

**Report from Board of Visitors Meeting, March 17, 2023**  
**Lee Millar Bidwell, Faculty Representative to the BOV**

The Board of Visitors met in Stallard Boardroom, 9:00 a.m. -11:30 am. On March 17, 2023.

- No written agenda was provided.
- Click [here](#) for current Board membership.
- Click [here](#) for the complete Board materials. My written report is found on pages 69-70.

**Rector's Remarks**

- Rector Evans noted that this was his last Board meeting after serving for 8 years and reflected on notable events at Longwood during that time. He expressed particular thank you to the work of the deans and other administrative staff who help the vice-presidents operationalize their leadership vision.
- The Rector then opened the floor for public comment from students representing CHANGE, about 7 of whom were sitting in visitors' seating and some of whom were holding up posters that read:
  - "We know you hear us, but are you listening?"
  - "The NSSE has a deadline, where is ours?"
  - "We respect your time, do you respect ours?"
  - "Show us you care"
- Thai Copeland distributed copies of a November 22, 2022 letter from President Reveley to CHANGE and an accompanying Action Plan Agreement (attached below). She thanked the Board for hearing their concerns and said that CHANGE appreciates that they have had meetings and conversations with many campus officials but wondered what tangible results have come from those conversations. She asked why there was no timeline for items on the Action Plan Agreement and asked what has been accomplished thus far. She said "projects on the road to success need a timeline or deadline" and that although the students have been told they are a priority, "actions speak louder than words."
- Following her remarks Miguel Dias-Montealegre made similar comments asking what steps are being taken to ensure Action Plan Agreement items are completed.
- Rector Evans voiced appreciation for the information presented and said the Board trusts the work and leadership of those working in Student Affairs to address the students' list of concerns. He asked the students to continue working with Vice-President Patterson.
- Ms. Cookie Scott told the students that the President believes they are important and asked students to listen to and trust what he says. She reminded students that change may not happen as quickly as they would like, but that they should know that they and their message are heard.
- The public comments portion of the meeting lasted 20 minutes.
- The consent agenda was approved.

## **President's Remarks**

- The President noted the importance of higher education and self-governance in a democracy and thanked the students for coming and their actions.
- He said there are hard and pressing issues in the country and the world that are also concerns here at Longwood. Likewise, there are a host of great things occurring across the globe and here as well.
- He told Board members that after hearing reports from the Vice Presidents and representatives, they would adjourn at 11:30 to tour the Joan Perry Brock (JPB) Center, then have lunch and go into executive session.

## **Reports from Vice Presidents**

### Vice President for Student Affairs

- Mr. Patterson said that his unit is working to develop a socially equitable environment on campus and that there are a number of faculty and staff that have been identified by President Reveley to work on the Action Plan Agreement. The Diversity Strategic Plan and the Action Plan Agreement are important ongoing efforts and are always on his mind.
- The Accessibility Resources Office and the Longwood Center for Visual Arts collaborated on a First People exhibition to mark National Disability Awareness month. The exhibition, originally planned for 2020, features the work of artists with disabilities, whether seen or unseen. ARO serves 12% of Longwood's student body; the top two issues students present are ADHD and mental health disabilities.
- Hazing prevention activities in compliance with Adam's law, including the "Love Like Adam" program, have been delivered and he thanked Sasha Johnson for her hard work and leadership.
- CAPS has added "single session therapy" options for students that are focused on how to address an identified concern and now offers online appointment scheduling. Later this month Mr. Patterson, Ms. Fraley, and Dr. Walls-McKay are attending a Mental Health Summit for K-12 and higher education practitioners.
- A student engagement program called BOND (Beginning our New Direction) is under development that will be a pre-New Lancer Days program for students from underserved communities and reflects a goal of the Diversity Strategic Plan. They are working with the Office of Admissions to recruit the first cohort for the fall.
- Relay for Life is March 18, Greek Awards are March 19, and the Big Event is March 25. Other events on the spring calendar include a Hispanic-Latina Celebration Gala, Spring Weekend, and the Citizen Leader Awards.
- Centra and the Southside Community Board have initiated a forensic nursing program so victims of sexual assault will have local services available.

### Athletic Director

- Mr. Hall reported that student athletes have a department-wide GPA of 3.5, which is in the top 35% of Division I athletic programs. All 14 teams had an average GPA of 3.0 or better.
- The NCAA Academic Progress and Performance Plan (APP) returns portions of tournament revenue to schools that meet specific metrics. Longwood University met the metrics and will receive \$140,000 from the NCAA in FY '24.
- Many activities this year have been held as part of “sun-setting” Willett Hall, including honoring the Willett Family at the last game.
- The men’s basketball team won 20 games again this season. The women’s basketball team did well in league play with a new coach.
- The softball team has had an aggressive non-conference season and played well, including a win against #4 Florida State.
- The baseball field now has fence padding thanks to \$150,000 in donor funding.
- The Athletics Department has begun the master facility planning process.
- They currently are focused on the transition from Willett to JPB center, which will be an elegant building.

### Vice-President for Advancement

- The 7<sup>th</sup> annual Day of Giving, also known as “Love Your Longwood Day,” is March 22. Ms. Hodges explained that participation in this event is important because it inspires and leads people to make a gift to Longwood, is a public celebration and show of support for Longwood, and highlights projects and initiatives on campus.
- Her office is very involved in planning the opening of the Joan Perry Brock Center.

### Provost and Vice-President for Academic Affairs

- Dr. Smith announced several items of good news. First, Longwood’s Nursing program had the highest NCLEX pass rates in Virginia for 2022; for the seventh year in a row they have had a 90% or better pass rate, including 4 years in which they had a 100% pass rate.
- Second, Longwood has been awarded the NSF Robert Noyce Teacher Scholarship Program grant designed to “address the critical need for recruiting, preparing and retaining secondary math and science teachers for high need school districts.” Partnering with Virginia Western and Patrick Henry Community colleges, the \$1.45 million grant will train 20 highly qualified secondary STEM teachers who will complete their education with little to no student debt. Dr. Shilling-Stouffer is the principal investigator on the grant.
- Between April 2021 and August 2022, five of six NSF grant proposals were funded. Combined, these grants provide \$2 million dollars in scholarship funds for students. All of the NSF grants feature women’s leadership.

- The Provost has met with the Diversity Advisory Committee, and they are currently researching how to create a mentorship program for underrepresented faculty and how to ensure that faculty work in DEI is credited in the annual evaluation and promotion and tenure process.
- Longwood is adopting a software program that will allow students to record the pronunciation of their name that first will be integrated into Canvas. The long-term goal is that students will be able to embed a recording of the pronunciation of their name into their e-mail signature.
- Several programs are undergoing accreditation visits. Both the College of Business and Economics and the graduate program in Communication Sciences and Disorders hosted successful site visits of their accreditation bodies; the Social Work accrediting body will visit campus soon. Based on these campus visits combined with her recent SACS-COC visit to another institution, Dr. Smith reported she is more convinced than ever that accreditation is a peer-review process designed to lead to continuous improvement. We should not be afraid of these processes but welcome the feedback.
- Dr. Smith complimented Dr. Shoenthal for his hard work and leadership, as well as the Compliance writing team.

#### Vice-President for Administration and Finance

- Mr. McGregor reported that the substantial completion date for the JPB Center is mid-May, with opening activities scheduled for August.
- Facilities is tracking data on trade use and work orders to guide staffing and resource allocation.
- A surplus sale is scheduled for June 17, the first since 2019.
- The SEED Innovation Hub combines local, state, and federal resources to bring economic development to the region. A 10,000 square foot facility in downtown Farmville (the old Barnes and Noble Bookstore space at the Landings) will offer digital innovation and collaborative space, house the Small Business Development Center, and provide learning opportunities for K-12 teachers as well as university faculty and students. Discussions have begun about how to engage alumni as resources at the center.
- President Reveley said he is concerned that the state budget has not been approved yet and noted that delayed approval of the state budget two years in a row is unprecedented. The absence of a state budget “puts stress on planning.” The current and projected revenues and expenses, which were not discussed at the meeting, are found on page 43 of the [BOV materials](#).

#### Vice-President of Strategic Operations

- Ms. Kindon said that staffing challenges in IT and data management for Admissions has been difficult. The data base manager position has been open for 5 months, but she is pleased to announce that a recent hire will begin in this position in April.
- She updated the board on the admissions cycle, pointing out that the students coming to college in the fall did not take the PSAT due to the pandemic, which limited prospecting

names from that source. Admissions is working to engage high school juniors to come to campus.

- Admissions has worked with units across campus to identify ways to make campus visits most enjoyable for prospective students and their parents. This year they have particularly focused on how to make parking for Admissions events and tours easier.
- In the next three weeks 20 Admissions events are planned, 6 of which are for high school juniors. Currently 1000 people are registered to attend.
- The Dean of Admissions, Mr. Ferguson, has met with high school guidance counselors who have told him that Longwood's rolling admissions process makes their work more difficult and confusing. Beginning next year, Longwood will move away from rolling admissions to the following schedule:
  - November 1: Early Decision Deadline for Nursing
  - December 1: Early Action Deadline for all students
  - February 1: Regular Decision Deadline (with rolling admissions after that date)

## **Reports from Representatives to the Board**

### Faculty Representative to the Board

- In this two-year term as Faculty Representative, my reports have highlighted the innovative and creative work and challenges of faculty and their academic partners. Last academic year my reports focused on the work of undergraduate and graduate faculty; the December report highlighted the Greenwood Library, and in this report I focused on the Cormier Honors College, Study Abroad, and Brock Experiences. The thread that ties these three programs together is the value of formal study away programs.
- Drawing on the information faculty submitted to me, I explained that study away programs are invaluable in a variety of ways, including:
  - Faculty who teach these courses bring cross-cultural experiences back to their classroom instruction, often produce scholarship related to the international instruction, and collaborate with colleagues across the globe.
  - Study away provides students with life transforming experiences. They learn how to navigate travel, see places, meet people, and experience cultures that can change how they see the world.
  - Students are pushed outside their comfort zone and grow in immeasurable ways.
  - Students come back from study away better able to contribute to class discussions and projects and with valuable career skills.
- I explained that the message faculty wanted me to convey most clearly was the importance of institutional support for study away programs. They are challenging to develop and deliver, but most importantly are expensive for students. Scholarship support to defray the cost of travel is essential, particularly to make these opportunities accessible to students with the fewest financial means.
- Dr. Smith explained that currently they are planning changes to the timing of funding for international travel so that students have access to scholarship funds at the time payments for the trips are due.

### Student Representative to the Board

- Mackenzie Harry, SGA President, explained that SGA meetings are being run differently this year. Each committee within the organization is working on an initiative in the DEI plan. Part of each bi-weekly meeting allows committees time for breakout sessions to work on the initiatives.
- SGA elections begin soon. Currently there are 25 student candidates for various positions. Students can declare their candidacy until March 20. Campaigning occurs from March 21-26, with voting March 27-31. Students will vote online, but in-person tabling will remind students of the election and process.
- There is much student engagement on campus this year with several new organizations being approved.
- The SGA hosted successful basketball tailgate events.
- The Hammock Grove is very popular. Currently they are working to get signage for that area and solar-powered lighting for safety and ambiance.
- Budgeting decisions for next year will be made shortly. SGA has committed to allocate 6% of the overall operating budget for organizations represented within CHANGE.

### LU Foundation Board

- Mr. Hazelwood, reporting for Mr. Wertz, said that to-date the Foundation has provided \$6 million dollars to the University, with \$2.6 million dedicated to student scholarships.
- Wetland credits, which currently sell for \$250,000, are generating good revenue for the foundation.
- Despite the market drop, the Foundation expects to provide \$2.7 million in scholarship funding next year. This year they provided funding for 900 scholarships awarded to 700 students, with an average of \$2750 per award.
- The Foundation Board examined the scholarship distributions during FY 21-22 and found that students receiving scholarships reflected the composition of the overall student body. There was no bias in the number of scholarships or the dollar amount awarded per student.
- The endowment was above \$100 million, but has dropped about 6.6% to \$93-94 million dollars. The overall return on assets for FY 21-22 dropped 4.2%. Longwood University had the lowest decrease in asset returns among Virginia universities with an endowment in the \$50-100 million range. Benchmark institutions had far greater drops in return on assets over the same time frame; Radford University had a 10.4% drop; Mary Washington University had a 14.1% decrease, and JMU had a 24% decline. Mr. Hazelwood attributed Longwood's stronger position to positive returns on a private venture investment (up 37% from last April with a weighted return of 87%) and getting out of Chinese investments early.

I was unable to hear the final report from the Real Estate Foundation because I had to leave at 11:30 to meet guest speakers for my afternoon class.

# LONGWOOD UNIVERSITY

November 22, 2022

W. TAYLOR REVELEY IV  
PRESIDENT

Dear C.H.A.N.G.E.,

In a troubled world, Longwood must be a welcoming community for diversity in all regards. And whatever the progress of the past may be, and whatever the aspirations of the future, focus on the present matters powerfully.

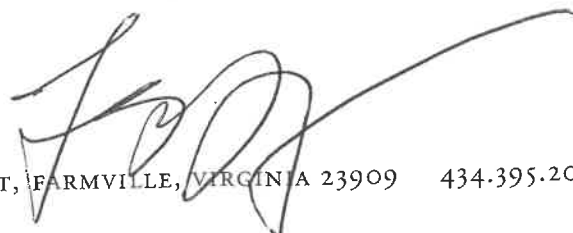
One of the most meaningful and rewarding aspects of my work is engaging with student groups, and I have very much enjoyed working with and meeting with C.H.A.N.G.E. over a number of years as it has evolved and grown, and likewise discussing your ideas and also your concerns. Your focus on ensuring Longwood is a welcoming community is a paramount focus for me, and has been since I began here almost a decade ago.

Longwood itself today is very different than it was a decade ago. Importantly, the student body is significantly more diverse than ten years ago --- 29% today as compared to 19% before my tenure began, in 2012. Few if any other Virginia schools can rival that change. Similarly, University leadership is also significantly more diverse. Our Board of Visitors is majority diverse today, as compared to 15% in 2012. We have likewise helped lead our home community of Farmville and Prince Edward to be more welcoming. The partnership established in 2015 between Longwood and the Moton Museum is the only such partnership between a university and civil rights museum in all of America. Among its many powerful results, that partnership has helped to ensure Barbara Johns is embraced nationally as a key figure in civil rights history, and a statue of her will now replace Virginia's statue of Robert E. Lee in the U.S. Capitol. Locally, in 2018 Longwood erected the Farmville Freedom Monument on High Street, celebrating the diversity and history of our community. In 2020 with the University's support, the Town of Farmville removed its confederate statue, which had stood across from the Rotunda on High Street for more than a century. In the momentous year of 2020, Longwood was also one of the first institutions in the nation to establish a Title VI Office.

No summary can capture the manifold range of efforts and initiatives to improve our community. And effort and initiative always must continue --- driving progress in the present, and for the future. The University's Diversity Strategic Plan adopted by the Board of Visitors in 2021 is testament to that.

If the Diversity Strategic Plan is university-wide in its purpose, there is benefit to a concise student-centric action plan as well, on sound footing with federal and state law. Building on ideas you have shared, an Action Plan Agreement is attached, which I would look forward to signing ceremonially.

Sincerely, and looking forward to our continuing work and dialogue,





**ACTION PLAN AGREEMENT**  
**- LONGWOOD AND C.H.A.N.G.E. -**

**November 2022**

Embracing C.H.A.N.G.E.'s focus of ensuring Longwood is a welcoming community, the Longwood Administration hereby commits to the following, in keeping with prior and ongoing effort and initiatives, and with attention to new actionable steps this current academic year and forward:

**A. Regular Meetings** – Key University leaders, including the President, will meet regularly with the membership of C.H.A.N.G.E. Student Affairs will coordinate these meetings, and these meetings will allow opportunity for the range of faculty and staff in areas related to the following commitments to present and have dialogue.

**B. Web Presence** – The University will ensure an up-to-date web presence for diversity matters.

**C. Title VI Office** – The work and resources of the University's innovative Title VI Office, regarding student concerns with fellow students, faculty, or staff, will be prominent and readily accessible.

**D. Scholarship and Financial Aid Awareness and Funding** – The University will utilize its resources to promote scholarship and financial aid awareness and funding for diverse students.

**E. Student Employment Opportunities** – As the University continues to expand student employment opportunities on campus, it will promote awareness for diverse populations.

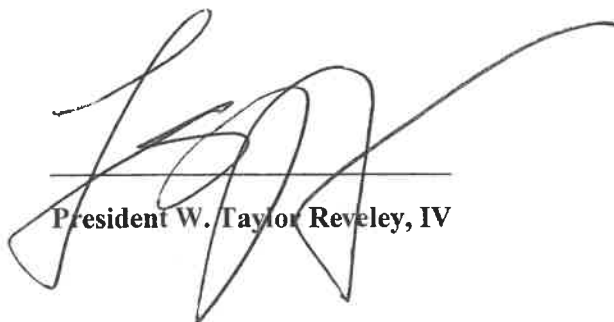
**F. Recruitment of Faculty and Staff** – As much as Longwood's student body and board leadership have increasingly diversified, the University commits to the ongoing crucial work of a more and more diverse faculty and staff.

**G. Multicultural Newsletter** – To give voice to the work and activities of Longwood multicultural organizations, the University will produce and distribute a regular multicultural newsletter.

**H. Training for Faculty, Staff, and Leaders of Student Organizations** – The University will ensure a range of useful training for faculty, staff, and leaders of student organizations regarding creating a welcoming community.

**I. Regular Survey** – To give expression to the range of sentiments among students regarding campus climate, the University will undertake regular survey work of students.

**J. New Multicultural Building Space** – As campus planning, development, and construction continue, the University will explore the creation of new multicultural building space, augmenting the existence of the N.H. Scott Multicultural Center and the Clark House Intercultural Center.



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President W. Taylor Reveley, IV