



***LONGWOOD UNIVERSITY
BOARD OF VISITORS***

– MEETING MATERIALS –

September 9, 2022

Minutes

LONGWOOD UNIVERSITY

BOARD OF VISITORS

June 6, 2022

Minutes

******* DRAFT *******

Call to Order

The Longwood University Board of Visitors met on Monday, June 6 at the Baliles Center at Hull Springs in Westmoreland County. The meeting was called to order at 10:00 a.m. by Rector Pia Trigiani.

Members present:

Pia Trigiani
Michael Evans
Larry Palmer
Cookie Scott
Steven Gould
Eileen Anderson
Fabiola Carter
Shawn Smith
Cookie Scott
Rhodes Ritenour
Polly Raible
Nadine Marsh-Carter

Also present:

President W. Taylor Reveley IV
Justin Pope, Vice President and Chief of Staff
Cameron O’Brion, University Counsel
Larissa Smith, Provost and Vice President for Academic Affairs
Tim Pierson, Vice President for Student Affairs
Louise Waller, Vice President for Administration and Finance
Victoria Kindon, Vice President for Strategic Operations
Cameron Patterson, Executive Director of the Moton Museum
John Daniel, Longwood Real Estate Foundation

Rector’s Welcome and Approval of Minutes and Consent Agenda:

The rector welcomed the Board members, acknowledging especially those for whom this will or may be their final meeting as members, as well as Louise Waller and Sherry Swinson for their

caretaking and development work of the Baliles Center at Hull Springs property. She led applause for Tim Pierson, in honor of this as his concluding Board meeting as vice president, as he transitions to an emeritus role. She also thanked Louise Waller and Victoria Kindon for the hard work that resulted in the previous week's outstanding and effusive report to the executive committee from the Auditor of Public Accounts.

President Reveley also thanked Tim Pierson, noting celebrations to come in the fall. John Daniel and Larissa Smith gave a brief overview of the Hull Springs property and the work underway by students and faculty using the Baliles Center, the resources the wetland credit project has made possible for Longwood, and the persistence by Sherry Swinson over many years to move forward toward the full vision for the property. The rector thanked John Daniel for his longstanding commitment and work on behalf of the project.

The rector asked for a motion to approve the minutes of the previous Board meeting as presented. Nadine Marsh-Carter so moved, Cookie Scott seconded, and the minutes were approved unanimously.

The Rector asked for a motion to approve the Consent Agenda, as well as to ratify the awarding of honorary degrees to commencement speakers William Mims and Cookie Scott. Eileen Anderson so moved, Michael Evans seconded and the motion was approved unanimously.

President's Welcome

President Reveley noted the beauty of the setting and sense of accomplishment with the close of the academic year, but the continued challenges across higher education and great anxiety nationally and internationally. He said he feels Longwood has navigated a string of hard challenges and that has positioned it strongly to "shift into the next gear." Reviewing various metrics and strategic priorities, he noted Longwood has raised more money in the last nine years than Longwood had previously raised in its prior 174 years, noting two \$1 million gifts just in recent weeks. He commended Louise Waller and Chip Bowman for their hard work to keep Longwood on a disciplined budget track and process, navigating increased expenses with careful prioritization of spending and work to expand revenue. He noted the budget presented to the Board for approval contemplates \$142 million in revenue in the coming fiscal year, up from \$101 million when President Reveley took office, with among the very lowest tuition increases in the state during that period. He also noted the first class of seniors to graduate fully through Civitae, and that Longwood's status as a leader in the state in getting courses back in person during Covid will be a lasting legacy for students and the institution, with Larissa Smith deserving special credit. The basketball success of this past year was valued at \$81 million in publicity, following on a comparable magnitude of media equivalent value for the Vice Presidential Debate in 2016. He also described the results of a recent survey by SCHEV of alumni of Virginia public institutions, which serves as an independent gauge of strategic performance. The survey found Longwood is among six Commonwealth institutions with an alumni satisfaction rating exceeding 90 percent. Longwood had the second-highest percentage of alumni who reported finding a true mentor in college, at 65 percent – ahead of William & Mary, U.Va., JMU, Virginia Tech and behind only VMI. Longwood graduates were also second only to

VMI in percentage satisfied with their class sizes. He thanked Board members for their support and work over these past several years, which he says have been instrumental in Longwood's success.

Operating Budget, Capital Budget, and Proposed Tuition and Fees

Regarding the proposed budget, President Reveley said the state process has been the most uncertain and extended during his time at Longwood, which has made planning for the coming fiscal year difficult. The numbers under consideration in the state budget versions approved by the House and Senate are generally positive, though the proposed mandated salary increase, while important, will be expensive for Longwood because they are only partially funded by the state. The capital projects would be an exceptional accomplishment for Longwood. Regarding tuition, he said the proposed increase of \$240, or 2.9 percent annually, would be an appropriate balance considering the impact of inflation, the need to fund salary increases, and Longwood's strong record in recent years of holding tuition increases far below the state average.

Louise Waller gave an overview of the proposed Operating Plan for Fiscal Year 2022-23. She reminded the Board the budget functions as "guardrails" that provide a basic structure for spending, and thanked all of the vice presidents for their work preparing a balanced budget and working hard to find the efficiencies that make a balanced budget possible. She noted overall spending is increasingly from \$135 to \$142 million. The E&G budget increases from \$75 million to \$85 million, while auxiliary spending will decrease from \$60 million to \$56 million. The revenue projections are based on projected 2.9 percent increase in undergraduate tuition and continued growth in graduate programs. She also said grant funding has increased from about \$3 million to \$6 million. In FY 2020, grant funding made up 1.8 percent of the E&G budget. This year it is projected just above 7 percent. The major increase in expenses will come as a result of Longwood's obligation to fund employee raises. Other anticipated expense increases this year include faculty promotions and a major project to upgrade Banner. Victoria Kindon gave an overview of Banner, how it is used, the project to upgrade it, and the financial benefits for the university in the long run. Louise Waller said it is a good example of the hard work the VPs have undertaken to push aggressively for advantageous terms as contracts are renegotiated with vendors. She said she is proud of the budget, particularly considering the continued uncertainty and impact of inflation, which sets Longwood up well in a strong position to meet the challenges of the future.

Turning to the capital budget, she gave an overview of the separate capital budget process, and the projected timeline of ongoing capital projects including HVAC, the new maintenance building, and the new music education building, as well as the small but welcome proposed state budget increase in maintenance reserve funding. She said the university has an outstanding working partnership with state partners including the Department of Planning and Budget. Several board members expressed appreciation for how successful the Reunion Weekend was and the appearance of campus. Regarding tuition, Louise Waller said given an environment of 8 percent overall inflation and mandated raises, keeping the proposed tuition increase under 3 percent has been an important achievement. She also gave an overview of the proposed graduate school rates and the work they reflect in better understanding the different market for graduate

students in which Longwood competes. President Reveley noted that aside from William and Mary and its recently announced freeze, this would be the lowest increase of any Virginia public university that has announced so far. There was discussion regarding the importance of clarity and working to improve understanding by families of the various categories of cost and what they are used to support.

The rector asked for a motion to adopt the capital budget, the operating budget, and the recommendations as presented regarding tuition and fees for 2022-23. Eileen Anderson so moved, Nadine Marsh-Carter seconded and the motion. All members present voted to approve the motion, except Steven Gould, who abstained. Eileen Anderson and Polly Raible thanked Louise Waller and said the presentation format of the budget and tuition proposals have improved tremendously over the past eight years, and now make it much clearer for Board members to review and consider.

Board members then broke for a tour of the Baliles Center laboratory building, as well as reflection over lunch with SCHEV Director Peter Blake, who arrived in preparation for a Board self-analysis and continuing education session to follow after lunch.

Continuing Education for Board Members

Peter Blake led a review and continuing education session for Board members addressing good governance practice, Board member responsibilities and measurement, prominent issues in Virginia higher education policy, and the culture and values of the Board and institution, including its mission and mission statement. Drawing on prepared materials, topics of discussion included Board members' views of their roles, responsibilities, resources, and oversight performance, broad-brush challenges nationally and in the Commonwealth for higher education, and the appropriate role of the Board in addressing them, as well as the culture and values that should shape the work of the Board going forward. There was discussion of demographic trends in Virginia, challenges of access and affordability, and discussion of Longwood's current strategic plan and ways to continue to track its progress. His final takeaways for Board members he said were to "work to understand governance, lead by example and think strategically."

Long-term Energy Planning

John Daniel, chair of the Longwood University Real Estate Foundation, and Louise Waller gave an overview of the outlines of a proposed energy concession arrangement in connection with the Real Estate Foundation under negotiation that if completed successfully would provide tremendous help in allowing Longwood to manage its energy needs, achieve efficiencies and cost savings, and mitigate risk for decades to come. Louise Waller provided details regarding the energy challenges Longwood is potentially facing over a long-term time horizon. The project anticipates potentially achieving a 31 percent reduction in electrical consumption, and a 32 percent reduction in carbon admissions. Other benefits would include educational partnerships with students. Louise Waller and John Daniel responded to a series of questions from Board members regarding timeline for entering a project arrangement, relevant experience and expertise, and possible terms regarding protections in place including "exit ramps" and other avenues of recourse in the event of non-performance.

The rector asked for a motion to adopt the proposed resolution regarding the project and arrangement contemplated with the Real Estate Foundation. Michael Evans so moved, Steven Gould seconded, and the motion was approved unanimously.

Elections

Rhodes Ritenour, chair of the nominating committee, introduced the following slate of proposed officers for the 2022-23 year: Michael Evans as rector, Katharine Bond as vice-rector, Cookie Scott as secretary, and Ricshawn Adkins Roane as member-at-large of the executive committee. President Reveley as presiding officer during elections invited discussion, and asked members for a vote to approve the nominated slate. Members voted unanimously to approve the slate.

The Rector expressed that it has been a great honor to serve with Board members and the vice presidents for their work during her tenure. She gave an overview of major events at Longwood she has been associated with, including: the apology for Longwood's actions in the civil rights era and its flourishing partnership with Moton; the dedication of the Farmville Freedom Monument; progress with the town and local community; the Campus Master Plan; Radcliff Hall and other campus progress; the Andy Taylor Center; the Vice Presidential Debate; Skip Griffin's commencement address; progress on access and minimal tuition increases; the NCAA Men's and Women's Basketball Tournaments and this year's highest-ever GPA for student-athletes; the persistence of Longwood through Covid-19; Civitae, and the dedication of the Baliles Center.

Eileen Anderson asked for a motion pursuant to Virginia Code 2.2-3711(A)(1) that the Board convene in closed session to discuss matters pertaining to personnel. Steven Gould so moved, Michael Evans seconded and the motion was approved unanimously.

A motion was offered by Ms. Trigiani to return to open session. Mr. Smith seconded and the motion was approved unanimously. In compliance with the provisions of the Freedom of Information Act, the Board returned to open session. Eileen Anderson moved that the board certify by roll call vote that, to the best of each member's knowledge, 1) only matters lawfully exempted from open meeting requirements were discussed, and 2) only matters identified in the motion for closed session were discussed. Michael Evans seconded, and all members in attendance voted by roll call to certify: Pia Trigiani, Michael Evans, Larry Palmer, Cookie Scott, Steven Gould, Eileen Anderson, Fabiola Carter, Shawn Smith, Rhodes Ritenour, Polly Raible, and Nadine Marsh-Carter.

The rector asked for a motion to approve the recommendation of the Provost and President that Dr. Vincent Magnini of the College of Business and Economics be awarded tenure. Larry Palmer so moved, Shawn Smith seconded and the motion was approved unanimously. The rector then commended President Reveley on his annual performance, reflecting the Board's performance evaluation of him, and next asked for a motion to provide standard reimbursement for residency tax expenses in this and subsequent years. Michael Evans so moved, Steven Gould seconded and the motion was approved unanimously. Lastly, the rector asked the Board to consider a resolution to name the university's administration building in honor of former faculty member and Commonwealth leader Dr. Thomas D. Eason. After discussion, Michael Evans so moved, Cookie Scott seconded, and the motion was approved unanimously.

Consent Agenda



Edits, Updates, and Amendments Regarding Policy, Procedure and Planning

This section includes standard procedural steps and routine edits, updates, and amendments to policies and procedures, as well as other reports and straightforward University matters for the Board of Visitors. These include:

- A resolution ratifying the appointment of Pia Trigiani to the Board of Directors of the Longwood University Real Estate Foundation
- An update to the Motor Vehicle and Parking Policy (will take effect upon completion by Attorney General's office of a routine regulatory process to withdraw pertinent language that is part of Virginia Administrative Code)
- Retirement of two policies related to personnel that are no longer required
- An update to the University Policy Management Policy to clarify the process for policy review and approval, to better align with SACSCOC guidance
- Minor updates to the Memorandum of Understanding between the University and Longwood University Foundation, in agreement with the leadership of the Foundation

BOARD OF VISITORS
LONGWOOD UNIVERSITY REAL ESTATE FOUNDATION (LUREF)
ACTION ITEM

Appointment of Pia Trigiani to LUREF Board of Directors

LUREF bylaws require BOV ratification for appointments to LUREF Board

Resolved, the Longwood University Board of Visitors ratifies the appointment of Lucia Anna “Pia” Trigiani to the Longwood University Real Estate Foundation (LUREF) Board of Directors. She has been nominated by the LUREF Board and has agreed to serve. She will serve a four-year term to expire Dec. 31, 2026, and a biographical summary appears below.

Pia Trigiani served two terms on the Longwood University Board of Visitors from 2014-2022 and as rector in 2021-22. She is a leading light of the Virginia legal community, and partner in the Alexandria firm MercerTrigiani, specializing in real estate. A graduate of Saint Mary’s College and the University of Richmond Law School, Pia is a past president of the Virginia Bar Association and has served in numerous public roles, including the Virginia Supreme Court Judicial Council, the Common Interest Community Board, the Special Virginia Judicial Inquiry Review Commission, the Virginia Real Estate Board, the Governor’s Housing Policy Work Group and the Board of GoVirginia. Other board service includes the Library of Virginia Foundation, Lead Virginia and numerous others, and she has received multiple professional distinctions, including the *Virginia Business* “Living Legend” award in 2021 and *Virginia Super Lawyers* for Real Estate.

Motor Vehicle Parking and Traffic Regulations 5009

I. PURPOSE**Policy Owner:** Vice President for Student Affairs and the Longwood University Police Department

Purpose: The purpose of this policy is to outline motor vehicle parking and traffic regulations enforced by the Longwood University Police Department.

II. POLICY**Policy**

Registration:

- A. **Scope:** Faculty, staff, commuter students, and resident students (~~note Freshman Car Policy~~) are permitted to have vehicles on campus. The University, however, cannot guarantee a parking space on campus, nor is it liable for damages to or losses from any vehicle parked on the campus. ~~The University has a 24/7 parking policy in that all vehicles must remain in their decal zone throughout the year.~~ Other parking restrictions may be imposed for appropriate special events, activities, and conditions.
- B. **Parking Allocation:** On-campus parking allocation will be Faculty/Staff, Commuter, and Residential. Additional descriptions as to exact identification and locations of these parking areas will be provided on the Longwood University Police Department and Office of Parking Services Office web site page as well as in ~~a booklet~~ the information provided available to all who purchase parking permits~~decal~~s.
- C. **Registration Requirement:** Vehicles ~~utilizing~~ using campus parking facilities must be registered and display the appropriate permit. All outstanding parking citations must be paid prior to vehicle registration. ~~Since parking regulations are enforced year round, vehicles should be registered prior to the start of the semester.~~
- D. **Number of Vehicles:** Students, Faculty, and staff members will be issued hanging tags. These permits are transferable to ~~other an additional family vehicle, s~~ but the additional vehicle must be registered with the Parking Services Office. Only one (1) registered vehicle per permit may be present on campus at any time.
- E. **Motorcycles:** Motorcycles have the same status as automobiles. Owners must abide by the same guidelines concerning registration, parking, and operation on campus.
- F. **~~Decals~~ Parking Permits:**
 - ~~- Decals are to be displayed on the vehicle's left rear window.~~
 - ~~- Decals must be secured with their own adhesive. Scotch tape, etc. may not be used.~~
 - ~~- Student decals are non-transferable to other vehicles. Additional vehicles must have their own decals.~~
 - Hanging tags Permits must be displayed per instructions from the rear view mirror and clearly seen by common observation through the front windshield.
 - Students, faculty, and employees-staff should report any changes to vehicle registration information to the Parking Services Manager-Office as soon as possible (e.g. tag number change, residence change, or new car)-.

- G. **Guest's Vehicle:** To register a guest's vehicle during business hours, you must come to the Parking Services Office to obtain a guest permit. After business hours go to the Longwood University Police Department for such assistance.

Parking:

- A. **Daily Parking Zones:** The University has a 24/7 parking policy in effect. All vehicles must park in their specific ~~decal~~ permit zone 24 hours a day.
- B. **External Law:** Town, county, and state laws must be observed when parking on the Longwood University campus.
- C. **Parking Prohibitions:** Parking in fire zones, loading zones, and areas where the curbs are painted yellow is strictly prohibited.
- D. **Town Streets:** Parking on the Town of Farmville streets is at the driver's risk. University parking ~~decals~~ permits do not authorize parking in the Town of Farmville "Resident Only," or " ~~parking~~ other parking areas. The Farmville Police patrol these areas and will issue town citations if violations are observed.
- E. **Visitor Parking:** A limited number of ~~two-hour~~ two-hour visitor parking spaces are available on campus. Students, faculty, and staff of the University may not use these spaces at any time, as they are not considered visitors to the campus. Visitor parking spaces are designated at the ~~Radcliff~~ Craft Lot for use by PROSPECTIVE STUDENTS AND UNIVERSITY VISITORS ONLY.
- F. **Guest Parking:** If a guest is to be on campus ~~anytime~~ Monday through Friday, they must display a guest parking permit. Guest permits are not required from Friday, 6:00pm through Monday, 6:00am. Failure to register a guest's vehicle is not grounds for citation appeal. Guest parking is restricted to the Vernon Street and South Pine Street Lots.
- G. ~~Loading/Unloading Limitations~~ **Limited Parking:** ~~Loading/unloading~~ Limited parking locations have been designated throughout the campus. Parking in these areas is limited to ~~ten~~ fifteen minutes WITH the use of hazard lights.
- H. **Handicapped Parking:** Persons requiring the use of handicapped spaces on ~~campus and/or~~ campus, on University-managed streets and in University-managed ~~Town of Farmville street~~ parking lots must display a permit from the Division of Motor Vehicles or a ~~Temporary (7-day)~~ Temporary (7-day) medical permits ~~may be obtained from the Longwood University Office of Disability~~ may be obtained from the Longwood University Office of Disability ~~Services~~ Accessibility Resources Office. Temporary medical permits must be displayed and visible by common observation through the front windshield.
- I. ~~Resident Exceptions for Freshman:~~ **Resident Exceptions for Freshman:** ~~Freshmen are permitted to have vehicles on campus by~~ Freshmen are permitted to have vehicles on campus by ~~written permission only. Contact the Parking Services Manager for details.~~ written permission only. Contact the Parking Services Manager for details. ~~living in residence~~ living in residence ~~halls or University-managed property will be permitted to bring motor vehicles to campus,~~ halls or University-managed property will be permitted to bring motor vehicles to campus, ~~however, these vehicles must be parked in the lower lot at Lancer Park, or the Main Street Lot if~~ however, these vehicles must be parked in the lower lot at Lancer Park, or the Main Street Lot if ~~approved by the Parking Service Office.~~ approved by the Parking Service Office.
- J. ~~Brock Commons Garage:~~ **Brock Commons Garage:** ~~Students use of the Brock are not permitted to use the Brock Commons~~ Students use of the Brock are not permitted to use the Brock Commons ~~Garage is restricted at all times.~~ Garage is restricted at all times.

~~J.K. Students will NOT be allowed to park in the garage regardless of time of day, or day of the week.~~ **Incident Weather:** During times when snowfall or ice accumulation is predicted for the Farmville area, parking may be restricted from University managed streets and parking lots for snow/ice removal. Students, faculty, and staff will be notified by email if this becomes necessary.

Parking Violations:

- A. **Responsibility for Enforcement:** ~~The Parking Services Office/~~Longwood University Police Department is charged with the enforcement of all parking regulations

B. **Parking Citations:** Parking citations for unregistered or improperly parked vehicles will be issued ~~year-round~~year-round, whenever the University is open, ~~regardless if classes are in session or not.~~

C. **Payment and Appeals:** ~~Parking citations must~~may be paid or appealed. The process for hearing appeals will be determined by the Vice President for Administration/Finance. An appeal is based on extenuating circumstances and should not be filed if an individual has clearly failed to observe the University parking rules and regulations. Appeals must be made within five full working days (Monday-Friday) excluding holidays. Payments must be made within 30 calendar days of the citation or appeal decision.

~~–Timeliness of Payments:~~ Drivers are expected to pay fines in a timely fashion. Unpaid fines may be transmitted to the Virginia Department of Revenue and/or to a collection agency. A hold will be placed on the records of any student when ~~he or she has~~they have unpaid fines. If the vehicle appears on campus after suspension of privileges, the vehicle may be towed, a \$50.00 fine may be assessed, and/or disciplinary action may be taken. Seniors will have a hold placed on their records prior to graduation unless ALL fines have been paid. Flagrant disregard of the parking regulations may result in revocation of parking privileges.

D. **Repeat Offenses:** If a driver accumulates four (4) or more upheld parking citations in one semester, the driver's vehicle may be towed at the owner's expense upon issue of the fifth (5th) citation, and the matter referred to Student Conduct and Integrity for students.

~~C.E.~~ **Parking Suspensions:** If a driver accumulates seven (7) upheld parking citations in one semester, the privilege to park on campus may be suspended, and the matter referred to Student Conduct and Integrity for students. The suspension will be for the remainder of the current semester and all of the next semester. The Parking Appeals Committee will hear appeals for any contested suspension.

~~–Multiple Unpaid Citations:~~ If a driver accumulates three or more unpaid parking citations, the driver's vehicle may be towed at the owner's expense.

~~–Parking Suspensions:~~ If a driver accumulates five (5) tickets in one semester, his or her privilege to park on campus may be suspended. Suspension will be for the remainder of the current semester and all of the next. There will be no refunding of unused parking permit balances in these instances. The Parking Appeals Committee will hear appeals for these suspensions.

Parking Citation Appeals Committee:

- A. **Role:** The purpose of the Parking Citation Appeals Committee is to review all appealed parking citations and render a final decision. It will also review any appeals for the reinstatement of suspended parking privileges.
- B. **Appeal Form:** An appeal for each citation issued must be submitted in writing on an "appeals form" within five working days of the date on the citation or the right to appeal is forfeited. If appeal is denied, payment will be due upon receipt of notification letter. Appeal forms are available on the myLongwood site at Automobile Registration under the Student Life tab, in the Parking Services Office in Graham, and at Dispatch in the Dorrill Dining Hall.
- C. **Rationale for Appeal:** An appeal is based on extenuating circumstances and should not be filed if an individual has clearly failed to observe the University parking rules and regulations.
- D. **Decisions:** Appeals are decided in one of the following ways: appeal denied; appeal accepted; and appeal denied, fee reduced. Students must contact the Parking Services Office for information and deadlines for submitting an appeal.

Resident Freshman Motor Vehicle Policy: Freshmen living in residence halls will not be permitted to bring motor vehicles to campus OR to Farmville and vicinity. Upperclass students are not permitted to register cars for freshmen. Students who bring unauthorized motor vehicles to campus or to Farmville and vicinity are subject to sanction under Longwood University's conduct standards. Requests for exceptions to this policy should be made to the Parking Services Manager. Freshmen students will lose their parking rights if three or more citations are issued to their vehicle. Permit fees will NOT be refunded.

Inclement Weather Parking Policy: During times when snowfall or ice accumulation is predicted for the Farmville area, parking will be restricted from the campus streets and commuter and Faculty/Staff lots so that the removal process can be completed. Students will be contacted by an email announcement when this policy is in effect.

~~Revised and approved by the Board of Visitors, December 2, 2011.~~
Revised and approved by the Board of Visitors, September 7, 2002.
Revised and approved by the Board of Visitors, March 19, 2004.
Revised and approved by the Board of Visitors, June 15, 2005.
Revised and approved by the Board of Visitors, December 2, 2011.
Revised and approved by the Board of Visitors, December 7, 2012.
Revised and approved by the Board of Visitors, September 9, 2022.

Policy Titles: Performance Management for Classified Employees, and Recruitment and Selection

Policy Numbers: 2039 and 2046

Action Requested: On the advice of counsel, the Board is asked to “retire” these presently duplicative policies in light of the fact that in these areas Longwood as a public institution in the Commonwealth follows Department of Human Resource Management (DHRM) current policies as they are updated or an applicable internal procedure/process.

University Policy Management 0004

I. Purpose

To establish rules and procedures for creating and updating university policies.

II. Policy Statement

This policy governs the development and maintenance of all university policies. University policies and procedures are applicable to all members of the university community, unless the specific policy states otherwise.

The university establishes policies to promote the effective and efficient operation of the university and to guide the management of university affairs. University policies address operation requirements of all academic and administrative offices and compliance with applicable laws and regulations.

III. Procedures

1. Any employee, university office or administrative unit may submit a proposed policy to the university vice president to which he or she reports. Any proposed policy shall comply with the Longwood University Policy Template and Longwood University Policy and Procedures Writing Guide.
2. The vice president shall review the proposed policy and determine if it is necessary and appropriate.
3. The vice president may submit any proposed policy to the president ~~The president shall review such policies and, if appropriate, forward the policies to the Board of Visitors for consideration, who shall review and consider such policies.~~ The president may implement editorial or minor policy changes. New policies or substantial modifications shall be forwarded to the Board of Visitors for consideration.
4. The Board of Visitors shall consider and, if appropriate, approve policies submitted by the president. However, the president may temporarily implement any policy until the next scheduled Board of Visitors meeting.
5. Vice presidents or their designees shall review and, if necessary, revise policies every two years.
6. The university shall publish all policies on the university website in an accessible, easy to read, searchable format.

Approved by the Board of Visitors, September 8, 2022

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE LONGWOOD UNIVERSITY FOUNDATION
AND
LONGWOOD UNIVERSITY**

This Memorandum of Understanding (“MOU” or “Agreement”), effective this 21st day of October, 2024², the “Effective Date”), is made between Longwood University (the “University”) and the Longwood University Foundation (the “Foundation”). This MOU supersedes and replaces the Articulation Agreement between the University and the Foundation, which last was amended in 2018.

RECITALS:

WHEREAS, the Foundation, formed in 1959, is one of the University’s affiliated private philanthropic entities, a tradition which dates to the founding of the Alumni Association in 1889; and

WHEREAS, the primary focus of the Foundation is student scholarship funding and programmatic funding for the University; and

WHEREAS, to serve that primary focus, the Foundation oversees investment and administration of scholarship gifts and endowed program gifts raised by the University, and likewise transfers at timely junctures appropriate scholarship funding and programmatic funding to the University; and

WHEREAS, from time to time, at the request of the University and consistent with donor intent, the Foundation holds and oversees assets other than scholarship gifts and scholarship endowments, always maintaining forefront attention on the primary focus of scholarships; and

NOW THEREFORE, in consideration of the mutual promises and covenants herein, the University and the Foundation agree hereby as follows:

1. **Mutual Commitments.**

The University acknowledges and is grateful for the vital services performed by the Foundation in fostering the image of the institution and in supporting University efforts to attracting resources to support and enhance the capabilities of the University, particularly student scholarship funding. The Board of Visitors and officers of the University will provide a detailed overview of the University to the Foundation at least annually to include major priorities for the academic year and any policy and strategy adjustments relevant to the Foundation, with particular attention to timely communication of adjustments and, when feasible, consultation prior to implementation. Likewise, the Foundation at least annually will provide a detailed overview to the University regarding matters outlined in Section 4 below and other matters pertinent to coordination. The University and the Foundation each recognize the separate legal existence, structure, and protocols of the other, and both commit to careful observance of governance considerations in the day to day operations of the University and the Foundation. Staff and leadership of the University and of the Foundation will maintain and update from time to time a set of key categories and associated operating practices where particular attention to communication, coordination of effort, and mindfulness of separate legal structure are necessary.

2. **University Officers as Directors; Governance**

Article III, Section 43 of the Foundation's Bylaws requires in part that the University's President or acting President and Vice President for University Advancement shall serve as Directors with no power to vote; the Rector of the Board of Visitors and a member of the Board of Visitors appointed as Official Liaison to the Foundation shall serve as voting Directors of the Foundation. In recognition of the benefits derived from a close working relationship between the Foundation and the University, the Foundation shall consult with the President of the University and the Rector of the Board of Visitors prior to amending the above-described provision of Article III, Section 43, of its Bylaws. The Foundation shall also consult with the President of the University and the Rector of the Board of Visitors prior to filling vacancies on the Foundation's Board of Directors, in order to consider candidates and/or to consider whether vacancies may prudently remain. The Foundation likewise agrees to maintain and update its bylaws to be consistent with straightforward, modernized form and substance. The role of Chief ~~Operating~~ Liaison Officer of the Foundation is held by a member of the Advancement Office of the University, as appointed or designated from time to time by the President of the University.

3. **Fund-Raising Activities.**

It is understood that the University undertakes and performs all fundraising and that the Foundation's role with regards to donor funds is prudent investment, administration and timely transfer of appropriate funding to the University. From time to time, Foundation staff and Directors may be asked to work with the University's Advancement Office in support of the University's fundraising efforts, and the University will advise regarding pertinent University policy considerations. The University in consultation with the Foundation shall develop strategies for scholarship and programmatic fundraising related to the Foundation. Additionally, the Foundation shall coordinate all fund-raising activities with the University's Vice President for Institutional Advancement. Regarding matters related to credit cards, the University shall include the Foundation in the University's regular Payment Card Industry (PCI) attestation of compliance, and the Foundation shall be responsible for the training of Foundation employees in appropriate credit card acceptance standards. The University and Foundation also from time to time may consider how best to hold, steward, and maintain in-kind assets or gifts, such as art or other in-kind gifts.

4. **Financial Reporting, Audits and Information.**

The Foundation shall provide the Board of Visitors the following reports, audits and information as updated but not more frequently than quarterly:

- (a) A copy of any proposed repeal, amendment or addition to the Foundation's Articles of Incorporation, Bylaws or MOU;
- (b) A current listing of the names and occupations of all Directors and officers;
- (c) A copy of the Foundation's annual audited financial statement including a description of all expenditures by program;
- (d) A copy of the investment guidelines approved by the Directors that are used as formal instructions to money management organizations employed by the Foundation;
- (e) A schedule of all private firms responsible for the daily management of the Foundation's investments and fees charged if any;

- (f) Written notice of litigation, or threat of litigation brought by or against the Foundation;
- (g) Written notice of any audit or review by tax authorities, or actions taken, or threatened to be taken by such authorities, that may adversely affect the tax-exempt status of the Foundation;
- (h) A copy of annual IRS Form 990s filed by the Foundation;
- (i) An annual schedule of any compensation, prize or award paid to any University employee or a member of such employee's "immediate family," as that term is defined in the State and Local Government Conflict of Interest Act, Va. Code § 2.2-3100, et seq., whether in cash or in-kind.

5. **Transfer of Funds.**

In all written memoranda of agreement involving the transfer of funds from the University to the Foundation, such document shall specifically provide for the distribution of any earnings from such transferred funds and shall direct the distribution of the principal at the end of the agreement.

The Foundation shall transfer funds to the University at times and in amounts mutually agreeable. It is understood that such funds transferred from the Foundation to the University shall not be subject to the procurement or expenditure guidelines of the Commonwealth of Virginia and that such funds shall be expended at the budgetary discretion of the University, subject to any donor restrictions.

The Foundation agrees that it shall not loan funds to any University personnel, college or department, except upon the prior written request and approval of the President of the University. The Foundation agrees that it shall not transfer or loan funds to the capital outlay of the University except upon the written request of the President of the University and the prior consent of the Virginia General Assembly.

6. **Representation to Third Parties.**

- (a) The Foundation shall neither represent to any third party, nor take any other action which would cause a third party to believe, that the Foundation is part of, controlled by, or acting on behalf of the University.
- (b) The Foundation's activities shall be conducted in a manner to reasonably ensure that third parties understand that the Foundation is not part of, controlled by, or acting as an agent of the University.
- (c) The Foundation shall not offer post-secondary courses, seminars, workshops or similar instruction, whether or not for credit, using the name of the University or any of its Universities or departments.
- (d) In all fundraising activities the Foundation will affirmatively represent that it is not an agency of the Commonwealth of Virginia.
- (e) The University shall neither represent to any third party, nor take any other action which would cause a third party to believe, that the University is acting on behalf of the Foundation.

7. **Foundation's Debts, Liabilities and Obligations.**

- (a) The Commonwealth of Virginia and the University shall not be liable for any of the Foundation's contracts, torts, or other acts or omissions of its trustees, officers, staff or activity participants. The Foundation agrees to indemnify and save the University harmless from any claims, suits or demands made upon the University, arising out of any activity, act, or failure to act, whether in contract or in tort, by the Foundation, its directors, officers, staff or activity participants.
- (b) The Commonwealth of Virginia and the University have not provided, and shall have no obligation to provide, insurance coverage of any type for the Foundation or its Directors, officers, staff or activity participants.
- (c) The Commonwealth of Virginia and the University shall have no obligation to provide any legal defense for the Foundation, or its Directors, officers, staff or activity participants in the event of any claim against any of them.

8. **Non-Discrimination.**

The Foundation shall not discriminate on the basis of race, color, religion, national origin, handicap, sex, sexual orientation, gender identity, age or other protected status. The Foundation also commits to examining its origins in 1959, working with the University, to ensure support for the diversity, equity, and inclusion efforts of the University and the Commonwealth.

9. **Taxes.**

The Foundation shall not use the University taxpayer's identification number or the University's tax-exempt status in connection with purchases and/or sales by the Foundation, gifts to the Foundation, interest or other income of the Foundation, or for any other activity of the Foundation whatsoever.

10. **License for Use of the University's Name and Symbols.**

For the term of this contract, the University expressly grants the Foundation a non-exclusive, revocable right and license to use the University's name in the name of the Foundation. The Foundation agrees to use the University's name and symbols only in an appropriate manner, and it shall seek the prior written approval of the University's Vice President for University Advancement prior to any use of the University's symbols or trademarks.

11. **Use of University Facilities.**

The Foundation shall be eligible to use University facilities subject to availability and the policies and procedures of the University applicable to such facilities. If it is anticipated that the Foundation's use of a University facility will exceed thirty (30) consecutive days, the Foundation and the University shall enter into a written arm's-length agreement with respect to the facility, setting forth the rate the University will charge the Foundation for use of the facility and such other terms and conditions as may be appropriate to the particular facility.

12. **Use of University Services.**

The Foundation shall be eligible to use the central services provided to the University community, including those services provided by the departments of Dining Services, the Print Shop, Public Safety, Information & Instructional Technology Services and Physical Plant. To the extent that the University has established a rate for a particular service in a published rate schedule, that rate shall be charged to the Foundation. In the absence of a published rate schedule for a particular service, the Foundation shall be charged the same rate as that charged to the office of University Advancement. In addition, the Foundation agrees that it will adhere to all state information technology regulations and University policies as implemented by the University.

13. **Services of Respective Employees.**

The University and Foundation agree that the respective employees of each entity provide services of respective and reciprocal benefit, both regularly and from time to time, and that reimbursement for such services need not be provided between entities, unless mutually agreed to by the University and Foundation pursuant to a written agreement regarding certain services.

14. **Term of Agreement.**

This Agreement shall become effective as of the date first above written and shall remain in effect until terminated as provided in paragraph 15.

15. **Termination.**

Either party may terminate this Agreement, for any reason, upon at least one hundred and twenty (120) days prior written notice to the other party.

16. **Amendment.**

This Agreement may not be amended or altered without the written consent of the parties hereto.

17. **Notices.**

Any notices or other communications required or permitted to be sent under this Agreement shall be sufficient if sent by registered mail, postage prepaid, to the address set forth below or such other address as a party may specify in writing:

To the Foundation:

President and ~~Executive Director~~ Chief Executive Officer
Longwood University Foundation, Inc.
201 High Street
Farmville, VA 23909-1895

To the Board of Visitors and/or the University:

Rector and President
Longwood University
201 High Street
Farmville, VA 23909

18. **Governing Law.**

This Agreement shall be governed by the laws of the Commonwealth of Virginia.

19. **Counterparts.**

This Agreement may be executed in several counterparts, each of which shall constitute an original, and all of which shall constitute but one and the same instrument.

20. **Mediation.**

Before commencing litigation under this Agreement, any dispute shall be submitted to mediation with an agreed upon neutral, such as with The McCammon Group. Any such mediation shall take place in Virginia. If litigation is filed, the litigation shall be stayed to allow mediation to occur.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their authorized officers as of the date first above written.

LONGWOOD UNIVERSITY FOUNDATION, INC.

By: _____
Name:
Title: President

LONGWOOD UNIVERSITY

By: _____
Name:
Title: Rector

Vice Presidents' Reports



Academic Affairs

Larissa M. Smith, Provost & Vice President

September 2022

Highlights

- **Two new deans join Academic Affairs**
- **Brock Experiences Program wins Phi Kappa Phi Excellence in Innovation Award**
- **Longwood's Summer Literacy Institute and TAG Camp return in person**
- **Virginia First Lady Suzanne Youngkin visits exhibition of Ukrainian children's art at the Longwood Center for Visual Arts**

Academic Affairs

Longwood welcomes two new college deans:

Angela McDonald, professor of counselor education, is the new dean of the College of Education, Health, and Human Services, selected from a nationwide search. She has begun to be immersed in the many ways that faculty in the college contribute to training future professionals in education and health areas. She will be meeting with faculty within the college to ensure understanding and consensus behind innovation in the education curriculum, graduate endeavors, and the health professions task force recommendations. Angela grew up in the Hampton Roads area and earned her degrees from Old Dominion University and the College of William and Mary. A licensed professional counselor, she spent most of her academic career at the University of North Carolina at Pembroke. For the last three years she has served as the first dean of the School of Health Studies and Education at St. Joseph's University in Philadelphia.

Sara Neher, interim dean of the College of Business and Economics, will lead the CBE for the next two years. A full search for dean will be conducted in partnership with the CBE faculty in 2023-2024. In the meantime, Sara will help to ensure successful outcomes with the forthcoming AACSB accreditation for the college, as well as transition the college to ensure that bachelor's programs are both strong recruitment tools for Longwood as well as effective bridges to a robust, distinctive MBA program. Sara grew up in Richmond and earned her degrees from the University of Virginia and Emory University. Her prior roles include dean of admissions of UVA's Darden School, director of undergraduate programs at the Jefferson Scholars Foundation, and account executive at Proctor & Gamble. She is also a partner at Kennedy & Company, a higher education consulting firm.

Brock Experiences

Four courses traveled in summer 2022: Yellowstone, Alaska, Arizona, and San Francisco. Eighty-nine students participated in the four courses. Fourteen faculty, four staff members, and three embedded partners supported the students' explorations. All Honors students received Honors credit for these courses, and all courses satisfied Civitae requirements. The Chesapeake Bay Brock Experience operated as a faculty development institute with four faculty participating. Three new ideas for Brock Experience courses came from this as well as the idea to create a public facing professional development institute for faculty from other universities.

The founding Brock Experience program, Longwood at Yellowstone National Park, traveled for its 15th year in the Greater Yellowstone Ecosystem. In the university's largest post-COVID travel course, 41 students spent 10 days exploring the nation's first national park, talking with local stakeholders, and practicing communication about contentious civic issues. In the 15 years of Longwood@Yellowstone (2006-2019, 2022), the program has had a widespread impact:

- 459 Longwood students (and two Fort Lewis College students) from across the majors in all three colleges (CBE, CCCAS, and CEHHS) have participated in the program.
- 31 Longwood members of the Longwood community have participated. That number includes 19 instructional faculty from 16 different disciplines; 4 staff members from the Greenwood Library; 2 from the Cormier Honors College; and 6 from Advancement, Student Affairs, and Public Relations.
- 6 faculty members from other institutions have participated (East Carolina University, Fort Lewis College, University of South Florida, and Truman State University).

The Phi Kappa Phi national honor society awarded Longwood University its biennial Excellence in Innovation Award for the Brock Experiences program. Longwood has had a chapter of Phi Kappa Phi since 1972. Longwood's application featured the innovative pedagogical work of faculty involved in the Longwood@Yellowstone program and in other Brock Experience courses.

In addition to facilitating experiences for students in the Brock courses, some faculty and staff members have developed a collaborative community of practice that has expanded the outcomes of these programs to include meaningful scholarly work. Faculty and staff members from the Alaska, Borderlines, Chesapeake Bay, Colorado River, and Yellowstone programs have developed the Field Immersion Framework, a pedagogical scaffold that can be applied broadly to engage students in exploring deeply key challenges in their local communities and in American democracy more broadly. The framework, which was featured in Longwood's application as a key outcome of the Brock Experiences efforts, was published this summer in the *Journal of Transformative Education* (<https://doi.org/10.1177/15413446221103175>).

The authors of that framework and article are JoEllen Pederson, associate professor of sociology; Heather G. Lettner-Rust, professor of English; Alix D. Dowling Fink, professor of biology; Mark L. Fink, associate professor of biology; Ann Renee Gutierrez, associate professor of Spanish; Edward L. Kinman, professor of geography; Phillip L. Poplin, professor of mathematics; Melissa C. Rhoten, professor of chemistry; Brent S. Roberts, dean of the Greenwood Library; and Jessi

Znosko, senior director in the Cormier Honors College. Connie Koski, formerly an assistant professor of criminal justice studies who now teaches in South Dakota, and Michael J. Mergen, formerly an associate professor of photography who now works in Philadelphia, were also co-authors on the article.

Among Phi Kappa Phi's expectations of competitive applications is the inclusion of evidence of the impact of the innovation. To demonstrate the impact of the Brock Experiences, Longwood provided details of more than a dozen scholarly publications that describe the programs and outline the diffusion of the Brock Experiences model to other programs on campus. These ranged from publications from a University of South Florida doctoral dissertation that examined student learning in Yellowstone to an article focused on the adaptation of the Chesapeake Bay experience to a summer bridge program for incoming freshmen in the National Science Foundation-funded LIFE STEM Scholars program.

The award application also included the Civic Issues Framework, a tool used in Brock professional development for faculty. That framework was developed by the Brock Curriculum Advisory Group, which included Jennifer Beach, research and instructional services librarian and associate professor of library science; Josh Blakely, director of the Brock Experiences program; Adam Franssen, associate professor of biology and assistant director of CAFE; Edward Kinman, professor of geography; Melissa Rhoten, professor of chemistry; and Carl Riden, associate professor of sociology.

The Phi Kappa Phi cash award of \$100,000 will be used to broaden student support and accessibility to the Brock Experiences. For the 2022-2023 academic year, the Brock Experiences will be focusing on access and affordability of the programs by exploring new models of course delivery and scholarship support.

Civitae Core Curriculum

In August, faculty who teach the first-year CTZN 110: Inquiry into Citizenship seminar and the capstone CTZN 410: Symposium on the Common Good seminar gathered for a three-day professional development workshop sponsored by the Teagle Foundation's "Education for American Civic Life" grant program. Faculty from across disciplines learned about and discussed the writing of the Constitution and the nature of federalism, with particular attention to the 14th and 15th Amendments. They engaged in a day-long workshop on Deliberative Dialogue pedagogy, facilitated by Dr. Verdis Levar Robinson of the Kettering Foundation. The week culminated with an in-person conversation with Jamelle Bouie, columnist for the *New York Times*.

The collaboration with Admissions in educating prospective students and families about Civitae has begun to pay dividends. Students are coming to campus having heard the term Civitae before and understanding that it is a unified course of classes designed to be a program for transformational citizenship. First-year students in CTZN 110 seminars are already reporting in earnest that they want to learn the skills of engaged citizenship. When asked what they hoped to learn in this seminar, they responded:

“I hope to gain the ability to take a broader look at problems in order to find a unique solution.”

“I want to learn what society expects from me as well as what I can do to improve it.”

“I’m not quite sure yet . . . maybe I just want to be more empathetic? I’m the type of person who loves the sound of his own voice, and, instead of listening attentively, I listen actively waiting for my turn to respond. In other words, I want to listen to someone, not just hear them.”

The Civitae committee will work on implementing the goals it set last year, which include continued marketing to communicate the curriculum’s purpose and coherence to students and faculty, developing an award program for students and faculty, and reviewing the program for strengths and weaknesses. Moreover, Cheryl Steele, dean of student engagement, will join the Civitae Committee. This collaboration between Student Affairs and Academic Affairs represents Longwood’s commitment to preparing citizen leaders both inside and outside the classroom.

Cook-Cole College of Arts and Sciences (CCCAS)

Freshman enrollment in arts and sciences disciplines increased almost 25% compared to fall 2021. Biology had the largest increase in numbers reaching enrollments not seen since well before COVID. The new Pre-Med concentration, coupled with Admissions’ greater emphasis on pre-professional opportunities, has proven to be a major draw. Studio Art and Graphic and Animation Design (GAND) also attracted much larger numbers than previously, and there was a welcome resurgence in students choosing teacher preparation in secondary education majors in English and in History.

With the assistance of Admissions, the GAND program has instituted a portfolio requirement that will be used this year as part of the admissions review for this BFA program. The absence of a form of evaluation of prospective students’ creative work has given the erroneous impression to interested students that our GAND program lacks quality, and unintentionally puts the program at a disadvantage in attracting students compared to programs that do have a portfolio requirement. The hope is that having this requirement will act not as a barrier but more of an attractant to prospective students. In addition, portfolio analysis will allow GAND faculty to anticipate the skill set that incoming students may possess, and they will be better able to pitch the level of their instruction earlier than currently. If successful, a similar requirement will be put in place for the Studio Art program for future years.

Until recently many of the pre-engineering physics students would complete their engineering degrees and their Longwood physics degrees at Virginia Tech, one of the more popular choices that Longwood students could make to go on and earn their engineering credential, the others being ODU and UVA. As Virginia Tech has ended its cooperative degree programs with all four-year institutions in the state, including Longwood, students have diminished opportunities to go on and earn their engineering degrees. In response, faculty in Physics are working to create an Engineering Physics concentration. Although this is a physics degree, it will be an ABET (Accreditation Board for Engineering and Technology) eligible degree program, same as all other engineering degrees. Once the first cohort of students has graduated from the concentration, the Physics program will apply for ABET accreditation. The Physics faculty hope

that this program will provide another route for Longwood students to earn the engineering credential, while still maintaining and, hopefully growing Longwood's more traditional cooperative 3+2 programs in physics and engineering.

Faculty in Arts and Sciences have been particularly active in submitting grant proposals to federal agencies and major foundations recently. They have been very successful, as four of the five recent proposals to NSF have received funding. Such activity is very labor intensive, and faculty who choose to take on this task must carve out significant time both during the academic year and especially over the summer months. In recognition of these efforts the College is initiating an annual award to faculty in the Arts and Humanities and another award to faculty in the Natural and Social Sciences. These awards will demonstrate the importance that the College places on faculty seeking significant sources of external funding to support their scholarship and creative endeavors and to generate new scholarship support for students.

College of Business and Economics (CBE)

This year, the CBE will undergo its reaccreditation from the Association to Advance Collegiate Schools of Business (AACSB). As part of the self-study process, the CBE will be finalizing their five-year strategic plan and launching initiatives in support of the plan. Those initiatives are tentatively titled:

1. Innovate for Enrollment Growth and Improved Learning to Support Undergraduate, Graduate, and Workforce Needs in Virginia and Beyond
2. Commit to What Makes CBE Distinctive and Promote CBE
3. Review and Renew Assessment of Learning
4. Online MBA 2.0 - Examine the MBA Teaching and Course Structure
5. Rebuild Community and Connection Within and Beyond the CBE

After two years since its launch in May 2020, enrollment in the online MBA program continues to be strong. In August, faculty who teach in the MBA, along with staff from the CBE and CGPS who support the program, gathered to review data and to begin to discuss the long-term sustainability of the program. Academic Partnerships, the strategic marketing firm with which Longwood partners, also gave an update. David Lehr, professor of economics and the director of the MBA, presented the following observations:

- The MBA program contains tracks in which students can focus: General, Real Estate, Data Analytics, Marketing, and Economics.
- Admissions is rolling and right up to term start.
- Courses are offered year round in six seven-week terms.
- 897 unique students enrolled in at least one course during this two-year term (22 students withdrew from their first term course and never returned to the program).
- Between Fall 2020 and Fall 2022, enrollment grew 182%.
- Enrollment during the 2021-2022 academic year was stronger than the 2020-2021 academic year across all terms.
- Over the entire period nearly 2/3 of students were in the MBA General track, 18% were in the Data Analytics track, and 10% were in the Real Estate track.

- Students are concentrated in Virginia, but the program is expanding its reach among applicants.

College of Education, Health, and Human Services (CEHHS)

The CEHHS is proud to announce that the Department of Nursing Bachelor of Science in Nursing (BSN) program was ranked #1 BSN program in the southeast region by Nursing Process, an independent educational resource for healthcare providers, educators, and students. The ranking is based, in part, on student performance on the nursing licensure exam, NCLEX, from 2017-2020. The Department of Nursing begins the academic year welcoming its largest and most diverse class population to date with noted increases in Hispanic and male students. The number of men in the program currently exceeds the average for BSN programs nationwide. The department has also received additional funding from donors for scholarships to support seven BSN students.

The CEHHS hosted multiple engagement activities during summer 2022:

- The Institute for Teaching through Technology and Innovative Practices (ITTIP) hosted 3 days of STEM Camp for 33 rising 8th grade GearUp Virginia students from Petersburg, Halifax, and Brunswick. Faculty from the CEHHS and the CCCAS collaborated to provide sessions for the students that highlighted STEM fields and activities and included topics in nursing, kinesiology, physics, and biology. This event was supported by a 5-year GearUp grant for Virginia through SCHEV. Longwood University is a contributing partner.
- The ITTIP conducted a week-long Summer Coding Camp for rising 4th and 5th grade students.
- The ITTIP continued their professional development outreach efforts working with regional teachers as part of the National Science Foundation (NSF) funded EMPOWER grant for 4th grade mathematics and science teachers.
- The Call Me MISTER Summer Institute was held in July. The mission of Call Me MISTER (Men Instructing Students toward Effective Role Models) is to increase the representation of men in Virginia's teaching force, particularly young men who themselves reflect the diverse characteristics of K-12 students throughout the Commonwealth. Dr. James Fedderman '98, president of the Virginia Education Association, was the keynote speaker for the closing luncheon.
- The Department of Education and Counseling's 18th Annual Summer Literacy Institute returned to an in-person, on-campus event this summer for the first time since the pandemic. Over 85 regional teachers, literacy specialists, school librarians, and administrators—including many Longwood alumni—participated in two days of professional development focused on nonfiction literacy presented by authors Melissa Stewart, Carole Boston Weatherford, local author Yolanda Gladden, and many local educators. The institute also included a Moton Museum tour and reception for the participants.
- For the first time in three years, the long running Talented and Gifted (TAG) Longwood University Summer Camp program returned to campus. This year's TAG camp engaged

approximately 120 rising fourth-grade through eighth-grade students from regional schools. Five Longwood faculty members and five local educators taught ten different TAG classes on a variety of topics such as Cryptography, Biochemistry, Ancient STEM, Printmaking, Media Studies, and International Sport.

The new, donor supported athletic facilities in Willett Hall have enhanced academic spaces leading to improved learning and enhanced recruitment of prospective students for the Department of Health, Recreation, and Kinesiology.

The CEHHS welcomes a new permanent director to the Andy Taylor Early Childhood Education Center (ATC), Emily Davidson '08. Emily is leading a number of new initiatives in the Andy Taylor Center, including a Mystery Reader program that encourages Longwood University faculty and staff engagement with ATC children, an arts partnership with the Longwood Center for Visual Arts, and expanded professional development for staff.

College of Graduate and Professional Studies (CGPS)

As shown in the table below, between December 2021 and August 2022, 560 students completed their graduate degree or professional endorsement coursework. This reflects the hard work of faculty, including dedicated adjunct instructors, and staff, as well as the hard work of the students themselves.

	December 2021	May 2022	August 2022*	Total
Master's Degrees	88	167	111	366
Endorsements	4	6	184	194
				560

* As of Aug. 25, not finalized until Aug. 31.

The CGPS continues to address the Commonwealth teacher shortage by expanding its offerings for professional endorsements for teachers. Thirty-nine Career and Technical Education (CTE) teachers joined two Longwood instructors, the CGPS Dean, and a Virginia Department of Education (VDOE) representative for a week-long course in Roanoke this summer as part of the new partnership Longwood has with the VDOE to offer the Career and Technical Education Institute each summer. These teachers will continue to take online courses offered through Longwood's professional studies to complete the educational requirements from the VDOE to become fully licensed teachers. In the future, the CGPS will bring the CTE teachers together for an in-person experience here on campus to strengthen their professional network.

In addition to the CTE program, Longwood offers teachers an endorsement in Special Education, which is a collaboration between the CGPS and the CEHHS Department of Education and Counseling. This fall, the CGPS is launching an endorsement in Gifted Education. Eighteen teachers are enrolled in the program, funded by two Virginia Governor's schools (Roanoke Valley Governor's School for Science and Technology and The Governor's School of Southside Virginia).

Cormier Honors College for Citizen Scholars (CHC)

The Cormier Honors College (CHC) motto is “Cormier is where cognition unites with compassion to build community.” The community-building activities of the CHC have led to a 99.2% retention rate for the Class of 2025, who are now entering their second year at Longwood. These community-building activities begin with the CHC Leadership Retreat, which was held August 15-18, prior to the beginning of New Lancer Days.

During the Leadership Retreat, the CHC's emphasis on cognition and scholarship was demonstrated in faculty-led workshops for incoming students. Some of the workshops offered are listed below:

- “Chemistry Meets Art” (CHEM): What does chemistry have to do with art? Can you think of two more different fields of study? In this workshop we will explore the interdisciplinary nature of the sciences and the humanities, and learn what this has to do with YOU and what YOU are studying here at Longwood!
- “Clash of Civilizations” (POSC): In this session, you will be part of the first human settlement on Mars. Who will rule? How will you decide who's in charge? Would you have laws? Who makes the laws? What happens when disaster strikes?
- “Trolley Murders and Tossing Squirrels Out Windows: The Basics of Philosophical Ethics” (PHIL): This session will cover the basics of philosophical ethics and three of the most important ethical theories, both historically and contemporarily. To support this endeavor we will interrogate one of the most famous thought experiments ever devised: the Trolley Problem. Also, there may (or may not) be some (imagined) squirrel death as well.
- “Introduction to Active Citizenship”: A brief introduction how action, values, and understanding creates active citizenship.
- “TnT for Learning: Tricks n Tips about the Brain”: The workshop provides ideas and strategies to 'level-up' learning. Counterintuitive insights from a series on neuroscience studies will offer students several ways to improve how they learn.
- “Well-Being: Take Action” (CAPS): This presentation is the first lesson from a special topics course offered to CHC students through a partnership with CAPS. In the course, you'll learn skills to help you survive commonly faced stressors while in college.

During the Leadership Retreat, the CHC's emphasis on compassion was reflected in students volunteering at the following places: Heartland Horse Heroes, a PATH certified equine therapy center; Bright Eyes Alpaca Farm; Twin Lakes State Park; Clean Virginia Waterways; and on campus at the Greenwood Library and Office of Teacher Preparation.

The CHC is also focused on strengthening and building community, both on and off campus. The 220 first-year students were introduced to the local community through various activities, from a “Place as Text” exercise around Farmville, to dining in local restaurants, to “walking in the trees” at the Sandy River Adventure Park.

One student reflected on their experience at the conclusion of the Leadership Retreat:

“The experience I have had during the Honors Leadership Retreat has been unforgettable! Although, it felt tiring I find myself already missing the people and experiences that I could only imagine myself participating in through honors. I was feeling extremely homesick and some days were harder than others but with the community and activities from Twin Lakes, Meditation workshop, walking in the rain while navigating Griffin Blvd, and just having wonderful conversations with the kind mentors! No matter how I was feeling, I had so much fun connecting with the group around me! Helping the community is good for the soul and I love this program & people already so much! I wouldn’t feel as nearly prepared to embark on my next chapters in life here at Longwood without the Leadership retreat. I am honored to be a part of this experience and I will never forget it!”

Greenwood Library

This summer and fall, the Greenwood Library is offering a variety of programs to further its mission of preparing individuals to be compassionate lifelong learners:

- Wellness Programming: As part of an Institute of Museum and Library Services (IMLS) grant, the library partnered with Counseling and Psychological Services (CAPS) and the Moton Museum to offer a panel titled “Apples and Oranges: The Importance of Well-Being in Times of Educational Strife.” Panelists included Kelly Acevedo, Lewis Gould, Maureen Walls-McKay, Cainan Townsend, and Natalie Browning. On September 7, there will be a workshop on Writing for Well-Being, and on September 30, there will be an author presentation and discussion by Daryl Van Tongeren & Sara Showalter Van Tongeren, authors of *The Courage to Suffer: A New Clinical Framework for Life’s Greatest Crises*.
- Southside Reads: The library’s thematic reading challenge continued with active online discussions as well as in-person gatherings at local eateries including Catbird Rooftop Terrace, Waldy’s Ice Cream, and Cloud 9 Gelato.
- New Lancer Days: The library will again be a center for games, snacks, and fun welcoming new students to campus in August.
- Faculty Bookplate Event: Now a signature annual event, the Bookplate Ceremony recognizes recently promoted or tenured faculty members with a bookplate in their honor in a book of their choice. Books chosen by faculty will be on display during a reception on September 1.

The library also continues to improve its facilities, collections and services for users.

- Solar Bench: The library installed a multi-purpose solar bench, for which funds were raised during Love Your Longwood Day in 2020 and 2021. In addition to both plug-in and wireless device charging, the bench functions as a Bluetooth speaker, making it a hot destination for sidewalk dance parties.
- Furniture Upgrades: A multi-year, multi-phase upgrade to furnishings in the Library Commons computer lab area on the library first floor was completed. Drawing on student feedback, all furniture was replaced over a four-year period.
- Demand-Driven Acquisition: Often library collections are built for potential use. With a demand-driven acquisitions (DDA) model, the library is able to only purchase or license

those resources that are actually used by Longwood faculty and students. This acquisitions model reflects resources that are adequate and appropriate for Longwood needs.

- Publishing Costs: Often researchers are required to pay article processing charges (APCs). Through a growing partnership of publishers, the library is able to offset APC costs for faculty.
- Training: Looking forward to launching a new online catalog in December, library staff will undertake many training sessions and develop policies for managing the new system, which will be shared with Hampden-Sydney College and the Central Virginia Regional Library as part of the new Southside Area Libraries Sharing Access (SALSA) consortium.

Offices of Accreditation & Compliance, Assessment & Institutional Research, and Teacher Preparation

The Office of Accreditation & Compliance is continuing to work on narratives demonstrating compliance with seventy-two standards as part of our decennial reaffirmation process. The compliance writing team, led by David Shoenthal, associate provost/associate vice president for academic affairs and professor of mathematics, is preparing second drafts of all narratives. These second drafts, expected by mid-October, will then be sent for a first external review.

Other members of the compliance writing team are:

- Russ Carmichael, Director of Planning and Real Estate Services;
- Jen Fraley, Dean of Students;
- John Miller, Associate Professor of English;
- Melissa Rhoten, Professor of Chemistry;
- Brent Roberts, Dean of the Greenwood Library;
- Sarah Tanner-Anderson, Assistant Professor of Educational Leadership; and
- Linda Townsend, Director of Assessment.

Work on developing the Quality Enhancement Plan (QEP), which is a key part of the reaffirmation process, is proceeding this fall as well. Pam Tracy, professor of communication studies and director of CAFE, leads the development and writing team, which will shape outcomes and strategies for the topic, currently titled Preparing for Post-Graduate Success.

Other members of the QEP development and writing team are:

- Waleed Ahmed, Assistant Director of Admissions & Retention;
- Sarai Blincoe, Associate Professor of Psychology and CCCAS Assistant Dean for Curriculum and Assessment;
- Erica Brown-Meredith, Assistant Professor of Social Work and Director of the Collaborating with Lancers for Academic Success Program;
- JoEllen Pederson, Associate Professor of Sociology and co-chair of the University Diversity Council; and
- Cheryl Steele, Dean of Student Engagement.

The compliance certification and initial quality enhancement plan is due in early September 2023. An on-site visit by peer evaluators will occur from March 18-21, 2024.

Linda Townsend, director of assessment; Pam Tracy, director of CAFE; and Jodi Fisler, SCHEV's senior associate for assessment policy and analysis, have developed an assessment tool that will help faculty, academic administrators, and support staff determine whether an academic department is ready to undertake a program-level learning improvement project. This learning improvement process tool was piloted with six Longwood academic programs in May. The insights from this pilot program will be published in a special issue of *Assessment Update* (Volume 34, Number 6) in November/December 2022.

The Office of Teacher Preparation (OTP), in conjunction with the Elementary Education faculty, have created and presented a one-day workshop for University Supervisors who supervise student teachers during their final semester. The workshop provided professional development focusing on best practices for observations, feedback, and evaluation, in order to improve reliability and validity of EPP professional disposition assessments as required by the Council for the Accreditation of Educator Preparation (CAEP).

The OTP is also preparing for two upcoming recognition events for teacher candidates: a Pinning Ceremony and a Seminar Day. The Pinning Ceremony recognizes candidates who have completed all requirements necessary for admittance to Teacher Preparation and signifies their official acceptance into the program. Seminar Day is a culminating event that recognizes student teachers entering their final clinical placement for the fall semester. The day includes motivational and guest speakers and brings together faculty and University Supervisors to meet with candidates before their placements begin.

Center for Faculty Enrichment (CAFE)

CAFE conducted its annual New Faculty Orientation on August 8 and 9 with the President's reception for new faculty on August 18. As a means to develop camaraderie and enhance teaching practices, new faculty participate in a cohort-building, year-long program to include a reading group focused on teaching and learning as well as an opportunity to connect with new faculty at Hampden-Sydney College while visiting the Moton Museum. The New Faculty program is facilitated by Renee Gutierrez, associate professor of Spanish and assistant director of CAFE.

CAFE serves as a resource for academic program curriculum design and re-design. CAFE is currently facilitating this process with five academic programs. Starting with the question, "what does an ideal (major) graduate need to know, do, and value," CAFE Director Pam Tracy, professor of communication studies, and other staff facilitate discussions to help faculty develop learning outcomes; align teaching and learning activities and assessments with these outcomes; redesign courses; and create a coherent program where learning experiences and expectations build across the curriculum. Program re-design is typically a two-year process. The process is a significant investment of faculty time and energy, but it may result in innovations in curriculum and in improved retention of students in the program.

CAFE's new space on the third floor of Allen Hall – the classroom and Faculty Lounge/Meeting space—has become an ideal location for department retreats, weekly meditations, faculty and family meetings during prospective student campus visits, teaching and learning workshops, and campus-wide committee meetings. This year, the space will help to foster reconnection and community among faculty and staff by hosting a number of gatherings including CAFE's first Open House.

Center for Global Engagement (CGE)

International student enrollment has rebounded from the pandemic, and the CGE is welcoming its largest class of incoming students. International students hail from 23 different countries. International Admissions will continue its post-pandemic utilization of virtual, digital and social media modalities to increase enrollment. Currently enrolled students from the targeted countries will assist with recruitment efforts. In August, new international student orientation was held at the same time as the Global Leaders training for current students. This helped to build strong connections between international and domestic students prior to the beginning of the semester.

Study abroad participation has also rebounded. Two faculty-led programs ran this summer, giving 18 students the chance to study children's literature in Croatia and Serbia or conservation biology in Ecuador. Additionally, six students participated in affiliate programs this summer studying fashion business in London, Spanish language and literature in Valparaiso and Valencia, criminal justice in London and Copenhagen, and medieval history in Oxford. Five students will be spending the entire fall term studying Spanish in Seville and Valencia, French in Grenoble or social work and sociology in Copenhagen.

Recruitment is underway for four faculty-led study abroad programs slated to go in the winter term: archaeology in England with Brian Bates, professor of archaeology; sports in the United Kingdom with Jake Milne, associate professor of sociology; economics in Costa Rica with Melanie Marks, professor of economics; and children's literature in South Africa with Jennifer Miskec, professor of Children's Literature. The CGE will be sharing these opportunities and many more with students at the Annual Study Abroad Fair on September 15.

Baliles Center at Hull Springs

A number of exciting developments are coming together at the Baliles Center at Hull Springs. The LIFE STEM Summer Bridge program, held annually at the Baliles Center, took place on August 13-17, led by Michelle Parry, professor of physics and PI for the LIFE STEM program. Sixteen students and 3 additional faculty members participated. While there, students and faculty used the new research lab to process water quality data collected after navigating the shallow water in the Carolina skiff, the *Mary Farley*. Collaboratively, students analyzed factors leading to the observed low dissolved-oxygen levels in the bottom waters of Ames and Glebe Creeks and discussed implications for ecologically and economically important species, such as blue crab and the Eastern oyster. The LIFE STEM Scholar experience provides holistic academic and financial support to students and is funded through a National Science Foundation grant.

Although funding through the US Economic Development Administration grant process was not received, the Baliles Center has accumulated sufficient funds through donor gifts and wetland credit sales to continue with the phased construction plan.

Phase II of construction will include two student bunkhouses, one faculty cabin, and a meeting/event screened pavilion. The quarters for students will house up to 24 and offer inside and porch gathering spaces, kitchenette, ADA-accessible restrooms and showers. The faculty cabin will sleep two, with bath, kitchenette and screened porch. The pavilion will offer students, faculty and visitors a versatile space for meetings, events and social gatherings. It will be large enough to accommodate around 40 in theater-style seating or 20 with tables. Working with Campus Planning and Construction and local Northern Neck contractors, construction will begin in late fall to early winter, depending on obtaining county building permits, availability of materials, and weather.

In parallel with this construction, Baliles Center Director Sherry Swinson will continue to seek out and apply for grant funding, plan fundraising events, and meet with donors. Planning is underway for a fundraising event, "Oaks and Oysters," for Saturday, November 5, from 1:00 p.m. to 4:00 p.m. at the Ames House. In an effort to begin replacing/replanting trees, including the massive 400-year old Southern red oak and other trees lost to storms, there will be a planting of several oak trees to kick off the event. Tickets will be sold for \$125 each that will include food and beverages. The event will include a live and silent auction. Additional entertainment will be provided by one of Longwood's jazz ensembles, thanks to Charlie Kinzer, professor of music.

Longwood Center for Visual Arts (LCVA)

The Longwood Center for the Visual Arts welcomed everyone to a community open house on Thursday, August 18. Its first Art after Dark since the start of the pandemic followed at 6 p.m. Complimentary refreshments and Art-on-the-Go activity packs were provided throughout the day as an accompaniment to a full slate of exhibitions in the LCVA's downtown galleries.

Open House highlights included a visit from Virginia First Lady Suzanne S. Youngkin, who spent two hours at the museum touring the exhibitions with Emily Grabiec, the LCVA's Jacqueline Jardin Wall director of education and outreach, and other museum staff before chatting with community members at the Open House event. Virginia State Senator Mark Peake, Farmville Town Manager Scott Davis, Prince Edward County Sheriff Tony Epps, Cumberland County Sheriff Darrell Hodges, and several representatives from Prince Edward County Public Schools along with President Reveley also enjoyed time in the galleries.

The evening's Art after Dark session, "Making Matters: The Therapeutic Qualities of Art, Community, and Creative Expression," encouraged participants to explore the benefits of regularly including creative expression in one's life. Panelists discussed how they have adapted the tools and techniques of creative expression to foster emotional well-being, build self-confidence, or process difficult events. In addition to Dr. Maureen Walls-McKay, dean of wellness and director of Longwood University's Counseling and Psychological Services (CAPS), the panel included individuals who have incorporated therapeutic art techniques into their daily practice: Mindy Osborn, Fuqua School upper school counselor and registrar; Todd

Stonnell, licensed professional counselor and registered art therapist; Anastasia Cifers, gender, social inclusion and governance expert, VNG International, Kyiv, Ukraine; and Emily Grabiec, LCVA's Jacqueline Jardin Wall director of education and outreach.

2022-2023 Exhibitions

“Present Continuous: Longwood University Department of Theatre, Art, and Graphic & Animation Design Faculty Exhibition” highlights the innovation and creativity found in the diverse group of artists, designers, illustrators, and performers who guide their students along paths of artistic discovery during their time at Longwood. In addition to teaching, all of the faculty engage in the contemporary discourse within their respective fields. The collective connection to craft, rigor and material reflects the wide range of practices and inquiry found within graphic and animation design, visual and the performing arts. (On view now through November 20, 2022)

“Each Small Kindness: The Art of Corrina Luyken” is an invitation to slow down and see the beauty that is in our world. Her acclaimed illustrations and books are filled with moments of reflection, joy, and poetic connections. Through her work one can learn about the power of living in the moment, making mistakes, and self-awareness. This exhibition is presented in conjunction with the Virginia Children's Book Festival. (On View: October 1, 2022 - February 12, 2023; Opening Reception: October 13, 2022, 5:30 p.m.-8:00 p.m.; Early Entry for LCVA Friends & Partners and VCBF Sponsors at 5 p.m.)

“Reflections of the Heart: Eldridge Bagley - 50 Years of Painting” is a retrospective exhibition highlighting the career of Virginian artist Eldridge Bagley. The art on view combines personal history with the regional culture and landscapes of Southside Virginia. Scenes of cuisine, farming, faith, cars, gatherings, stores, and urbanization open windows to timeless and accessible themes of love, work, and change. (On View: December 10, 2022 - April 16, 2023; Opening Reception: December 9, 2022 5:30-8 p.m.; Early Entry for Friends & Partners at 5 p.m.)

Winter Wonderland Free Family Workshop: The LCVA is thrilled to host its first in person Free Family Workshop since 2019. Winter Wonderland includes a variety of holiday-themed arts and crafts activities the whole family will enjoy, as well as light refreshments. Supplies and plenty of smiling and skilled volunteers will be on hand! (Saturday, December 3, 10:00 am-12:00 pm)

Moton Museum

This summer on-site visitation continued to increase at the Moton Museum, from educator professional development workshops to tours for family reunion and church homecoming groups. The Museum hosted its second annual week-long summer teacher institutes, held once in June and once in July, as well as two one-day workshops for K-12 teachers.

Efforts continue on the submission of a joint serial nomination of southern civil rights sites for UNESCO World Heritage Designation. The Museum is presently focused on a collaborative effort with the Town of Farmville to create a development buffer zone around the museum that will protect the view shed of the National Historic Landmark property. A community meeting will be held on September 8 to provide an update on World Heritage efforts and to discuss the

proposed Moton Museum Gateway Overlay District, which is called for in the Town of Farmville’s Comprehensive Plan. The Farmville Planning Commission and Town Council will give this matter further consideration throughout the fall.

Museum staff are launching two new programming initiatives this fall. The Bridge Builders Scholars Initiative is a partnership with Prince Edward County Public Schools and Fuqua School for juniors and seniors to build their knowledge of local community civil rights history and their skills for democratic practice and civic engagement. This initiative is a two-year program, supported by the Jessie Ball DuPont Fund, which will culminate with a \$1000 scholarship for student participants. The goal of the C.G. Gordon Moss Scholars Initiative is to recruit Longwood students to be museum docents and share the Moton story with their fellow students. Thanks to donor support, two students will receive scholarships to be the inaugural Moss Scholars this fall. This initiative supports the goals of the 2020 Equity Action Task Force to ensure that all Longwood students have a meaningful engagement experience with the Moton Museum prior to graduation.

Office of Research, Grants, and Sponsored Projects (ORGSP)

A culture of seeking external funding for projects continues to grow at Longwood, thanks to the leadership of Alix Fink, associate provost for research and academic initiatives and professor of biology, along with Jim Wiecking, the research and grants program administrator who supports pre-award activities, and Tiffany Dempsey, the financial specialist who oversees post-award management.

Comparing the number of active federal grant awards in fall 2021 to fall 2022, the success of Longwood principal investigators (PIs) is clear (Table 1). These data include only those competitive awards for which Longwood is the lead institution; awards for which Longwood is a subrecipient are not included.

Table 1. Federal Awards, September 2021 to September 2022.

1 September 2021	1 September 2022
NSF IUSE (Bates)	NSF IUSE (Bates), continued
NSF RCN UBE (A. Fink)	NSF RCN UBE (A. Fink), continued
NSF EMPOWER (Leach)	NSF EMPOWER (Leach), continued
NSF S-STEM Track 1 (Parry)	NSF S-STEM Track 1 (Parry), continued
IMLS LCVA (Ivers)	IMLS LCVA (Ivers), continued
NEH Dialogues of War (Hodges)	NEH Dialogues of War (Hodges), continued
IMLS Moton (Smith)	NSF S-STEM Track 2 (Parry)
	NSF Noyce Research Experiences (M. Fink)
	NSF S-STEM Collab. Planning (A. Fink)
	NSF Engineering Research Initiation (Gee)
	SAMHSA Campus Suicide Prev. (Walls-McKay)
	IMLS Greenwood (Browning)

Faculty and staff members are submitting quality proposals that are reviewed positively by agency personnel and peer reviewers. As a specific example, Longwood submitted five National Science Foundation (NSF) proposals between April 2021 and February 2022; all were first-time submissions. Of those, four (80%) were funded. The overall funding rate for NSF in FY21 was 26%.

This summer, Radford University’s Office of Sponsored Programs and Grants Management collected data from a variety of institutions (voluntarily self-reported) in an effort to benchmark Radford’s grant-seeking activities, and they shared the data with Longwood. Most of these institutions are much larger than Longwood, but these data (Table 2) show that while working at a smaller scale, Longwood has a higher percentage of proposed dollars translate to funded dollars than other institutions.

Table 2. Outcomes of proposals for competitive grant programs. Data collected and summarized by Radford University.

Institution	FY2021		Funded dollars as a percentage of Requested Dollars
	Dollars Requested in Proposals	Dollars Awarded in Funded Proposals	
Appalachian State University	\$79,058,189	\$37,080,689	46%
James Madison University	\$48,185,457	\$22,912,738	48%
Longwood University	\$3,960,451	\$3,446,842	87%
Northern Kentucky University	\$41,364,199	\$32,132,649	78%
Radford University	\$13,428,689	\$10,191,924	76%
Rowan University (NJ)	\$228,358,357	\$99,881,599	44%
UNC-Asheville	\$15,154,316	\$6,152,959	41%
Western Carolina University	\$26,846,698	\$7,203,428	27%

Grant funding helps to support Longwood’s strategic initiatives and serves to address some of the Commonwealth’s key needs.

- Several projects are underway or in review that focus on addressing the *recruitment and retention of highly qualified teachers* to meet critical needs in the Commonwealth:
 - The New College Institute Foundation and the Virginia Department of Education (two awards) will support the development of virtual coursework and individual coaching for teacher candidates seeking to earn a passing score on standardized exams required for licensure. It is focused on students in Longwood’s programs at the New College Institute in Martinsville.
 - The NSF Noyce Teacher Scholarship Program (in review) will support cohorts of future STEM teachers with significant scholarship funding. It is a collaborative effort with Virginia Western Community College and Patrick and Henry Community College.

- The U.S. Department of Education Preparation for Special Education, Early Intervention, and Related Services Personnel program (P-PREP) (in review) will support cohorts of graduate students in interdisciplinary training to support children with special needs.
- The Math Teachers' Circles (in review) will support teachers of mathematics through content-focused activities in a social context.
- The Southside Virginia Writing Project (in review) will advance the teaching of writing in local communities through professional development.
- Other projects are focused on the *recruitment, retention and graduation of STEM students*.
 - The LIFE STEM Program supports cohorts of students in the natural sciences with wrap-around services and scholarship funds.
 - Through a partnership with five community colleges, the BRAVA project will create a LIFE STEM-like program for transfer students. Those colleges include Virginia Western Community College, Mountain Gateway Community College, Danville Community College, and two additional community colleges.

Office of Student Research (OSR)

This summer, 15 students and 9 faculty participated in the PRISM residential undergraduate research program. In addition, 5 high school students conducted research alongside the PRISM students through participation in the Longwood Summer Scholars Program, which is jointly funded by Project SEED, sponsored by the American Chemical Society, and REAP (Research in Engineering Apprenticeship Program), sponsored by the Army Educational Outreach Program. Leah Richardson '23 and Kylie Gannon '23 were featured in a Longwood news story about their work with Tim Rizert, assistant professor of psychology.

The OSR is looking forward to returning to a fully in-person format for the Fall Student Showcase on November 16. This event will highlight student research and inquiry projects from all academic colleges.

In fall 2022, the OSR is continuing to pilot the new Undergraduate Research Apprentice Program. This program encourages undergraduate students to become involved in independent research and inquiry projects early during their time at Longwood (during their first, second, or third year). This program also provides undergraduates an opportunity to become involved in faculty-mentored research projects before their senior year and also provides professional development training to help students develop research skills. Amorette Barber, associate professor of biology and director of OSR, is looking forward to working with the ten faculty/student pairs from Psychology, Social Work, Communication Studies, English, Chemistry, Sociology, and Modern Languages.



Administration & Finance
Louise Waller, Vice President

Highlights

- **Commonwealth appropriates design and construction funds for the Facilities Annex Building and final design and construction of the Wygal Hall Replacement Building**
- **Phase II of Lancer Park and Landings renovations are complete**
- **Project SEED campus innovation hub receives \$1.9 million federal grant**

CAPITAL DESIGN AND CONSTRUCTION

Implement the Campus Master Plan, “Place Matters.”

- One project is in the design phase – Wygal Hall Replacement Building.
- One project is in the construction bidding phase – Facilities Annex Building Renovation and Expansion.
- One project is in the construction phase – Joan Perry Brock Center.

The 2022-2024 Commonwealth of Virginia budget appropriated funds for the final design and construction of the Wygal Hall Replacement Building.

Facilities Annex Building Renovation and Expansion

The 2020-2022 Commonwealth of Virginia budget appropriated design and construction funds for the renovation and expansion of the existing Facilities Annex Building (a former retail building located approximately three blocks from campus). This building will replace the Bristow Building, the current location of the facilities operations and management organizations, and will provide space for:

- Offices for the departments of Facilities, Environmental Health and Safety, Capital Design and Construction, and Space Planning and Real Estate Services
- Maintenance and repair shops
- General and specialized storage
- State vehicle maintenance and parking
- Specialized support and repair equipment

The Working Drawings were approved by the Virginia Division of Engineering and Buildings on June 27, 2022. Construction bids were received on August 10, 2022. Because of the current high inflation rate, all the bids exceeded the project's budget. Longwood has applied for special supplemental funds from the 2022 Capital Supplemental Pool as provided in the 2022 Special Session I, Chapter 1 item C-69-60. As the final step in the capital project request process, the Commonwealth's 2022-2024 budget appropriated the funds to purchase the furniture, fixtures, and equipment for this building.

Wygat Hall Replacement Building

Wygat Hall – Longwood's music instruction and performance building was completed in 1971 and has not been renovated since. Longwood's campus master plan "Place Matters" recommends constructing a new music venue on the site of the Bristow Building, which will be replaced by the Facilities Annex Renovation and Expansion project. The new building's 60,720 gross square feet will include:

- State-of-the-art teaching spaces and facilities
- Flexible rehearsal and performance spaces
- A 500-seat concert hall that will also support academic, student, and community events

The Preliminary Design documents were approved by the Division of Engineering and Buildings (DEB) on January 12, 2022. The 2022-2024 Commonwealth of Virginia budget appropriated funds for the final design (Working Drawings) and construction of this building. Preparation of the Working Drawings will commence once the FY 2023 funds are available to Longwood, which is expected to be in Fall 2022.

Heating, Ventilation, and Air Conditioning (HVAC) System Controls and Equipment Replacement – COVID-19 Response

Longwood received a \$3.8 million FY 2022 capital appropriation for six sub-projects to replace HVAC controls and major equipment in multiple campus buildings. The necessity for this work emerged as a result of COVID-19 mitigation demands for increased system reliability and more precise control of air flow, temperature, and humidity in campus buildings. However, in Spring 2022 a serious situation emerged in Hiner Hall. Nearly half of the fan coil units that provide heating and cooling to each of the building's rooms have failed, and repair parts are no longer available. Since the remaining units are showing signs of imminent failure, immediate replacement of all the units is required. The Virginia Department of Planning and Budget gave Longwood permission to transfer the funding from three of the sub-projects to a new sub-project for Hiner Hall. The de-funded sub-projects have not been cancelled, so they could be accomplished if other funds become available later. Now, the project's four active sub-projects are:

- Overhaul the Maugans chiller
- Replace building automation system (BAS) control units in multiple campus buildings
- Replace the HVAC controls in Bedford Hall
- Replace the fan coil units in Hiner Hall

The overhaul of the Maugans chiller has been completed, and the design of the Hiner sub-project is expected to start soon.

Joan Perry Brock Center (a Longwood Real Estate Foundation project)

The largest gift in Longwood's history – \$15 million from Joan Brock ('64) – will enable Longwood to construct a new campus events center. Construction commenced in May 2021, and completion is anticipated in summer 2023. The new structure will be constructed on the site of the Willett tennis courts (which have been replaced), and will feature:

- 3,000 seats
- Flexible space for university, community, and regional events and sports competition

The table and map on the following pages provide project status and locations.

Projects In Design

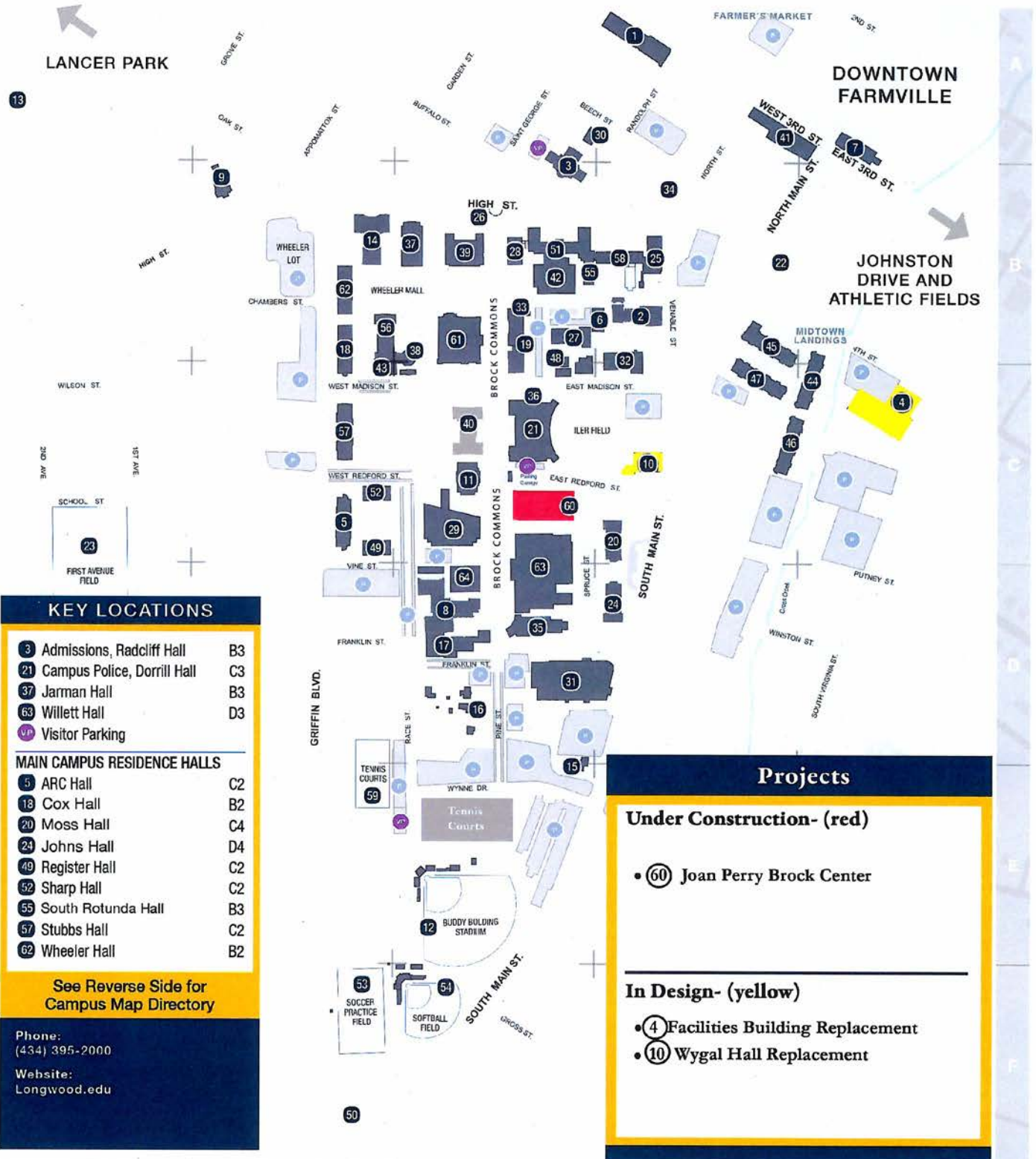
Description	New Construction	Renovation	Total Appropriation	General Funds	Non-General Funds	Total Expenditures and Encumbrances	Authorized Design Phase	Current Design Phase	Milestones
Facilities Annex Renovation and Expansion	19,209 GSF	24,624 GSF	\$20,210,500	\$20,210,500	\$0	\$3,575,729	Construction	Design Complete	Working Drawings were approved by the Division of Engineering and Buildings on June 27, 2022. Construction bids were received on August 10, 2022. Because of the current high inflation rate, all the bids exceeded the project's budget. Longwood has applied for supplemental funds from the 2022 Capital Supplemental Pool. Funds for furniture, fixtures, and equipment were appropriated by the 2022 General Assembly.
Wygal Hall Replacement	60,720 GSF	0 GSF	To be determined by Dept. of General Services	Will be equal to the total appropriation	\$0	\$2,771,184	Construction	Working Drawings (expected to start Fall 2022)	Preliminary Design documents were approved by the Division of Engineering and Buildings (DEB) on January 12, 2022. Funds for Working Drawings and construction were appropriated by the 2022 General Assembly; preparation of Working Drawings is expected to start in Fall 2022. Longwood will be reimbursed for its early design expenditures from the GF appropriation.

Projects Under Construction

Description	New Construction	Renovation	Total Appropriation	General Funds	Non-General Funds	Total Expenditures and Encumbrances	Construction Contract Amount	Percent Constructed	Construction Start Date / Completion Date
Joan Perry Brock Center (LUREF project)	72,300 GSF	0 GSF	\$44,700,000	\$0	\$44,700,000	\$44,502,891	\$40,557,626	65%	Construction commenced in May 2021 and is anticipated to be complete in summer 2023.

Project In Design and Construction Phases Simultaneously

Description	New Construction	Renovation	Total Appropriation	General Funds	Non-General Funds	Total Expenditures and Encumbrances	Percent Expended and Encumbered	Sub-Projects' Status
HVAC System Controls and Equipment Replacement -- COVID-19 Response (four active sub-projects)	0 GSF	Equipment	\$3,773,000	\$3,715,000	\$58,000	\$181,816	5%	Maugans chiller: Overhaul has been completed. Hiner fan coil units: Design is expected to start soon.



KEY LOCATIONS

- 3 Admissions, Radcliff Hall B3
- 21 Campus Police, Dorrill Hall C3
- 37 Jarman Hall B3
- 63 Willett Hall D3
- VP Visitor Parking

MAIN CAMPUS RESIDENCE HALLS

- 5 ARC Hall C2
- 18 Cox Hall B2
- 20 Moss Hall C4
- 24 Johns Hall D4
- 49 Register Hall C2
- 52 Sharp Hall C2
- 55 South Rotunda Hall B3
- 57 Stubbs Hall C2
- 62 Wheeler Hall B2

See Reverse Side for
Campus Map Directory

Phone:
(434) 395-2000

Website:
Longwood.edu

Projects

Under Construction- (red)

- 60 Joan Perry Brock Center

In Design- (yellow)

- 4 Facilities Building Replacement
- 10 Wygal Hall Replacement

Landscape and Grounds/Sports Turf/Housekeeping and Office of Sustainability

Landscape and grounds continues to improve campus landscaping and the aesthetic experience for campus community and visitors.

- Two large trees that were hazardous on campus were removed. Four new trees will be planted in coming fall planting season.
- Honors College students helped with litter pickup, weeding, mulching, and cleaning outdoor furniture on campus prior to student move-in.
- Sports turf and grounds crew are working on preparing Johnson Drive Stadium field for fall sports season. The season kicks off with “THE GAME” on August 26th.
- The office of Sustainability, Residential Life, and Landscape and Grounds are collecting cardboard for recycling from collections points at campus residence halls during fall move-in to reduce waste going to the landfill.

Lancer Print Shop and Post Office

The LPS continues to move forward with the Centralized Printer Leasing Program. Supply chain challenges delayed delivery past July 1st, machines are expected to arrive soon. There have been a record number of students applying for student employment with the Lancer Print Shop and Post Office for the upcoming academic year. Student workers are a valuable resource to the LPS&PO.

The LPS was very busy over the summer months providing services to Admissions, Academic Affairs, Graduate Studies, Clean Virginia Waterways, Library, Athletics, Faces Food Pantry, Waterworks, International Hose, and Third Street Brewing. The LPS completed orientation materials, schedules, directional signage, campus maps, dedication plaques, banners, window frosting, business cards, name tags, card handouts, yard signs, flyers, posters, and award certificates.

The LPS staff, students, and volunteer staff assisted with cleaning, reorganizing, and reconfiguring the print production floor for efficiency. In addition, the customer service counter was moved adjacent to the post office counter to be more convenient for faculty, staff, and students picking up print jobs and mail.

Business Information Systems

Over the summer, the department implemented and installed QR code stickers in all residence halls and apartments. Students will download the work order system app, hold their camera over the QR code and the work order system app will open automatically populating the student’s location. The student then can enter their name and work order issue. This will provide a more efficient process for the student placing the request. The BIS team created Relay for Capital Construction Projects in Box. This process will streamline the way Capital Design and Construction Department uses Box for construction projects and reduce labor hours for document control. Lastly, updated the Space Planning form to an online submission form. This will streamline to process for Space Planning requests.

Space Planning and Real Estate Services

Staff are in the process of acquiring the property located at 206 St. George Street which is adjacent to Radcliff Hall. Authorization for this acquisition was included in the new Admissions building project. The transaction is substantially complete with an anticipated closing date on or before October 31, 2022. Staff have worked on a record number of small projects over the past six months that have enhanced the aesthetics of campus. Space Planning projects have included multiple reconfigurations of space, substantial painting and flooring efforts, and numerous projects that required specialized guidance. Since March, over twenty projects have been completed through the space planning process, and many more projects are already being scheduled for winter break. Staff have received positive feedback on all completed projects.

Facilities

Staff continue to look for improvements to both the new work order system and the data that we are able to retrieve from the system. We continue to apply QR codes to all assets to aide technicians with equipment information on location. Once all assets are entered into the new work order system, it is our plan to track time and materials on all assets in order to determine total repair costs which provides valuable data for planning for end of life replacements. Staff continue to build our database including make, model, serial number, size, etc. for all equipment. We intend to also begin adding more specific information such as pictures, fuel capacity, preventative maintenance work history, motor sizes and type of Freon. This information will build a life history of the equipment and allow us to better diagnose as well as plan for the future.

Facilities has been entering fees per shop and per building since July 1, 2022. This will allow us to calculate the total cost of operations per building. Tracking these costs per building provides important information for future planning.

Facilities and English Construction have successfully completed Phase II of the summer renovations at Lancer Park and Landings. This project upgraded finishes, flooring and fixtures. Phase III will complete the project and it is planned for Summer 2023.

Financial and Business Operations

Business Operations

- Integration of the Lancer Card Center and Parking Services into Cashiering and Student Accounts has fully taken place
- Have begun re-negotiations of the following contracts; Barnes & Noble, Coke, Adidas and are working with Aramark on an addendum to their contract to include the Joan Perry Brock Convocation Center as an Aramark exclusive dining location
- An RFP was issued for management services for the Joan Perry Brock Convocation Center. Presentation proposals will take place in mid-September.

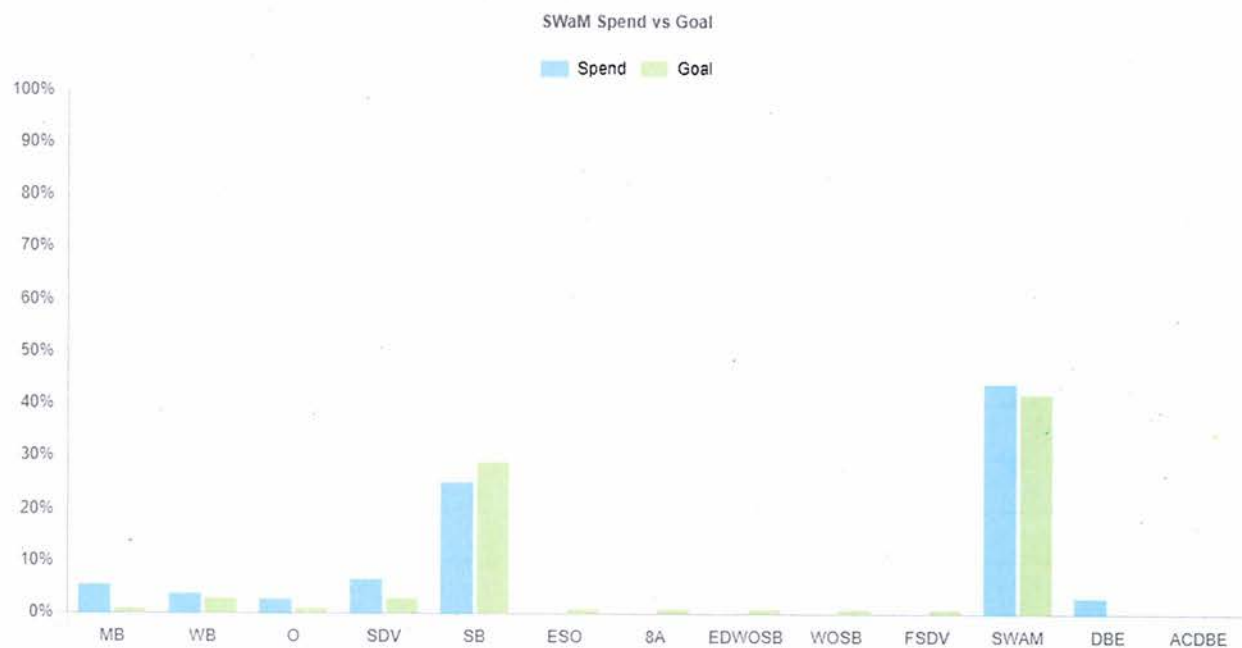
Financial Accounting and Reporting

- Fiscal year 2022 has closed and financial statement are being completed
- NCAA fiscal review of the athletic department will occur this fall
- Audit was completed for FY21 with no audit points
- The commonwealth switch to Cardinal HCM payroll system has created a few issues that HR and financial accounting have been working closely together on to correct.

Materiel Management

- New state eProcurement Platform (still called eVA) set to go live November 1, 2022
- Agency SWaM Plans for FY2023 will be published on September, 2022; deadline to have FY2023 SWaM Plan in an “APPROVED” status is on or before September 23, 2022; our goal will remain the same as the current state-wide goal of 42%
- Longwood was approved for a 5-year renewal of our Level II Delegated Administrative Authority for the functional areas of Information Technology and Procurement. Our Memorandum of Understanding (MOU) is extended to June 30, 2027.
- VASCUPP is hosting SWaMfest in person for the first time since 2019. It will be held Oct 26-27, 2022 at Richmond’s Main Street Station. SWaMfest is the Commonwealth’s premier networking, educational, and professional development event for small, women-owned, and minority-owned businesses that is hosted annually by VASCUPP.
- SWaM – Longwood exceeded the 42% spend goal set in our 2022 SWaM Plan.

FY2022 Spend vs. Goal (7/1/2021 – 6/30/2022)



ECONOMIC AND COMMUNITY DEVELOPMENT

- **Established an innovation hub for campus/community connection and innovation courses. (Project SEED)**
 - Grant funding secured for construction and equipment – total \$3,771,526.
 - EDA Award of \$1.9 million announced 8/16/22.
 - Construction drawings in process.
 - Operational plan in process

- **Lead SBDC consulting and training programming to result in client capital investment in CY23 of at \$14 million in the region – both new and existing businesses.**

Grant funding secured for construction and equipment – total \$3,771,526. Clients report via survey \$11.5 million in new capital thus far in 2022 attributed to assistance from SBDC. Year to date, more than 560 individuals in our 25-locality service region have received information, consulting or training on business startup and operation.

- **Enhancing regional prosperity by effectively and efficiently connecting university resources to regional community and economic development initiatives**
 - 125 high school students participated in a pilot to introduce entrepreneurship and innovation into existing curriculum.
 - Regional Collegiate Business Pitch Competition (Inaugural event held 4-27-22):
 - Five regional student teams participated
 - 6-month Program: November 2021 - April 2022
 - 3 rounds, ending with a pitch to a panel of judges
 - Open to students enrolled in a higher education institution who live and/or go to school in our region
 - Open to all majors. Multi-disciplinary teams are encouraged!
 - Faculty served as mentors to student teams
 - Planning Committee includes representatives from:
 - SOVA Innovation Hub
 - Longwood University
 - Longwood SBDC
 - Hampden-Sydney College
 - Averett University

- SBDC/OCED now share three campus connected positions who are actively involved in the goals and objectives of the department:
 - Jacob Dolence – Honors Faculty Scholar
 - Jen Cox – Director of Local and Community Relations
 - Brandon Hennessey – Director of Innovation, Research and Entrepreneurship

Local and Community Relations Additional Projects

- **Wayfinding: Farmville Downtown Partnership is working closely with the Town of Farmville on a comprehensive wayfinding update.** In Spring 2020 a wayfinding study was completed that identified three wayfinding phases: Parking, Destination, and Gateway signage. In Summer 2021 then Gov. Northam announced a \$25,000 Downtown Investment Grant for Farmville to cover part of the costs for Phase one. Farmville Downtown Partnership agreed to cover an additional \$25,000 and the Town agreed to cover the remaining balance of \$29,000 plus the in-kind costs to install the new signage. All 8 parking lots with the Downtown Farmville will have new parking signage. 15 parking directional signs will also be installed throughout downtown. The goal is to have installation complete prior to graduations starting in May 2022. After completion of phase one we will look to move forward to phase two of the signage project. Additionally, Prince Edward County is also starting on a wayfinding project and there have been meetings to ensure complimentary signage exists in the community.
- **A new teacher recruitment/retention pilot program is underway for Fall 2022.** Partnering with the Jessi Znosko (Cormier Honors College) the aim of this pilot program is to encourage first-year teachers to stay in the Farmville area after graduation from Longwood University and to work at Prince Edward, Cumberland, Buckingham, or Nottoway County Public Schools. The cohort will enjoy benefits such as housing opportunities, monthly meetings with professional development topics, a Longwood mentor, and opportunities for professional and personal growth.

HUMAN RESOURCES

- The automation of the Administrative & Professional staff evaluation in DocFinity has been completed.
- FY23 budget was loaded in BizView (a software to develop budget forecasting model).
- VRS one-on-one meetings were done this quarter.
- Continued work with the University Diversity Committee. Projects including working to improve the faculty/staff exit survey. Also all Longwood positions advertisements are being posted on DiverseJobs.net, a platform of Diverse Issues in Higher Education.
- Supporting the planning and implementation of the Faculty Voluntary Early Retirement Policy.
- Supporting the initiative to reimagine the work-study programs into something that supports retention and provides valuable life skills that complement their academic curriculum.

Longwood University
Financial Overview
As of July 31, 2022

FY2022-23 Budget Dashboard YTD

E&G	BOV Budget	Adj	FY Forecast	YTD Actual	Percent	PY Percent
Revenues						
Tuition	38,741,317	(670,000)	38,071,317	5,856,188	15.38%	10.44%
Fees	1,000,000		1,000,000	569,703	56.97%	32.63%
General Fund	39,431,453		39,431,453	6,786,270	17.21%	15.36%
Federal Workstudy	50,000		50,000	0	0.00%	0.00%
Other	300,264	670,000	970,264	29,779	3.07%	19.67%
Total Revenues	79,523,034		79,523,034	13,241,940	16.65%	13.26%
Expenditures						
Instruction	41,236,530		41,236,530	3,069,649	7.44%	7.94%
Public Service	519,386		519,386	46,524	8.96%	7.52%
Academic Support	7,751,337		7,751,337	737,472	9.51%	11.19%
Student Services	4,902,512		4,902,512	383,847	7.83%	6.47%
Institutional Support	14,104,739	(209,589)	13,895,150	1,142,168	8.22%	8.12%
Facilities Operations	7,815,491		7,815,491	965,857	12.36%	6.54%
Scholarships	3,693,039		3,693,039	2,920	0.08%	0.00%
Salary Savings	(500,000)	(300,000)	(800,000)	(183,025)	22.88%	
Total Expenditures	79,523,034		79,013,445	6,165,413	7.80%	7.55%
TOTAL	0		509,589	7,076,527		

AUXILIARY/LOCAL

Revenues						
Housing	22,871,489	(1,500,000)	21,371,489	1,162,222	5.44%	4.16%
Dining	7,563,407		7,563,407	199,413	2.64%	2.37%
Comprehensive Fee/Other/Loca	26,363,778	(1,083,693)	25,280,085	2,563,166	10.14%	8.11%
Federal Workstudy	154,300		154,300	0	0.00%	0.00%
Total Revenues	56,952,974		54,369,281	3,924,800	7.22%	6.04%
Expenditures						
Housing	19,300,929		19,300,929	4,090,346	21.19%	5.16%
Dining	7,839,644		7,839,644	36,015	0.46%	2.20%
Athletics	10,029,855		10,029,855	538,255	5.37%	6.13%
Other Services	20,432,546		20,432,546	1,178,206	5.77%	7.79%
Salary Savings	(650,000)	(200,000)	(850,000)	(142,709)	16.79%	0.00%
Total Expenditures	56,952,974		56,752,974	5,700,113	10.04%	5.74%
TOTAL	0		(2,383,693)	(1,775,312)		

Cash & Investment Assets

Longwood University	13,371,123
All Longwood Foundations	165,355,652 Based on 12/31/21 data from LUF audit and 6/30/22 REF preliminary

Working Paper prepared by management to estimate year end results



Intercollegiate Athletics

BOV Report

Highlights

- **Tim Hall Appointed New Athletic Director**
- **Best-ever Sasser Cup Performance in Big South**
- **New Field Hockey, Women's Lacrosse Coaches**
- **Academic Success**
- **Basketball Performance Center**
- **JPB Update**

New Athletic Director

In August, Tim Hall was named the next Athletics Director at Longwood. Hall brings 15 years of experience at the helm of Division I programs with him to Longwood.

Most recently, Hall worked at Southern Illinois University-Edwardsville. He helped more than double annual athletics giving and oversaw an Athletics Graduation Success Rate that rose to 34th nationally among all Division I public universities.

Prior to SIUE, Hall worked for seven years at the University of Maryland-Baltimore County. During that time, the UMBC men's basketball team achieved a historic win over Virginia in the NCAA Tournament, but he also oversaw 11 conference titles and four second-place finishes for a department that had won six league titles in the 15 years prior to his arrival. In addition, the department saw its three best departmental GPAs over consecutive years, peaking at a 3.5.

From 2007-2013, Hall served as the AD at the University of Missouri Kansas City, and he has filled a variety of conference and NCAA roles throughout his career. He has served as the chair of the Joint Council of Athletics Directors for the Ohio Valley Conference, America East Conference and Summit League. He was a member, and later chair, of the NCAA Committee on Women's Athletics beginning in 2011.

Sasser Cup Performance

After a banner year across the athletic department, Longwood athletics finished fourth in the Big South Conference George F. "Buddy" Sasser Cup Standings. The Sasser Cup is awarded annually to the Big South member with the most successful year athletically.

For Longwood, the fourth-place finish shattered the previous high-water placement of eighth, and came in a season that saw three teams claim at least a share of the regular season conference title along with a host of all-conference honors and playoff spots.

Both soccer teams finished third in the Big South, and the field hockey team, while not factored into the Sasser Cup standings, made a run to the Mid-American Conference Championship game for the first time in program history. Cross country peaked at the Big South Championships, with the men's and women's teams combining to post 11 personal bests.

The basketball programs celebrated their best seasons as Division I programs, setting records for overall and conference wins while also sweeping the regular season and tournament crowns en route to the NCAA Division I Tournaments.

Softball claimed a share of the Big South regular season title against the toughest schedule in the conference, including four wins against teams in the top 25 or receiving votes. The team made a run to the tournament final as well, which was hosted in Farmville. Lancer lacrosse and baseball were in the thick of the conference playoff races down to the end of the season, and the Lancer tennis teams both finished with the most wins since the 2018-19 season.

New Field Hockey, Women's Lacrosse Coaches

Lancer field hockey and women's lacrosse each announced new head coaches this summer, with Kylar Ferguson taking the helm of lacrosse while Miranda Rigg takes charge of field hockey.

Ferguson comes to Longwood from Life University, where she had led the program since its inception through this past spring. She helped lead the young program to an NAIA National Tournament bid in 2021, and she followed it up with a program-best 15-6 record this past spring that included four wins over teams ranked in the top 10 in the nation.

Prior to Life University, she was the head women's club lacrosse coach at Kennesaw State and led the team to an undefeated record.

Rigg was announced as the 10th head coach in the long and storied history of Lancer field hockey after joining the program as an assistant in the spring.

She came to Longwood after coaching stops at La Salle, James Madison and Mary Washington in addition to an illustrious playing career that featured both high-level collegiate and international experience.

Rigg played on the USA Field Hockey Women's National Team from 2020-21, and she earned a pair of caps while playing in the 2020-21 World Championships. In addition, she finished ninth in the FIN pro league.

Rigg began her coaching career while still in school at James Madison, where she served as an assistant after a playing career at JMU that saw her go down as one of the top players in program

history. She finished seventh all-time in career points and eighth all-time in goals scored. She was a three-time All-CAA First Team selection and a three-time preseason All-CAA selection, among a variety of other honors.

Record-Best GPA

On top of all the on-court/field/pitch/course accolades, the athletic department also posted its best-ever year in the classroom last year. Lancer student-athletes posted a 3.21 cumulative GPA for the 2021-22 academic year, the highest mark since the department began tracking data in 2008 as Longwood transitioned to Division I.

The senior class saw 10 student-athletes graduate *summa cum laude* (3.75-4.00 GPA), five *magna cum laude* (3.55-3.74 GPA) and *six cum laude* (3.35-3.54 GPA). Department wide in the spring, 70 student-athletes made the Dean's List (3.50-3.99 GPA) and 26 more made the President's List (4.00 GPA).

A record-breaking 13 teams achieved a GPA above 3.00, up from 11 that did so last spring. Men's tennis led the men's teams in both the fall and spring, with a 3.86 GPA in the fall and a 3.80 in the spring. Softball led the women's teams with a 3.52 GPA in the fall while women's soccer posted a 3.41 GPA this spring.

Lancer student-athletes have now achieved a cumulative GPA of at least 3.0 for 11 straight semesters. Plus, the yearly total marks the department's eighth straight academic year with a 3.00 or better.

Several teams extended long-running streaks of 3.00 semester GPAs, with both men's golf and women's soccer running theirs to 27 straight semesters. Field hockey also ran its streak to 16 straight semesters, and softball has now done it for 11 straight semesters. Men's and women's basketball also achieved a 3.00 GPA for the academic year, the third straight season for the men and third time in four years for the women.

Basketball Performance Center

The Basketball Performance Center is slated to open in the first week of October, and it will serve as a state-of-the-art training center for the men's and women's basketball program.

The center, which is donor-funded and was announced in February, will be 6,000 square feet, which is among the largest basketball-specific performance facilities in the country. The donor group is invested in Longwood and has collectively committed more than \$750,000 over the next five years to the men's basketball program, with the performance center the first such initiative the group will fund in support of a program that is energizing the entire University.

The center will help upgrade fitness and injury prevention while also helping Longwood recruit the very best student-athletes who will want to be a part of a program that both offers top-tier facilities and can demonstrate a visible commitment and level of community support.

The facility will be branded with program logos and feature a new fitness floor, weights and other top-grade equipment for multi-functional training.



Institutional Advancement

Courtney Hodges, Vice President

Highlights

- **Longwood raises more than \$10 million in FY22**
- **Philanthropy for athletics sets a record high at over \$2 million**
- **Scholarship support surpassed the \$3 million mark**

Fiscal Year 2022 has come to a close and there are 10.1 million reasons to celebrate! This number represents the total philanthropy raised for Longwood this fiscal year. This is a 69% increase over the previous fiscal year. Annual giving raised over \$1.5M – the most since 2018. Scholarship support surpassed the \$3 million mark including the creation of 14 new endowed scholarships. Fiscal 2022 was a successful year and we can celebrate the 3,564 donors who chose to invest in Longwood University and our students.

Plans are underway for fiscal year 2023 as we build a strong culture of philanthropy across campus as well as within our alumni body. This was an incredible year at Longwood and our donors are to be applauded.

Development

Leadership Philanthropy

This was a tremendous year of growth for our leadership level philanthropy. This fiscal year Longwood received over \$8.7M in leadership gifts (\$5,000+), major gifts (\$25,000+), and planned gifts, including:

- Two (2) \$1,000,000+ cash gifts
- Twenty (20) \$100,000+ gifts
- \$2,593,000 in planned gifts (also known as estate gifts)

Athletics Philanthropy

On the heels of its most successful season in Division 1 history, the Lancer Club* received record philanthropic contributions from alumni and friends of Lancer Athletics.

More than \$2 million in contributions were invested on Lancer Athletics during the fiscal year which ended June 30th, 2022, a record high for the department and an increase of over 488% from the previous fiscal year. Of the 14 varsity athletics teams, eight teams saw an increase from FY21 in the number of donors who gave to their programs, and 12 teams saw an increase in dollars from FY21. It was also a record year for Longwood Cheerleading and spirit squad support.

Gifts to the Lancer Club had far reaching impact, from facility upgrades and sport-specific enhancements to scholarships. Gifts were made to establish or support 24 athletics scholarship endowments.

Lancer Giving Madness, the athletic department's annual day of giving, reached a new record-high, generating more than \$250,000 in 24-hours.

Philanthropic contributions to Men's and Women's Basketball also set new marks, including the establishment of the Built to Win Partners investor program for Men's Basketball, allowing the programs an opportunity to make strategic investments to advance. The impact of this philanthropy is being seen immediately with the construction of the Basketball Performance Center in Willett Hall, a 100% donor-funded project, scheduled to be completed in the fall of 2022.

In addition to the record-setting Lancer Club contributions, fundraising goals were also met for the Joan Perry Brock Center, the new basketball and convocation center under construction in the heart of campus and scheduled to open in the summer of 2023. More than \$2.5 million was committed to the project to enhance the facility and game-day experience for student-athletes, the student body and fans alike. This is in addition to the \$15 million lead gift from philanthropist Joan Perry Brock '64 announced in April 2019, the largest gift in Longwood's history.

As we look ahead to what the fall semester of FY23 will bring, we anticipate the launch of several initiatives that will target athletics supporters. These initiatives include the Joan Perry Brock Center small gifts campaign, the "Tag the Team" athletics giving campaign, and an athletics focused crowdfunding campaign surrounding the beginning of basketball season, as part of the new "Longwood United" crowdfunding program.

**The Lancer Club is the fundraising arm of Longwood Athletics, generating philanthropic support that drives impact for Longwood's varsity sports programs and spirit squads. Donors of any amount, from \$1 to \$1 million+, are recognized as members of the Lancer Club when their support is given to one of the following areas: Student-Athlete Excellence Fund, Athletic Scholarship Funds, Sport Specific Funds, and Facility/Capital Projects.*

Annual Giving

Our fall annual giving campaign is set to launch and will be sent to 8,500 alumni, friends, and parents. The focus of this year's annual campaign will be:

- Re-engaging our lapsed Citizen Leader Society donors,
- Continuing to renew our loyal donors, and

- Renewing donors whose giving cycle may not align with fiscal year or who have forgotten to give.

The theme of the appeal is Longwood traditions and making memories. This campaign will feature a schedule of both print and digital media pieces.

The Fountain Society is celebrating its first birthday as it was launched in August 2021. The Fountain Society offers the University a chance to recognize and celebrate those who include Longwood in their recurring giving. Monthly giving is the easiest way to have an impact, and it provides a constant flow of support without pause, to the areas that need it most. Much like the water that flows from Longwood's iconic fountains, monthly giving is sustaining and aids in the everyday development of citizen leaders. To date, the Fountain Society (monthly giving) is currently holding steady at nearly 250 donors and raised \$118,196 since August of 2021. In one year, this program saw a 37% increase in donor membership. We are thrilled to see this growth of sustained giving and look forward to seeing monthly giving continue to grow at Longwood through FY23.

Our donor stewardship team recently created and mailed our 2022 Donor Impact Report. Through graphics, data, and stories, the Donor Impact Report highlighted the impact our donors made across campus this past fiscal year. It also celebrated the successes of our Love Your Longwood giving day, our men's and women's basketball teams, the Fountain Society, and the Cormier Honors College. We want our donors to know that their investments made a difference on campus and beyond.

Development Events & Experiences

Institutional Advancement leadership and staff identified a need to refine and restructure the on-campus donor experience, making the efforts more uniform and organized, while also taking into account the time gift officers were spending to plan visits. The new on-campus donor experience program is managed by a professional staff member who is fluidly available, and who can handle the logistical planning aspects of hosting donors and prospective donors on campus, alleviating gift officers of the logistical responsibilities of planning, which in turn allows them to focus on further developing relationships that directly impact the philanthropic work of the University.

Our Longwood Together Virtual Event series will continue through the fall. Our most recent virtual event, A Look at Longwood's class of 2026, with Sarina Hartman '16, Director of Undergraduate Admissions gave an in-depth look at the new Lancers arriving to campus this week.

Fundraising Report

As of June 30, 2022

TOTAL PHILANTHROPIC DOLLARS

\$10.1M

Fiscal Year	Total Raised
2013	\$9.43M
2014	\$2.82M
2015	\$7.94M
2016	\$4.18M
2017	\$11.18M
2018	\$12.41M
2019	\$17.61M
2020	\$4.00M
2021	\$5.98M
2022	\$10.1M

TOTAL ANNUAL GIVING DOLLARS

\$1,551,804

Fiscal Year	Unrestricted	Annual Giving
2013	\$383,501	\$962,380
2014	\$344,445	\$965,338
2015	\$384,401	\$1,039,500
2016	\$415,737	\$1,214,689
2017	\$379,208	\$1,628,532
2018	\$336,465	\$1,970,098
2019	\$241,895	\$1,113,041
2020	\$203,876	\$951,818
2021	\$193,796	\$985,800
2022	\$263,974	\$1,551,804

ALUMNI PARTICIPATION

6.32%

Fiscal Year	Total Alumni Donors	# of Undergraduate Alumni of Record	Alumni Participation
2015	2,976	27,197	10.94%
2016	3,126	27,894	11.21%
2017	2,890	28,691	10.07%
2018	2,813	29,522	9.53%
2019	2,303	30,286	7.60%
2020	1,773	31,074	6%
2021	2,257	31,803	7.10%
2022	2,052	32,458	6.32%

TOTAL DONORS

3,564

Fiscal Year	Total Donors
2013	4,304
2014	3,962
2015	4,569
2016	5,700
2017	4,933
2018	5,463
2019	4,409
2020	2,867
2021	3,928
2022	3,564

LONGWOOD UNIVERSITY

Fundraising Report

As of June 30, 2022



LOVE YOUR
LONGWOOD DAY

Year	Donor Goal	Total Donors	Total Dollars
2016	500	533	\$65,000
2017	1,839	1,405	\$126,000
2018	1,790	2,976	\$268,000
2019	2,500	2,700	\$325,000
2020	2,020	Cancelled due to Covid-19	
2021	1,839	1,863	Over \$390,000
2022	1,839	1,723	\$392,500

LEGACY CHALLENGE

The Legacy Challenge program was launched in May 2021

Challenge Funds Deployed	\$194,270 (out of \$300,000)
Legacy Challenge Donors	30
# of Campus Programs Receiving Funds	25
Total Planned Gifts	\$4,737,827





Strategic Operations
Victoria Kindon, Vice President and CIO

Highlights

- **Admissions recruits most academically achieved class to date**
- **Brand story undergoes refresh with Civitae at its heart**
- **Career and Alumni Services joins Marketing, Communications & Engagement**
- **New Dean of Admissions begins in September**
- **Writing Center launches workshops for future teachers**

Enrollment Management and Student Success

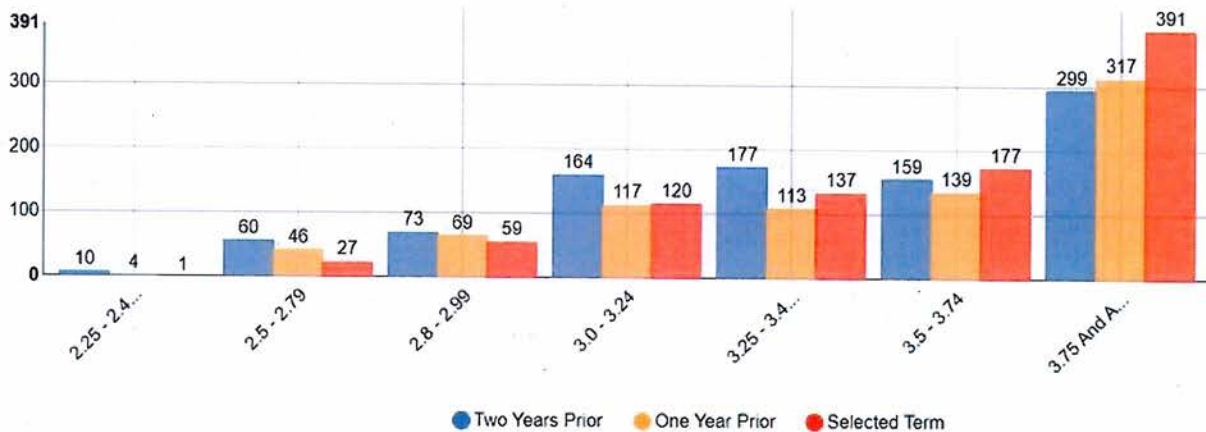
Undergraduate Admissions Update

Undergraduate Admissions had a very successful recruitment cycle for the Fall 2022 class, despite continuing challenges for college-bound families. An almost entirely new team of admissions counselors recruited Longwood's most academically achieved class to date.

In response to a growing trend where students either visit multiple times or do not visit at all, the event strategy has been a particular focus for the team. For those who visit multiple times, a tiered engagement system has been put in place – offering a wide variety of campus visit experiences that are built for specific audiences and have corresponding information sessions. A priority was continuing to connect faculty to prospective students to develop personal relationships, offer a more authentic and realistic view of life as a Longwood student and to set Longwood apart as far as campus visits go. With the addition of the new Immersion Day programs in the Fall 2022 cycle, yield for students who had engaged with academic departments rose to over 70%. For those who are not visiting campus, a virtual tour is under development.

The admissions counselors will soon begin travel season, with a goal of increasing applications and deposits for the Fall 2023 cycle. While they are on the road, the internal team will be making sure that we are already preparing for the Fall 2024 recruitment cycle – including integrating admissions materials into the new brand guide, driving earlier campus visits, integrating financial aid into the conversations and establishing an engagement plan for our younger inquiries.

Freshmen Deposits By GPA



New Dean of Admissions To Begin In September

These efforts will be supported by Jason “Ferg” Ferguson (M.S. ’12), Longwood’s new Dean of Admissions. He has a tremendous depth and breadth of experience in the admissions field and a great affection for our home community. He is an exceptional leader, with a unique set of experiences and expertise to help us meet our goals. Among his many accomplishments at H-SC was deploying strategies to recruit more diverse and talented freshman classes while meeting enrollment goals. Ferg has a wealth of experience that translates well to our recruiting goals, and is looking forward to the challenge of leading a larger-scale admissions operation and using what he has learned in his career to make Longwood, Farmville, and the greater Prince Edward County community stronger.

Student Employment Joins Student Success

Administration and Finance and Strategic Operations partnered on a plan to provide students with a better experience and outcomes from their campus work experience, as well as streamline the federal work study budgeting and assessment process for managers. The plan resulted in Student Employment joining the Student Success team. Larry Robertson will be the director of Student Employment, focusing on standardizing student experience outcomes based on career-readiness measurements. Nikki Bryant will manage work assignments across all areas of campus to ensure we are getting our students the maximum amount of federal work-study dollars they are entitled to. The team has already identified strategies to streamline the system and experience for students and managers alike.

Writing Center Launching Joint Workshops for Teaching Candidates

An exciting partnership between the Writing Center and College of Education is poised to support our teacher education students. In response to some students’ needs in taking the Virginia Communications and Literacy Assessment exam, a teacher licensure requirement, we are implementing targeted workshops to position these students to achieve the required score the first time they take the test. This will ensure students can remain on track for completing their

degree and begin teaching sooner, which is one avenue to helping the Commonwealth address teacher shortages.

New Workshops Support Student Academics

As we continue to improve our coaching and peer mentor program to support incoming students' successful transition to Longwood, we are offering a series of workshops for students. These workshops range from academic support resources (Quantitative Resources, Writing Center, Library, tutoring, preparing for exams, etc.) to financial literacy, tools and tips for personal growth, post-graduation success, self-care and more. While focused on first year students, these workshops are available to all students so faculty, coaches, peer mentors and advisors can help students get connected to these workshops and resources in a more personalized way.

We have also seen an increase in academic programs seeking input from the Registrar as they revise their curriculum to understand how the changes will impact students. Past partnerships have resulted in curriculum offerings that are transfer friendly, and more easily understood by students and advisors as well as ensuring timely degree completion.

Information Technology Services (ITS)

Data Security

Spirion, our sensitive data search tool, has been implemented in a phased approach. We currently have the product on 939 endpoints; as faculty and staff return to campus, the product is being pushed out to their machines.

The new Phishing Alert Button has been implemented in all faculty and staff email. This tool allows phishing or suspicious emails to be reported to the Information Security Office with one single click. This streamlines the investigation process by safely reporting the necessary elements of the suspicious email to the Information Security Office and deleting the email from the user's inbox. This tool is estimated to be implemented campus wide (on student live email accounts) by Jan 2023.

Tabletop To Test ITS Incident Response

The second annual Longwood University ITS Table-Top exercise is scheduled for September 1, 2022. The purpose of this exercise is to examine the coordination, collaboration, information sharing, and response capabilities of Longwood University ITS in response to an incident. The Information Security Office is collaborating with Cybersecurity Infrastructure and Security Agency (CISA) and the Department of Homeland Security (DHS) to create and conduct the exercise.

Office of Alumni and Career Services (OACS)

New Members Join Alumni Board

This past June, the Alumni Board of Directors gave a heartfelt thanks to Byron Bracey '81 and Cydney Cavender '75 for their leadership and dedication to the betterment of the Longwood community as they completed their service. The board welcomed three new members: Brenda Clardy Mitchell '71, Lucas Hobson '18 and Brandon Bowen '20. The Alumni Board, coming off of the momentum of regional watch parties surrounding the success of our basketball programs this past year, has set up new regional alumni Facebook groups in northern Virginia, Hampton Roads, Richmond and Charlottesville. This summer each group hosted monthly happy hours with a focus on networking with fellow alumni.

Career Week Returns October 17-20

OACS is focused on providing high-impact career-focused educational experiences for both alumni and students. The team is developing this year's Career Week which will include professional development workshops for career documents, networking, using LinkedIn and interviewing skills as well as a Students-Alumni-Employer networking session and Alumni Career Fair ambassadors. New to the slate of programming is a Minority Student and Alumni networking session in partnership with the LBAA. BOV members are invited to attend the networking sessions in order to assist our students with developing their networking skills and making connections to enhance their post-graduate success.

University Analytics

University Analytics is continuing to expand the institution's access to and underwriting of data critical for recruitment and retention efforts on campus.

Delivering Data to Support Academic Departments

Multiple academic departments have increased their focus and attention on trends in applicants to their respective programs as well as how student performance in specific programs compares to that of the student body in general. We are happy to support those efforts and look forward to helping departments get the information they need to support as many students as possible to degree completion.

Assessing the Relationship Between Financial Aid and Retention

We have also been working closely with Enrollment Management and Student Success to gather data necessary to better understand the impacts that financial aid and scholarships have on student retention and graduation. This process also illuminates the importance of good decision making around data quality and integrity as it relates to recording and reviewing the efficacy of process and policy changes.

Marketing, Communications & Engagement

Longwood's Brand Story Sees a Refresh

Over the past few months, a core team has been working on refreshing Longwood's brand story/guide, which was initially developed in 2015 and needed to be updated (and simplified). For communicators, marketers and those who work closely with our external audiences, Longwood's brand story is an essential overarching framework to help guide our messaging and conversations. The same brand consultant who helped us develop Longwood's initial brand guide partnered with us again on this refresh, which includes some adjustments that better reflect the direction of the university and some changes we've seen over the past five years. A few of the highlights include a strong focus on Civitae; an elevated, self-assured tone; and a focus on (the importance of) relationships. The next phase will consist of an updated visual brand guide with a new secondary color palette and sample imagery that supports our refreshed brand story. *View the brand story: go.longwood.edu/brandguide*

What Do an Irish Dancer, a Brazilian Jiu-Jitsu Trainer, and a Capitol Hill Lobbyist Have in Common? They're All Part of our Feature on the Class of '26!

Each new academic year is an exciting time for the university with roughly a quarter of the campus consisting of new faces and the infusion of diverse interests and talents that comes with them. As usual, our team took this opportunity to highlight some of these new students—including interesting facts about them and what they're looking forward to most. *Meet the Class of*

2026: go.longwood.edu/longwood26 and go.longwood.edu/movein26



Content Marketing Efforts Will Promote New Resource Hub for College-Bound Students

In partnership with Longwood's marketing firm, Spark451, the marketing team will expand its inbound marketing campaign to further position Longwood as a helpful resource for all college-bound students and families. At the center of this campaign will be a new resource hub (go.longwood.edu/resources)—a landing page offering multiple guides on important college-bound milestones, paying for college and planning a campus visit, while also serving as an effective lead-generation tool.

Alumni and Career Services Merges with Marketing, Communications, and Engagement

The Office of Alumni and Career Services (OACS) has moved under the umbrella of the Office of Marketing, Communications, and Engagement (MCE) to better coordinate engagement efforts. OACS now directly reports to Dave Hooper, associate vice president of marketing and engagement. Nicole Perkins, who has stepped up into a leadership role and shepherded a successful return to an in-person Alumni Weekend this past June, has formally taken the reins of the office as senior director of alumni and career services. MCE resources will help support OACS in its mission to be a champion for current students and alums through fostering relationships and serving as a hub of community.

Crisis Communications Tabletop to Test Emergency Responses

Our team of key emergency communicators participated in a crisis communications tabletop exercise in late August with Erin Hennessy of TVP Communications, with whom we have had a fruitful relationship for more than five years. The tabletop exercise will provide training for our team, provide an opportunity for new faces to be at the same table, and test our response in real-world situations. Our Public Information Officer will collect feedback from TVP and share with the group so improvements can be made for the safety of the campus community.



Student Affairs

Cameron Patterson, Interim Vice President

Highlights

- **Welcome Home Lancers Initiative begins a year of programming efforts focused on creating a sense of belonging and reengagement**
- **Longwood implements Adam's Law (anti-hazing legislation)**
- **Increased participation in New Lancer Days events introduces students to the Clark House Intercultural Center**

The arrival of our new and returning students has brought a renewed energy and spirit to our campus community as we begin the new academic year. Student Affairs continues to be focused on the design of initiatives and programs that focus on building a sense of belonging and relationships, highlighting the importance of well-being, enhancing civic engagement and awareness, and making progress on key areas of Longwood's Diversity Strategic Plan that was approved in December of 2021.

Implementing a new initiative, "*Welcome Home Lancers*" greeted new and returning students as they made their way back to campus. Welcome tents staffed by students and faculty during new student move-in and the first week of classes featured the distribution of program information from the Student Government Association (SGA) highlighting "*Things to Do in Farmville.*" Key traditional events, the First Friday Back and The GAME (Greatest Athletic March Ever) have been great ways for students to engage in the first few weeks.

The expanded focus on education and prevention programs began with the transition of that office to our Student Engagement Unit to allow for more direct student connection in the Upchurch University Center. This office will lead the implementation of Adam's Law (anti-hazing legislation) alongside a group of campus professionals. Programs were held with all new students New Lancer Days to educate them on issues of hazing, including the role of alcohol. Similar programs are being held with upper-class students and advisors this fall. The collaboration between staff in Student Engagement, Campus Recreation, and Athletics in these key areas has truly been a model for other campuses across Virginia and nationally.

We have continued to place great emphasis on our Civic Engagement initiatives. We continue to support the Civitae Core Curriculum by adding complimentary co-curricular experiences. A number of Longwood faculty and staff participated in the State Council of Higher Education for Virginia (SHEV) Day of Dialogue on Civic Engagement and Learning. Longwood is participating in the Voter Friendly Campus Initiative focused on the development and promotion of a voter friendly campus and helping campus to create action plans for civic engagement. Longwood will assess our civic engagement competencies this spring with the National Survey for Student Engagement along with some key areas related to the implementation of our Quality Enhancement Plan.

Dean of Students Unit

The Dean of Students updated and published to students the 2022-2023 Student Handbook at the beginning of August. Care Team and the Dean of Students' Office will provide academic continuity for students in COVID-19 isolation, notifying faculty of absences and isolation length. Additionally, the Care Team assisted several students over the summer with issues spanning family and personal emergencies, medical leaves, and academic concerns.

Accessibility Resources Office (ARO)

To date, the incoming first-year class of students has registered a documented disability with ARO at a rate of 14%. The majority of those registered display significant learning difficulties combined with attention and mental health concerns. ARO will begin the academic year serving 480 students, 16% of the student population. This is a 3% increase from the 2021-2022 academic year; these numbers will continue to rise as the year progresses. The top four areas of disabilities include; attention deficit hyperactivity disorder combined and uncombined - 31%, emotional disabilities (mental health) - 21%, specific learning disabilities - 22%, and chronic health conditions - 17%. ARO continues efforts with individual academic offices and Center for Faculty Enrichment (CAFÉ) to offer resources to support Universal Design in Learning.

Residential and Commuter Life (RCL)

RCL has focused on redefining residential services to provide best practices within a well-being framework. Realigned professional and student staff responsibilities will address community needs and revitalize a vibrant, supportive residential community. The updated residency requirement has increased occupancy by 10% compared to fall 2021, an increase of 215 students. The 12-month housing/summer storage program has received positive feedback; students are taking advantage of the program to complete summer classes, internships, or work locally during the summer months.

Real Estate Foundation, facilities staff, and RCL partnered to implement phase two of a three-year apartment renovation schedule for Longwood Landings and Lancer Park. Phase 2 included the Landings Northwest building, Lancer Park 201 and 203 building blocks, and 10 townhouses.

Renovations included new living room furniture, new kitchen furnishings, new flooring, paint, countertops, and fixtures. Phase 3 will include Landings Northeast and Southeast, Lancer Park 204 building, and the remaining townhouse units. Installation of 361 new mattresses in Stubbs and Wheeler Halls occurred to replace mattresses beyond the typical life cycle.

Student Conduct and Integrity

As expected, conduct cases for the 2021-2022 academic year showed a marked decrease compared with the previous academic year, returning to pre-pandemic numbers. During 2021-2022, 127 students and 4 recognized student organizations were charged with alleged violations, representing approximately 3% of the population. Of the 131 cases, Administrative Hearings accounted for 61%, Agreed Resolutions for 7%, and Honor and Conduct Board cases for 32%. Overall and predictably, first-year students comprised the largest percentage of total cases referred to the Honor and Conduct Board at 43%, Administrative Hearings at 33%, and Agreed Resolution at 67%.

Active and intentional recruitment for the Honor and Conduct Board has yielded outstanding results. To date, the Honor and Conduct Board membership includes 18 students, varying in majors, and class years, including student-athletes and international students.

Title IX

Title IX underwent a strategic shift over the summer months. With the adoption of Adam's Law (anti-hazing legislation), strategic oversight of education and prevention programs for students involving alcohol and other drugs, sexual misconduct, and hazing was identified as a specific need. Moving forward, oversight of these topics will be provided by a Director of Education and Prevention Programs, housed in Student Engagement. The Title IX Coordinator position has shifted to include Responsible employee training, specialized training for Title IX process participants, and assessment initiatives in addition to ensuring compliance with Title IX and associated federal and commonwealth laws and regulations.

Student Engagement Unit

The Student Engagement staff is excited about the new academic year and anticipates an even more vibrant campus life. We will continue to support and contribute to several areas in Longwood's Strategic Plan including intensifying enthusiasm, innovation, and reflecting the diversity of America. The following themes guide our planning and work for 2022-23: *Visibility/Opportunity/Re-Imagining/Re-Engaging*.

Increased participation by staff in New Lancer Days events, including a redefined tailgate event and a Kick-Off event with the CHANGE (Community, Humanity, Allyship, Grace, and Equity) introduced students to engagement opportunities and to the Clark House Intercultural Center. A new reporting platform on Canvas for "Say Something" will further raise awareness of Hazing, Title IX, and Title VI. Each of these efforts demonstrate *Visibility* in a variety of ways.

Opportunity has presented itself—and has been sought. A student survey last spring provided ideas to make the NH Scott Multicultural Center in the Upchurch University Center even more user-friendly. The Sankofa Retreat for CHANGE in early September provided students with important leadership skills. Longwood Recovers will continue to provide a resource to students in recovery from alcohol and other drugs and regular opportunity for education and information sharing. The Inter Fraternity Council (IFC) is excited about the new IFC Lodge space at Lancer Park and the asset this will be to their organizations. Encouraging self-care and planning for meaningful lives, including support for career and life planning, is again being integrated into work with students and student groups in their training and advising.

Sponsoring and educating about traditional events such as First Friday Back and The GAME encourage students to *Re-Engage*, as will the Involvement Fair and partnerships with SGA. Family Weekend in mid-September will be held in conjunction with the Heart of Virginia festival and will provide an important opportunity for community engagement.

Well-Being Unit

Counseling and Psychological Services (CAPS)

CAPS and Greenwood Library continues to implement initiatives funded by an American Rescue Plan grant from the Institute of Museum and Library Services (IMLS) to support *Well-Being in the Heart of Campus: Community Connections at Greenwood Library*. This grant funded a number of successful well-being initiatives in AY22 and will do the same in AY23.

To demonstrate our efforts in addressing racial inequality, CAPS has engaged in a (a) didactic series for counselors-in-training aimed at increasing multicultural competence in therapy and (b) significant partnership with academics, which has included professional presentations and pending publication.

Campus Recreation

Visits to the Health & Fitness Center increased 17% last year compared to the previous year. This demonstrates a return to activity and the value students place in well-being.

The AY23 Campus Recreation focus is Activity, Inclusivity, and Community. The aim to provide facilities and programs that will get students moving, make them feel they belong, and help them build connections.

Campus Recreation updated the mission, vision, goals, and strategic plan. The vision is now “Inspiring a more Active U” (rather than “a more Fit U”) and the mission changed to promote activity over fitness to read “To serve Longwood by providing activities and programs for fitness, recreation and well-being.”

University Health Center

The UHC continues to operate as a consistent and reliable resource. They continue to help Longwood successfully manage the coronavirus pandemic while also addressing other needs.

Longwood University Police Department (LUPD)

LUPD is working with the Farmville Police Department and the Prince Edward County Sheriff's Office to develop a Unified Hostile Incident Action Guide. This is to ensure that all local law enforcement will respond in a coordinated manner in the event of an active threat or hostile incident situation in this area. This process will continue into the next several quarters.

Informational Items

Report from Faculty Representative to the Board of Visitors
September 9, 2022
Lee Millar Bidwell, Professor of Sociology

“Collaborate: To work together, especially in a joint intellectual effort” (Webster’s Dictionary)

My faculty colleagues continue to amaze and inspire me with their energy, intellect, and creativity. As I have done in the past, I put out a call in August for faculty to share with me the professional endeavors they participated in over the summer and they quickly responded. Faculty reported beginning, continuing, or at long last completing scholarship projects; organizing and presenting at conferences locally, nationally, and internationally; developing, offering, and participating in professional development workshops and certificate programs; working with youth in summer camps across the country, as far away as Alaska. They also taught and mentored Longwood University students, inside traditional classrooms, in laboratories, online, and in cities across the country and the globe. As I read through the many e-mails I received, what struck me the most was the degree to which faculty demonstrated *collaboration* and *commitment to understanding and improving communities*. As you see below, much collaborative work faculty engage in with each other and with students begins organically through casual conversation on campus. Structured support and encouragement of collaboration is offered through programs such as Civitae, PRISM, the Cormier Honors College, Brock Experiences and Study Abroad.

Collaborative Research

- Dr. Mark Kostro, Assistant Professor of Anthropology and Archaeology, collaborated with undergraduates Abbey Wright and Quincey Urban on a research project to study the development of Caribbean sun and sand tourism. They spent a week in Washougal, Washington reviewing and digitizing over 900 photographs and 2000 documents held in a private collection.
- A 5-year collaboration between Drs. Karen Feathers (Associate Professor of Special Education) and Jackie Secoy, (Associate Professor of Music) using ukulele and other music making experiences with Longwood Life students resulted in their joint presentation at the Association for Popular Music Education Conference.
- Working together, Drs. Roland Karnatz (Assistant Professor of Music) and Robert Marmorstein (Associate Professor of Computer Science) designed a system to play sound files from a simple computer triggered by a motion detector in an Art Gallery setting. This technology accompanies the display of Professor of Art Education Dr. Kelly Nelson’s work, which can be seen—along with the work of other Longwood professors—at the LCVA exhibition *“Present Continuous: Longwood University Department of Theatre, Art, and Graphic & Animation Design Faculty Exhibition.”*
- Drs. Leigh Lunsford (Professor of Mathematics) and Kerri Cushman (Professor of Art) teamed up for a presentation titled “Lessons Learned in an Art + Math Studio Art Course,” delivered at the MathFest 2022 Conference.
- Drs. Eric Moore (Professor of Philosophy) and Jo Morrison (Associate Professor of Exercise Science) published a paper in the *Journal of the Philosophy of Sport* and

delivered a paper titled "Actual performance-enhancement or placebo performance-enhancement: Which do we object to?" at the International Association for the Philosophy of Sport conference.

- Drs. Sarah Tanner-Anderson (Assistant Professor of Educational Leadership) and Ronda Walker's (Assistant Professor of Communication Sciences and Disorders) research on recruiting, retaining, and supporting students of color was accepted for publication in the journal *Mentoring and Tutoring: Partnership in Learning*.

Brock Experiences: This summer 14 faculty (along with 4 staff and 3 embedded partners) delivered 4 Brock Experiences to 89 students. Each of these courses was included in Civitae Perspectives and Cormier Honors students received honors credits for their participation. Among the Brock offerings were the collaboratively taught courses described below.

- Drs. Alix Fink (Professor of Biology), Ed Kinman (Professor of Geography), Phillip Poplin (Professor of Mathematics), and JoEllen Pederson (Associate Professor of Sociology) taught the Longwood University at Yellowstone National Park course. Forty-one students traveled to the Greater Yellowstone Ecosystem to study complex political and social issues through the lens and experiences of those most affected. Drs. Susan Lynch (Professor of Therapeutic Recreation) and Kerri Cushman (Professor of Art) along with Associate Professor and Research Services Librarian Sarah Reynolds supported this course with their time and energy in the field.
- Dr. Pederson and Dr. Poplin then taught 22 students about complex stewardship issues in Alaska. This course traveled from Fairbanks to Anchorage and Seward and back visiting three national parks in the process. Students studied pressing cultural and political issues around the use of natural resources. Drs. Mark Fink (Associate Professor of Biology), Maureen Walls-McKay (Dean of Wellness), and Emily Kane (Director of Study Abroad) traveled with and supported this course
- The interdisciplinary team of Drs. Ben Campbell (Assistant Professor of Science Education), Chris Kukk (Dean, Cormier Honors College), Scott Grether (Assistant Professor of Sociology), and Ms. Marianne Campbell (local artist) took 11 students to Arizona in the Borderlands Brock Experience. Students studied immigration, poverty, the Tohono O'odham people, art, cuisine, and religion along the U.S./Mexico border, and ecology of the Sonoran Desert.
- Based on their experiences teaching travel-away classes, 11 current and former Longwood University faculty and staff published "The Field Immersion Framework: A Transformative Pedagogy for Experiential Civic Education" in the *Journal of Transformative Education*.

Study Abroad: Drs. Melanie Marks (Professor of Economics) and Sujana Henkanathgedara (Associate Professor of Biology) led ten students on a Study Abroad trip to Ecuador and the Amazon jungle. Among their many activities, they lived with a Waorani indigenous tribe for 4 days, conducted biodiversity field work, and participated in ecotourism activities.

Clearly, Longwood University faculty embrace and epitomize collaboration in their scholarship and teaching.



Honor & Integrity Ceremony for the Class of 2026

August 19, 2022

Remarks of President Reveley

Class of '26, it is a powerful joy to see you assembled like this --- it's been wonderful to get to meet lots of you over these heady opening days, with the buzz of the new year.

As you move from opening act to opening act, meeting to meeting, session to session, you may be wondering why suddenly on this occasion the faculty and I are all dressed up – in our academic regalia – our elaborate array for the most important and serious occasions of the academic year.

Most of what you've been up to so far since you've gotten to campus isn't that different from what your friends starting at other colleges and universities may be experiencing – moving in, meeting advisors, getting your residence hall rooms organized and class schedules figured out.

But this is not a ceremony you would find at most colleges and universities, to say the least.

At virtually every college, of course, there are rules against cheating in academic work. But an Honor Code like the one you are being inducted into today is something much broader and more profound than that.

It is a manner of self-government enforced by fellow students. It is a code that asks of us honesty and integrity in all aspects of our experience together as a community.

You may be surprised to learn that an honor code in this sense – with students themselves overseeing it, and committing to it formally as we do here today – exists at just a few dozen institutions in all of America. Most are ancient, like Longwood – one of America’s hundred-oldest institutions of higher education. But being ancient isn’t enough. Harvard doesn’t have an honor code. Yale doesn’t. MIT doesn’t. Longwood does. In your cohort of about 3 million students starting college in America this year, perhaps 1 in 100 are attending an institution such as Longwood with this kind of honor code, and sharing in this experience today --- of being inducted into a community that pledges to hold itself to a higher standard, to ask more of ourselves and of one another.

At Longwood you will never, by contrast, be asked to commit in this fashion to a particular political idea, or philosophy, or view of history, or opinion about any matter of public interest. To the contrary, I hope and expect some of your ideas about such things will acquire the eddying depth and habits of lifelong learning during your years here, through the interaction and exchange of perspectives.

But we do ask you to make THIS commitment today – to honest effort and fairness and respect for one another. We are all in this together, not just out for ourselves. Not every member of this community is the same, but every member is valued – and deserves our collective honesty and respect, our mutual habits and ideals of honor.

The reason goes far beyond quizzes, tests and essays.

During these last few years of Covid we moved forward on campus here with this important ritual, but like so much in a somewhat diminished ritual form. The last time we gathered fully together for this ceremony was 2019, when this year's senior class --- some arrayed before you --- gathered fully in person, as you are today.

Hardly could they have imagined – or any of us imagined – how dramatically the world would change in the spring of their freshman year. That they, along with almost every other college student in America, would be sent home early, that the entire path through college they imagined could be upended.

At Longwood, we knew that being together mattered – it wasn't just important, it was essential. And so from the beginning, we worked to plan a safe return to in-person learning in the fall of 2020.

This of course was not a universal sentiment across America or Virginia. There were universities far and near that did not plan to re-open and didn't, or did so in such a fashion that the experience hardly resembled college in any recognizable sense.

There was immense public doubt about the wisdom of colleges re-opening. College students, many said, could not be trusted. They wouldn't follow rules. They would lie and cheat. They would become vectors and become reckless sources of spread to vulnerable communities.

We did not believe that at Longwood. We believed students would look out for one another. We believed students would be honest. I had watched as our

then freshmen made their pledge in August of 2019, as you do today, to hold themselves accountable for the greater good. And I knew they valued the chance to be here.

That July of 2020, Jen Fraley, our dean of students, sent a message to all students outlining the steps Longwood was asking students to take to ensure the year could move forward. She finished that message as follows:

“In closing, one of the things that’s really different about Longwood is our honor code. When we each take it upon ourselves to behave honorably, trust and community follow, making Longwood more special. In the same way, if we all do our part and behave honorably in response to this pandemic, we will be able to experience what matters most about Longwood this year. It’s in our hands, together.”

I know of no other institution that invoked its honor code as it communicated with students about the pandemic.

And I can say honestly I know of no other institution that navigated more successfully.

That is no accident.

We had cases here of course, plenty, and disruptions. But contrary to what some predicted, our students did what they promised. They tested when asked, they isolated when needed. It was by no means perfect or easy, and of course Covid is still with us, and we will have to navigate it in appropriate ways this year – maybe for many to come.

But we made it – with Longwood students, students of the Alma Mater, not just following what they were asked to do as a community, but modeling it for others.

In December of 2020 that year, the Farmville Herald, Farmville's newspaper, which had been skeptical of our decision, published an editorial reflecting on that first semester back, titled "The College Students Showed Us The Way."

Others saw the tightness and closeness of proximity – not just residence halls like Moss and Johns but extracurriculars and all of the elements of Longwood life -- as a reason we would struggle. To the contrary the tight-knit fabric of our campus community proved our greatest strength. Longwood students knew everyone had to step up, to do their part with honesty and

accountability for the greater good if the year was to work, and they did so – to great reward.

And that is why I say to you Longwood's honor code is about more than tests and essays. You can never know what challenges you will face, whether at Longwood or after graduation. On our current trajectory as a nation, I suspect they will not be in short supply.

But whatever those challenges may be, you all will face them with an almost unique understanding that being part of a powerfully bound community, infused with honor and accountability, will always be a strength, never a weakness.

The spirit here today, the commitment you make to look out for one another, to seek the common good and not just your own advantage, to be part of something bigger than yourself – all of these will be valuable and catalytic throughout your life.

In this ceremony, you are following in the footsteps of tens of thousands of Longwood students who have come before you, in this ceremony now well more than a century old. You will be followed by generation upon generation to come –

as Longwood, in our 184th year today, moves from strength to strength, as the generations roll.

Take the ideals of this ceremony today forward with you through your time here at the Alma Mater, your wonderful student days in this temporary paradise, and then beyond – they will serve you well.

