

**LONGWOOD UNIVERSITY
BOARD OF VISITORS**

March 17, 2023

Minutes

Call to Order

The Longwood University Board of Visitors met on Friday, March 17 in the Stallard Board Room. The meeting was called to order at 9:05 a.m. by Rector Michael Evans.

Members present:

Michael Evans
Cookie Scott
Ron White
Kristie Proctor
Steven Gould
Shawn Smith
Judi Lynch
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
Matthew McGregor, Vice President for Administration and Finance
Larissa Smith, Provost and Vice President for Academic Affairs
Cameron Patterson, Vice President for Student Affairs
Victoria Kindon, Vice President for Strategic Operations
Tim Hall, Director of Athletics
Burt Hazelwood, Longwood Foundation Board
John Daniel, Longwood Real Estate Foundation Board
Mackenzie Harry, SGA President
Lee Bidwell, Faculty Representative
Karla Collins, Staff Representative

Rector's Welcome

The Rector acknowledged Dr. Lee Bidwell on the occasion of her final meeting as faculty representative due the expiration of her 4-year term. The Rector also noted this is the final formal meeting of his term. He especially thanked those in the “second row” of seats – deans and staff in particular -- who make Longwood work and implement the vision of the leadership. He said during his eight years on the Board, there have been moments, notably during the Covid response, when he has been especially cognizant of how many people play an essential part in Longwood's success, and putting students first.

Public Comment

Five students representing the student coalition C.H.A.N.G.E. provided an update from their perspective regarding discussions and steps taken since the previous Board meeting, including an organizational structure to push forward implementation of the Action Plan agreed to by the group and President Reveley last November. Thai Copeland thanked those involved for progress, but said there are items that remain to be addressed and the group remains concerned that there is insufficient emphasis in the plan regarding concrete deadlines or timelines. She said they felt deadlines and timelines are essential to validating the concern the University and Board have expressed. Miguel Diaz-Montealegre then spoke and said issues of discrimination, bias and insensitivity have been present on campus. He noted the list of demands that has been presented, the open letter, and action plan agreement, and asked the Board to respond and identify steps that will move the process forward.

The Rector voiced appreciation and responded that since the last Board meetings that have been meetings between students and President Reveley, as well as ongoing engagement with staff in Student Affairs. He said the Board continues to believe that ongoing work with the Vice President of Student Affairs and his staff is the appropriate channel to address specific items and progress regarding the Action Plan. He said students should trust Vice President Patterson and President Reveley are very thorough in briefing the Board about that work and those conversations. Cookie Scott said she believes President Reveley and the leadership of Cameron Patterson have demonstrated a genuine commitment to the concerns of these students, and their needs and success are important to the Board.

Approval of Minutes and Consent Agenda:

The Rector asked for a motion to approve the Minutes and Consent Agenda. Cookie Scott so moved, Steven Gould seconded, and the motion was approved unanimously.

President's Welcome

President Reveley welcomed the Board and said he appreciated the presence of students, who have been the focus of fruitful attention and effort. He commended Cameron Patterson and faculty and staff across the University with whom C.H.A.N.G.E has made important connections in their work. He then noted the remarks from a recent speech shared with the Board of President Ronald Daniels of Johns Hopkins regarding higher education's essential role as a bulwark of democracy, remarks which specifically cited the work of Civitae at Longwood.

Reports of the Vice Presidents

Cameron Patterson said the work of inclusion for all students is essential, and that he is working diligently with students in C.H.A.N.G.E in coordination with faculty/staff from across the University. He commended a collaboration between the LCVA and the Accessibility Resources Office in honor of National Disabilities Month, which attracted more than 100 people to the opening reception. He also reported on a campus hazing prevention initiative, recognizing Sasha Johnson, who heads Longwood's education and prevention efforts in these areas. He noted "Adam's Law" was not the beginning of Longwood's anti-hazing efforts and there are elements of the initiative that go beyond what the law requires, for instance by including Athletics. The "Love Like Adam" program was especially impactful. He said fraternity and sorority life remains an important part of the Longwood experience for many students. He especially commended the NPHC for energy and success in the current recruiting cycle. He said that CAPS has worked to begin offering "single-session therapy," a new offering in the continuum of care for students who have a good understanding of a particular issue but need direction on next steps. CAPS has also rolled out online scheduling. Staff will be attending a statewide mental health in education summit later this month at William & Mary. He also thanked SCHEV for a workforce pilot grant that has allowed CAPS to bring in a new resident counselor, Tianna Jordan. Lastly he described the new BOND (Beginning Our New Direction) program, a new-student transition program and a pre-New Lancer Days experience aimed at underserved communities, helping prepare students for success. He said it is a collaborative effort across the University, including faculty, Admissions and other staff.

In response to a comment from President Reveley, he reported both in his Longwood roll and in his capacity as a representative to the local Centra Board that it is exciting news that Centra has agreed to fully stand up a forensic nursing program here at Southside Hospital, as well as a child advocacy center. He said these are important and substantial investments. Currently, if a community member needs to access the services of a forensic nurse, it is necessary to travel to Lynchburg or Richmond. Longwood facilitates such transportation but it can be stressful. He noted Sasha Johnson and Longwood's SGA have long advocated for these services.

Tim Hall reported the department-wide GPA of 3.35 among student-athletes is up substantially from the 3.1 of the previous fall, and is likely in the top 25 percent nationally. Remarkably, all 14 teams had a GPA of 3.0 or better. He also reported on the NCAA's Academic Progress and Performance program, which returns funding from the NCAA Tournament to programs for meeting high academic metrics. He said in fiscal 2024 Longwood will meet the metric for the first time, and should receive \$140,000. He noted the programming related to the sunsetting of Willett Hall as Longwood's basketball arena. Men's basketball won 20 games for the second consecutive year, for the first time at any level, which is an impressive measure for a mid-major basketball program, and the season was successful overall. Women's basketball made substantial progress once they got into league play. He said he is excited about the progress and future of the program under new coach Erika Lang-Montgomery. Softball has an extremely ambitious schedule, and the season began well with a victory over nationally fourth-ranked Florida State early in the season. Private support has improved facilities at the baseball field, improving both

appearance and safety. Athletics has begun a master facilities planning process. Polly Raible thanked all involved for the success of the final game in Willett celebrations. Tim Hall said the event exemplifies how strongly Longwood works across divisions for the common good, without a need to claim credit.

Courtney Hodges provided an update on plans for the upcoming Love Your Longwood Day and spoke about the reasons this particular source of engagement matters for the University and community. She also said there is substantial planning underway for the opening of the Joan Perry Brock Center, in honor not just of Joan Brock but many other individuals who have donated to support construction and the University. President Reveley noted the pace of events on campus has accelerated probably beyond the pre-Covid standard, and that University Events and Ceremonies is extremely busy.

Larissa Smith reported that Longwood Nursing achieved a higher-than 98 percent on the NCLEX nursing exam, the highest pass rate among BSN programs in Virginia for 2022. It is the seventh year at 90 percent or higher, with four of those years at 100 percent. She said it was a testament to hard work across the program. Secondly, Longwood has just received notification of an important National Science Foundation Noyce grant that will provide \$1.5 million over five years, partnering with two community colleges to improve the number of STEM teachers in Southside. Students will enter the workforce with little-to-no student debt. Math Prof. Leah Shilling-Stouffer has been a leader in this endeavor. Longwood also received word from the NSF that Longwood has moved forward in the application process for another grant program related to the SEED Innovation Hub. She noted the NOYCE principal investigators are all women, and there is very strong women's leadership across STEM fields at Longwood. All told, the LIFESTEM grants amount to more than \$2 million in available student aid. She also noted a new software program that will allow students to be able to record the proper pronunciation of their names and make it available to faculty through Banner.

She noted Longwood's participation via SCHEV with the Constructive Dialogue Institute. She highlighted a successful visit by the AACSB regarding the accreditation process of the College of Business and Economics. A range of program accreditation work is also underway. She noted accreditation is a process of peer review and provides important feedback and learning. She said Longwood in this process is fortunate to have faculty truly committed to student learning. She also said Longwood is extremely fortunate to have David Shoenthal leading this work across campus, and many including Brent Roberts, Jen Fraley, Russ Carmichael and many others across the University.

Matt McGregor echoed Tim Hall's comments about the collaborative spirit on campus, which he first noticed when arriving at Longwood in 2005 and has only further heightened as he has taken on his new role as VP of Administration and Finance. He mentioned the comprehensive work of completing construction of the JPB and preparing to launch the management partnership with Centers LLC, which will work closely with Longwood to lead operations of the center. A new work order system has shed light on maintenance and workload needs. Material Management will hold a surplus sale on June 17, the first since before Covid. He provided an overview of the SEED Innovation Hub and its multiple sources of state and federal funding. It will be a place for

community entrepreneurs, college students, K-12 students and others to work together on a broad range of programs in a 10,000 square-foot space that includes makerspaces, a small-business development office, learning spaces and more. Completion is estimated for Spring, 2024. President Reveley said the continued delay and uncertainty regarding the state budget remains a concern and challenge, and is a substantial impediment to budget planning for the coming year. Kristie Proctor asked about programs designed to engage alumni, and Matt McGregor confirmed that is part of ongoing work related to the SBDC and Dr. Kukk. Hampden-Sydney and local K-12 schools are also partners.

Victoria Kindon noted the continued challenges of recruiting and retaining IT talent. A critical database position in Admissions has been successfully filled. Regarding admissions, the current cycle is moving forward. A particular focus has been generating leads by attracting juniors to campus. Each spring she does an “admissions road show” to different departments on campus and discusses a range of issues through the lens of admissions. A recent meeting with Student Affairs focused on the challenges of underrepresented populations and the particular of challenges they faced during Covid. A key focus in admissions operations is providing a positive visiting experience, including parking. She said there are 20 admissions events in the coming weeks, with six focused on juniors. She explained the rationale for moving next cycle to a clearer system of deadlines in the admissions process and away from so-called “rolling admissions.”

Reports of Representatives of the Board

Lee Bidwell noted two alumni en route to campus to bring their professional experience to bear in speaking to her Family Violence class course later in the day. She noted the end of her four years of service as faculty representative to the Board. She noted her written report had focused on Study Abroad, Cormier Honors College and Brock Experiences. She said all of these experiences take tremendous work and collaboration by faculty, but faculty are also invigorated by the experience in terms of both their teaching and scholarship. It also facilitates international relationships. The experiences are transformational for students, many of whom have never navigated an airport or other aspects of travel before, but are pushed beyond their comfort zones and return with life skills and better able to contribute to class discussions. She noted such experiences can be expensive for students. The faculty believes it is important to invest in such programs and hopes that scholarship support for students will increase. Lara Smith said there has been focus on increasing scholarship support for Brock and international programs. Kristie Proctor noted Dr. Bidwell was her professor as an undergraduate. She said she was the first person in her family to attend college, and Dr. Bidwell had been an extremely helpful mentor.

Mackenzie Harry noted each SGA committee has been working on elements of the Diversity Strategic Plan. A strong slate of candidates is registered to run for SGA positions, substantially more than last year. There are a number of new student organizations on campus, underscoring the continued extracurricular vitality of Longwood culture. “It’s starting to really feel how it was in the Fall of 2019,” she said. She provided an update on a range of SGA projects and funding support. The Rector said that throughout his eight years on the Board it has always been inspiring to have the participation of student government leaders at meetings.

Burt Hazelwood estimated the Foundation will provide about \$6 million to the University this year, including \$2.6 million in student scholarship funding. Wetland credits have also provided important revenue to University initiative. Fortunately the Foundation has performed significantly better than the overall stock market, which should allow a small increase in scholarship funding next year despite the meaningful decline in the markets overall. The Foundation issues more than 900 scholarships to about 700 students. An analysis revealed that in 2021-22 scholarship awards, there was no meaningful differentiation between the diversity of the overall student population and scholarships awarded. Longwood's endowment had briefly crested over \$100 million. It has declined to about \$94 million, which is a solid performance especially factoring in the 4 percent payout. National numbers from NACUBO covering June 2021-2022, Longwood's investments performed at negative 4.2 percent, compared to negative 19 percent for the S&P 500. This was the highest-performing result for our cohort among Virginia institutions, those in the \$50 million-\$100 million endowment range. These included Radford University (negative 10.4 percent), Mary Washington (negative 14.1 percent) and JMU (negative 24 percent). Gain in a new private investment portfolio helped substantially to offset overall stock market losses.

John Daniel noted the recent appointment of former BOV rector Pia Trigiani to the REF Board. The Baliles Center is progressing thanks in large parts to wetland credit dollars, which has both helped the University and the environmental stewardship.

Members took a recess for lunch and to tour construction progress at the Joan Perry Brock Center.

Executive Session

The Board reconvened in Stallard at approximately 1:15 p.m., all members from the morning present except Steven Gould. The secretary asked for a motion pursuant to Virginia Code 2.2-3711(A)(1) that the Board convene in closed session to discuss matters related to personnel. Shawn Smith so moved, Cookie Scott seconded and the motion was approved unanimously.

In compliance with the provisions of the Freedom of Information Act, the Board returned to open session. Cookie Scott 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. Ron White seconded and all members in attendance voted by roll call to certify: Cookie Scott, Nadine Marsh-Carter, Judi Lynch, Shawn Smith, Rhodes Ritenour, Ron White, Polly Raible, Kristie Proctor and Michael Evans.

The Rector asked for a motion to accept the recommendations of the Provost and President as presented to the Board regarding promotion, tenure and emeritus status. As follows:

Promotion to Professor

Dr. Amorette Barber (Biology)

Dr. Virginia Beard (Criminal Justice)
Dr. Phillip Cantrell (History)
Dr. Mark Fink (Biology)
Dr. James Haug (Management)
Dr. Vincent Magnini (Management)
Dr. Sara Miller (Education)
Dr. Sean Ruday (English)
Dr. Shawn Smith (English)

Promotion to Associate Professor and Award of Tenure

Dr. Kathryn Alves (Special Education)
Dr. Amanda Blaisdell (Health Education)
Dr. Erica Brown-Meredith (Social Work)
Dr. Cynthia Crews (Nursing)
Dr. Jennifer Cuchna (Health)
Dr. Jacquelin Daniel (Nursing)
Mr. Donovan Douglas (Graphic Design)
Dr. Karen Feathers (Special Education)
Dr. Martha Marra Garno (Physical Education)
Mr. Brandon Haffner (Creative Writing)
Dr. Kari Hampton (Health Education)
Dr. Maxwell Hennings (Psychology)
Dr. Eric Hodges (Political Science)
Dr. Laura Jimenez (Kinesiology)
Dr. Roland Karnatz (Music)
Dr. Evan Long (Education)
Dr. Robert Michael (Physical Education)
Dr. Thomas PlaHovinsak (Economics)
Dr. Timothy Ritzert (Psychology)
Dr. Toni Sorrell (Mathematics Education)
Dr. Jenifer Spisak (School Librarianship)
Dr. Mary Tackett (Education)
Dr. Sarah Tanner-Anderson (Educational Leadership)
Dr. Ronda Walker (Communication Sciences and Disorders)
Dr. Kirstin Whitely (Therapeutic Recreation)
Dr. Haley Woznyj (Management)

Promotion to Senior Clinical Educator

Ms. Teresa Reynolds (Social Work)

Promotion to Senior Lecturer

Dr. Adam Blincoe (Philosophy)

Ron White moved so moved, Judi Lynch seconded, and the motion was approved unanimously.

There being no further business, the Rector asked for a motion to adjourn. Shawn Smith so moved, Rhodes Ritenour seconded, and the motion was approved unanimously. The meeting was adjourned at approximately 3 p.m.