

BOARD OF REGENTS
for
KENTUCKY STATE UNIVERSITY



Special Called Meeting of the Board of Regents

Thursday, June 17, 2021

9:00 a.m.

2nd Floor Julian M. Carroll

Academic Service Building

Frankfort, Kentucky 40601

KENTUCKY STATE UNIVERSITY

MISSION STATEMENT

Kentucky State University is a public, comprehensive, historically black land-grant university committed to advancing the Commonwealth of Kentucky, enhancing society, and impacting individuals by providing quality teaching with a foundation in liberal studies, scholarly research, and public service to enable productive lives within the diverse global economy.

KENTUCKY STATE UNIVERSITY

VISION STATEMENT

Kentucky State University prepares today's students as global citizens, lifelong learners and problem solvers. To accomplish this, Kentucky State University must challenge itself and its students to be the best. It must recognize its strengths, expand and excel. Notwithstanding, it must also welcome change and quality improvement. By doing so, KSU will gain widespread recognition as one of the region's strongest universities. As a university of distinction, Kentucky State University will create an environment where:

- Students are first.
- Diversity is valued, understood and respected.
- Diverse, motivated and talented students, staff and faculty are actively recruited and retained.
- An intellectual environment conducive to leadership in teaching, research and community service is encouraged and supported.
- Effective teaching is promoted both inside and outside the classroom.
- Students are taught how to obtain, evaluate and use information.
- Learning is lifelong.
- Effective and efficient fiscal management by the administration is the norm.
- Collegiality is the norm, not the exception.
- Each person is a change agent.
- Excellence starts with me.

KENTUCKY STATE UNIVERSITY

CORE VALUES

Through the core values, we- the faculty, staff, administration and students of Kentucky State University – communicate to all our stakeholders and constituents the way in which we choose to do business. The following values that we hold are essential to achieving the University’s mission:

Student Centered Philosophy

In everything we do, our students come first. We strive to create an environment that values the unique backgrounds, perspectives and talents of all our students and provide them with the academic, leadership and social tools to help them grow as responsible, knowledgeable and creative global citizens. We encourage attitudes and behaviors that lead to a desire to learn, a commitment to goals and respect for the dignity of others. Ultimately, we encourage attitudes and behaviors that build success.

Excellence and Innovation

We believe in student’s potential to learn and to connect what they learn inside and outside the classroom to solving problems for productive changes. We strive to offer excellent academic programs; to encourage exploration and discovery through providing outstanding instruction, technology and facilities; and to ignite a curiosity toward the world and a passion for lifelong learning. We seek to reward the pursuit and achievement of excellence and innovation in an environment where freedom of thought and expression are valued. We want all members of our campus community to leave a mark through their creativity, curiosity, discovery, exploration and ingenuity.

Ethical Conduct

We encourage the sharing of information in an open and responsible manner while maintaining the highest ethical and moral standards. The standards are reflected in our commitment to accountability and to personal responsibility for our choices and actions. We encourage respect for the dignity, diversity and right of individuals. We welcome all students who commit themselves to learning, knowing that students and faculty with diverse perspective enhance our classroom experience.

Social Responsibility

We share responsibility for each other and are committed to providing opportunities for the participation in the economic, political and cultural life of our local, state, regional, national and global communities. We are sensitive to our surrounding community; therefore, we recognize the value of integrating classroom learning with the community experience. Our commitment is to provide leadership and to establish partnerships for addressing community and workforce needs and to make a positive difference in the city of Frankfort, the Commonwealth of Kentucky and the world.

KENTUCKY STATE UNIVERSITY COUNCIL OFFICERS

Dr. M. Christopher Brown II
Eighteenth President

Dr. Lucian Yates III
Interim Provost and Vice President for Academic Affairs

Mr. Douglas R. Allen II
Executive Vice President for Finance and Administration / CFO

Ms. Clara Ross Stamps
Senior Vice President for Brand Identity and University Relations

Vacant
Institutional Advancement

Dr. Pernella R. Deams
Interim Vice President for Student Engagement and Campus Life

Ms. Lisa Lang
General Counsel, and Records Custodian

Dr. Tymon M. Graham
Chief of Staff

KENTUCKY STATE UNIVERSITY BOARD MEMBERS

Mr. Ron Banks (2023)

Ms. Mindy Barfield, Esq. (2021)

Dr. Carolyn Burns (2025)

Dr. Elaine Farris (2026), *Chairperson*

Ms. Chandee Felder (2022), *Staff Regent*

Mr. Paul C. Harnice, Esq. (2022)

Mr. Dalton Jantzen, MS (2022)

Mr. Kirk Miller (2021), *Student Regent*

Dr. Joe Moffett (2022), *Faculty Regent*

Dr. Syamala H.K. Reddy (2021)

Mr. Roger Reynolds (2024)

KENTUCKY STATE UNIVERSITY ELECTED BOARD OFFICERS

Dr. Elaine Farris, *Chairperson*

Mr. Dalton Jantzen, *Vice Chairperson*

Dr. M. Christopher Brown II, *Secretary*

Mr. Douglas R. Allen II, *Treasurer*

KENTUCKY STATE UNIVERSITY

BOARD COMMITTEES

ACADEMIC AFFAIRS

Regent Dalton Jantzen, *Chair*
Regent Mindy Barfield
Regent Elaine Farris
Regent Kirk Miller
Regent Joe Moffett
Regent Roger Reynolds

BRAND IDENTITY AND UNIVERSITY RELATIONS

Regent Roger Reynolds, *Chair*
Regent Ron Banks
Regent Carolyn Burns
Regent Elaine Farris
Regent Dalton Jantzen
Regent Joe Moffett

INSTITUTIONAL ADVANCEMENT

Regent Ron Banks, *Chair*
Regent Elaine Farris
Regent Chandee Felder
Regent Paul Harnice
Regent Syamala Reddy
Regent Roger Reynolds

FINANCE AND ADMINISTRATION

Regent Mindy Barfield, *Chair*
Regent Carolyn Burns
Regent Elaine Farris
Regent Paul Harnice
Regent Dalton Jantzen
Regent Roger Reynolds

STUDENT ENGAGEMENT AND CAMPUS LIFE

Regent Elaine Farris, *Chair*
Regent Ron Banks
Regent Chandee Felder
Regent Paul Harnice
Regent Dalton Jantzen
Regent Kirk Miller

GOVERNANCE

Regent Paul Harnice, *Chair*
Regent Mindy Barfield
Regent Elaine Farris
Regent Chandee Felder
Regent Syamala Reddy
Regent Roger Reynolds

EXECUTIVE AND AUDIT COMMITTEE

Regent Elaine Farris, *Chair*
Regent Ron Banks
Regent Mindy Barfield
Regent Paul Harnice
Regent Dalton Jantzen
Regent Roger Reynolds

KENTUCKY STATE UNIVERSITY BOARD OF REGENTS

Special Called Meeting of the Board of Regents

Thursday, June 17, 2021, 9:00 a.m.

***** Meeting Will be Conducted by Teleconference*****

Zoom Link: <https://kysu.zoom.us/j/91338318207>

Webinar ID: 913 3831 8207

Phone One-Tap: [+13017158592](tel:+13017158592), [91338318207#](tel:+13017158592) or [+13126266799](tel:+13126266799), [91338318207#](tel:+13126266799)

AGENDA

1. **Call to Order** Regent Elaine Farris,
Chair, Board of Regents
2. **Roll Call** Dr. M. Christopher Brown II,
Board Secretary
3. **Adoption of the Agenda** Regent Elaine Farris
4. **Introduction of the Provost/VPAA** Dr. M. Christopher Brown II
5. **Action Item(s)** Dr. M. Christopher Brown II
A. Approval of Hunter Hall Renovation Project
B. Approval of Summer Feeding Updated Agreement
6. **Informational Item(s)** Dr. M. Christopher Brown II
A. Update on Cessation of Campus Telecommunication
7. **Closed Session** Regent Elaine Farris
A. Pending Litigation (KRS 61.810 (1)(c))
B. Individual Personnel Matters (KRS 61.810 (1)(f))
8. **Adjournment** Regent Elaine Farris

**Kentucky State University Board of Regents
2021 Quarterly Meeting Dates**

September 2-3, 2021

December 2-3, 2021



KENTUCKY STATE UNIVERSITY BOARD OF REGENTS

DATE: June 17, 2021
SUBJECT: Introduction of Provost and Vice-President of Academic Affairs
FROM: ACADEMIC AFFAIRS
ACTION ITEM: NO

BACKGROUND: Dr. Leroy Hamilton Jr., most recently served as the special assistant to the president at Norfolk State University, an HBCU in Norfolk, Virginia. An administrator with broad experience, Hamilton has held positions as interim provost and vice president for academic affairs and vice provost for academic effectiveness. Hamilton has also served as a professor, an academic dean, an executive director of an academic advising unit for a freshman-year experience initiative, and a director of a student-services unit.

Hamilton has extensive experience with the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), the accrediting body for Kentucky State. As the institutional liaison for SACSCOC, Hamilton led Norfolk State through its decennial review. Hamilton has served as a member on the SACSCOC Ad Hoc Committee on Substantive Change, worked as an SACSCOC peer-evaluator and has conducted student success workshops at SACSCOC annual meetings. In addition, Hamilton has participated in the implementation of a SACSCOC Quality Enhancement Plan.

In previous roles, Hamilton has served as a liaison to state higher education governing boards, including service as a college and/or university liaison to the Middle States Commission on Higher Education (MSCHE), the Maryland Higher Education Commission (MHEC), the State Council of Higher Education in Virginia (SCHEV), and the Southern Regional Education Board.

Hamilton's student success achievements include pioneering university-wide one-stop student success centers that consolidated enrollment, student services, and a first-year experience office to streamline processes that affect student retention and graduation rates. Hamilton also has had success working with faculty, establishing the Center for Teaching and Learning to encourage and support faculty research and to train faculty in best practices in classroom and remote instruction.



KENTUCKY STATE UNIVERSITY BOARD OF REGENTS

Hamilton has presented at numerous regional, national and international conferences on developmental education reform, academic program review, curriculum mapping, the role of collegiality in supporting faculty retention and the necessity for campus-wide synergism to retain students and foster their success. Hamilton has also secured more than \$3.1 million in external funds to develop student academic support systems.

In addition to his role as provost and vice president for academic affairs, Hamilton will also serve as a professor in the School of Education, Human Development, and the Consumer Sciences.

Hamilton has membership in numerous professional organizations, including the Golden Key International Honor Society; Kappa Delta Pi, International Honor Society in Education (KDP); Sigma Tau Delta International English Honor Society; Historically Black College & Universities (HBCU) Faculty Development Network; National Association for the Advancement of Colored People (NAACP); the National Council of Teachers of English, Professional and Organizational Development (POD); The New Chesapeake Men for Progress, Virginia Association of Teachers of English (VATE); SACSCOC Ad Hoc Committee on Substantive Change; and Who's Who Among American Teachers. In addition, Hamilton is a life member of Omega Psi Phi Fraternity, Inc.

SUMMARY OF PROGRAMS/ACTIVITIES: Dr. Leroy Hamilton Jr. is the Kentucky State University Provost and Vice President for Academic Affairs, beginning his tenure on July 1, 2021.

ALIGNMENT WITH STRATEGIC GOALS:

Goal 1: Enhance Student Enrollment, Improve Student Life and Engagement, and Improve Student Advising and Career Development.

Goal 2: Achieve Academic Excellence Across all Programs and Colleges, Increase Student General Education Skills, Degree Persistence, Career Readiness and Graduation Rates.

Goal 3: Increase the University's Financial Strength and Operational Efficiency.

Goal 4: Enhance the Impact of External Relations and Development.

Goal 5: Obtain Maximum Institutional Effectiveness through the Implementation of a Continuous Quality Improvement Process framed within the seven Baldrige Performance Excellence in Education criteria.



KENTUCKY STATE UNIVERSITY BOARD OF REGENTS

PROGRAM IMPLICATIONS: N/A

FISCAL IMPLICATIONS: N/A

RECOMMENDATION: N/A

ATTACHMENTS: YES



KENTUCKY STATE UNIVERSITY
PROVOST + VICE PRESIDENT
OF ACADEMIC AFFAIRS SEARCH
2020-2021

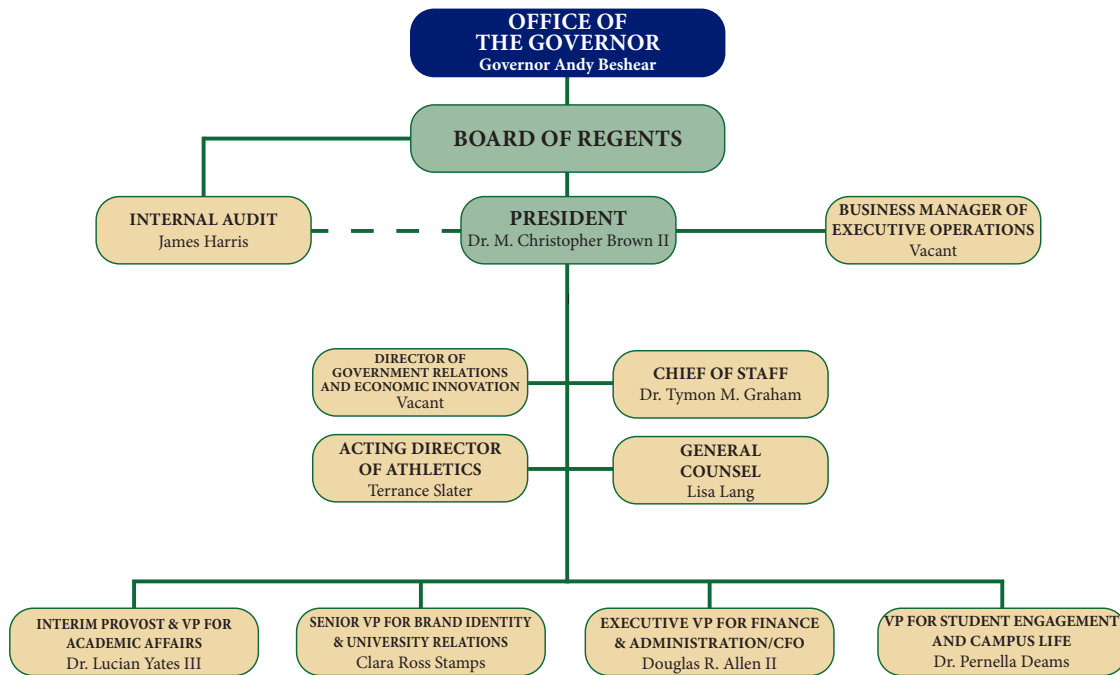
The Opportunity

Kentucky State University cordially invites inquiries, nominations, and applications for the position of Provost and Vice President for Academic Affairs (Provost).

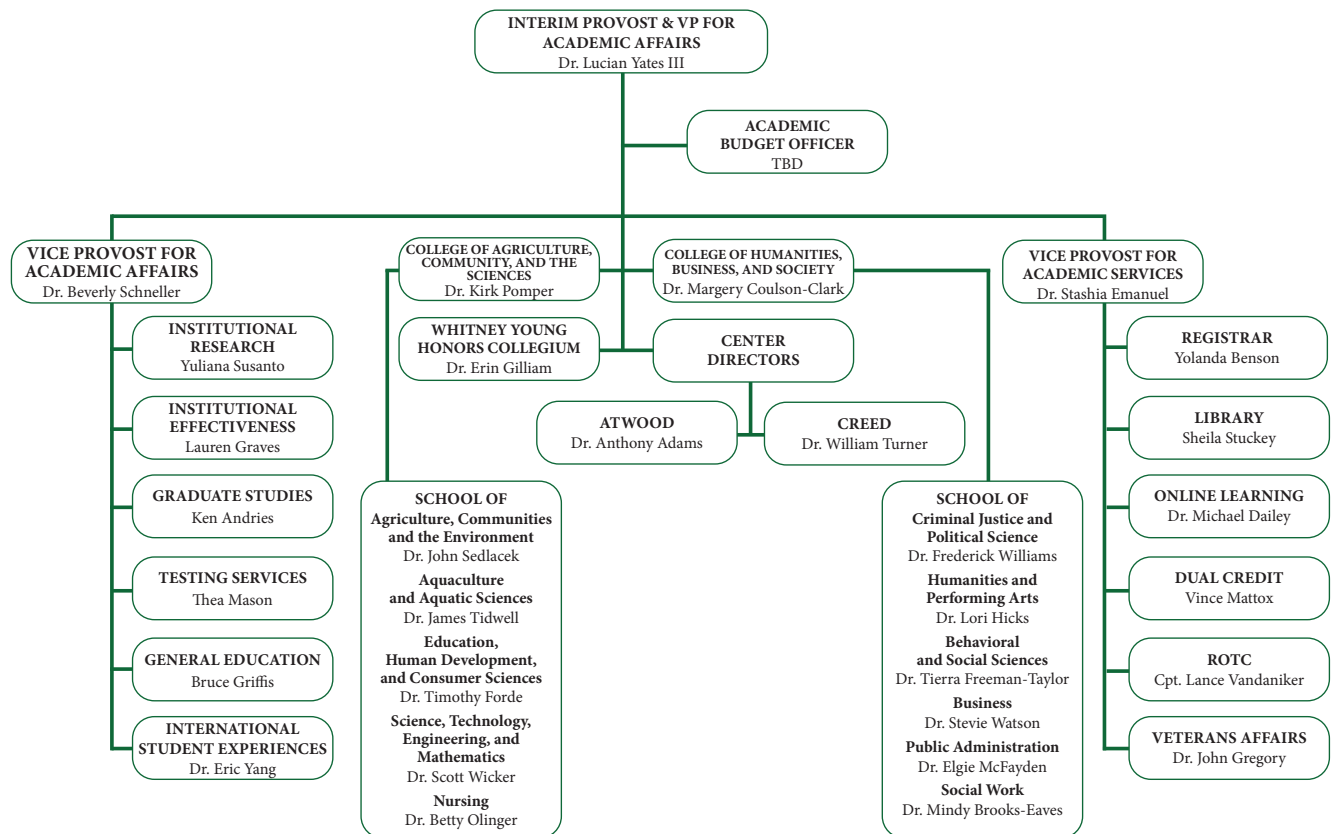
The next Provost at Kentucky State University will have significant impact on the campus, in the community, and in the region. Reporting to the President, the Provost is the chief academic officer of the University, responsible for providing leadership for the core academic mission of the university.

All deans and vice provosts report to the Provost.

Senior Administration Organizational Chart



Division of Academic Affairs Organizational Chart





About Kentucky State University

From its modest beginnings as a small normal school for the training of African American teachers, Kentucky State University has grown into a celebrated institution of higher education, preparing its students as global citizens, lifelong learners and problem solvers.

Kentucky State University began as an idea on October 15, 1885. The Commonwealth needed more normal schools to train African American teachers for employment in its Black elementary schools. On May 18, 1886, legislators authorized the school's creation, and the University was chartered as the State Normal School for Colored Persons, the second state-supported institution of higher learning in Kentucky.

During the euphoria of Frankfort's 1886 centennial celebration, when vivid recollections of the Civil War remained, the city's 4,000 residents were keenly interested in having the new institution located in Frankfort. Toward that end, the city donated \$1,500, a considerable amount in 1886 dollars, and a site on a scenic bluff overlooking the town. This united display of community enthusiasm and commitment secured the new college's place in Frankfort despite competition from several other cities.

Recitation Hall—now Jackson Hall—the college's first building, was erected in 1887. The new school opened on October 11, 1887, with three teachers, 55 students and John Henry Jackson as its first president.

Kentucky State became a land-grant college in 1890, and the departments of home economics, agriculture

OUR MISSION

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and mechanics were added to the school's curriculum. The school produced its first graduating class of five students in the spring of that year.

As the school began to grow and change, so too did its moniker. In 1902, the name was changed to Kentucky Normal and Industrial Institute for Colored Persons. The name was changed again in 1926 to Kentucky State Industrial College for Colored Persons.

By 1929, most students had access to high school, leading then-President Rufus B. Atwood to discontinue the college's high school, which had been in operation since 1893.

Even so, Atwood's 33-year tenure was marked by dramatic institutional growth including the first modern yearbook, the first student newspaper, and most notably, by gaining accreditation for the institution. His administrative acuity and political acumen were necessary to position the university for growth during a period of marked social change, while avoiding fallout in the political town of Frankfort.

In 1938, the school was named Kentucky State College for Negroes and began focusing again on offering more traditional liberal arts education. The college notably gained full accreditation from the Southern Association of Colleges and Schools the following year.

The term "for Negroes" was dropped in 1952 when the school's name became merely Kentucky State College. In 1972, the college was raised to university status and renamed Kentucky State University. The University enrolled its first graduate students in the School of Public Affairs the following year.

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Excellence and Innovation

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In the 45 years since then, more than 43 new structures or major building expansions have enhanced Kentucky State University’s 914-acre campus, which includes a 311-acre agricultural research farm and a 306-acre environmental education center.

Today, Kentucky State University is led by its 18th president, Dr. M. Christopher Brown II. Kentucky State is the only public historically Black institution, the only Second Morrill Land-grant Act of 1890 institution, and the only college in the Commonwealth of Kentucky to ever be granted membership in the prestigious Council of Public Liberal Arts Colleges.

As the only institution of higher education located in Frankfort, Kentucky – the state capital – Kentucky State offers associate (two-year) degrees in three disciplines, baccalaureate (four-year) degrees in 24 disciplines, and master’s degrees in five disciplines. Kentucky State University is a public institution with an enrollment of approximately 2,200 students and 135 full-time faculty members.

Kentucky State is one of the most diverse institutions among Historically Black Colleges and Universities (HBCUs) in the nation. Kentucky State has nearly 50 percent African American students and 50 percent non-Black students. Additionally, Kentucky State also has nearly 50 percent African American employees and 50 percent non-Black employees.

The University’s student-faculty ratio is the lowest among public institutions of higher learning in Kentucky. During a typical academic year, the University’s student and faculty composition reflects one of the most diverse populations in the Commonwealth.

to solving problems for productive changes. We strive to offer excellent academic programs; to encourage exploration and discovery through providing outstanding instruction, technology and facilities; and to ignite a curiosity toward the world and a passion for lifelong learning. We seek to reward the pursuit and achievement of excellence and innovation in an environment where freedom of thought and expression are valued. We want all members of our campus community to leave a mark through their creativity, curiosity, discovery, exploration and ingenuity.

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2019 SOUTHERN ASSOCIATION OF COLLEGES AND SCHOOLS COMMISSION ON COLLEGES (SACSCOC) REAFFIRMATION

In 2019, Kentucky State University underwent the rigorous process of reaffirmation. In December 2019, the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) reaffirmed Kentucky State University's accreditation for the next 10 years. SACSCOC made the official announcement during its annual meeting in Houston.

Kentucky State received the best possible review, with the committee finding the University in full compliance and offering no recommendations or requests for continued monitoring.

As the major accrediting body for public and private institutions of higher education in the 11 southernmost states, SACSCOC accredits more than 780 universities and colleges in Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Texas, Virginia, as well as Latin America.

Kentucky State University's reaffirmation was the result of a multiyear review process that included internal studies involving hundreds of people on campus and culminating in a March 2019 site visit by a peer review committee from SACSCOC. SACSCOC has 84 standards with which institutions must comply in order to gain or maintain accreditation.

As part of the reaffirmation process, Kentucky State developed a Quality Enhancement Plan, or QEP — a comprehensive plan for institutional improvement. Kentucky State's QEP, "Learning that Works," is a University-wide initiative to teach students skills that will aid them in career readiness and advancement. As part of teaching them the concept of Design Thinking, students will acquire skills in problem-solving, teamwork, oral and written communication, and cultural agility.

KENTUCKY STATE UNIVERSITY NAMED THE NEWEST MEMBER AND FIRST HBCU MEMBER OF THE COUNCIL OF PUBLIC LIBERAL ARTS COLLEGES (COPLAC)

Kentucky State University is the newest member to join the Council of Public Liberal Arts Colleges (COPLAC). The first HBCU and only university in Kentucky to be nominated and awarded membership, University officials are honored and excited to become part of COPLAC. The COPLAC board voted unanimously to admit Kentucky State University at its October 15, 2020 meeting.

Founded in 1987, COPLAC is composed of 28 current members. Kentucky State University becomes its 29th member. Membership is limited to public universities and colleges that demonstrate a dedication to liberal arts education as the best and most comprehensive preparation for a life of purpose and meaning within society.

At present, only one university or college is considered for inclusion by the COPLAC Board of Directors, making Kentucky State University's membership all the more notable as the designated liberal arts university within Kentucky higher education.

Housed at the University of North Carolina in Asheville, COPLAC member schools participate in conferences and leadership training for students, faculty summer institutes on enhancing teaching and learning within the liberal arts tradition, an annual meeting, and scholarships and publications for students to support and celebrate their achievements.

In 2020, COPLAC launched a new collaborative learning opportunity with an online course exchange consortium designed to allow students to enroll in courses at other COPLAC campuses to increase their curriculum.

The process to become a COPLAC member is rigorous. Kentucky State began its application in 2019 with an in-person meeting, which led to the submission of a formal application outlining the commitment to the liberal arts and the pervasive influence of the rich tradition of the liberal arts in all its degree and certificate programs. The written application was then advanced with an initial on-site visit from COPLAC leadership in the fall 2019 and a formal, virtual site visit completed in fall 2020.

Kentucky State University's QEP, "Learning that Works," garnered particular interest with the COPLAC Executive Committee, as did the enthusiasm and interest in membership expressed by students, faculty and staff during the on-site visits.

Our Numbers-

OUR 2020 FRESHMAN CLASS BY THE NUMBERS

Students came from 27 states

- 38%** are from Kentucky.
- 73%** live in residence halls.
- 59%** awarded PELL.
- 5%** are athletes.

Most Popular Majors

- Nursing
- Business
- Psychology
- Criminal Justice
- Computer Science

- 1.1%** graduated from Frankfort high schools.
- 0.4%** from home school.
- 37%** graduated from other Kentucky high schools.
- 19%** transfer from KCTCS.
- 7%** transfer from Kentucky public institutions.
- 4%** transfer from other Kentucky institutions.

- AVERAGE HS GPA = 3.17
- AVERAGE ACT = 20
- AVERAGE SAT = 1046

FALL 2020 (PRELIMINARY AS OF SEPTEMBER 2020)

Enrollment

Enrollment Head Count	2,225
Undergraduate Total	2,085
Graduate and First Professional Total	140

Student Racial Diversity

Black (%)	61%
Non-Black (%)	39%
Underrepresented Minority*(%)	67%

Student Gender Diversity

Female	1,289
Male	918
Unknown	18

Our Numbers cont.-

FACULTY PROFILE

Faculty Race/Ethnicity 2019-20		Faculty Gender	
Black or African American	65	Female	76
White, Non Hispanic	66	Male	85
American Indian	1		
Asian	10		
Native Hawaiian or Other Pacific Islander	0		
Hispanic	3		
Two or More Races	3		
Race/ Ethnicity Unknown	12		

STAFF PROFILE

Staff Race/Ethnicity 2019-20		Staff Gender	
Black or African American	206	Female	227
White, Non-Hispanic	165	Male	204
American Indian	1		
Asian	10		
Native Hawaiian or Other Pacific Islander	1		
Hispanic	5		
Two or More Races	4		
Other Race	0		
Race/ Ethnicity Unknown	32		

INSTITUTIONAL PROFILE

- In fall 2019, nearly 72% of Kentucky State undergraduates are Kentucky residents.
- In 2019-2020, more than 67% of students will be the first in their families to earn a college degree.
- 72% of 2018-2019 Kentucky State graduates were either first-generation, low income, or both.
- 55% Kentucky State graduates are employed in Kentucky within three years of graduation.

Our Rankings-

According to U.S. News and World Report 2021 Best Colleges Rankings, Kentucky State University is:

- #29** AMONG HISTORICALLY BLACK COLLEGES AND UNIVERSITIES;
- #36** AMONG SOUTHERN REGIONAL INSTITUTIONS;
- #53** IN SOCIAL MOBILITY WITHIN OUR REGION;
- #1** IN TERMS OF BEST VALUE WITHIN OUR REGION;
- #7** AMONG PUBLIC INSTITUTIONS WITHIN OUR REGION; AND
- #12** BEST COLLEGE FOR VETERANS WITHIN OUR REGION.





Our Community

Nestled between Louisville and Lexington along the Kentucky River, Frankfort is Kentucky's capital city. The picturesque city is in the heart of bourbon, horse and wine country and is the home of the Kentucky State Capitol, Kentucky Governor's Mansion and Kentucky Historical Society. As Frankfort's only university, a strong town-gown relationship mutually benefits the University and the community as is especially evident in the ever-growing list of Kentucky State alumni politicians and educators as well as business, agriculture and industry leaders.

The Position

The next Provost at Kentucky State University will have significant impact on the campus, in the community, and in the region. Reporting to the President, the Provost is the chief academic officer of the University, responsible for providing leadership for the core academic mission of the University.

Included in the duties of the Provost are the development, implementation, and assurance with the faculty of the quality of undergraduate and graduate programs, instruction, research, and service. The Provost provides on-going supervision of deans and directors and is responsible for the administration of academic-related functions of the University.

Provost and Vice President for Academic Affairs Summary

Kentucky State University, a 2,200-student public, comprehensive land-grant university in Frankfort, Kentucky, invites inquiries, nominations, and applications for the position of Provost and Vice President for Academic Affairs. Located in the heart of Kentucky's capital, the University stands as the only regionally accredited (SACSCOC) historically Black institution in the Commonwealth and the only historically Black institution in the nation to be accepted into the Council of Public Liberal Arts Colleges (COPLAC). Kentucky State University students enjoy modern facilities including a state-of-the-art aquaculture and agriculture centers, outstanding physical education and performing arts centers, and traditional student housing clustered around a spacious, student-friendly campus.

The next Provost at Kentucky State University will have significant impact on the campus, in the community, and in the region. Reporting to the President, the Provost is the chief academic officer of the University, responsible for providing leadership for the core academic mission of the university.

Included in the duties of the Provost are the development, implementation, and assurance with the faculty of the quality of undergraduate and graduate programs, instruction, research, and service. The Provost provides on-going supervision of deans and directors and is responsible for the administration of academic-related functions of the University.

The Provost oversees the College of Humanities, Business, and Society; the College of Agriculture, Community, and the Sciences (including programs in nursing and education); Whitney Young Honors Collegium; as well as the Center for Excellence for the Study of Kentucky African Americans, the Center for Research on the Eradication of Educational Disparities, and Institutional Research and Assessment. The next Provost at Kentucky State University will work collaboratively with dynamic teams in the President's Council as well as with a faculty deeply committed to students. The Provost is charged with providing leadership and stability and, ultimately, making decisions to ensure that the University delivers a strong and relevant educational experience for a racially diverse student body.

This role requires an engaged leader who can multitask, be a problem solver, and delegate as necessary — yet, also must be an authentic fit for the Kentucky State University campus culture and community. S/he will share the University's commitment to the liberal arts, the HBCU legacy, and academic inclusiveness.

Duties and Responsibilities:

Oversee the development and implementation of the academic experience for the university.

Advise the President, senior University administrative officers, and the Board of Regents on academic affairs issues through reports, presentations, recommendations, and findings.

Facilitate compliance with University and program reviews and accreditation, as well as student performance.

Maintain a collaborative working relationship with the Kentucky State University Faculty Senate. Assure the development of quality faculty, academic administrators and support staff through promotion, tenure, appointments, reappointments, faculty development, mentoring, professional development, and ongoing staff development.

Promote faculty and student scholarship, research and creative productivity by encouraging and supporting a sustainable grant writing office.

Develop memorandums of understanding and create new data based academic programs.

Communicate academic priorities to budget.

Understand and interpret higher education funding models related to the acquisition and distribution of funds.

Identify and support the acquisition and management of cutting-edge instructional techniques, technology, and support to ensure high quality online and in-person instruction.

Knowledge, Skills and Abilities Required:

Requires excellent leadership, ability to make timely decisions based on data analytics, and an ability to project a positive image of the University to parents, students, faculty, staff, and other University constituents in a diverse environment.

A consensus builder with excellent listening, interpersonal, oral, and written communications skills.

Ability to work effectively and collegially within a University system to negotiate with a wide array of constituencies.

MINIMUM JOB REQUIREMENT:**Education:**

The successful candidate will have an earned doctorate from an accredited institution and a record of distinguished scholarship and teaching requisite for an appointment as a tenured associate or full professor. Further, significant experience as an academic administrator in higher education including experience with budget management, fundraising, curriculum reform, and strategic planning is required. Proven experience and demonstrated success in advancing diversity, equity, and inclusion initiatives as they relate to academic programs including, but not limited to, the recruitment and retention of students and faculty is essential.

Experience:

At least seven years of progressively responsible administrative experience in higher education is required. Teaching, research, and service experiences sufficient to fulfill the requirement for tenure associate or full professor in an academic department represented on the Kentucky State University campus.

Ability to communicate academic priorities and to budget accordingly.

Ability to understand and support a culture of compliance for SACSCOC, record keeping, and departmental accreditation processes.

Ability to operate effectively in a multicultural and diverse environment.

Ability to respond proactively to enrollment and employment trends with appropriate academic program development.

Ability to translate the University's strategic plan and vision into measurable academic outcomes.

Ability to maintain a student-centered and student-supported campus climate with expectation of quality and excellence.

Sensitivity to understanding and celebration of a diverse academic, socioeconomic, cultural, and ethnic background of students within the higher education environment.

Proficient in organizing and managing a professional staff in a large complex organization.

Knowledge of cutting-edge trends related to technology and pedagogy.

Characteristics:

Visionary, accountable, honest, integrity filled, collegial, and a consensus builder.

Supervision:

The Provost reports to the President and is responsible for the supervision of academic deans, department chairs, and directors.

WHERE TO APPLY:

KYSU.EDU

Applications should consist of a CV/ resume, a list of five professional references with full contact information, a scholarly writing sample focused on issues related to the position, and a substantive letter of intent that addresses the qualifications mentioned above as well as offer statements regarding shared governance, diversity and the importance of HBCUs, and the role of academic affairs in the midst of a global pandemic and the everchanging landscape of higher education. References will be contacted only for the finalists. Applications will be accepted until the position is filled, but only those received by the Office of Human Resources can be assured full consideration. Confidential discussions about this opportunity may be arranged by contacting Candace Raglin at candace.raglin@kysu.edu.

EEO Statement: Kentucky State University welcomes and encourages women, veterans and minorities to apply and seeks to recruit and retain a diverse workforce. Kentucky State is an Equal Opportunity Employer. Appropriate auxiliary aids and services for qualified individuals with disability will be provided upon request. Please notify us in advance.

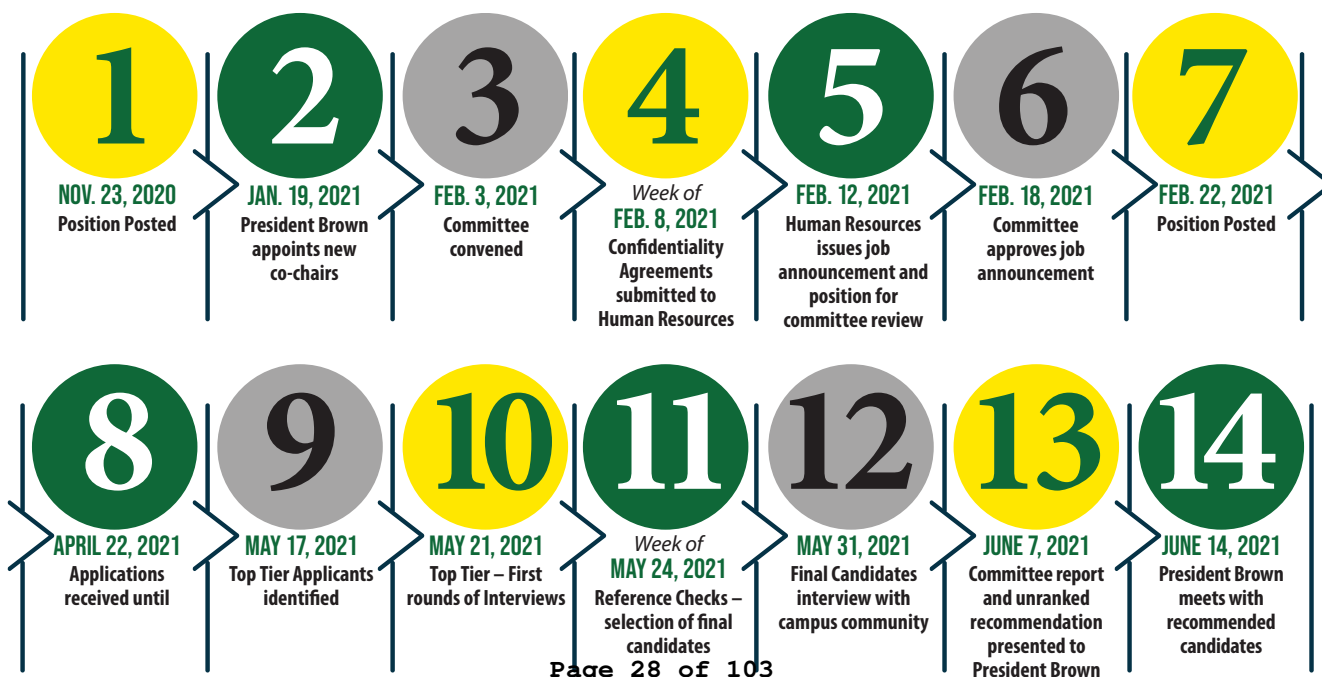
Provost Search Committee Composition

Chairs: *Executive Vice President* – Mr. Douglas Allen II
Senior Vice President – Ms. Clara Ross Stamps

Committee:

Office of Human Resources – Ms. Candace Raglin
Dean of College of Agriculture, Community, and the Sciences – Dr. Kirk Pomper
Dean of College of the Humanities, Business, and Society – Dr. Margery Coulson-Clark
Dean of Whitney Young Honors Collegium – Dr. Erin Gilliam
Chair of Smallest Faculty Composed Department in ACS – Dr. James Tidwell
Chair of Smallest Faculty Composed Department in HBS – Dr. Mindy Brooks-Eaves
Faculty Member from Largest Faculty Composed Department in ACS – Dr. Whitney Milton
Faculty Member from Largest Faculty Composed Department in HBS – Mr. Al Level
Academic Affairs Staff – Ms. Yuliana Susanto
Academic Services Staff – Ms. Sheila Stuckey
Student Success Staff – Mr. Daryl Love
Faculty Senate President – Dr. Phillip Clay
Staff Senate President – Ms. Jasmin Thurman
Campus Partner – Ms. Hannah Hale
Student Government Association President – Mr. Kirk Miller
Undergraduate Student – Ms. Kailen Olison
Graduate Student – Ms. Tiffany Brockington
Ex Officio: Chief of Staff – Dr. Tymon Graham

Search Timeline



Questions:
human.resources@kysu.edu

Kentucky State University
Provost Search Committee Composition
Search Committee Members

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Committee:

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Graduate Student – Ms. Tiffany Brockington

Ex Officio: Chief of Staff – Dr. Tymon Graham

DR. LEROY HAMILTON, JR.

QUALIFICATIONS PROFILE

Experienced, collaborative, ethical leader and problem-solver with over a decade of progressive experience in higher education in community college and university environments. Demonstrated success in project management and team-building. Skilled in written and oral communication, supervision, and office management. Committed to the transformational change afforded by a quality education and access to college and university resources. Enjoys goal setting, tackling complex issues, and working in a results-oriented environment.

EDUCATIONAL BACKGROUND

Doctor of Education, Educational Leadership, 2007
University of Phoenix, Phoenix, Arizona

Further Graduate Studies, Administration and Supervision (K-12), 2000, Old Dominion University, Norfolk, Virginia

Master of Arts, Communication/Language (Linguistic) Studies, May 1997
Norfolk State University, Norfolk, Virginia

Bachelor of Arts, English, May 1996
Norfolk State University, Norfolk, Virginia

PROFESSIONAL EXPERIENCE:

Special Assistant to the President, Office of the President, Norfolk State University, Norfolk, Virginia, July 2020 to present.

Serves as a member of the senior leadership team and works with a wide range of University leaders, faculty, and staff to advance cross-functional projects at the direction of the President. Partners with the President, Executive Cabinet Staff, individuals across campus and within the community and Commonwealth to support the President's initiatives and the University's strategic plan to build an atmosphere of coordination and clear understanding of the institution's mission, vision, and goals. Handles a wide range of time-sensitive, confidential executive responsibilities while representing the President's Office internally and externally.

Essential functions

- Coordinates and/or leads special projects at the direction of the President

- Provides analytical support and synthesizes issues for salient content and required action items
- Serves as the President’s representative or liaison on institutional committees and other activities, as requested by the President
- Tracks, follows up, and reports on action items, decisions, and emerging issues
- Performs other duties as assigned

Interim Provost and Vice President for Academic Affairs, Division of Academic Affairs,
Office of the Provost and Vice President of Academic Affairs, Norfolk State University, Norfolk,
Virginia, January 2018 to June 2020.

Served as the chief academic officer of the university to provide leadership, vision, and oversight for instructional programs. Guided policy formulation, educational planning and new program development in an integrated instructional, academic support, and student success-oriented setting. Oversaw academic planning, teaching, research, partnerships, and continuing education. Provided administrative leadership and oversight of a college division that currently includes, but is not limited to, the following units: Office of Academic Student Engagement, Office of Academic Effectiveness (Accreditation), Office of Faculty Affairs, Library Services, Office of Information Technology Services, Colleges/Schools, Honors College, Graduate Studies, Registrar’s Office and Student Success Center.

Selected accomplishments:

- Served as the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) accreditation liaison (Led successful regional SACSCOC reaffirmation of accreditation via decennial review (with no recommendations-2019)
- Served on the SACSCOC Ad Hoc Committee on Substantive Change; SACSCOC On-site and Off-site Evaluator
- Served as State Council of Higher Education for Virginia (SCHEV) institutional liaison and serve on Instructional Programs Advisory Committee (IPAC)
- Advised the President on all academic matters and many university-wide initiatives
- Collaborated with the President and the Cabinet about university operations
- Collaborated with the University Vice Presidents to promote student retention and success
- Coordinated the hiring, evaluation, and professional development of faculty, academic administrators, and staff in Academic Affairs
- Developed and manage the budget for Academic Affairs

- Facilitated faculty mentoring institutes to enhance teaching and learning, research, professional development, and service
- Mentored and supervise school and college deans and other academic officers
- Oversaw assessment of student learning outcomes; monitor ongoing evaluation and program review of all academic programs
- Oversaw the hiring, evaluation, and contract renewal of all faculty and staff within academic affairs
- Recommended faculty for promotion and tenure
- Through deans and chairs, supervised all undergraduate and graduate schools and departments of the University.
- Through directors or governance processes, supervised all academic units and services, including the library and the registrar's office, centers, advising, academic support, and accreditation requirements.
- With faculty officers, coordinated the interaction and communication between the faculty and administration and facilitate the operation of the faculty governance structure.

Interim Vice Provost, Academic Effectiveness and Faculty Affairs, Office of the Provost and Vice President of Academic Affairs, Norfolk State University, Norfolk, Virginia, April 2017 to December 2017.

Provided leadership for university initiatives, programs and structures that support faculty and academic programs. Role required exceptional intellectual leadership, active engagement with the NSU community, and administrative skill. The position covered a broad range of both strategic and operational responsibilities.

Selected accomplishments:

- Served as the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) internal accreditation liaison for Norfolk State University, staying abreast of current SACSCOC Principles of Accreditation, policies, guidelines, and other expectations
- Managed Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) regional accreditation efforts, including reaffirmation of accreditation, Quality Enhancement Plan (QEP), Substantive Change and periodic reports, as well as provided monitoring, tracking, and support for specialized program accreditations
- Coordinated across departments, colleges, and schools all aspects of academic and faculty administration, such as faculty policy development, school and department reviews, and faculty information and support systems

- Ensured the overall quality of academic programs and the academic experience at Norfolk State University
- Established a collaborative decision-making relationship with deans and faculty senate to facilitate improvements and effect changes in academic and faculty affairs.
- Partnered with the deans and faculty senate leadership to identify strategic opportunities to support faculty, faculty administration, and infrastructure
- Provided leadership for the development and implementation of outcomes assessment workshops and consultation services for programs and units
- Provided strategic insight on academic trends and developments in higher education

Dean, Division of Humanities, Office of Vice President of Academic Affairs, Harford Community College, Bel Air, Maryland, July 2016 to March 2017.

Provided leadership in academic programming, curriculum development and assessment, class scheduling, developmental education reform, and financial management. Maintained partnerships with the Office of the Vice President of Academic Affairs, Student Affairs, and Enrollment Management units to facilitate student matriculation and retention. Served as a participant with the Middle States Commission on Higher Education (MSCHE), provided divisional leadership for the Maryland Higher Education Commission (MHEC), and managed general operating budgets. Provided leadership for faculty and staff on academic support, curricular and co-curricular activities. Supervised assessment activities to support, strengthen, and close the loop for academic assessment cycles.

Selected Accomplishments:

- Built smooth and efficient working relations that positively impacted academics; worked closely and efficiently with the college leadership team to ensure student success
- Chaired college-wide search committee
- Collaborated with lead faculty members to implement academic program review
- Developed assessment plans and reports for academic units and programs
- Identified problems in academic performance; recommended and implemented solutions in a timely manner
- Monitored and assessed teacher performance
- Observed, coached, and mentored instructional faculty to ensure that teaching was intentional, engaging, and rigorous as teachers created structured and responsive classroom environments
- Participated on the General Education Council, Curriculum Committee and Academic Affairs Advisory Committee

- Partnered with student services units to develop and implement college advising and academic support services
- Provided leadership, direction, and supervision for faculty, staff, and student workers
- Reinforced positive student behavior and established rapport with students; communicated individual academic progress
- Served on various College initiatives for specialized program accreditation; managed the Middle States Commission on Higher Education (MSCHE) accreditation process and provided divisional leadership for the Maryland Higher Education Commission (MHEC)

Dean/Professor, Division of Business, Transfer and Social Sciences, Office of Vice President of Instruction and Student Development, Wytheville Community College, Wytheville, Virginia, July 2015 to June 2016.

Provided leadership in curriculum development and assessment, managed transfer and articulation agreements for State Council of Higher Education in Virginia (SCHEV), class scheduling and grant writing; facilitated professional development initiatives. Maintained partnerships with the Office of Vice President of Instruction and Student Development, the Office of Student Success and Academic Development, and Enrollment Management units to facilitate student matriculation and retention. Served as an evaluator for Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and provided leadership for the SACSCOC Quality Enhancement Plan (QEP) and on-site accreditation visit. Managed general operating and grant-funded budgets. Provided leadership for faculty and staff on matters related to academic support, curricular and co-curricular activities. Supervised department chairs and lead faculty members to support, strengthen, and close the loop for academic assessment cycles.

Selected Accomplishments:

- Chaired academic appeals committee and reduced the number of student complaints to the division office; chaired college-wide search committees for several positions
- Collaborated with department chairs and lead faculty members to implement academic program review
- Conducted workshop at an annual Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) meeting; facilitated curriculum-mapping sessions for program review to assess student learning outcomes
- Established policies and procedures for an undergraduate academic appeals process
- Managed transfer and articulation agreements for State Council of Higher Education in Virginia (SCHEV)
- Participated on the General Education Council, Curriculum Committee and Faculty Senate

- Partnered with academic units to develop and implement university-based advising and academic support services
- Provided leadership, direction, and supervision for faculty, staff, and student workers
- Served on various college and university initiatives for program accreditation, most notably, the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) re-affirmation leadership team and Quality Enhancement Plan (QEP); served as a member of both the executive and implementation committees for the QEP

Executive Director, Office of First-Year Experience (FYE)

Director, Academy of Collegiate Excellence and Student Success (ACCESS)

Office of the Provost, Norfolk State University, Norfolk, Virginia, July 2008 to June 2012.

Provided leadership, direction, and supervision for academic support services, including university-wide tutorials, supplemental instruction, online instruction, mentoring and peer mentoring programs. Provided leadership in academic advising (for transfer and undeclared students and for students on probation and at risk of failure). Collaborated with deans and associate deans to coordinate and maximize school-based and program-based support services. Ensured alignment and strong connections to academic advising activities in schools, colleges, and academic units. Coordinated ACCESS Plus Summer Bridge program and other summer enrichment programs. Assisted in planning and conducting faculty development activities. Managed Title III grant and externally funded projects.

Selected Accomplishments:

- Chaired academic appeals committee and reduced the number of student complaints to the division office
- Chaired college-wide search committees for several positions
- Cultivated and maintained effective partnerships with the Office of Enrollment Management to facilitate student matriculation and retention
- Developed an interactive Academic Early Alert System (keyed to course attendance and performance); enhanced Intrusive Academic Advising; established male and female mentoring programs
- Enhanced Intrusive Academic Advising; established male and female mentoring programs
- Established action plan for Satisfactory Academic Progress (SAP) Committee
- Facilitated the creation of financial literacy plans with entering student population
- Formed faculty and staff Retention and Academic Support Community of Practice (CoP)
- Partnered with counseling services and the Women's Center to develop student workshops

- Planned, managed, and developed the infrastructure and renovation for a satellite academic support office
- Served as University liaison for the State Council of Higher Education in Virginia (SCHEV) and Southern Regional Education Board coordinating the Academic Common Market application process
- Supervised the Certificate of Advanced Credit Standing program, which fostered successful student learning outcomes

Coordinator, Curricular and Co-Curricular Activities, Division of Student Affairs, Norfolk State University, Norfolk, Virginia, July 2006 to June 2008.

Provided leadership and supervision for academic support services, including university-wide tutorials and supplemental instruction to support retention and student persistence. Facilitated assessment plans (Division of Student Affairs) and programming initiatives to strengthen curricular and co-curricular activities.

Selected Accomplishments:

- Collaborated with faculty and staff taskforce to develop a Student Leadership Program; provided mentorship as co-advisor for Student Government Association
- Created the NSU Spartan Legion Band Academic Success Program; conducted in-depth analysis of students' academic performance to channel academic support tailored to the individual needs of students.
- Created the League of Extraordinary Men initiative to recruit and retain students
- Developed and maintained strong records and statistical data regarding engagement, retention and program participation
- Ensured access to quality and effective learning support services for student success and retention across programs and campus
- Provided assistance with the development of Title III proposals for International Student Activities and Veteran Affairs funding
- Tracked student retention and success for selected student organizations, including Greek Affairs

FACULTY APPOINTMENTS

Department of Secondary Education and School Leadership, School of Education, Norfolk State University, Norfolk, Virginia.

- 2019-present Professor (tenured)

Department of English and Foreign Languages, College of Liberal Arts, Norfolk State University, Norfolk, Virginia.

- 2014-2015 Associate Professor (tenured)
- 2008-2014 Assistant Professor
- 2005-2008 Instructor
- 2000-2004 Adjunct Professor (fulltime)

Taught a variety of courses in composition and literature (four courses per semester); advised students, served on departmental, school, and University-wide committees, and supported the mission of the University. Had successful experience in assessing programs, teaching traditional and online composition classes, writing grants, and employing digital technologies. Served as a certified evaluator for SACSCOC. Provided leadership for the SACSCOC Quality Enhancement Plan (QEP) with launching and sustaining the QEP, an institutional-wide long-term initiative, to enhance critical thinking skills of undergraduate students. I chaired committees on the General Education Council, Council of Associate Deans, Faculty Senate and the University Community of Practice project, along with other academic support initiatives that foster successful student learning outcomes.

Selected Accomplishments:

- Created online course platforms for traditional and nontraditional student learning
- Developed assessment plans and reports for academic units and programs
- Established Academic Support Services (tutoring centers); enhanced and expanded technology-assisted learning support services, such as the Research and Statistical Laboratory, Smarthinking online tutoring tool, and an online writing lab
- Facilitated curriculum-mapping procedures to review the operational curriculum within academic units
- Presented papers at professional conferences
- Published, researched, and received external grant awards
- Supervised Direct Student Teaching

PUBLICATIONS

King, B., Johnson, C., Herron, S. & **Hamilton, L.** (2020). Proximal redevelopment of brownfield and derelict sites near institutions of higher education. *Journal of Geography, Environment and Earth Science International*, 24(3), 62-79.

King, B., **Hamilton, L.** & Johnson, C. (2019). First-year Students' Self-regulation Process Through Self-report at a Minority Serving Institution (MSI). *Journal of Education, Society and Behavioral Science*, 30 (3), 1-8.

Anderson, W., **Hamilton, L.**, Perkins, A., & Perry, D. (2015). *Becoming Black: Applying*

Nigrescence Theory to Teach Selected August Wilson Plays and to Enhance Student Literacy. Kendall Hunt Publishing Company.

Gatling, P., Gatling, V. & **Hamilton, L.** (2014). *An Inexcusable Absence: The Shortage of Black Male Teachers.* Author House Publishing Company.

Smith, K. & **Hamilton, L.** (2013). "Exploring Trust in Perception of Crime Models in South Africa." *African Journal of Criminology and Justice Studies, AJCJS*, 7(1&2), 85-100.

Anderson, W., **Hamilton, L.**, Pace, W., Pearlman, D., et al. (2012). *Introduction to World Literature: Rites of Passage.* Kendall Hunt Publishing Company.

Hamilton, L. & K. Smith. (2012). "Summer Bridge: Evaluating the Retention of First-Year HBCU Students Through a Comprehensive Advisor-Focused College Outreach Program." *E-Source for College Transitions.*

Hamilton, L. & K. Smith. (2012). "Summer Bridge: A Model for Impacting Student Retention." *8th Annual National Symposium on Student Retention: Conference Proceedings.*

Hamilton, L. & Matveev, A. (2011). "Engagement (MIS) Calibration: Lost Opportunities." *REASON Journal*, 3 (2), 12-18.

Hamilton, L. & Matveev, A. (2011). "Models of Success." *REASON Journal*, 3 (4), 20-24.

Hamilton, L. & Matveev, A. (2011). "Tutoring Exchange: Aligning Help-Seeking and Help-Giving Behavior." *REASON Journal*, 3 (4), 14-20.

GRANT AWARDS

University of Pennsylvania (PENN) (2011), Minority Serving Institutions: Models of Success grant. Lumina and Kresge Foundations, **Award (\$50,000.00).**

Title III Part B Funds (2011), Strengthening Historically Black Colleges and Universities Program, United States Department of Education, *Learning Resources and Student Success Center: Developing a Comprehensive System to Improve Student Retention and Ensure Student Success*, Award **(\$541,089.00).**

Title III Part B Funds (2010), Strengthening Historically Black Colleges and Universities Program, United States Department of Education, *Learning Resources and Student Success Center: Developing a Comprehensive System to Improve Student Retention and Ensure Student Success*, Award **(\$571, 883.00).**

Institution for Higher Education Policy (IHEP) (2009), *Wal-Mart Minority Student Success Initiative*, Award **(\$100,000.00).**

Title III Part B Funds (2009), Strengthening Historically Black Colleges and Universities Program, United States Department of Education, *Satellite Academic Support Services: Developing a One-Stop Student Service Center*, Award **(\$486, 074.00).**

Title III Part B Funds (2009), Strengthening Historically Black Colleges and Universities Program, United States Department of Education, *Learning Resources and Student Success Center: Developing a Comprehensive System to Improve Student Retention and Ensure Student Success*, Award (**\$503, 229.00**).

Title III Part B Funds (2008), Strengthening Historically Black Colleges and Universities Program, United States Department of Education, *Satellite Academic Support Services: Developing a One-Stop Student Service Center*, Award (**\$419, 000.00**).

Title III Part B Funds (2008), Strengthening Historically Black Colleges and Universities Program, United States Department of Education, *Learning Resources and Student Success Center: Developing a Comprehensive System to Improve Student Retention and Ensure Student Success*, Award (**\$503, 229.00**).

PRESENTATIONS/PAPERS AT PEER-REVIEWED PROFESSIONAL CONFERENCES

- 2019 Presenter, "Attracting and Retaining Faculty at a Comprehensive Urban HBCU: Trends, Challenges, and Implications." 2019 American Association of Blacks in Higher Education (AABHE) National Conference, Indianapolis, IN.
- 2019 Presenter, "In Rarefied Air" - Among the 1% of Institutions in Compliance with Standard 6.2.a Faculty Qualifications." 2019 SACSCOC Annual Meeting, Houston, Texas.
- 2019 Presenter, "Organizing and Executing: Preparing for a Successful Compliance." 2019 SACSCOC Annual Meeting, Houston, Texas.
- 2019 Presenter, "Organizing and Executing: Preparing for a Successful Compliance Review." 2019 HBCU Faculty Development Network, Houston, Texas.
- 2019 Presenter, "Curriculum Mapping: A Process to Define, Document, Demonstrate and Improve the Coherence of Program Curricula." 2019 HBCU Faculty Development Network, Houston, Texas.
- 2018 Presenter (October), "Faculty Retention and Best Practices." HBCU Faculty Development Network Conference, Jackson, Mississippi.
- 2018 Presenter (October), "The Cultivating Academic Wellness with Self-Regulation at a Minority Serving Institution." HBCU Faculty Development Network Conference, Jackson, Mississippi.
- 2017 Presenter, "SACSCOC Compliance Certification Preparation and Response Readiness Plan." NSU Fall Opening Conference, Norfolk, Virginia.
- 2017 Presenter, "SACSCOC Reaffirmation of Accreditation Workshop." Norfolk State University, Norfolk Virginia.
- 2016 Presenter, "It's a Fire!: Building upon Students' Cultural Experiences with Innovative Classroom-Ready Lessons." Old Dominion University's Writing Conference, Norfolk, Virginia.

- 2016 Presenter, "Collaborative Learning: A Tool to Enhance and Showcase Student Literacy." Virginia Association of English, Hampton, Virginia.
- 2015 Presenter, "Testing Digital Story Methods in Developing Critical Thinking Skills." Society for Information Technology and Teacher Education (SITE) International Conference, Las Vegas, Nevada.
- 2015 Presenter, "Academic Assessment Cycle: Continuous Educational Improvement through Data-driven Decision Making." Wytheville Community College, Wytheville Virginia.
- 2015 Presenter, "Electronic Portfolio: Faculty Evaluation and Development Plan." Wytheville Community College, Wytheville, Virginia.
- 2014 Presenter, "Literature-Based Writing Assignments: Combining the Old and the New." 45th Annual Conference, Virginia Association of Teacher of English, Williamsburg, Virginia.
- 2014 Presenter, "Stimulating Academic Success and Student Retention through Advancement of Mentoring First-Year Students." Consortium for Student Retention Data Exchange (CSRDE) at the University of Oklahoma.
- 2013 Presenter, "Educating All Students at Minority Serving Institutions: A National Convening." Sponsored by University of Pennsylvania's (UPENN) Center for Minority Serving Institutions and Educational Testing Service, Princeton, New Jersey.
- 2013 Presenter, "Curriculum Mapping: A Process to Define, Document, Demonstrate, and Improve the Pathways to Student Success." 2013 SACSCOC Annual Meeting, Atlanta, Georgia.
- 2013 Presenter, "Leading the Way to College Completion: Models of Success Project." USA Funds Symposium, Tampa, Florida.
- 2012 Presenter, "Engaging 21st Century Learners: Lessons from an Empirical Assessment of Digital Story Pedagogy in an English Literature Course." Annual Conference Virginia Association of Teachers of English, Richmond, Virginia.
- 2012 Presenter, "Summer Bridge: A Model for Impacting Student Retention." The National Symposium on Student Retention, New Orleans, Louisiana.
- 2012 Presenter, "Digital Story Implementation in Enhancing Critical Thinking Skills: An Empirical Study." EPI Retention 2011: An International Conference on Student Success, Orlando, FL.
- 2012 Presenter, "Extending the Bridge: Stimulating Academic Success and Student Retention through Advancement of Mentoring First-Year Students." International Conference on the First-Year Experience, Vancouver, British Columbia, Canada.
- 2012 Presenter, "Campus-wide Synergism: A Model for Promoting Student Success." National Association of Student Affairs Professionals: 58th Annual Conference, Norfolk, Virginia.

- 2012 Presenter, "Enhancing the Transition from High School to College for African-American Freshmen." University of Pittsburgh Colloquium, Pittsburgh, Pennsylvania.
- 2012 Presenter, "Models of Success Program: Building the Capacity to Ensure Student Success." USA Funds Symposium, Dallas, Texas.
- 2011 Presenter, "Curriculum Mapping: A Methodology to Define, Document, Demonstrate, and Improve the Coherence of Program Curricula." 2011 SACSCOC Annual Meeting, Orlando, Florida.
- 2011 Presenter, "High-Impact Practices (HIPs) in the General Education Classroom: Challenges and Strategies." 35th Conference of the Professional and Organizational Development (POD) Network in Higher Education, Atlanta, Georgia.
- 2011 Presenter, "Helping Children Learn to Read: Community Empowerment in Improving School-Age Literacy." Windsor Elementary School, Windsor, VA.
- 2011 Presenter, "Summer Bridge: An Empirical Study of a Summer Orientation Program for Achieving Student Retention." EPI Retention 2011: An International Conference on Student Success, San Diego, CA.
- 2011 Presenter, "Effective Approaches to Cutting School District Budgets While Maximizing District Performance." National School Board Association 71st Annual Conference, San Francisco, CA.
- 2011 Presenter, "Writing Assignments That Promote Self-Discovery and Empathy." Old Dominion University 32nd Annual Spring Writing Conference on the Teaching of Writing, Norfolk, Virginia.
- 2010 Presenter, "21st Century Youth Culture: The Hidden Curriculum to Improve Student Success." National Alliance of Black School Educators 38th Annual Conference, Fort Worth, TX.
- 2010 Presenter, "Nigrescence Theory Dramatized in August Wilson's Pittsburgh Cycle." 18th Annual National Association of African American Studies & Affiliates Conference, Baton Rouge, LA.
- 2010 Presenter, "iTeach: Exploring New Ways of Teaching with Technology in the Language Classroom." 41st Annual Conference Virginia Association of Teachers of English, Virginia Beach, Virginia.
- 2010 Presenter, "Compressed Workweeks, Expanded Workdays: Campus Reactions to the Four-Day Workweek." 35th Conference of the Professional and Organizational Development (POD) Network in Higher Education, Poster Session.
- 2010 Presenter, "Help-Seeking and Help-Giving Behaviors at Tutorial Sessions: Tutors' Perspective." 23rd International Conference on The First-Year Experience, Maui, Hawaii.

- 2010 Presenter, “Engagement Calibration: Gaps between College Expectations and Experiences of First-Year Students.” 29th Annual Conference on The First-Year Experience, Denver, Colorado.
- 2009 Presenter, “Technology and Engaged Learning: 21st Century Technology in Language Classrooms.” 40th Annual Conference Virginia Association of Teachers of English, Williamsburg, Virginia.
- 2009 Presenter, “Beyond the Customer Service: Making Your School the Inviting Place Through Enhanced Collegiality.” Chesterfield Academy of Mathematics, Science and Technology, Norfolk, Virginia.
- 2008 Presenter, “Best Practices for Integrating Technology: Examining New Technologies Applied to Language Classrooms.” 39th Annual Virginia Association of Teachers of English Conference, Roanoke, Virginia.
- 2008 Presenter, “Language and Vocabulary: Understanding African American Speech.” A Tribute to August Wilson: Theater as a Forum for Debating Race Conference, Virginia Stage Company at the Wells Theater, Norfolk, Virginia.

PROFESSIONAL DEVELOPMENT

- 2020 **SACSCOC Ad Hoc Committee on Substantive Change.** Renaissance Concourse Atlanta Airport Hotel, Atlanta, GA.
- 2020 **Council for the Accreditation of Educator Preparation.** CAEPCON, New Orleans, LA.
- 2019 **SACSCOC Institute on Quality Enhancement and Accreditation.** Hilton Anatole Dallas, TX.
- 2019 **SACSCOC Small College Initiative.** 14th Annual Small College Initiative, Atlanta, GA.
- 2019 **National HBCU Week Conference.** 2019 National HBCU Week Conference Washington, DC.
- 2018 **Council for Higher Education Accreditation.** CHEA 2018 Annual Conference, Washington, DC.
- 2018 **SACSCOC Substantive Change Workshop.** The University of North Carolina at Greensboro, Greensboro, NC.
- 2018 **Association of Governing Boards of Universities and Colleges.** National Conference on Trusteeship: Leadership and the Urgency of Now, San Francisco, CA.
- 2018 **SACSCOC Small College Initiative.** 13th Annual Small College Initiative, Atlanta, GA.
- 2018 **Organization Development Consortium.** Sponsored by Wake Forest University. Baylor University, Waco, TX.

- 2018 **Association for the Assessment of Learning in Higher Education.** Promoting Assessment for Learning, Salt Lake City, UT.
- 2017 **State Council of Higher Education for Virginia (SCHEV).** SCHEV Liaison Workshop. Richmond, VA.
- 2017 **Virginia Assessment Group.** Virginia Regional Accreditation Symposium at Virginia Commonwealth University, Richmond, VA.
- 2016 **Mid-Atlantic College Reading Association.** Empowering English Learners: From Theory to Practice, Ocean City, MD.
- 2016 **Complete College America.** Annual Convening: Momentum, San Francisco, CA.
- 2013 **SACSCOC On-site Visit (Evaluator).** Mississippi University for Women, Substantive Change Committee.
- 2011 **Institute for Higher Education Policy.** Symposium on Financial Literacy and College Success at Minority-Serving Institutions: Institutionalizing Approaches to Student Success, Grapevine, Texas.
- 2010 **National Academic Advising Association.** 9th Annual Academic Advising Administrators' Institute, Clearwater Beach, Florida.
- 2010 **National Summer Institute on Learning Communities.** Olympia, WA.
- 2009 **23rd Annual Academic Advising Summer Institutes.** Kansas City, MO.
- 2009 **Educational Policy Institute.** International Conference on Student Retention, New Orleans, LA.
- 2009 **Institute for Higher Education Policy.** Symposium on Financial Literacy and College Success at Minority-Serving Institutions, San Antonio, Texas.

UNIVERSITY SERVICE

- Academic Appeals Committee, Chair
- Articulation Agreement Committee, NSU SCHEV Ad hoc Committee, Chair
- Executive Council, Member
- Faculty and Staff Campaign, Co-Chair
- Faculty Handbook Committee, Chair
- Faculty Senate, Senator
- Freshmen Transition Week Committee, Member
- General Education Council, Member
- Institute for Space, Science and Engineering, Director
- Norfolk State University Research & Innovation Foundation (NSURIF), Vice Chair
- NSU Board of Visitors, Staff Member
- President's Cabinet, Member
- SACSCOC Quality Enhancement Plan (QEP), Executive Committee
- SACSCOC Quality Enhancement Plan (QEP), Implementation Committee

- SACSCOC, Institutional Liaison
- SCHEV Instructional Programs Advisory Committee (IPAC), Member
- SCHEV, Liaison
- Strategic Planning Task Force, Member
- Student Government Association, Co-Advisor
- Student Success Task Force, Member
- Summer Bridge Program Steering Committee, Chair
- Title III Program, Activity Director
- United Negro College Fund (UNCF) Pathway Initiative, Member
- University Commencement, Marshal

PROFESSIONAL MEMBERSHIPS/ ORGANIZATIONS

- Golden Key International Honor Society
- Historically Black College & Universities (HBCU) Faculty Development Network
- Kappa Delta Pi, International Honor Society in Education (KDP)
- National Association for the Advancement of Colored People (NAACP)
- National Council of Teachers of English (NCTE)
- Norfolk State University Research & Innovation Foundation (NSURIF)
- Omega Psi Phi Fraternity, Inc.
- Professional and Organizational Development (POD)
- Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)
- SACSCOC Ad Hoc Committee on Substantive Change
- SACSCOC On-site and Off-site Evaluator
- Sigma Tau Delta: The International English Honor Society
- The New Chesapeake Men for Progress
- Virginia Association of Teachers of English (VATE)



KENTUCKY STATE UNIVERSITY BOARD OF REGENTS

DATE: June 17, 2021
SUBJECT: Approval of Hunter Hall Construction Bid
FROM: FINANCE AND ADMINISTRATION
ACTION ITEM: YES

BACKGROUND: Hunter Hall was built in 1964 as a student dormitory located next to the Atwood Research Facility on the Kentucky State University campus. The Land Grant Program faces a critical shortage of office, laboratory, and classroom space; therefore, the building was given to the Land Grant Program for use in 2017. Through the addition of staff and faculty with a 100% state match to our federal research and extension; approximately 25 faculty and staff will move to the building upon renovation, many of whom are now located in the Cooperative Extension Building. Hunter Hall has not been occupied since 2017 to allow mold and asbestos issues and abatement processes to be completed, as well as the completion of a design phase. The building consist of a first floor with classrooms, and then three floors of dorm rooms for approximately a total of 23,000 square feet.

The aim of the Hunter Hall renovation project is to create critically needed office and classroom/meeting facilities for faculty, staff, and students with a focus on the STEM/Environmental Science and Family and Consumer Science Program areas of the College of Agriculture, Community, and the Sciences. The Hunter Hall renovation project is a part of a revised 5-year USDA National Institute of Food and Agriculture (NIFA) 1890s Facilities Grant plan (P.I. Kirk Pomper) that was approved by USDA in 2017 that is part of the campus facility plan. At the April 2018 Board of Regents Meeting, authorization was approved for the renovation project with the USDA funds awarded in the USDA facility plan in 2017. The renovation and construction will be fully funded through Award Number 2013-45200-21533. The design phase was lead by the Omni Architects, and bidding process managed by the Kentucky State Government's Division of Engineering and Contract Administration, which conducted a competitive bid procurement for the construction services. A contractor has been identified. Execution of a contract with the successful low bidder is on hold until USDA approval is received. Upon receipt of the approval, DECA will execute a contract and construction will begin in mid-July. If USDA approval is not received prior to July 9, the bid will expire and re-bidding will be required and costs may increase.

SUMMARY OF PROGRAMS/ACTIVITIES: The renovation will create a state of the art facility for STEM/Environmental Science and Family and Consumer Science offering teaching, research, and extension activities for classes, workshops, summer camps, and research projects. With the awarding of this project, construction should be completed in approximately 10 months. The bottom and second floors will be renovated to provide new surfaces for office and classroom/meeting space, as well as electrical, plumbing, and HVAC updates, as well as the addition of an elevator to all floors of the building. This proposed contract will be 100% federally funded by an 1890 Facilities Grant Program: We are requesting approval for the release of \$1,798,000 by NIFA for this construction project and approval of the construction bid.

Therefore, we are requesting the Board of Regents to: **1)** authorize USDA-NIFA to review and approve the construction contract, and **2)** authorize, upon USDA-NIFA approval, for the Commonwealth of Kentucky to enter into a contract with Marksburg Cornett, the lowest bidder, in the amount of \$1,798,000 to perform construction for this project. The current bid will expire on July 9, 2021, forty-five (45) days after the bid's closure.

Board approval is required pursuant to the Gold Book: Bylaws of the Kentucky State University Board of Regents, Article II, Section 2(p). Article II, Section 2(p) of the Gold Book states that the Board shall, “[a]pprove any appropriation, expenditure, disbursement or contract greater than \$50,000...” As such, this contract is being presented to the Board for review and approval.

ALIGNMENT WITH STRATEGIC GOALS:

Goal 1: Enhance Student Enrollment, Improve Student Life and Engagement, and Improve Student Advising and Career Development.

Goal 2: Achieve Academic Excellence Across all Programs and Colleges, Increase Student General Education Skills, Degree Persistence, Career Readiness and Graduation Rates.

Goal 3: Increase the University's Financial Strength and Operational Efficiency.

Goal 4: Enhance the Impact of External Relations and Development.

Goal 5: Obtain Maximum Institutional Effectiveness through the Implementation of a Continuous Quality Improvement Process framed within the seven Baldrige Performance Excellence in Education criteria.

COMMITTEE/PROGRAM ACTION: N/A

PROGRAM IMPLICATIONS: The College of Agriculture, Community, and the Sciences as well as the University as a whole will benefit from the enhanced learning experience for STEM students and support advanced research opportunities. Teaching, community

outreach, and research and extension activities for classes, workshops, summer camps, and research projects will be enhanced.

FISCAL IMPLICATIONS: The contract services will be approved by the USDA prior to services beginning. The Hunter Hall is a federally funded under USDA-NIFA and an 1890 Facilities Grant.

RECOMMENDATION: Kentucky State University Board of Regents approval of Hunter Hall Construction Bid.

ATTACHMENTS: YES



KENTUCKY STATE UNIVERSITY BOARD OF REGENTS

DATE: June 17, 2021
SUBJECT: Approval of Summer Feeding Updated Agreement
FROM: ACADEMIC AFFAIRS
ACTION ITEM: YES

BACKGROUND: The U.S. Department of Agriculture's (USDA) Summer Food Service Program (SFSP) also known as the Summer Meals Program provides kids and teens in low-income areas free meals during the summer when school is not in session pursuant to 7 CFR 225. The SFSP is a federally funded program administrated by the Kentucky Department of Education (KDE). The SFSP reimburses providers who serve free healthy meals to children and teens who live in low-income areas while school is not in session. To participate in the SFSP, Kentucky State University (KSU) has entered into a Permanent Agreement with the KDE.

SUMMARY OF PROGRAMS/ACTIVITIES: In order to participate in the Summer Food Service Program (SFSP), federal law requires that the SFSP sponsor sign the permanent agreement. KDE contacted KSU and requested that KSU execute an Amended Permanent Agreement with a revised Civil Rights Statement.

ALIGNMENT WITH STRATEGIC GOALS:

Goal 2: Enhance Student Enrollment, Improve Student Life and Engagement, and Improve Student Advising and Career Development.

PROGRAM IMPLICATIONS: The College of Agriculture, Community, and the Sciences, as well as the University as a whole, will benefit from the Extension and outreach mission of supporting underserved populations and maintain student health so that children will continue to be ready to learn whether it be inside or outside the classroom.

FISCAL IMPLICATIONS: The SFSP will reimburse Kentucky State for serving free healthy meals to children and teens in low-income areas during the summer months when school is not in session.

RECOMMENDATION: The Kentucky State University Board of Regents approve the Amended Permanent Agreement.

ATTACHMENTS: YES



KENTUCKY STATE UNIVERSITY BOARD OF REGENTS

DATE: June 17, 2021
SUBJECT: The Kentucky State University Response to COVID-19: The Global Pandemic
FROM: GOVERNANCE
ACTION ITEM: NO

BACKGROUND: In response to the declaration of a State of Emergency issued by Governor Beshear, Executive Order 2020-215, Kentucky State University has diligently planned and implemented institutional actions to help in mitigating any challenges incurred by students. The attached document outlines deliverables, challenges, long-term opportunities, and real-life examples of the problems solved with regard to the COVID19 pandemic.

On June 10, 2021, Gerina D. Whethers, Cabinet Secretary of the Kentucky Personnel Cabinet sent a communication to all Executive Branch State Employees stating, “Agencies may return their workforce to 100% capacity in office on or after June 11, 2021, as determined by the Appointing Authority. Employees will receive information from their agency or supervisor no later that July 6, 2021.”

SUMMARY OF PROGRAMS/ACTIVITIES: Overview of the actions that were undertaken by Kentucky State University in preparation for and response to the COVID19 pandemic to provide support to the students, faculty, staff, and institutional stakeholders.

ALIGNMENT WITH STRATEGIC GOALS:

Goal 1: Enhance Student Enrollment, Improve Student Life and Engagement, and Improve Student Advising and Career Development.

Goal 2: Achieve Academic Excellence Across all Programs and Colleges, Increase Student General Education Skills, Degree Persistence, Career Readiness and Graduation Rates.

Goal 3: Increase the University's Financial Strength and Operational Efficiency.

Goal 4: Enhance the Impact of External Relations and Development.

Goal 5: Obtain Maximum Institutional Effectiveness through the Implementation of a Continuous Quality Improvement Process framed within the seven Baldrige Performance Excellence in Education criteria.



KENTUCKY STATE UNIVERSITY BOARD OF REGENTS

PROGRAM IMPLICATIONS: N/A

FISCAL IMPLICATIONS: N/A

RECOMMENDATION: N/A

ATTACHMENTS: YES



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STRATEGIC SOLUTIONS



**OFFICE OF GOVERNOR ANDY BESHEAR
COMMONWEALTH OF KENTUCKY**

FOR IMMEDIATE RELEASE

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**Gov. Beshear: While COVID-19 Remains a
Threat, We Are No Longer In Crisis**

Governor thanks Kentuckians for saving lives as mask mandate, capacity restrictions are lifted

FRANKFORT, Ky. (June 11, 2021) – On Friday, Gov. Andy Beshear marked his final regularly scheduled COVID-19 briefing by thanking Kentuckians for their hard work and sacrifices that saved countless lives in the commonwealth.

The Governor also lifted the statewide mask mandate for most settings and ended capacity limits for restaurants, bars and other public venues. The mask mandate for vaccinated Kentuckians has been lifted since May 13. A new [executive order](#) keeps the mask requirement in place only in certain high-risk settings identified by the U.S. Centers for Disease Control and Prevention: public transit, long-term care facilities and health care facilities.

Masks are recommended for people in correctional facilities or homeless shelters and people who are immune-compromised, are exhibiting symptoms of COVID-19 or have tested positive for COVID-19 in the past 10 days.

“Today, we are lifting the final restrictions put in place to keep our people safe during this once-in-a-lifetime global pandemic,” said Gov. Beshear. “COVID-19 remains deadly. Our war against it is not yet won. But after more than 15 months of struggle and sacrifice, we can also say this: While COVID-19 remains a threat, we are no longer in crisis.”

The Governor said he was able to make these changes safely because more Kentuckians continue to receive one of the safe and effective COVID-19 vaccines. Everyone ages 12 and older is eligible for their shot of hope. As of today, 2,106,464 people in the commonwealth have received at least their first dose of a COVID-19 vaccine.

Dr. Steven Stack, commissioner of the Kentucky Department for Public Health, said the proof of vaccines’ effectiveness is in the data: The state’s weekly number of COVID-19 cases has declined 93% since January 2021; the state’s number of deaths occurring each week has declined 95% since January 2021; and the state’s

number of patients who are hospitalized for COVID-19 has declined 83% since January.

“We would not be here today were it not for the collective effort of so many Kentuckians,” said Dr. Stack. “While I wish it weren’t for this reason, it’s been the privilege of a lifetime to come into Kentuckians’ lives and to serve with the team at the Cabinet for Health and Family Services (CHFS), as well as with local health departments across the state. Thank you, Team Kentucky, and here’s to a better summer ahead.”

The Governor said he would not yet end the commonwealth’s state of emergency because major programs, grants and executive orders that continue to help Kentuckians impacted by COVID-19 would be at risk if it weren’t still in place, including a \$96 million grant from the Federal Emergency Management Agency for vaccine distribution and administration.

Kentuckians 18 and older who have been vaccinated for COVID-19 can sign up for three chances to win \$1 million dollars. Those 12 to 17 years old can sign up for 15 chances to win a full scholarship to any Kentucky public college, university, technical or trade school. Winners will be announced Friday, July 2; Friday, July 30; and Friday, Aug. 27. To enter the drawings and for more information, visit ShotAtAMillion.ky.gov.

To date, 349,780 Kentuckians have signed up for the \$1 million drawings and 19,579 Kentuckians have signed up for the full tuition scholarship drawings.

The Governor thanked close partners in the state’s fight against COVID-19 over the past 15 months, including: American Sign Language interpreter, Virginia Moore; Dr. Stack; and CHFS Secretary Eric Friedlander.

The Governor recognized that for the families of 7,147 Kentuckians lost to the virus, the pain and sadness of the COVID-19 pandemic will never go away. But he said the Kentuckians whose lives were cut short will never be forgotten.

“Reading the ages and counties of the dead, almost daily, is the hardest thing I have ever done,” said Gov. Beshear. “We are in the process of developing a permanent monument that will replace that sea of flags on the Capitol lawn representing every

Kentuckian lost to COVID-19, which I hope will inspire generations of future leaders to think about these Kentuckians, these families and the challenges of these times.”

The Governor said Team Kentucky has gotten through the hardships and grief of the past 15 months together, and now can begin the work of building a better Kentucky for all.

“We know that our actions saved thousands, likely tens of thousands of lives. I’ve never felt more pride in our commonwealth and our people than knowing how we did this for one another,” the Governor said.

Vaccination and Case Information

As of 4 p.m. Friday, June 11, Gov. Beshear reported the following COVID-19 numbers:

People vaccinated in Kentucky (have received at least one dose): 2,106,464

New cases today: 237

Positivity rate: 2.05%

For more information on cases and hospital capacity, see the [full daily COVID-19 report](#), which will be updated by 5 p.m. EDT.

More Information

To see all vaccination sites and free transportation options to and from vaccination appointments, visit [vaccine.ky.gov](#). To see a list of vaccination sites that have openings this week, visit [vaccinemap.ky.gov](#). If Kentuckians have questions, they should call the state’s COVID-19 Vaccine Hotline, [855-598-2246](#) or TTY [855-326-4654](#) (for deaf or hard-of-hearing Kentuckians).

For detailed information on COVID-19 vaccinations and more, visit [kycovid19.ky.gov](#).

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