Board shall report such criteria and potential supplement level to the Chairs of the House Appropriations and Senate Finance and Appropriations Committees at least 60 days prior to the effectuation of the compensation action. The Board shall report approved supplements to the Department of Human Resource Management for retention in its record.

d.1. Annual salaries of the presidents of the senior institutions of higher education, the President of Richard Bland College, the Chancellor of the University of Virginia's College at Wise, the Superintendent of the Virginia Military Institute, the Director of the State Council of Higher Education, the Director of the Southern Virginia Higher Education Center, the Director of the Southwest Virginia Higher Education Center and the Chancellor of Community Colleges, as listed in this paragraph, shall be paid in the amounts shown. The annual salaries of the presidents of the community colleges shall be fixed by the State Board for Community Colleges within a salary structure submitted to the Governor prior to June 1 each year for approval.

2.a) The board of visitors of each institution of higher education or the boards of directors for Southern Virginia Higher Education Center, Southwest Virginia Higher Education Center, and the New College Institute may annually supplement the salary of a president or director from private gifts, endowment funds, foundation funds, or income from endowments and gifts. Supplements paid from other than the cited sources prior to June 30, 1997, may continue to be paid. In approving a supplement, the board of visitors or board of directors should be guided by criteria which provide a reasonable limit on the total additional income of a president or director. The criteria should include a consideration of additional income from outside sources including, but not being limited to, service on boards of directors or other such services. The board of visitors or board of directors shall report approved supplements to the Department of Human Resource Management for retention in its records.

b) The State Board for Community Colleges may annually supplement the salary of the Chancellor from any available appropriations of the Virginia Community College System. In approving a supplement, the State Board for Community Colleges should be guided by criteria which provide a reasonable limit on the total additional income of the Chancellor. The criteria should include consideration of additional income from outside sources including, but not being limited to, service on boards of directors or other such services. The Board shall report approved supplements to the Department of Human Resource Management for retention in its records.

c) Norfolk State University is authorized to supplement the salary of its president from educational and general funds up to \$17,000.

d) Should a vacancy occur for the Director of the State Council of Higher Education on or after the date of enactment of this act, the salary for the new director shall be established by the State Council of Higher Education based on the salary range for Level I agency heads. Furthermore, the state council may provide a bonus of up to five percent of the annual salary for the new director.

July 1, 2024
to
June 10, 2025

June 11, 2025
to
June 30, 2026

NEW COLLEGE INSTITUTE

Executive Director, New College Institute	\$151,681	\$156,231
	<i>\$180,401</i>	<i>\$185,813</i>

**STATE COUNCIL OF HIGHER
EDUCATION FOR VIRGINIA**

Director, State Council of Higher Education for Virginia	\$254,888	\$262,535
	<i>\$284,000</i>	<i>\$292,520</i>

**SOUTHERN VIRGINIA HIGHER
EDUCATION CENTER**

Director, Southern Virginia Higher Education Center	\$180,401	\$185,813
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**SOUTHWEST VIRGINIA HIGHER
EDUCATION CENTER**

Director, Southwest Virginia Higher Education Center	\$180,401	\$185,813
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**VIRGINIA COMMUNITY COLLEGE
SYSTEM**

Chancellor of Community Colleges	\$231,244	\$238,181
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**SENIOR COLLEGE PRESIDENTS'
SALARIES**

Chancellor, University of Virginia's College at Wise	\$150,306	\$154,815
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President, Christopher Newport University	\$182,220	\$187,687
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President, The College of William and Mary in Virginia	\$210,578	\$216,895
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President, George Mason University	\$196,674	\$202,574
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President, James Madison University	\$215,502	\$221,967
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President, Longwood University	\$196,595	\$202,493
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President, Norfolk State University	\$229,268	\$236,146
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President, Old Dominion University	\$217,103	\$223,616
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President, Radford University	\$203,168	\$209,623
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President, Richard Bland College	\$173,468	\$178,672
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President, University of Mary Washington	\$189,202	\$194,878
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President, University of Virginia	\$234,221	\$241,248
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President, Virginia Commonwealth University	\$226,689	\$233,490
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President, Virginia Polytechnic Institute and State University	\$247,762	\$255,195
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President, Virginia State University	\$191,021	\$196,752
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Superintendent, Virginia Military Institute	\$193,427	\$199,230
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