



***LONGWOOD UNIVERSITY
BOARD OF VISITORS***

– MEETING MATERIALS –

December 2, 2022

Minutes

LONGWOOD UNIVERSITY

BOARD OF VISITORS

September 9, 2022

Minutes

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

Call to Order

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

Members present:

Michael Evans
Cookie Scott
Ricshawn Adkins Roane
Fabiola Carter
Ron White
Kristie Helmick Proctor
Shawn Smith
Judi Lynch
Rhodes Ritenour
Polly Raible
Nadine Marsh-Carter

Also present:

President W. Taylor Reveley IV
Justin Pope, Vice President and Chief of Staff
Cameron O’Brion, University Counsel
Larissa Smith, Provost and Vice President for Academic Affairs
Cameron Patterson, Interim Vice President for Student Affairs
Victoria Kindon, Vice President for Strategic Operations
Tim Hall, Director of Athletics
Robert Wertz, President of the Longwood Foundation Board
MacKenzie Harry, SGA President
Lee Bidwell, Faculty Representative

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

President Reveley began the meeting asking for a moment of recognition and profound gratitude to Longwood Police Lt. Stuart Raybold, Athletic Trainer Carly Fullerton, and Police Chief Doug

Mooney for their genuinely heroic efforts that saved the life of a Longwood student-athlete who collapsed in cardiac arrest during summer basketball practice. The Board and those in attendance gave a standing ovation to the three, who were each present.

The Rector welcomed the Board, in particular the three new members. The Rector thanked Board members for their participation in the Board self-evaluation survey circulated in June. He gave an overview and led a brief discussion of the results, which he said showed high scores across the range of questions surveyed. In particular, members gave especially high marks to the questions that asked whether members understand the Board's responsibilities, bylaws and legal obligations; whether they understand Longwood's mission; whether Board members receive regular reports; whether Board members regularly evaluate the president; whether the Board protects Longwood and its own members from undue influence; and whether the Board acts with transparency. He said the results indicated the Board's healthy culture and he looked forward to continuing to work with members to meet their collective governance responsibilities.

The Rector asked for a motion to approve the Consent Agenda, the minutes of the previous of meeting, and resolutions in honor of Dr. Tim Pierson and Larry Palmer. Ricshawn Roane so moved, Rhodes Ritenour seconded and the motion was approved unanimously.

President's Welcome

President Reveley said it was special to be together again for Convocation and the September meeting. He recognized the presence of Tim Pierson, present for the first time in his new role as Vice President Emeritus.

President Reveley spent a few minutes summarizing the results of a recent survey conducted by SCHEV at the request of the General Assembly of young alumni of the 15 Virginia public universities. Among the results, he noted Longwood is among six universities with an alumni satisfaction rate of 90 percent or better. Longwood is second among institutions in the percentage who report having had a mentor in college, and percent of alumni reporting they were very satisfied with class size during college. Longwood also ranks highly on the employment rate of alumni, and first among those reporting they had an internship during college, and among the highest reporting they keep up with friends from college.

President Reveley introduced Tim Hall, who expressed his appreciation for the opportunity to serve at Longwood, which he said is clearly a special place, something reinforced by his observations of his first Convocation. He said it is clear Longwood lives its values and knows itself. He said athletics play an important role in educating young people, and that his guiding principles would include providing a strong student-athlete experience, graduating students so they become leaders, providing for social and intellectual growth, adhering to all applicable rules, competing fairly and honorably with civility, maintaining strict financial integrity and being a good steward of all resources. He added a key priority will also be using creativity and ingenuity to extend resources. Finally he said the department will represent the University positively at all times. He said the question he always poses in working with student athletes is "what would I want for them if this person were my son or daughter?" He said there is tremendous opportunity for Lancer athletics to advance the mission of the university. He also

introduced Erika Lang-Montgomery, the new women's basketball coach. She said she has been deeply impressed with her student-athletes and is grateful for the warm welcome to the Farmville community. She said she is excited to build on the Longwood basketball tradition that has been established.

Cameron Patterson gave an overview of his staff leadership and the early part of the semester, including New Lancer Days and focused efforts to give students a strong sense of belonging as the semester begins. He said campus and community spirit have been strong. President Reveley noted Cameron continues to serve an important role at the Moton Museum. Polly Raible asked a question about CAPS and capacity and demand. He responded the office is working to implement federal grant opportunities, including one that has allowed the hiring of a trauma specialist. He also said the CAPS team has been able to implement a new Steps Care model, which allows more effective building of individualized well-being plans. Further funding opportunities are being pursued. Lee Bidwell reported one of her students had had a positive experience being introduced to the Student Mental Health Club at the Activities Fair, and that other students had similar welcoming experiences with other organizations.

President Reveley introduced Matt McGregor and noted his successful leadership of the University's Covid response. Matt described his new position and said, as with Covid, collaboration and teamwork will be key. He provided a timeline update regarding the Joan Perry Brock Center and the state of planning for managing the building when it opens in the fall of 2023. He said a number of important contracts are set to be up for consideration in the coming year, including beverage, bookstore, and sports medicine. He gave an update on recent efforts to streamline operations in some administrative and finance offices, helping to create more of a "one-stop shop" for students. He gave an overview of the current state of Covid as guidance has changed substantially and the focus has shifted to managing an endemic state of the virus, with a focus on informing individual decision-making rather than institutional one-size-fits-all response. So far, he said, campus appears to be managing this transition successfully. President Reveley noted that planning for celebrations and rituals related to the opening of the JPB are in their initial phases.

Victoria Kindon introduced Jason "Ferg" Ferguson Longwood's new dean of admission, noting he has lived in Farmville for 30 years, dating back to his arrival as an undergraduate at Hampden-Sydney, and that he received his master's from Longwood in 2012. She said he has brought a renewed sense of our purpose and the specialness of the community. She said it is clear the connection between faculty and prospective students is extremely important, and that has been an area of great strength at Hampden-Sydney. She gave an overview of the coaching/affinity program. She also gave an overview of "cross-app" data that gives a picture of where Longwood applicants are also applying. One consistent finding is if they don't come to Longwood, applicants are choosing another 4-year institution, public or private, in Virginia. She said it's clear from feedback and survey data that a connection on campus is key to enrolling students, so a key focus remains facilitating those interactions and connections. In response to follow-up questions, she gave an overview of the focus on getting financial aid offers in front of students early in the application process. Another new initiative is moving the student work

program from HR into Student Success. There was a wide-ranging discussion about communicating college planning as families move into the prospective student pipeline.

Larissa Smith reported there is a strong energy in classrooms on campus, with freshmen especially excited to be learning in person. She noted the 10th anniversary of the passing of beloved colleague Bill Stuart. She provided an update on the 10-year reaffirmation of accreditation process with SACS-COC. Also important in the reaffirmation process is the development, now underway, of the upcoming Quality Enhancement Plan, which will focus on post-graduate success. She noted the value of a leadership team in Academic Affairs that includes significant Longwood experience but also experience elsewhere. She introduced her leadership team, including new deans this year: Associate Provost David Shoenthal; Cooke-Cole Dean Roger Byrne; Library Dean Brent Roberts; Honors College Dean Chris Kukuk; Dean of the College of Education, Health, and Human Services Angela McDonald; Interim Dean of the College of Business and Economics Sara Neher; and Dean of Graduate Studies and Professional Programs Jeannine Perry.

Jeannine Perry gave a detailed presentation providing an overview of Graduate Studies, Professional Studies, Graduate and Professional Marketing, and the Digital Education Collaborative. Sara Neher gave a portion of the presentation focusing on the growth and strategy of the MBA program, as did Angela McDonald regarding CEHHS graduate programs. She introduced Courtney Hooker, who is in the Master of Science in Counselor Education program, and is Graduate Student Association Vice President, who spoke for several minutes about her path to Longwood's graduate programs and her positive experience so far.

Reports of Representatives of the Board

Robert Wertz provided an update regarding the Longwood University Foundation. In a significantly down stock market, he said Foundation investments are exceeding benchmarks. The portfolio is down 10-12 percent as of June 30, while some peers are down as much as 20 percent. For the 2021-22 academic year, the Foundation contributed almost \$2.3 million to the University, and that figure will increase to \$2.6 million this year. There continues to be important success in increasing revenue from the sales of wetland mitigation credits to support programming at the Baliles Center at Hull Springs Farm. The Foundation has adjusted its schedule of transferring payments to the University up to aid in planning and budgeting.

MacKenzie Harry introduced herself to the board and described her activities and affiliations at Longwood. She also noted her family connections (and that she hopes someday to be president of the University). She provided an update on the return of students for the fall semester. She said Convocation and the capping ceremony, and the naming announcement of Pierson Hall, were special for students. She said students agree with Matt McGregor's statements about the transition toward a new model of treating Covid as endemic, and that students are very excited to be starting what feels like a normal academic year. She said other areas of interest for the SGA include mental health and the shaping of the QEP. She described a new hammock initiative beside Wheeler, and other projects including one to include students to vote and stay engaged with student government. There is also interest in a school-wide formal dance. Overall the

emphasis is on school-wide togetherness, and educating students about traditions some have not seen in full the past few years. Ricshawn Roane commended her on the vision she laid out for her life and career.

Dr. Bidwell introduced herself to the new board members and shared a report highlight collaborative work undertaken by faculty over the summer. In particular she highlighted three specific projects that exemplify such collaborative work among faculty and K-12 educators: The Brock Experiences Chesapeake Bay Institute, the Longwood Summer Literacy Institute, and a new workshop to help faculty develop and improve the components of speaking instruction in Civitae courses.

As the morning's session concluded, Ron White thanked members for their warm welcome back to the Board and reported how moved he had been by Convocation, and that he "fell in love with Longwood all over again" and that it is a privilege to serve on the Board again. Kristie Proctor said no one in her family had previously attended college and Longwood had been transformative for her life. She said hearing the reports and attending the ceremony had reminded her how special Longwood is.

Board members then took a tour of the JPB Construction site and ate lunch. Fabiola Carter and Cookie Scott departed the meeting.

Executive Session

The Board reconvened in Stallard at approximately 1:30 p.m. The Rector asked for a motion pursuant to Virginia Code 2.2-3711(A)(1) that the Board convene in closed session to discuss matters related to personnel. Ron White so moved, Rhodes Ritenour seconded and the motion was approved unanimously.

In compliance with the provisions of the Freedom of Information Act, the Board returned to open session. Mr. Evans moved that the board certify by roll call vote that, to the best of each member's knowledge, 1) only matters lawfully exempted from open meeting requirements were discussed, and 2) only matters identified in the motion for closed session were discussed. Mr. White seconded and all members in attendance voted by roll call to certify: Nadine Marsh-Carter, Judi Lynch, Shawn Smith, Rhodes Ritenour, Ricshawn Adkins Roane, Ron White, Polly Raible, Kristie Proctor and Michael Evans.

There being no further business, the Rector adjourned the meeting at 3 p.m.

Consent Agenda



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

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

- Proposed Room, Board and Dining Rates for FY 2024
- A course fee update eliminating fees in six courses, adding new fees in three courses that bring these courses in line with fees assigned to all teacher supervision experiences, and increasing three fees in nursing to account for increased software costs for NCLEX preparation.
- An annual Workplace Planning Summary prepared for the Commonwealth as required by Virginia Code (2.2 -1209) to address strategic employment challenges, succession planning, and related issues.
- Retirement of a superfluous financial aid policy that is covered in separate policies and procedures
- Routine notification of modifications regarding course delivery in two academic programs, as required by SACSCOC and Longwood's Substantive Change Reporting Policy (1016)

**Longwood University
Proposed Housing Rates**

Housing	2022-2023	2023-2024
Main Campus-Double	\$8,521.68	\$8,862.55
Main Campus-Single	\$10,138.42	\$11,152.26
Register-Double	\$8,812.88	\$9,165.40
Sharp-Double	\$8,812.88	\$9,165.40
Moss-Double	\$8,903.73	\$9,259.88
Johns -Double	\$8,903.73	\$9,259.88
Moss-Single	\$10,140.75	\$11,154.83
Johns Single	\$10,140.75	\$11,154.83
Lancer Park-Quads	\$10,091.83	\$10,495.50
Lancer Park-Doubles	\$11,401.06	\$11,857.10
New Lancer Park-Quads	\$11,250.97	\$11,701.00
New Lancer Park-Doubles	\$11,401.06	\$11,857.10
New Lancer Park-Singles	\$12,586.83	\$13,845.51
LU Landings-Quads	\$11,265.95	\$11,716.59
LU Landings-Singles	\$12,586.83	\$13,845.51
Early Arrival	\$75/Day	\$75/Day

Proposed Summer Rates	2022-2023	2023-2024
Room & Board	Term 202350 & 202360	Term 202450 & 202460
Weekly Rates:		
Room Double	\$247.15	\$257.04

Longwood University

DINING FEES

Dining Plan Options for FY 2023-2024

Plan	Meal Exchange	Bonus Dollars*	Guest Swipes	Price FY2024	Price FY2023
All Access**	5/week	\$ 100.00	7	\$ 4,735.00	\$ 4,510.00
Block 80	5/week	\$ 400.00	5	\$ 2,705.00	\$ 2,575.00
Block 50/Commuter Plan***	5/week	\$ 400.00	5	\$ 1,943.00	\$ 1,850.00
All Bonus Dollars		\$ 100.00		\$ 200.00	\$ 200.00

NOTES:

*Bonus dollars can be added to any plan in bundles ranging between \$100 - \$850

*Bonus dollars can now be added at any time during the semester

**Required for main campus

***Required for apartment communities

Longwood University

Course Fees

December 2022 BOV

	2019-2020	2022-2023 (Spring 2023)
ECED-492 Internship Early Childhood Education Flat Fee	\$0	\$300
ECED-482 Directed Teaching in Early Childhood Education Flat Fee	\$0	\$300
NURS-310 Principles in Pathophysiology Flat Fee	\$375	\$0
NURS-393 Nursing Care of Patients with Complex Health Problems Flat Fee	\$375	\$441.67
NURS-492 Internship in Nursing Flat Fee	\$375	\$441.67
NURS-230 Foundations Nursing Practice Flat Fee	\$375	\$441.67
SPED-559 Supervised Experience in Special Education Per Credit Hour	\$0	\$100
EDUC-699 Comprehensive Examination Flat Fee	\$35	\$0
HPEP-681 Internship Physical Education Flat Fee	\$75	\$0
HPEP-682 Internship Adapted Physical Education Flat Fee	\$75	\$0
HLTH-683 Internship Health Education Flat Fee	\$75	\$0
HPEP-589 Elementary School Health and Physical Education Flat Fee	\$4	\$0



Agency Workforce Planning and Development Summary

Fiscal Year 2022

Workforce Planning and Development Executive Summary

All workforce planning is centered on our overall university strategic plan. The President and Executive Steering Council conduct a comprehensive review of new or vacant positions to consider the primary purpose of the position, the financial and operational reasons for creating or refilling a vacant position, whether the duties of the position could be absorbed within existing staff, or better achieved with outside assistance. Focusing on continuity of operations, recruitment, retention and engagement, and workforce development, Longwood expects job descriptions and positions will continue to evolve as we aggressively work to ensure our workforce is deployed as efficiently as possible; committed to practices that will improve recruitment and retention, with particular focus on progress ensuring our workforce reflects the Commonwealth; maintaining increased stature and academic reputation, along with community pride, as an important aspect of recruiting and retaining high-caliber employees; continuing to improve our physical workspaces; and provide community partnerships and workforce development areas, such as our early childhood education center, to make our region more attractive to prospective employees.

Workforce Planning: Agency at a Glance

1,279 | Total Employees

214 | Total Leaders

9 | Total Executives

Metrics in this report summary reflect only the following classifications: CLS, FAC, TNR, APF, GNW, GRD, SFW, SSW, AHD.

Agency Breakdown by Workforce Planning Area

<i>Continuity of Operations</i>	<i>Recruitment</i>	<i>Retention & Engagement</i>	<i>Workforce Development</i>
Low Risk	Medium Risk	Low Risk	Medium Risk
Prepared	Prepared	Prepared	Prepared

Percent of Agency Workforce Strategy Action Items related to each Workforce Planning Area (Page 5)



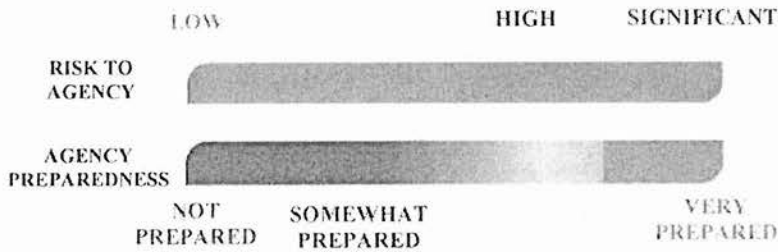
Key Points and Highlights for Each Workforce Planning Area

Longwood strives to have the appropriate workforce in terms of size and skill-set to provide flexibility and to take advantage of opportunities.	LU is committed to practices that improve recruitment. A strong labor market increases higher salaries which can cause internal alignment issues.	Increased stature and academic reputation, along with community pride, are an important aspect of retaining high-caliber employees.	The Center for Faculty Enrichment is an asset to faculty; however, we need to provide more professional development for staff.
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Additional Information for each workforce planning area can be found on subsequent pages of this summary report.

Continuity of Operations

Continuity of Operations focuses on elements that could significantly impact Agency operations, to include critical roles, retirements, and executive risk.



Key Findings and Highlights
 At a time of plateaued undergraduate enrollment across higher education, and recent growth in graduate programs, our related workforce objective is to strive to have the appropriate workforce in terms of size and skill-set to provide flexibility and to take advantage of opportunities during a time of change in higher education.

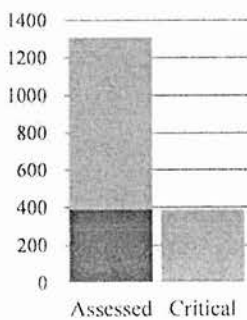
Agency Critical Roles

388

Total Positions Assessed for Criticality

11

Total Positions Identified as Critical



Critical Roles by EEO Code

Officials and Administrators	3
Professionals	6
Technicians	1
Protective Service Workers	0
Paraprofessionals	0
Administrative Support	0
Skilled Craft Workers	1
Service/Maintenance	0
Faculty	0
Other	0

Executive Team Risk

Agency Executive Team Definition

The president and his direct reports were identified as part of the agency executive team.

9

Total Positions Identified as Part of the Executive Team

8

Total Executives are Appointed Positions

Executive Team by EEO Code

Officials and Administrators	9
Professionals	0
Technicians	0
Protective Service Workers	0
Paraprofessionals	0
Administrative Support	0
Skilled Craft Workers	0
Service/Maintenance	0
Faculty	0
Other	0

Agency Retirements

57

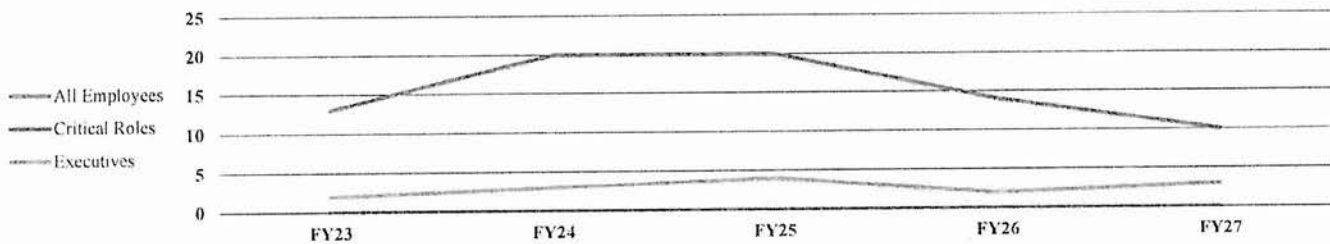
Employees Currently Eligible to Retire

13

Employees in Critical Roles Currently Eligible to Retire

1

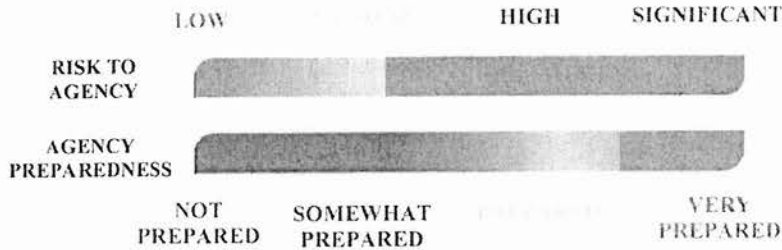
Executive Employees Currently Eligible to Retire



Key Agency Strategic Objectives that Impact or are potentially Impacted by the Continuity of Operations

Recruitment

Recruitment focuses on elements related to applicant and hiring trends at the Agency, to include applicants to the agency, hires, time to fill, and filled and vacant positions.



Key Findings and Highlights
 Applicant data includes faculty, staff, wage, adjunct and student positions. Instructional faculty positions are posted for a longer period of time with the hire being the next school year. This affects the days to fill average.

Applicants vs. Hires

Hire Percent of Applicants



1,864

Total Applicants for Positions at the Agency

197

Total Number of Hires for the Fiscal Year

Time to Fill and Positions

Time to Fill

71.0

Days to Fill Positions on Average

1,279

Total Filled Positions for the Fiscal Year

66

Total Vacant Positions at the End of the Fiscal Year

Applicant and Hires by EEO Code

	Applicants	Hires
Officials and Administrators	51	1
Professionals	805	58
Technicians	69	7
Protective Service Workers	16	3
Paraprofessionals	65	19
Administrative Support	109	67
Skilled Craft Workers	66	15
Service/Maintenance	15	1
Faculty	668	26
Other	0	0

Time to Fill, Filled Positions, and Vacant Positions by EEO Code

	Time to Fill	Filled	Vacant
Officials and Administrators	. Days	23	2
Professionals	43. Days	319	24
Technicians	40. Days	65	7
Protective Service Workers	78. Days	19	3
Paraprofessionals	177. Days	6	2
Administrative Support	26. Days	461	14
Skilled Craft Workers	33. Days	42	4
Service/Maintenance	. Days	11	0
Faculty	89. Days	333	10
Other	. Days	0	0

Hire Percent of Applicants to Critical Roles



89

Total Applicants for Critical Roles at the Agency

1

Total Hires for Critical Roles Positions at the Agency

Time to Fill

33.0

Days to Fill Critical Positions on Average

6

Total Filled Critical Roles for the Fiscal Year

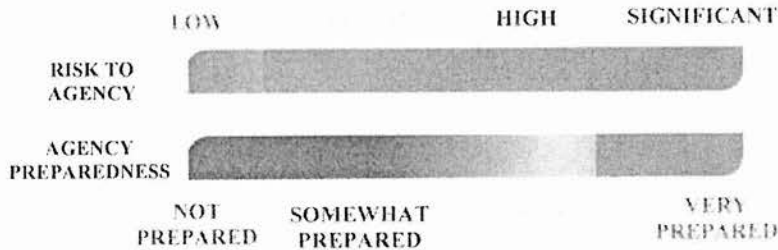
5

Total Vacant Critical Roles at the End of the Fiscal Year

Key Agency Strategic Objectives that Impact or are potentially Impacted by Recruitment

Retention & Engagement

Retention and Engagement focuses on understanding how employees move within or out of the agency, how long they serve the agency, and their experience at the agency.



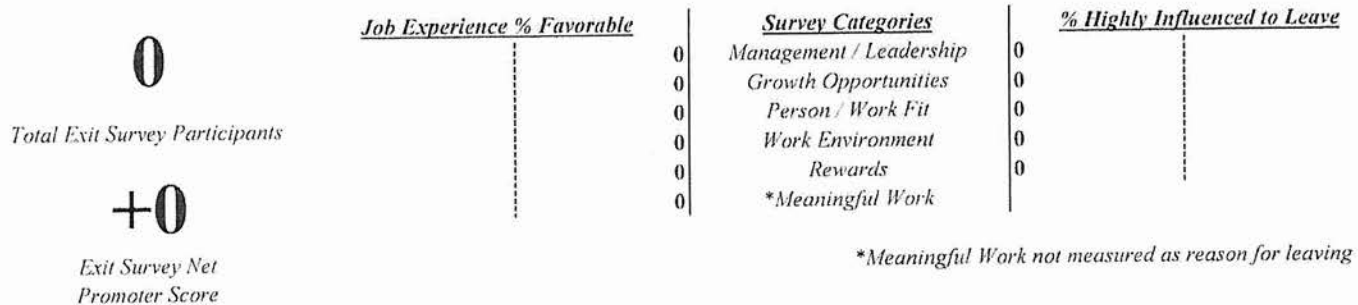
Key Findings and Highlights
Two factors have attributed to our turnover rate: COVID with more employees wanting to work from home and a strong labor market enticing employees to take another position.

	All		Within First 5 Years		With First Year	
Average Years of Service	6.8	26.0	2.3	0.0	0.9	0.0
Total Internal Promotions	22	0	6	0	2	0
Total Internal Transfers	10	0	5	0	3	0
Internal Mobility Rate	3%		1%		1%	
Officials and Administrators	0%		0%			
Professionals	5%		4%		5%	
Technicians	8%		6%		13%	
Protective Service Workers	5%		11%		0%	
Paraprofessionals	0%		0%		0%	
Administrative Support	0%		0%		0%	
Skilled Craft Workers	2%		0%		0%	
Service/Maintenance	0%		0%			
Faculty	2%		0%		0%	
Other						
Total External Transfers	3	0	3	0	0	0
Total Voluntary Separations	136	0	107	4	17	0
Voluntary Turnover Rate	11%		15%		4%	
Officials and Administrators	0%		0%			
Professionals	20%		26%		11%	
Technicians	0%		14%		0%	
Protective Service Workers	26%		11%		0%	
Paraprofessionals	167%		1133%		0%	
Administrative Support	4%		11%		2%	
Skilled Craft Workers	29%		44%		133%	
Service/Maintenance	9%		0%			
Faculty	7%		8%		4%	
Other						

*Light blue denotes metrics for Critical Roles

Commonwealth of Virginia Exit Survey for Classified Employees

NOTE: Only Voluntary Separations and Transfers of Classified Employees are invited to participate in the COV Exit Survey.



Agency Exit and Engagement Survey

	<u>Survey Categories</u>	<u>% Favorable</u>		<u>Survey Categories</u>	<u>% Favorable</u>
0 <i>Total Participants</i>	0	0	0 <i>Total Participants</i>	0	0
	0	0		0	0
	0	0		0	0
	0	0		0	0
	0	0		0	0
	0	0		0	0
	0	0		0	0
	0	0		0	0
	0	0		0	0
	0	0		0	0

Agency Engagement Events

<u>Event Month</u>	<u>Event Name</u>	<u>Event Participation</u>	<u>Key Notes on Events</u>

Agency Employee Recognition

Number of Employees Recognized by Award Type

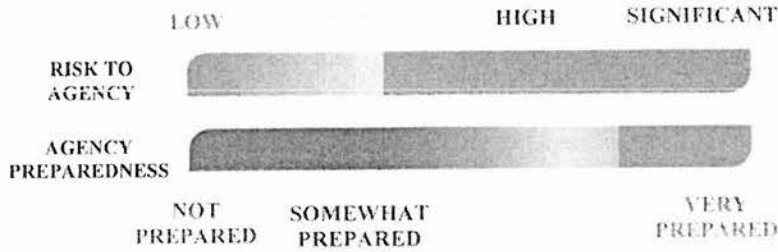
- Tangible Award
- Certificate
- Bonus
- Recognition Leave
- Service Award
- Other

Key Notes on Employee Recognition

Key Agency Strategic Objectives that Impact or are potentially Impacted by Retention & Engagement

Workforce Development

Workforce Development focuses on exploring the impacts of any development initiatives conducted, hosted, or supported by the Agency.



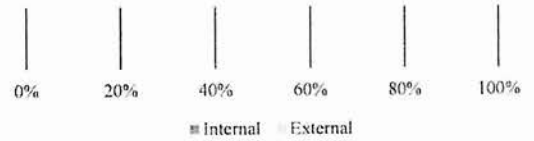
Key Findings and Highlights

The Center for Faculty Enrichment is an asset to faculty; however, we need to provide more professional development for staff.

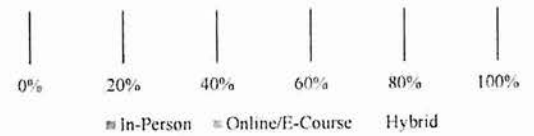
Agency Workforce Development

Participation by Program

Internal vs. External Development



Delivery Methods



Development specific to Critical Roles

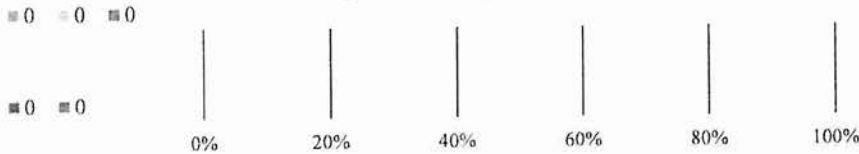
Development to Address Retirements

Development specific to Executives



Agency Support for Workforce Development

Participation by Support Item



Additional Notes on Development Support

Key Agency Strategic Objectives that Impact or are potentially Impacted by Workforce Development

Upcoming Fiscal Year Workforce Strategy and Action Plan

Objective 1

Our related workforce strategy is to strive to have the appropriate workforce in terms of size and skill-set to provide flexibility and to take advantage of opportunities during a time of change in higher education.

Continuity of Operations Action Item Continue with the executive level comprehensive review of new or vacant positions to consider the primary purpose of the position, the financial and operational reasons for creating or refilling a vacant position, whether the duties of the position could be absorbed

Objective 2

Strong commitment to diversity of backgrounds, identities, and intellectual perspectives is crucial for our success pedagogically and civically, as is focus on faculty and staff recruitment and retention, including competitive compensation.

Recruitment Action Item Establishment employee resources group (ERG), whose responsibilities reviewing and working to ensure job opportunities are reaching full range of possible candidates, reflecting the population of the Commonwealth in all dimensions.

Objective 3

Distinction in the Commonwealth and the Nation

Retention & Engagement Action Item Increase the number of affinity groups.

Retention & Engagement Action Item More effectively promoting the benefits of Longwood employment and attractions of our region, in order to be more appealing to highest-caliber candidates for whom such factors will be important in their decision whether to move here, and in retaining current

Objective 4

Our related workforce objective is to strive to have the appropriate workforce in terms of size and skill-set to provide flexibility and to take advantage of opportunities during a time of change in higher education.

Workforce Development Action Item CAFÉ will continue to enhance instructional faculty resources that are based on faculty need and relevant emerging trends in higher education.

Workforce Development Action Item Create more professional development opportunities for staff.

Signatures

2.2-1209, Policy of the Commonwealth regarding workforce planning issues with a submission of a succession plan for agency/institution in alignment our annual strategic planning cycle. To ensure that workforce planning is occurring in tandem with agency strategic planning, and to support the acquisition and sustainment of a resilient workforce, agencies and institutions of higher education must execute, continuously evaluate, and submit an annual workforce planning and development report to executive leadership. The plan template was designed by the Department of Human Resources Management and vetted by a state human resources advisory committee. As directed by the legislative mandate, the plan has a threefold focus: mission critical positions, employees nearing retirement, and executive positions.

This Workforce Planning and Development Summary serves as a continual assessment of workforce risks and accomplishments surrounding the areas of continuity of operations, recruitment, retention and engagement, and workforce development. It will enable informed executive-level workforce decisions. Plans must be submitted to an agency's Cabinet Secretary or Board of Visitors annually, no later than September 30th of each year.

Statement of Commitment

Longwood University is committed to the Commonwealth's policy and efforts to submit a workforce plan development report annually to ensure adequate workforce planning alignment with the agency's or institution's strategic plans.

Agency Head Signature

Rosa J. Mooney
Human Resources Director

BOARD OF VISITORS
STRATEGIC OPERATIONS

POLICY RETIREMENT REQUEST

Policy Title: Satisfactory Academic Progress

Policy Number: 6027

Action Requested: The Board is asked to “retire” the policy 6027. The Federal Title IV aid program allows institutions to determine their own procedures so long as the procedures meet the minimum federal requirements. Based on the ability for institutions to establish and modify procedures to best meet student and institutional needs, procedures should be maintained within the financial aid office procedures and University Undergraduate Catalog in lieu of Board approved policy. Additionally, Policy 6007 (Compliance with State and Federal Regulations) requires Longwood to follow federal guidelines, thus there is still a policy that governs the requirement of satisfactory academic progress procedures to meet federal Title IV requirements.

Policies & Procedures

Satisfactory Academic Progress 6027

I. PURPOSE

The purpose of this policy is to establish academic standards for participation in Federal Financial Aid Programs.

II. POLICY

Federal student aid regulations require all educational institutions administering funds to ensure that financial aid recipients are making satisfactory academic progress toward their educational objectives. The regulations apply to all students receiving Federal, State, and Institutional financial aid funds. Questions regarding this policy should be directed to a staff member in the Office of Financial Aid. Satisfactory Academic Progress for financial aid has been defined as follows:

1. Satisfactory Progress Requirements
 1. Maintenance of a minimum Longwood University cumulative grade point average.
 1. For undergraduates, freshmen (students with less than 25 total credit hours earned) must have at least a 1.80 cumulative Longwood GPA. For all other students, at least a 2.00 cumulative Longwood GPA is required.
 2. For graduate students, at least a 3.00 cumulative Longwood GPA is required.
 2. Pace defined as the attainment of at least a 75% completion rate towards educational objective for hours attempted at Longwood University. Students must complete and pass at least 75% of all hours attempted at Longwood University. A student's completion rate is calculated by dividing hours earned by hours attempted. Grades of F, W, I, and repeated courses count as hours attempted. Transfer hours are not included in this calculation.
 3. **Normal Completion Time**
 1. Undergraduate students will be eligible for financial aid for a maximum of 180 attempted credit hours. Transfer hours are included in the total number of credit hours attempted.
 2. Graduate students will be eligible for financial aid for a maximum of 150% of the total credit hours required of their program. Transfer hours are included in the total number of hours attempted.
2. Satisfactory Progress Levels Defined
 1. Satisfactory Academic Progress will be evaluated at the conclusion of each academic year (May). At this time, students who have a current FAFSA and/or a completed FAFSA for the next academic year will receive written notification of their current SAP standing. To be making satisfactory academic progress a student must maintain the required cumulative grade point average, attain at least a 75% completion rate, and not exceed the normal completion time.

2. Students failing to maintain satisfactory academic progress at the end of the spring semester will be placed on Financial Aid Suspension beginning with the following fall semester. Such status will make students ineligible for financial aid until such time as the satisfactory academic progress requirements are met or the student is granted an appeal.
 3. During the period of Financial Aid Suspension, students may (unless placed on Academic Suspension) attend Longwood University without financial aid. It will be the student's responsibility to secure other financial resources during this period.
3. Satisfactory Progress Appeal Process
1. A student who is placed on Financial Aid Suspension may appeal the denial of financial aid. The appeal must be made by submitting a Satisfactory Academic Progress Appeal Form (<http://www.longwood.edu/>; click on Tuition & Financial Aid'; click on 'financial aid office'; click on 'forms') to the Office of Financial Aid no later than one week prior to the first day of classes. Only one appeal per semester will be accepted. The appeal will be directed to the Appeals Committee whose decision will be final. The decision will be based on demonstration of one of the following situations:
 1. Error of fact;
 2. Mitigating circumstances, such as death of a loved one or student illness or injury.
 2. Each appeal must contain information regarding the following:
 1. The circumstances that led to the SAP violation.
 2. Why/how those circumstances are no longer affecting the student's academic performance.
 3. What the student has done to address the problems that have prevented him/her from maintaining SAP.
 3. If the appeal is granted, the student will be placed on financial aid probation during which time the student may receive financial aid for one payment period. Each student who is granted an appeal will be given academic conditions. At the end of one payment period, the student must either meet SAP standards or meet the academic conditions of their appeal in order to continue to receive financial aid. The student will be advised in writing of the action on the appeal. If accepted, appeal conditions will be outlined in this letter.

Approved by the Board of Visitors, September 7, 2002.

Revised and approved by the Board of Visitors, March 26, 2010.

Revised and approved by the Board of Visitors, December 2, 2011.

BOARD OF VISITORS

ACADEMIC AFFAIRS

NOTIFICATION ITEM

Notification of Off-Campus Instructional Site and Mode of Delivery

In accordance with the substantive change policy of SACSCOC as well as Longwood's Substantive Change Reporting Policy (1016), the PVPAA must notify the Board about changes that are deemed substantive and which require notification to SACSCOC. Two items require notification to SACSCOC.

- 1) One new off-campus instructional site is planned to offer 25-49% of the coursework for the M.Ed. in School Librarianship program: Denbigh High School.
- 2) The Special Education concentration in the MS in Education degree program will add a distance education mode of delivery.

Strategic Plan & Metrics

LONGWOOD UNIVERSITY



FOREFRONT FOR THE COMMONWEALTH *Strategic Plan 2019-2025*

Our Mission: *Longwood University is an institution of higher learning dedicated to the development of citizen leaders who are prepared to make positive contributions to the common good of society. Building upon its strong foundation in the liberal arts and sciences, the University provides an environment in which exceptional teaching fosters student learning, scholarship, and achievement. As the only four-year public institution in south central Virginia, Longwood University serves as a catalyst for regional prosperity and advancement.*

Our Opportunity:

In a Turbulent Time, a Thriving Institution – American democracy and American higher education are in a time of division and uncertainty, but Longwood can accelerate and thrive, proving the power of residential, citizenship-focused university education

Our Key Principles:

Academic Enterprise at the Heart – as one of the hundred-oldest U.S. colleges and universities and Virginia’s third-oldest public university, we prize faculty engagement with students, our residential character, research and scholarship, and the role of a broader learning community beyond the classroom in preparing citizen leaders committed to the common good in our pluralistic democracy

Transforming Lives – we are at our best when helping to transform lives, by connecting students with people and experiences that broaden their minds, challenge them, and equip them with strong career skills; to succeed we must also help keep college affordable, provide a campus culture that fosters well-being, and be mindful of Longwood’s role as a steward in our region of the Commonwealth

Camaraderie – enriched by our many traditions, including our honor code, and commitment to diversity of backgrounds, identities, and intellectual perspectives, we enjoy a distinctive camaraderie, which is fueled by our belief that individuals can make a difference, here on campus and beyond; cultivating this camaraderie gives real strength for collaborating and working together in challenging times

Our Priorities:

Intensifying Enthusiasm across All Enrollment – the University will thrive if students and prospective students at all levels cherish the chance to attend Longwood; academic rigor is fundamentally part of cultivating this enthusiasm, as is affordability via scholarships

Innovation in What We Offer – inspired by Civitae, we can innovate in our major, graduate, co-curricular, and student-employment offerings, enhancing career skills by drawing on strengths like Hull Springs, the LCVA, Moton, Study Abroad, and the Brock Experiences

Reflecting the Diversity of America – strong commitment to diversity of backgrounds, identities, and intellectual perspectives is crucial for our success pedagogically and civically, as is focus on faculty and staff recruitment and retention, including competitive compensation

Distinction in the Commonwealth and the Nation – communicating Longwood’s successes and strengths, qualitative and quantitative, will make one of the fifty-oldest NCAA Division I schools into the household name in Virginia and beyond that it should be

A Sense of Beauty and Place on Campus – with its historic sense of place and its accessibility, our campus can serve as a sanctuary of natural and architectural beauty fostering physical and mental well-being; sustainable practices are powerfully important in this regard

College-Town Vibrancy – Farmville, Prince Edward, the surrounding region, H-SC, and Longwood stand together where the Civil War ended and Civil Rights began, as America’s first two-college community; our college-town vibrancy is resurgent and crucial

A Culture of Philanthropy – with the Commonwealth as a vital support and catalyst always, it is also of paramount importance for Longwood to build a true culture of philanthropy, among alumni and friends as well as on campus in spirit, budget and procedure

Measuring Progress:

Each part of the University will determine how best to assess progress against these priorities in its own area; here are metrics Longwood will measure as barometers reflecting institution-wide progress, assessed to inform decision-making and budgeting:

- Enrollment for Undergraduates, “4+1” and Graduate Students
- Retention and Graduation Rates
- Composition of Student Body, Faculty, Staff, Boards and Volunteer Leadership
- Purchase Volume of University Licensed Logos and Marks
- Overall Attendance at University Events (Performances, Athletics, Exhibits, Lectures, etc.)
- Total Population of the Local Community
- Alumni Annual Giving Percentage



FOREFRONT FOR THE COMMONWEALTH Strategic Plan 2019-2025

- Dashboard of Principal Metrics -

Intensifying Enthusiasm Across All Enrollment- Principal Metric: Enrollment for Undergraduates, "4+1" and Graduate Students											
	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Est. 2022
<i>Applications Prior Year</i>	4207	4087	4224	4354	4683	4869	5160	4417	6689	5893	6098
Freshmen	1029	1106	1097	1036	928	1053	1007	799	819	718	822
Sophomores	840	809	854	872	799	728	770	770	636	604	543
Juniors	687	774	745	798	782	718	655	691	677	545	527
Seniors	668	635	734	711	740	742	669	588	632	628	480
5 th Year +	224	259	223	257	233	220	217	180	176	192	179
Transfers and Part-Time	885	891	907	971	913	994	764	823	835	751	627
"4+1" Students	76	68	99	113	91	115	100	102	118	104	115
Graduates	479	463	522	474	499	603	587	609	901	1126	1142

Innovation in What We Offer-Principal Metric: Retention and Graduation Rates				
Reporting Year	Retention Rate		Graduating Class	4-Year Graduation Rate
2013	82%		Class of 2013	44%
2014	79%		Class of 2014	47%
2015	80%		Class of 2015	48%
2016	80%		Class of 2016	54%
2017	81%		Class of 2017	50%
2018	75%		Class of 2018	51%
2019	75%		Class of 2019	52%
2020	79%		Class of 2020	52%
2021	73%		Class of 2021	47%
2022*	77%		Class of 2022*	48%

Distinction in the Commonwealth and the Nation- Principal Metric: Purchase Volume of University Licensed Logos & Marks	
Fiscal Year	Purchase Volume
FY 2013	\$570,472
FY 2014	\$572,725
FY 2015	\$613,646
FY 2016	\$726,167
FY 2017	\$942,622
FY 2018	\$803,744
FY 2019	\$1,000,355
FY 2020	\$546,878
FY 2021	\$313,073
FY 2022	\$492,892

*indicates preliminary data

Reflecting the Diversity of America Principal Metric: Composition of Student Body, Faculty, Staff, Boards and Volunteer Leadership									
Academic Year	Boards and Volunteer Leadership			Faculty and Staff			Student Body		
	% Men	% Women	% URM	% Men	% Women	% URM	% Men	% Women	% URM
2012-13	42%	58%	8%	43%	57%	13%	31%	69%	19%
2013-14	42%	58%	10%	43%	57%	13%	32%	68%	21%
2014-15	51%	49%	9%	43%	57%	14%	32%	68%	22%
2015-16	52%	48%	11%	42%	58%	13%	30%	70%	24%
2016-17	49%	51%	10%	42%	58%	14%	31%	69%	24%
2017-18	44%	56%	8%	42%	57%	12%	31%	69%	26%
2018-19	48%	52%	11%	43%	57%	12%	30%	70%	26%
2019-20	42%	58%	18%	43%	57%	13%	29%	71%	26%
2020-21	43%	57%	18%	43%	57%	13%	29%	71%	28%
2021-22	44%	65%	25%	42%	58%	12%	31%	69%	30%
2022-23	35%	65%	27%	43%	57%	12%	30%	70%	29%

A Sense of Beauty & Place on Campus- Principal Metric: Overall Attendance at University Events										
	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	
Total Attendance	44,584	51,729	71,662	124,844	138,126	145,771	*	*	*	
College-Town Vibrancy- Principal Metric: Total Population of the Farmville Region (by registered voters)										
	July 2014	July 2015	July 2016	July 2017	July 2018	July 2019	July 2020	July 2021	July 2022	
Total Population	38,925	37,626	38,078	38,009	38,280	38,122	38,630	39,556	40,091	
A Culture of Philanthropy- Principal Metric: Alumni Annual Giving Percentage										
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY2021	FY2022
	10.15%	9.47%	10.94%	11.20%	10.07%	9.53%	7.60%	5.7%	7.1%	6.3%

**With closure of Longwood B&B and impact of Covid on campus events, attendance comparisons are no longer valid as of 2019-20.*

Vice Presidents' Reports



Academic Affairs

Larissa M. Smith, Provost & Vice President

Highlights

- **The Virginia Children’s Book Festival returns in person to campus in October**
- **Acclaimed author Sandra Cisneros speaks to a packed crowd as part of the Longwood Authors Series**
- **SALSA (Southside Area Libraries Sharing Access) network combined library catalog rolls out December 15**

Academic Affairs

In-person holiday rituals are back in full swing! The Camerata Singers are singing in the Rotunda from 11:30 a.m. – 11:50 a.m. and in the Library from 2:15 p.m. – 2:30 p.m. on Friday, December 2. The Department of Art is also hosting the Design in Craft Holiday art sale in Bedford Hall from 10:00 a.m. to 6:00 p.m. on December 2. Pieces for sale include handmade ceramics, jewelry, and prints by art students and faculty. A portion of the sale proceeds goes to helping Farmville Area Community Emergency Service (FACES) provide food for families in need and the Student Collective Art Scholarship fund. On December 3 from 10:00 a.m. – 12 noon, the Longwood Center for the Visual Arts (LCVA) is thrilled to host its first in-person Free Family Workshop since 2019. Winter Wonderland includes a variety of holiday-themed arts and crafts activities the whole family will enjoy, as well as light refreshments. Supplies and plenty of smiling and skilled volunteers will be on hand.

Work on the SACSCOC Quality Enhancement Plan (QEP) “Preparing for Post-Graduate Success” has continued this fall. SACSCOC Standard 7.2 calls for the institution to develop a QEP “that (a) has a topic identified through its ongoing, comprehensive planning and evaluation processes; (b) has broad-based support of institutional constituencies; (c) focuses on improving specific student learning outcomes and/or student success; (d) commits resources to initiate, implement, and complete the QEP; and (e) includes a plan to assess achievement. The QEP development and writing team, led by Pam Tracy, director of the Center for Faculty Enrichment and professor of Communication Studies, conducted a series of small group as well as larger feedback sessions on potential learning outcomes and implementation strategies. An early draft of the QEP is anticipated for review by the Reaffirmation Leadership Team in the spring.

The SACSCOC compliance certification report and initial quality enhancement plan are due in early September 2023. An on-site visit by peer evaluators will occur from March 18-21, 2024. In preparation for this, both Provost Lara Smith and Associate Provost David Shoenthal will participate, as a reviewer and observer respectively, in SACSCOC on-site visits at other institutions in spring 2023.

Brock Experiences

The LU@Yellowstone course and three recently developed Brock Experience courses are planning to travel in summer 2023: Being Human (San Francisco), Place & Voice (San Francisco), and Weathering the Storm (Charleston). The Chesapeake Bay Brock Experience plans to operate as a faculty development institute again in summer 2023.

Capitalizing on the successful first run of the Being Human course in San Francisco led by Dr. Dale Beach, Brock Experiences will offer an additional course running concurrently in this same location. This second San Francisco course will focus on who gets a voice in the democratic process as seen through the lens of the LGBTQ+ population's struggle for rights. Erin Waggoner, assistant professor of communication studies, will lead this second San Francisco course.

Following in the model established by the Chesapeake Bay course, Brock Experiences will launch a new semester-based course. Led by Chris Labosier, associate professor of environmental science, students will engage with the multi-faceted issue of climate change and community resilience as seen in Charleston, South Carolina. While this course will initially begin with a Summer 2023 pilot, it will be offered during Spring 2024 and regularly during spring semesters moving forward.

Civitae Core Curriculum

Symposium Day, which occurred on Tuesday, November 15, continues to be a day of dialogue, deliberation, and discussion around the theme "E Pluribus Unum." For the second year of Civitae Symposium cohorts, the day focused on intentional listening and conversations. The day began with keynote remarks by Eric Hodges, assistant professor of political science, former Marine, and recent recipient of the Junior Faculty Award. He grounded the day's work in ancient Greek definitions of the common good in order to help students see how the foundations for their work are rooted in classical thought. From there, the 400+ students presented in four concurrently-run sessions over the course of the day. Kerri Cushman's students printed broadsides in the letterpress studio in Bedford; Roland Karnatz's students demonstrated sound design projects in Wygal; and other students discussed topics ranging from racial and environmental justice to entrepreneurship. The day ended with a series of small group deliberative dialogues during which students discussed how they defined "E Pluribus Unum" and their ideas of a good citizen.

Innovative and topical courses continue to come through the pipeline for Civitae. For instance, the MATH 308: Math and Elections course is a study of mathematical applications in elections,

voting and politics and how they can help solve problems in politics and government. Topics include the structure of American government and elections, voting methods, apportionment, and Arrow's Theorem.

The Chesapeake Bay Brock Experience course has been redesigned as CTZN 327: Stewardship of Public Waterways. Taught by Melissa Rhoten, professor of chemistry, and Mark Fink, associate professor of biology, the course will run during the semester with ten face-to-face meetings and three required field excursions including the use of the Baliles Center at Hull Springs. This course focuses on a set of challenging and contentious Chesapeake Bay management issues surrounding three key species: menhaden, oysters, and blue crabs. Each of these species will be investigated using a variety of lenses: scientific, political (regulatory), economic, socio-cultural, and aesthetic.

Cook-Cole College of Arts and Sciences (CCCAS)

Faculty in CCCAS have brought impressive speakers and artists to campus and also represented Longwood at national conferences this fall. Professor Mary Carroll-Hackett of the Department of English and Modern Languages, along with Academic Affairs, the CCCAS Dean's office, and Greenwood Library, hosted the acclaimed author Sandra Cisneros on campus on November 8-9 as part of the Longwood Author Series. Ms. Cisneros is the author of several works of poetry and fiction, most famously *House on Mango Street*, which has sold over 6 million copies and been translated into 22 languages. Ms. Cisneros made herself extremely accessible to students throughout her visit. She held a one-hour session with over 100 students, providing them with an overview of the writing life and answering their questions. She also met with faculty in English and Modern Languages and then in the evening gave a reading of her poetry and an audience Q & A to a packed crowd in Blackwell Hall. After the reading, she met one-on-one with over 50 audience members who lined up for signatures and further questions. The event audience included 17 students from Trinity Episcopal High School in Richmond who made the trip with their teacher, Longwood alumna Alicia Raymond.

Ceramics professor Adam Paulek in the Department of Art, Theatre and Graphic and Animation Design brought national ceramic artists and professors to Farmville to fire an anagama kiln, which is an ancient type of pottery kiln brought to Japan from China in the 5th century. Paulek also organized an artist talk and roundtable at Longwood. Community members and students were involved with the firing, which involves ash falling in a variety of firing spaces in a series of chambers that no other firing process can mimic. It is always a communal firing, and the kiln is stoked continually, day and night, for around 7 days.

The Department of History, Political Science and Philosophy joined the University of Richmond in co-hosting the annual conference of the Haskins Society, a medieval history-focused meeting. While the conference was held on the UR campus, the combined support of Longwood's Provost, the CCCAS Dean, and HPSP Chair Steven Isaac made Longwood present and visible as a co-host of the conference. Steven Isaac handled the conference's hybrid side, with deeply appreciated and timely support from Dean Boyle in Longwood's DEC for the Zoom elements.

While the majority of conference attendees were from the US, UK, and Canada, other represented countries included France, Italy, Ireland, Estonia, Austria, and China.

Lisa Edwards-Burrs, associate professor of voice, performed at the African-American Art Song Conference in California, singing the world premiere of a work and performing in a tribute concert honoring black composers. First-year Wind Symphony director Mike Waddell was a featured soloist at the Richmond Pops Concert, before a crowd of about 2,000, just after an on-campus performance with his professional tuba ensemble, the Keystone Quartet.

Longwood students and alumni are also showcasing their talents around the state and region. Junior Music major Kylee Pickeral was the youngest student accepted to a summer conducting workshop at Shenandoah University; she has continued to connect with that cohort and put her conducting skills to use this semester, conducting a work with Camerata Singers, piano, and cello. Junior trombone Music major Daniel Ellis has been invited to perform at a Collegiate Recital at the Virginia Music Educators Conference.

A recent alumna from Communication Studies, Makayla Jennings, won a National Academy of Television Arts & Sciences Capital Emmy for Student Production in non-fiction long form work. Her documentary, “The Tall Black Stranger: Revealing the Truth of the American Cowboy,” was one of three winners in that category. The other category winners were submissions from UVA and American University. For context, the other winning submissions were completed by student teams as UVA’s winner had at least three contributors/producers and was released by their WUVA affiliate. The American University submission was produced through their Center for Environmental Filmmaking in partnership with a PBS affiliate with two directors and six producers. Makayla’s work was completed as a project in Ryan Stouffer’s COMM 445: Digital Storytelling class in Spring 2022 and was done solely on her own.

Faculty also continue to be active in recruiting prospective students. Organized by Amorette Barber, associate professor of biology and director of the Office of Student Research, science faculty participated in hosting about 100 local Governor's School students (see Office of Student Research report below). An information session was hosted by biology faculty along with invited speakers from Eastern Virginia Medical School to publicize the new Early Assurance Program agreement between Longwood and EVMS that can provide pathways for qualified Longwood students to enter into graduate health programs, such as physician’s assistant and other master’s level programs.

College of Business and Economics (CBE)

This fall, the CBE has focused on building a strong partnership with Admissions with the goal of increasing yield on applicants. The CBE has designated David Zirkle, who teaches economics, to connect admitted students to faculty in their area of interest and develop new outreach programs. The first new program was a CBE Tailgate for applicants and their families prior to the November 19 Lancers men’s basketball game. The Tailgate brought faculty, staff, students, and alumni together to interact with applicants and encourage them to join the CBE community.

In addition, the CBE has been enhancing and developing rich opportunities for students to interact with alumni. On November 10, Patti Carey, executive director of the McGaughy Internship and Professional Development Center, hosted the CBE mock interview sessions and etiquette dinner with keynote speaker and alumnus Duke Rawlins. The etiquette dinner is part of Patti's course for juniors that helps prepare them for their career and includes resume writing, networking, and other key job search related skills.

CBE Interim Dean Sara Neher and CBE leadership are currently working with the CBE Advisory Board of alumni and corporate partners to develop additional chances for students to interact with corporations and organizations. CBE has a required internship for all majors. One of the targets for next year is to increase the number of credit-bearing internships that lead to full-time job offers. The CBE Advisory Board is committed to helping students find full-time employment and so the team is revitalizing the Executive-In-Residence Program and designing new programs. As part of CBE strategic planning, CBE has been working with Alumni and Career Services to identify where CBE can take the lead on corporate outreach for all of Longwood.

The CBE Strategic Planning Process is integral to the AACSB re-accreditation process, and the report is being finalized in November. The CBE faculty has made great progress this fall towards the goal of modernizing the assessments of learning for both the undergraduate programs and the MBA. The AACSB on-site peer evaluator visit is planned for February.

Dr. Cheryl Adkins '81, professor of management, who served as CBE associate dean and chair of the Department of Management and Marketing, is retiring at the end of the semester. Cheryl joined the Longwood faculty in 2000, and became an integral part of the operations of the CBE. As Associate Dean, she served as the primary student contact for the faculty as well as led the AACSB accreditation processes. She also served on numerous committees across campus, most notably the faculty committee that developed the Civitae Core Curriculum.

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

The CEHHS is dedicated to promoting enrollment in critical shortage areas such as PK-12 education and in nursing. Within the PK-12 enrollment initiative, Associate Dean David Locascio, associate professor of education, coordinates efforts with Admissions and regional school division partners with the Teachers for Tomorrow (TfT) program. Teachers for Tomorrow participants are high school students who are encouraged to pursue careers in teaching. The CEHHS has developed programming through which teachers of the TfT courses are upskilled, and a growing network of TfT teachers has resulted.

In October, entire TfT classes from 11 partnering divisions attended the Education Immersion Day. This 2nd annual Education Immersion Day exceeded expectations for participation, with over 200 high school students from more than 30 Virginia high schools participating, including schools in Virginia Beach, Prince William County, and the majority of the Region 8 school divisions surrounding Longwood. The CEHHS intends to continue to work with the Admissions Office and school divisions to schedule such events to address critical teacher shortages.

Intensifying enrollment within nursing is linked to clinical site capacity and nurse educator recruitment. The Longwood University Department of Nursing is engaged in state policy conversations regarding nurse shortages and continues to attract robust demand for limited spaces in its programs.

The College of Education, Health, and Human Services prioritizes community engagement across all of its programs and regularly participates in community-engaged activities:

- This August the First Lady for the Commonwealth visited the Longwood Center for the Visual Arts (LCVA) and was able to observe art created by Longwood LIFE participants. This led to a request by the First Lady for one Longwood LIFE artist to create an interpretation of the Executive Mansion at the Holidays that will be featured as the Governor and First Lady's Christmas card. Longwood LIFE is a two-year non-degree post-secondary certificate day program for individuals, ages 18-25, with intellectual disabilities.
- In partnership with the LCVA, the CEHHS hosted an exhibition of PK-12 students' artwork in November 2022. The exhibition opening was held in Hull Hall and features the works of over 20 youth artists ranging in age from 2-18. Their work will remain on display in Hull Hall for the remainder of the academic year.
- In October 2022, the Infant and Toddler Connection (ITC) of the Heartland collaborated with STEPS, Inc., which runs Head Start programs in the local community, again this year to complete developmental screenings for five Early Head Start sites, located in Amelia, Charlotte, Lunenburg, and Prince Edward counties. These were follow-up screenings to identify any suspected developmental delays that may not have been apparent at the beginning of the school year. A total of 50 screenings were completed, resulting in six potential new referrals to ITC.
- This fall, students in the Recreation and Leadership Activity course in the Therapeutic Recreation program worked with the Andy Taylor Center and the Fuqua School to plan and lead purposeful recreation activities for youth in the community.
- The CEHHS regularly participates as a partner in the monthly Region 8 Superintendents' meetings and hosted the superintendents on campus in October. This was a wonderful opportunity to share information with the superintendents about the College's programs for educator preparation and to hear about stakeholders' needs that can inform faculty's efforts and guide program design. The other higher education partner attending these meetings is Southside Virginia Community College (SVCC), which has two campuses in the region: Keysville (Charlotte County) and Alberta (Brunswick County). Longwood also participates in the monthly Professional Development Council (PDC) meetings of Region 8 divisions. It is through PDC that the university has offered regular professional development for teachers and other school staff across a wide range of areas.

College of Graduate and Professional Studies (CGPS)

As shown in the table below, fall 2022 enrollment remains strong.

Fall 2022 Graduate Enrollment	
Master's Degree students	1,068
Masters Programs in CEHHS*	361
Masters in CBE (MBA)	707
Endorsement students in educational leadership, gifted education, SPED, reading, school librarianship	275
Other Professional Studies students (licensure and recertification courses, non-degree)	189
Total Graduate-Level Students Enrolled	1,532

*CSDS, Counseling, Health & Physical Education, SPED, Reading, School Librarianship, Ed. Leadership

The CGPS staff attended 14 recruitment events across the Commonwealth and on campus, maintained a strong social media presence, and launched several marketing campaigns for targeted initiatives. Initial discussions with the new Dean of Admissions on collaborative efforts for recruitment provided some new goals and strategies for CGPS.

The Digital Education Collaborative (DEC) has overseen the completion of 40 Quality Matters (QM) reviews of Longwood online or hybrid courses. Quality Matters is an internationally recognized and respected organization dedicated to promoting and improving the quality of online education and student learning. QM reviews of online or hybrid courses provide feedback to instructors and recognize exceptional and innovative online course design. Ten instructional video projects and eight recorded Lightboard projects have been completed with Longwood faculty and staff. The DEC has also offered a number of workshops on QM, Canvas, Panopto & Zoom, Respondus Lockdown Browser, and Poll Everywhere.

Cormier Honors College for Citizen Scholars (CHC)

The Cormier Honors College (CHC) motto is "Cormier is where cognition unites with compassion to build community." In November, CHC staff and students demonstrated the CHC's emphasis on scholarship at the 2022 National Collegiate Honors Council Conference in Dallas, Texas, in November. CHC Dean Chris Kukk presented on "Compassion is Greater than Empathy in Building Community" and CHC staff members Josh Blakely and Jessi Znosko presented on "Recruitment and Engagement of Honors Students." Five Honors students collaborated to give two presentations: "Launchpads over Landing Zones: Honors Communities as Vehicles for Justice-Oriented Citizen Leadership" and "The Power of Place (and Open-Air Space): First-Year Community-Building through Public Stewardship in the COVID Age."

In addition to their regular volunteer activities, CHC students established a "Take What You Need" closet (filled with personal hygiene products) this semester in Stevens Hall for all students

who cannot afford such items. It has been such a success that Upchurch just established a similar closet.

The CHC students, staff and faculty have collaborated with others to strengthen the Longwood and Farmville communities to address entrepreneurial endeavors, community inclusivity, as well as enrollment and funding efforts. CHC Dean Chris Kukk is collaborating with staff of the Longwood Small Business Development Center (SBDC) and Hampden-Sydney College in creating the first of its kind rural innovation hub (called SEED). The innovation hub was featured on the Virginia Humanities radio program "With Good Reason" (<https://www.withgoodreasonradio.org/episode/36332/>).

The Cormier Honors College, along with staff from the Office of Multicultural Affairs, hosted its first-ever Open Forum for all students (honors and non-honors alike) in October. The purpose of the event was for students to share their concerns in a positive way and to listen to all points of view in a compassionate way as a means toward strengthening and building community. The event was so successful that there will be another one held next semester. In terms of recruiting and funding, the CHC has been hosting Zoom interest sessions for all prospective students every other Friday, and thanks to a generous donor, the CHC will be offering a four-year "full ride" scholarship to an incoming 2023 fall first-year student.

Greenwood Library

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

- SALSA Library Network: Training continued for library staff in preparation to launch a new library system shared with Hampden-Sydney College and the Central Virginia Regional Library. Staff participated in numerous in-person and Zoom training events and are working closely to ensure a seamless transition.
- Wellness Programming: As part of an Institute of Museum and Library Services (IMLS) grant, the library partnered with Counseling and Psychological Services (CAPS) to offer a "Writing for Well-Being Journal Workshop," a "Connections through Crocheting" event, and an author talk and book signing event titled "Finding Meaning in Suffering."
- Southside Reads: The library's thematic reading challenge continued with active online discussions as well as in-person gatherings at local eateries including Three Roads Brewing, Waldy's Ice Cream, and Starbucks.
- Virginia Children's Book Festival: Thousands of K-12 students from around the Commonwealth converged on Longwood's campus to interact with well-known children's and young adult authors. Library staff facilitated the event and provided technical, transportation, registration and other support.

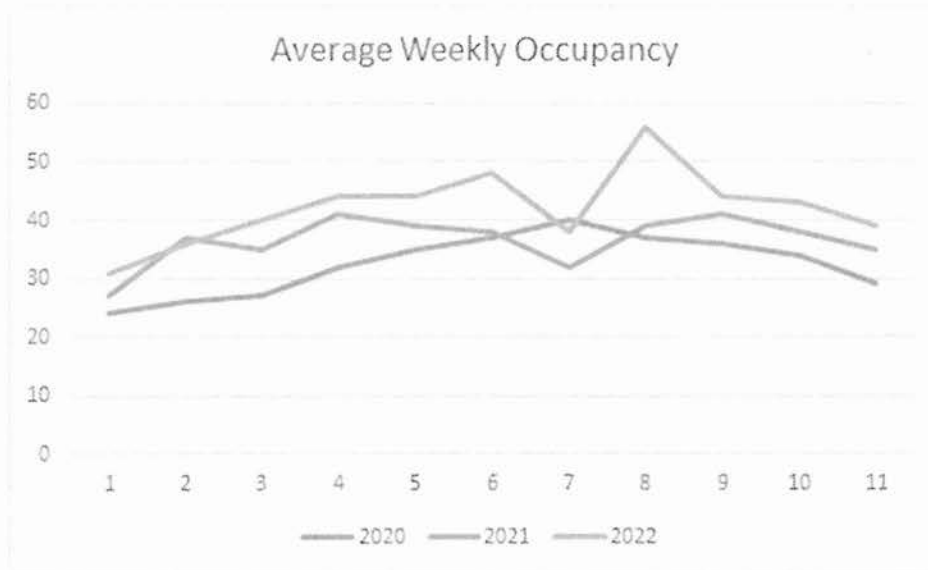
Like most academic libraries, Greenwood Library saw a decline through the pandemic of library engagement. However, as indicated by statistics below, usage is on an upward trajectory.

Library Instruction

Semester	# of Instruction Sessions
Fall 2016	100
Fall 2017	173
Fall 2018	175
Fall 2019	160
Fall 2020	91
Fall 2021	116
Fall 2022	123

Library Occupancy

- Average occupancy is up over 30% compared to 2020.
- Average occupancy is up over 15% compared to 2021.
- Week 8 (the week after Fall Break) was the busiest on average.
 - Average occupancy was up over 51% compared to 2020.
 - Average occupancy was up over 43% compared to 2021.



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

The Office of Accreditation & Compliance is continuing to work on narratives demonstrating compliance with 72 standards as part of our decennial reaffirmation process. Second drafts of all narratives were submitted to an external reviewer last month. Attendance at the SACSCOC annual meeting by President Reveley, Provost Smith, and members of the Compliance writing team will offer further opportunity to gather useful information for these narratives.

In preparation for the next CAEP accreditation visit, the Office of Teacher Preparation (OTP) in collaboration with the Professional Education Council (PEC), has begun organizing specific

work groups with a focus on each of the five initial-level accreditation standards: content and pedagogical knowledge; partnerships and practice; recruitment, progression, and support; program impact; and quality assurance system and continuous improvement. The goal is to create PEC sub-committees with governance over each area and a reporting structure that allows for collaboration across colleges, departments, and programs to strengthen and enhance our common assessments.

In addition to the work of the Professional Education Council (PEC), the Office of Teacher Preparation (OTP) has held initial meetings with all advanced-level program directors to review the advanced-level standards and determine the specific proficiencies that each program will address. Through these meetings, programs identified processes already in place and possible artifacts and sources of supporting evidence. Monthly meetings will continue to ensure continuity and consistency across programs.

Center for Faculty Enrichment (CAFE)

One of CAFE's initiatives for the past year is hosting 90-minute research writing sessions via Zoom for faculty. In one cohort, faculty used these regular gatherings to publish three peer-reviewed papers, edit four additional papers for publication, make progress toward earning a doctoral degree, edit professional documents, and revise research proposals. In addition, the faculty in the Nursing specific cohort worked to submit or have their work published. Jennifer Hutchinson, assistant professor of nursing, submitted for publication, "Writing Right": A Workshop Approach to Improving Nursing Students' Writing," and Kim Little, chair of the department of nursing, along with co-writer Marion Kyner, a local nurse practitioner, sent their article, "Getting Connected: Experiential Dementia Skills Training" out for publication. Faculty report that they gained confidence in their writing and have been able to continue researching while busy with other responsibilities. Other faculty started two more Research Writing sessions to further improve research productivity.

CAFE staff contribute to a broader community of faculty developers across the state and nation. Dr. Pam Tracy, director of CAFE, was a panelist in a Learning Improvement in Higher Education national podcast episode, *Assessment Update Special Issue*. With Dr. Linda Townsend, director of assessment at Longwood, and Dr. Jodi Fisler, senior associate for assessment policy and analysis at SCHEV, Dr. Tracy published "Readiness for Learning Improvement: A Reflective Process" in the November/December issue of *Assessment Update*.

CAFE's annual two-day Pre-Semester Seminar Series will be held on January 4-5, 2023. The theme is "For the Health of it! Learning and Course Design." CAFE staff and experts from across campus will facilitate discussions focusing on strategies, tips, and suggestions on ways to improve course pacing to help maintain faculty and student well-being throughout the whole semester.

Center for Global Engagement (CGE)

Transformative education, innovation, diversity, and career preparation are embedded in the work of the CGE. Before the Covid pandemic, almost 10 percent of undergraduate students participated in a wide range of CGE programs and activities: study abroad experiences, internships, the CTZN 110: World Vision course, the Global Leaders student organization, and international students contributing to campus life. Similar to other universities, participation dropped during Covid, but numbers are quickly rebounding.

Winter study abroad numbers are at their second highest level in nine years. All four winter faculty-led programs met recruiting goals and are getting ready to travel with 42 Lancers to Costa Rica, England, Scotland, and South Africa. Other highlights from the Study Abroad program include:

- Longwood Magazine highlighted two Class of 2022 business majors and shared their experiences as the first study abroad students since the pandemic began. Noelle Baffour and Tallesha Woodson spent a full semester at Sogang University in Seoul, and Woodson credits her experience in Korea as preparing her particularly well for her job as an educational and leadership consultant at the professional business fraternity Delta Sigma Pi in Oxford, Ohio.
- Director of Study Abroad Dr. Emily Kane was invited to serve as logistics support on this past summer's Brock Experience in Alaska. Since assisting with (and enjoying) the excellent programming alongside students, she has worked with program participants to build upon their hands-on, placed-based learning by studying abroad; so far, alumni of that program have plans to study in Costa Rica, Croatia, Spain, and the United Kingdom.
- Staff are planning a student information session about professional global experiences for Lancers such as the Critical Language and Fulbright Scholarships, Peace Corps, careers in international education, teaching English abroad, and other fellowships and work opportunities abroad.

International education professionals are noticing the increasing number of media reports on the marketability of a global experience. Outlets such as Inside Higher Ed, Forbes, and CNBC are reporting the growing importance employers are placing on candidates with global experiences. The CGE assists students with the translation of their global experiences into exciting careers or post-graduate study. CGE staff took part in the most recent career fair and continue to work with students about how to articulate their global experiences well for job interviews and graduate admissions.

One hundred percent of international students are employed within the first three months after graduation. CGE program alumni are employed at Fortune 500 and/or tech companies such as Snapchat, Amazon, and Audible. Students have entered graduate programs at institutions such as Duke, Carnegie Mellon, UNC, and UVA. Seventeen students are enrolled in the new MBA Online Hybrid for International Students. Greater collaboration with Career Services will continue in the coming year.

Baliles Center for Environmental Education at Hull Springs

The premiere of the Oaks ‘n’ Oysters Fundraising event was held on Saturday, November 5. President Taylor Reveley, Longwood REF Chairman John Daniel, and Jon Baliles, son of the late Governor Gerald Baliles, all spoke at the event. John Daniel’s comments are included at the end of this report.

Oaks ‘n’ Oysters attendees participated in a planting of two new Southern red oaks as a way to begin the replacement of trees felled in recent storms. In addition to enjoying oysters, attendees participated in silent and live auctions featuring handmade items crafted from the fallen 400+year old Southern red oak.

Baliles Center Executive Director Sherry Swinson and Dr. Dina Leech, associate professor of biology and research manager for the Baliles Center, met with representatives from the Chesapeake Bay Governor’s School (CBGS) to discuss the potential of a partnership with the Baliles Center. CBGS students and faculty would utilize Baliles Center facilities and engage in sampling and monitoring tasks in coordination with ongoing research projects.

Planning for Phase II of construction continues. Designs have been completed for the renovations for two existing bunkhouses, two new student bunkhouses, and one new faculty cabin, all near the Baliles Center lab. A meeting/event screened pavilion and catering kitchen will be constructed on the footprint of the Honeymoon Cottage near the Ames House. Working with Campus Planning and Construction, a local Northern Neck contractor has been hired, and construction will begin in late fall to early winter, depending on obtaining county building permits, availability of materials, and weather.

Longwood Center for Visual Arts (LCVA)

LCVA’s advisory board lost a longtime friend and advocate this fall when Keith Kisse passed away unexpectedly on September 18, 2022. An avid collector of Works Progress Administration, Virginian, and African art, Keith brought energy and enthusiasm to his role as chair of the advisory board’s collections committee. Under his leadership, the committee secured a significant promised gift of English and European silver from Jack Blanton. David Whaley has agreed to assume the role as chair of the collections committee this year. A memorial in his honor is planned for later in the academic year.

LCVA co-hosted an escape room style event with the Virginia Children’s Book Festival on October 14, 2022 at the Longwood Alumni House. This intimately scaled event raised more than \$14,000 for LCVA and VCBF, and delighted attendees with cocktails, conversation, and puzzles in a spooky atmosphere inspired by author Dan Pablocki’s *Shadow House* series. A similar event is being planned for next year.

The museum welcomed Sun English as its new art preparator in late October. Sun brings significant experience in two West Coast art museums – the San Francisco Museum of Modern Art and the Yerba Buena Center for the Arts – to his role at the LCVA.

Work continues on the museum's storage space renovation, which includes installation of a new, industry-standard mobile art storage system that will provide for optimal preservation and access to LCVA's collection (4,500 pieces) while simultaneously doubling the usable space within the existing storage area. The project was delayed due to an extended study, initiated by LU's space planning department, of the collection area's load bearing capacity. Results of that study initiated a relocation and redesign of the system layout, which is pending approval by IMLS staff. LCVA staff requested and received an earlier extension of the grant performance period to accommodate these activities.

The next Gala is scheduled for April 13, 2024. Moving the date to later in the spring semester will alleviate the pressures of large-scale event planning over winter break as well as inclement weather threats.

Current and upcoming exhibition highlights include:

- *Each Small Kindness: The Art of Corinna Luyken* is an invitation to slow down and see the beauty that is in our world. Her acclaimed illustrations and books are filled with moments of reflection, joy, and poetic connections. On view October 1, 2022 – February 12, 2023.
- *Eldridge Bagley: 50 Years of Painting* deftly weaves the artist's personal history tightly to the regional culture and landscapes of Southside Virginia. Through this retrospective exhibition Bagley invites us to connect our experiences with his and recall the moments near and dear to the heart. Paintings of farming, faith, food, cars, and family open windows to timeless and accessible themes of love, work, land, and change. This exhibition is guest co-curated by Jay Williams and Alex Grabiec. On view December 10, 2022 – April 16, 2023; opening reception December 9, 2022.
- *First, People*, a collaborative exhibition with Longwood's Accessibility Resources Office, coincides with National Disability Awareness Month. This exhibition highlights works of art made by Longwood students, faculty and staff who are illustrating their experiences and narratives with disability. On view March 1 – 31, 2023.

Moton Museum

On November 9, the Farmville Town Council approved the ordinance establishing the Moton Gateway Overlay District, which was originally proposed as part of the town's comprehensive plan, adopted in June 2020. This is the result of important collaborative efforts between Moton staff and Town of Farmville staff over the past several months. The creation of the overlay district also signals Town Council's support of the Museum's effort to gain nomination for UNESCO World Heritage status. Speakers during the public hearing in support of the Moton Gateway Overlay District included Chip Jones, chair of the Farmville Area Chamber of Commerce; Larissa Smith, resident scholar & university liaison to Moton; Doug Stanley, Prince Edward County Administrator; and Cainan Townsend, managing director and director of education and outreach at Moton.

Cameron Patterson, Cainan Townsend, and Larissa Smith have all been engaged this fall in teaching the Bridge Builders course, a grant-funded program that brings together high school students from Prince Edward County High School and Fuqua School to learn about Prince Edward County history and ways of civic engagement. Students have listened to guest speakers from the local community, as well as taken field trips to historic Prince Edward sites and to Richmond. Bridge Builder Scholars from Prince Edward County High School shared an update with the Prince Edward School Board about their experience with the program. A link to the meeting is on YouTube (<https://www.youtube.com/watch?v=yRa56zljbU>), and the students' remarks begin around the 14:35 mark.

Upcoming events at the Moton Museum include:

- Artist Elaine Bankston dedicates portrait of Oliver Hill Sr. to the Moton Museum in November.
- Museum Store Sunday (Be a Patron), Sunday, November 27, 2022, 12 noon – 4:00 p.m.: Join Museum staff for an opportunity to shop for the holidays and tour the galleries. Raffles and refreshments will be offered.
- Third Annual Hanging with Santa, Saturday, December 10, 2022, 12 noon - 2:30 p.m.: Come take free photographs with Santa and enjoy snacks and activity bags for children.
- Moton Holiday Social, Monday, December 12, 2022, 5:30 p.m. - 7:30 p.m.: Join Moton Council members for the return of the in-person Moton Holiday Social. Dinner and refreshments will be served. Moton staff will also share some highlights from the 2022.
- MLK Day Free Family Workshop, Monday, January 16, 2022, 10:30 a.m. - 12:30 p.m.: The Moton Museum, Longwood Center for the Visual Arts, and Longwood's Office of Multicultural Affairs are bringing this return of the Martin Luther King Jr. Day Celebration to the community. This fun and educational day includes tours of the Moton Museum, family and children's art activities, and a reading area.

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

The State Council of Higher Education for Virginia (SCHEV), in consultation with the Virginia Health Care Foundation (VHCF), awarded a Higher Education Mental Health Workforce Pilot to Longwood. Five other universities received funding: Christopher Newport, George Mason, James Madison, Radford and Virginia Tech. Maureen Walls-McKay, director of CAPS, received funding to support the hiring and professional mentoring of an onsite Licensed Clinical Social Worker (LCSW) or Licensed Professional Counselor (LPC) candidate in CAPS for two years. According to the SCHEV press release, "The pilot serves the dual purposes of: (1) expanding mental health services to students on an institution's campus, while simultaneously; (2) increasing the mental health workforce pipeline overall by offering supervised clinical hours for candidates who seek to become LCSWs or LPCs."

Other grant proposal currently in review:

- Proposal to the National Science Teaching Association to continue to host the Junior Science and Humanities Symposium (<https://jshs.org/>)
- Proposal to the National Science Foundation's Robert Noyce Teacher Scholarship program to support future secondary teachers in science and mathematics

- Proposal to the National Science Foundation to support an Institute for Teaching through Technology and Innovative Practices (ITTIP) partnership with the Concord Consortium (<https://concord.org/>) to develop and implement programming focused on engaging children with computational models
- Proposal to the Virginia Department of Education's Advancing Computer Science Education program to support an ITTIP partnership with Amelia, Brunswick, Buckingham, Charlotte, Colonial Heights, Cumberland, Halifax, Martinsville City, Mecklenburg, Nottoway, Prince Edward, and Southampton school systems
- Proposal to the Chesapeake Bay Restoration Fund Advisory Committee to support statewide litter prevention programs

At present, the university is managing three grant-funded STEM Scholars programs and has a planning grant to develop a fourth. These programs are significant in that they focus on recruiting, retaining, and graduating academically talented students in the STEM fields. In addition to funding scholarships and wrap-around student support, external funding also supports marketing of our STEM programs, a part-time Coordinator for STEM Scholars Programs, and two full-time Admissions Counselors.

LIFE STEM Program: Funded by the National Science Foundation's Scholarships in STEM program, the LIFE STEM program supports cohorts of scholars in biology, chemistry, integrated environmental sciences, and physics. The first LIFE STEM award officially closed on 30 September 2022. The third cohort of that LIFE STEM I award will graduate in May 2023. The first cohort of the LIFE STEM II award (and the fourth cohort overall) is currently in its first semester at Longwood. These 13 scholars began their journey with an on-line summer bridge program focused on the transition to college, growth mindset, stress management, self-efficacy, and other related topics. They then participated in a summer bridge immersion program at the Baliles Center for five days just prior to New Lancer Days. Over the course of this fall semester, they have participated in two LIFE STEM-specific courses as well as weekly meetings with a faculty mentor. This constellation of high-impact practices supports these students through the transition to the university environment, nurtures the development of a community of scholars, and promotes scholars' sense of belonging and identity as scientists. The Fall 2023 cohort is being recruited now.

Noyce Research Scholars Program: Funded by the National Science Foundation's Robert Noyce Teacher Scholarship program, the Noyce Research Scholars program supports additional faculty-student pairs in Longwood's PRISM (Perspectives on Research in Science and Mathematics) summer research program so that future science and mathematics secondary teachers can have a significant undergraduate research experience. In addition to the professional development provided for all PRISM students, Noyce Research Scholars also benefit from programming focused on the incorporation of research into the K-12 classroom.

Computer Science Scholars Program: Funded by the Commonwealth's Tech Talent Investment Program, this effort will build on the foundation built by the LIFE STEM team while focusing on recruiting and retaining more computer science majors. The first cohort will begin in Fall 2023.

Office of Student Research (OSR)

In fall 2022, the Office of Student Research (OSR) planned a field trip to Longwood for the two campuses of the local Governor's School of Southside Virginia (GSSV). During the all-day event, 90 GSSV students visited Longwood and participated in many demonstrations and discussions about STEM research projects at Longwood. The GSSV students also learned about various opportunities at Longwood including the LIFE-STEM program, Longwood Summer Scholars, Junior Sciences and Humanities Symposium, and the Cormier Honors College.

Since the September event, Longwood faculty have been collaborating with the GSSV faculty to help provide resources and guidance to the GSSV students who are working on their research projects as needed. As the OSR and Longwood faculty continue to develop these relationships with the GSSV teachers and students, a STEM-pipeline from GSSV to Longwood will hopefully be created.

The Office of Student Research (OSR) continues to support student research in 2022-2023 in many different ways:

- The OSR hosted the Fall Student Showcase for Research and Creative Inquiry on November 16. The Fall Student Showcase was a fully in-person event. This was a highly successful event with 226 student presentations from all academic colleges. Over 400 students presented their research and creative inquiry projects in the form of posters, presentations, performances, and visual art displays.
- The OSR added a Three-Minute Presentation (3MP) competition to the Fall Student Showcase. The 3MP allows students to share how their research and inquiry projects made valuable contributions to their education, their disciplines, and society as a whole through a highly polished and practiced three-minute oral presentation. The video recordings of the 3MPs are posted on a dedicated site on Digital Commons and are publicly available.
- In fall 2022, the OSR continued to conduct the in-semester undergraduate research program called the Undergraduate Research Apprentice Program. This introductory program encourages undergraduate students to become involved in independent research and inquiry projects early during their time at Longwood (during their first, second, or third year). This program provides undergraduates an opportunity to become involved in faculty-mentored research projects before their senior year and also provides professional development training to help students develop research skills. Nine students from various disciplines (Sociology, Social Work, Communication Studies, English, Psychology, and Chemistry) participated in the Undergraduate Research Apprentice Program in fall 2022.
- In fall 2022, the OSR provided funding for student research through Student Research and Travel grants. The OSR provided funding to students for 17 different independent research projects and to support 23 students presenting their research at state, regional, and national conferences.

REMARKS OF JOHN W. DANIEL II
AT THE OAKS 'N' OYSTERS EVENT
BALILES CENTER FOR ENVIRONMENTAL EDUCATION
November 5, 2022

Thanks so very much for spending the afternoon with us as we share good food...good friendship...and good causes.

Some of you may recall that just 13 months ago we came together to dedicate this incredible acreage provided to Longwood University by a distinguished alum...Mary Farley Ames...as the Baliles Center for Education and the Environment.

We committed that day to make this a welcoming place for learning.... for stewardship...for collaboration of ideas...and for opportunity for our students...tomorrow's citizen leaders.

We built an expansive laboratory to provide the tools....and we challenged the students....to bring your ideas...to bring your future...and to bring the will to succeed.

And they have. And now they need more tools...more infrastructure.

And so many of you have determined to share the vision for this place...to preserve the legacy of things important to Governor Baliles...so I am pleased to share what comes next.

Today we announce an additional investment in the Baliles Center of money.

In short order...updating and renovation of two existing bunk houses...and construction of two new bunkhouses for student residency. A new faculty housing unit...a pavilion for gathering and sharing thought...renovation of the old "Honeymoon cottage" adjacent to the Ames House as a venue for food...thought...and...learning. And...a much-needed facelift will take place at the Ames House.

And not to be forgotten...because our Executive Director...Sherry Swinson...oversees all of these incredible projects...there will no doubt be...more than ample...outdoor showers...and fire pits!

We're able to provide these new tools of opportunity ...thanks to the generosity of many folks who believe in our goals...and believed Governor Baliles when he would often say...natural resource stewardship... and development are each made better when supporting one another.

Here at the Baliles Center.... we practice what we preach...and we live to that legacy. The new initiatives announced today are funded in significant part by our wetlands bank. Once farm fields... with drain tiles... accelerating runoff to the creeks ...to the Potomac...and to the Bay...now planted with select species to create wetland areas... whose primary function is to filter and prevent that runoff... and ultimate contributions to the degradation of water quality. Those efforts are rewarded through the sale of credits from that bank.

In short...we improved the environment...by creating an environment...that could be monetized ...to create the improved opportunity that the Baliles Center can offer.

While we celebrate the growth to come...we need also to recall from whence we came.

For literally...hundreds of years...there stood on the banks of Ames Creek...our famous moniker of a grand Red Oak. It no doubt...provided shade in the summer months...glorious color in the Fall...and ...no doubt...hours of opportunity for solitude for those who gathered that fall foliage from the banks.

Today...we can't replace...that grand old oak...taken by other forces of nature...but we can...and we shall replant. We do so to maintain perspective...to connect yesterday...to the future of many tomorrows.

As the trees grow...so shall the Baliles Center...adjusting to the changing winds...persevering change...meeting the challenges that come our way...and creating opportunity for growth...through education and science...for those who gather....for those citizen leaders who will grow a greater understating of our natural world.

And we do so...for the very simple reason...it's the right thing to do.



Administration & Finance
Matthew McGregor, Vice President

Highlights

- **Renovation and expansion of the Facilities Annex has entered the construction phase**
- **Centers LLC contracted as the management partner for the JPB Convocation Center**
- **Transition, Promotion and Staffing Updates**

Capital Design and Construction

Implement the Campus Master Plan – “Place Matters.”

- Two projects are in the design phase: Wygal Hall Replacement Building (music) and Baliles Center Construction Phase Two.
- Two projects are in the construction phase: Joan Perry Brock Center and Renovate and Expand the Facilities Annex Building.

Significant Projects

- Facilities Annex Building Renovation and Expansion

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

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

Construction bids were received on August 10, 2022, but because of the current high inflation rate, all the bids exceeded the project’s budget. Longwood was provided special supplemental funds from the Virginia 2022 Capital Supplemental Pool. The construction contract was awarded to Jamerson-Lewis, Inc., of Lynchburg, Virginia, and the Notice to Proceed letter was issued on October 18, 2022. Construction is targeted for completion in

summer 2024. As the final step in the capital project request process, the Commonwealth's 2022-2024 budget appropriated the funds to purchase the furniture, fixtures, and equipment for this building.

- Wygall Hall Replacement Building

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

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

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

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

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

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

The overhaul of the Maugans chiller has been completed, and the design of the Hiner Hall sub-project has commenced. Design fees for the work on the BAS control units and the Bedford HVAC controls are being negotiated.

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

The largest gift in Longwood's history – \$15 million from Joan Brock ('64) – will enable Longwood to construct a new campus events center. Construction commenced in May 2021,

and completion is anticipated in summer 2023. The new structure is being constructed on the site of the Willett tennis courts (which have been replaced), and will feature:

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

- Baliles Center Construction Phase Two (a Longwood Real Estate Foundation project)

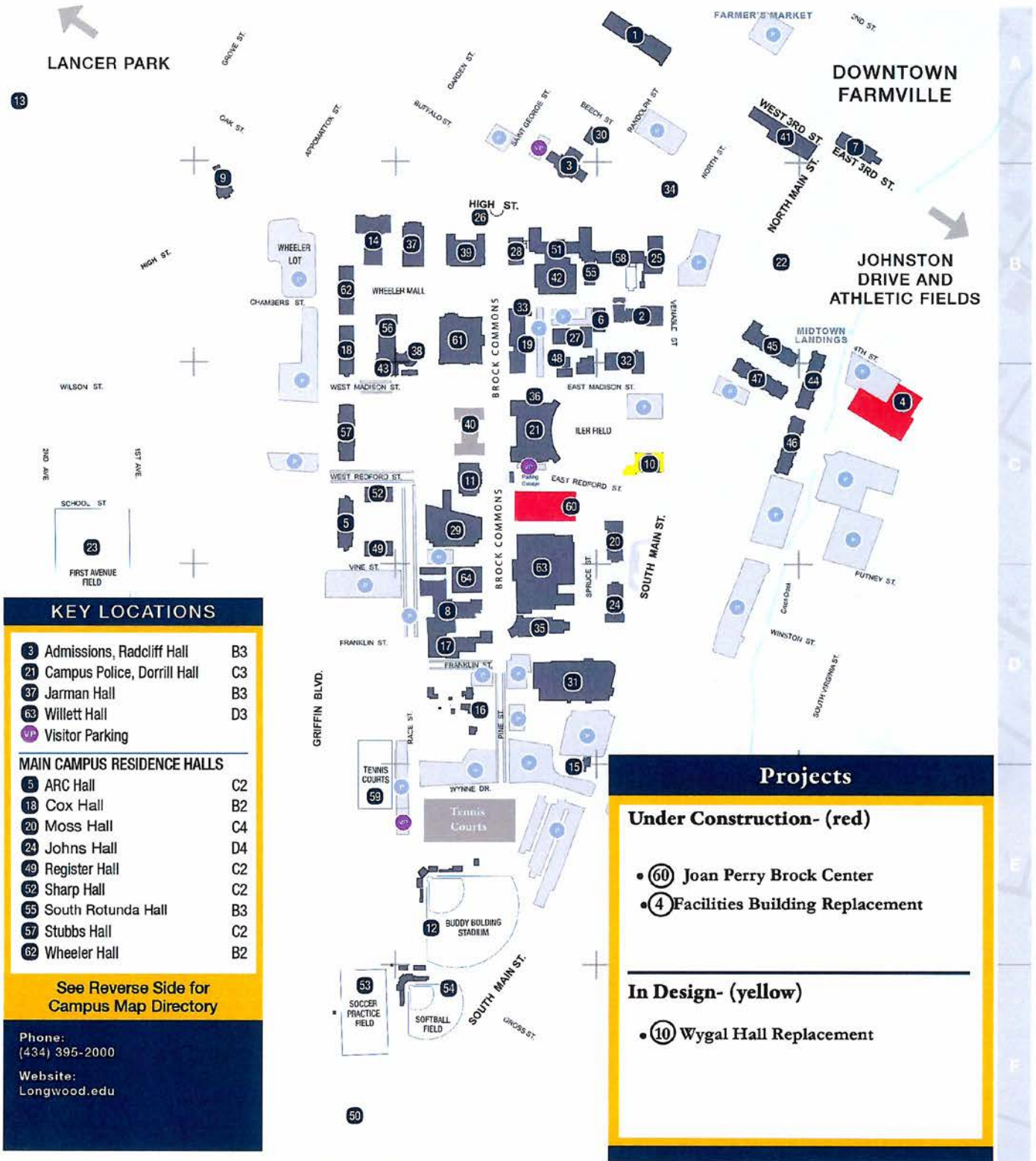
The first phase of this project – a teaching and research laboratory – was dedicated as “The Gerald L. Baliles Center for Environmental Education at Hull Springs” on October 6, 2021. The second phase consists of two student bunkhouses, a faculty cabin, and a screened pavilion. Design commenced in August 2022 and is expected to be completed by late 2022. Construction is anticipated to commence in early 2023.

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

Projects In Design									
Description	New Construction	Renovation	Total Appropriation	General Funds	Non-General Funds	Total Expenditures and Encumbrances	Authorized Design Phase	Current Design Phase	Milestones
Wygal Hall Replacement	60,720 GSF	0 GSF	To be determined by Dept. of General Services	Will be equal to the total appropriation	\$0	\$2,785,168	Construction	Working Drawings will start when funding is received	Preliminary Design documents were approved by the Division of Engineering and Buildings (DEB) on January 12, 2022. Funds for Working Drawings and construction were appropriated by the 2022 General Assembly. Longwood will be reimbursed for its early design expenditures from the GF appropriation.
Baliles Center Construction Phase 2 (LUREF project)	2,530 GSF	0 GSF	\$1,577,500	\$0	\$1,577,500	\$39,228	Construction	Design	Design commenced in August 2022 and is expected to be completed in late 2022. Construction is anticipated to commence in early 2023.

Projects Under Construction									
Description	New Construction	Renovation	Total Appropriation	General Funds	Non-General Funds	Total Expenditures and Encumbrances	Construction Contract Amount	Percent Constructed	Construction Start Date / Completion Date
Joan Perry Brock Center (LUREF project)	72,300 GSF	0 GSF	\$44,700,000	\$0	\$44,700,000	\$44,502,891	\$40,557,626	65%	Construction commenced in May 2021 and is anticipated to be completed in summer 2023.
Facilities Annex Renovation and Expansion	19,209 GSF	24,624 GSF	\$29,950,374	\$29,950,374	\$0	\$26,370,783	Construction	0%	Construction contract has been signed with Jamerson-Lewis, Inc. of Lynchburg, Virginia. Construction is expected to commence in mid-November 2022 and to be completed in summer 2024.

Project In Design and Construction Phases Simultaneously								
Description	New Construction	Renovation	Total Appropriation	General Funds	Non-General Funds	Total Expenditures and Encumbrances	Percent Expended and Encumbered	Sub-Projects' Status
HVAC System Controls and Equipment Replacement -- COVID-19 Response (four sub-projects)	0 GSF	Equipment	\$3,773,000	\$3,715,000	\$58,000	\$238,417	6%	Maugans chiller: Overhaul has been completed. Hiner fan coil units: Design has commenced. Bedford HVAC controls: Negotiating design fee. Building Automation System control units for multiple campus buildings: Negotiating design fee.



KEY LOCATIONS

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

MAIN CAMPUS RESIDENCE HALLS

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

See Reverse Side for Campus Map Directory

Phone:
(434) 395-2000

Website:
Longwood.edu

Projects

Under Construction- (red)

- 60 Joan Perry Brock Center
- 4 Facilities Building Replacement

In Design- (yellow)

- 10 Wygal Hall Replacement

Space Planning and Real Estate Services

- Staff are working with the College of Business and Economics to update administrative and academic spaces in Hiner. This project will encompass an expansion and renovation of the first floor lobby, refresh of the connector spaces on the first and second floors, and renovation of the second floor hallway space. To date, work has been completed on a new ground floor recording studio for remote meetings and presentation recordings, and a full refresh of two suites including that of the interim dean. As part of the refresh, efforts will be made to incorporate many collaborative spaces for students to engage one another in conversation and study. Additional changes have been made to address short-term needs including new seating in the main lecture space, new furniture in multiple classrooms, and additional technology in multiple locations within Hiner.
- The south Brock Commons (SoBro) project will revitalize the southern portion of Brock Commons by updating the amphitheater space and surrounding areas. Strategic investment in affordable “wins” will add a new flare to the space. The first phase is now complete with added seating areas for students to gather. Staff hopes to focus on additional outdoor lighting and the repurposing of a water feature in the area into a stage for small performance and entertainment options. The full project completion timeframe is spring of 2023.
- Staff are in the process of acquiring the property located at 206 St. George Street, which is adjacent to Radcliff Hall. Authorization for this acquisition was included in the new Admissions building project.
- Creating Outdoor Study Space – Recent investments have been made in enhancing outdoor spaces on campus to facilitate additional usable areas for students to gather for study and conversation. Some examples include the construction of a “hammock grove” which is located on the western side of campus between Cox Hall and Stevens Hall, and added large umbrellas to provide shade to the southern facing entrances of Upchurch. These spaces have received substantial daily use with the hammock grove being used for study and as an outdoor classroom

Facilities

- As part of the new work order system, QR codes were installed in all residential facilities and to campus equipment to aid in processing work orders, tracking time and material expenses for repairs and tracking equipment preventative maintenance schedules
- Facilities has developed a budget program that tracks maintenance and repair expenses per facility. This will allow us to calculate the total cost of operations per building and provides valuable information for our facility planning decisions.
- Facilities and English Construction have successfully completed Phase II of the summer renovations at Lancer Park and Landings. This project upgraded finishes, flooring and fixtures. Phase III will complete the project and it is planned for Summer 2023.
- The facilities unit has developed a student employment model to increase efficiencies and improve service across campus. Approximately 12 students are employed in business operations, stockroom, print shop and the post office.

Lancer Print Shop and Post Office

- To improve efficiency and service to our students, the Post Office is working with Amazon to determine the feasibility of installing Amazon package lockers to main campus and Lancer Park. The goal is to have this program operational sometime next semester.
- Lancer Print Shop staff continue to work on implantation of the Centralized Printer Program. Machines were ordered at the beginning of the academic year and the vendor has finally received the machines. Staff anticipate installation should commence in the upcoming weeks.

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

- Two large oak trees replaced the large 450-year oak tree lost at Ames House at Hull Springs for the Oak & Oysters event on November 5th.
- The grounds crew have been working on trimming brushes, installing fall annuals in flowerbeds and over seeding priority lawn areas.
- Staff worked to create excellent playing surfaces for fall semester outside sports for both Athletics and Rec sports which was capped off by hosting the Big South Cross-Country Championship on October 29th at the old golf course property.
- The Sustainability Committee is working with campus partners and other intuitions to create practices for solid waste reduction in housing that can be implemented with residential life this spring semester.
- Budd Group is working with a consultant for cleaning efficiencies and a staffing study in all campus buildings. They are performing some additional team cleaning in certain buildings to train 10 new employees.

Financial Accounting and Reporting

- Financial Operations has been reorganized to include financial planning and analysis as part of the unit. Adding the planning and analysis function to this area will increase the efficiency of the financial operations area as well as improve our ability to budget more effectively and forecast future needs more thoroughly.
- Financial Operations is developing a comprehensive financial reporting calendar to improve our planned spending schedules for the university and our component units.
- NCAA Report is almost complete for FY22
- Currently preparing footnotes for Financial Statements and NCAA schedule

Business Operations

- The management contracts with Barnes & Nobel for book store services and Coca-Cola for beverage rights both expire in the summer of 2023. Renegotiations are currently underway with both as well as research on other potential partners.
- Centers LLC, a campus facility planning and management company, has entered into a contract with Longwood University to provide management services for the JPB

Convocation Center. They will manage all operations of the facility including; event management, facility operations, accounting and budgeting, staffing and event booking. They will have a regular presence on campus beginning in January 2023.

Material Management

- Go Live of new eVA platform was November 1, 2022. As with any system implementation of this size, there have been hiccups and we anticipate time and patience will see us through it, until everything is ironed out.
- Longwood University sent representatives to the VASCUPP 2022 SWaMfest at the Richmond Main Street Station on October 26-27, 2022 with over 600 attendees at the Vendor Fair.
- Longwood University is preparing for a surplus sale in spring 2023. Due to Covid-19 we have not had a sale since 2019 so preparation have begun organizing inventory and preparing the warehouse and systems for this event.

Community and Economic Development (OCED)

- Construction drawings for the Innovation Hub project at Midtown are complete and construction is beginning. The project is a \$3.8M grant funded by Project SEED and is estimated to be completed in November 2023
- Commonwealth Regional Council (CRC), the planning district commission for the immediate Longwood region, is leading a GO Virginia funded study on the feasibility of establishing a regional Economic Development Organization (EDO). EDO's primarily serve as a regional point of contact for business recruitment and retention, and they serve as the regional representative/contact for Virginia's Economic Development Partnership. Longwood OCED is an in-kind and matching fund partner in this endeavor, alongside localities served by CRC. Longwood's on-going support and participation will be determined as part of the study.
- Longwood Small Business Development Center (SBDC) Regional Director for the Petersburg/Crater Region, is serving on the Advisory Board for Petersburg Founders Fund, a new competitive grant fund that supports the launch and growth of scalable companies in Petersburg. This program is part of The Partnership for Petersburg, a bi-partisan effort to boost the revitalization of the city of Petersburg.
- Associate Vice President for Community and Economic Development now serves as Longwood's representative on the Southern Virginia Higher Education Center Board of Trustees.

Human Resources

- During the fall semester, Lisa Mooney '85 has announced her retirement as Associate VP for HR and Payroll, effective in the new calendar year. Shannon Meador, who is well-known on campus and has long and deep experience, will serve as director of human resources. Over the spring semester, President Reveley, Matt McGregor and extended

university leadership will evaluate the best long-term structure and division of roles for HR.

- Internal Audit is currently performing an audit of Human Resources.
- Virginia Retirement System (VRS), Teachers Insurance and Annuity Associate of America (TIAA), and Aflac one-on-one meetings were done this quarter.
- Flu shots were scheduled on campus for faculty and staff in October and November.
- Continued work with the University Diversity Committee (UDC) to improve recruitment efforts of qualified minority and underrepresented candidates.
- Working with Academic Affairs in implementing the Faculty Voluntary Early Retirement Policy.

Longwood University
Financial Overview
As of October 31, 2022

FY2022-23 Budget Dashboard YTD

E&G	BOV Budget	Adj.	FY Forecast	YTD Actual	Percent	PY Percent
Revenues						
Tuition	38,741,317	(2,670,000)	36,071,317.00	19,984,522	55.40%	53.94%
Fees	1,000,000		1,000,000.00	798,990	79.90%	78.60%
General Fund	39,431,453	557,098	39,988,551.00	21,772,582	54.45%	33.79%
Federal Workstudy	50,000		50,000.00	0	0.00%	0.00%
Other	300,264	670,000	970,264.00	205,876	21.22%	32.48%
Total Revenues	79,523,034		78,080,132.00	42,761,970	54.77%	44.28%
Expenditures						
Instruction	41,236,530	284,998	41,521,528.00	13,070,817	31.48%	33.03%
Public Service	519,386		519,386.00	185,868	35.79%	32.03%
Academic Support	7,751,337	(82,559)	7,668,778.00	2,724,805	35.53%	36.61%
Student Services	4,902,512		4,902,512.00	1,384,576	28.24%	28.23%
Institutional Support	14,104,739	(141,091)	13,963,648.00	5,108,201	36.58%	39.95%
Facilities Operations	7,815,491		7,815,491.00	3,551,828	45.45%	38.96%
Scholarships	3,693,039	(697,400)	2,995,639.00	3,219,719	107.48%	69.15%
Salary Savings	(500,000)	(700,000)	(1,200,000.00)	(522,122)		0.00%
Total Expenditures	79,523,034		78,186,982	28,723,692	36.74%	36.27%
TOTAL	0		(106,850)	14,038,278		
AUXILIARY/LOCAL						
Revenues						
Housing	22,871,489	(2,000,000)	20,871,489	10,453,837	50.09%	37.43%
Dining	7,563,407		7,563,407	3,899,327	51.56%	46.07%
Comprehensive Fee/Other/Local	26,363,778	(1,583,693)	24,780,085	10,625,622	42.88%	36.42%
Federal Workstudy	154,300		154,300	0	0.00%	0.00%
Total Revenues	56,952,974		53,369,281	24,978,786	46.80%	37.94%
Expenditures						
Housing	19,300,929		19,300,929.00	12,139,066	62.89%	46.28%
Dining	7,839,644		7,839,644.00	4,620,819	58.94%	36.54%
Athletics	10,029,855		10,029,855.00	4,628,245	46.14%	40.76%
Other Services	20,432,546	(2,500,000)	17,932,546.00	8,659,983	48.29%	43.64%
Salary Savings	(650,000)	(200,000)	(850,000.00)	(305,287)		0.00%
Total Expenditures	56,952,974		54,252,974.00	29,742,825	54.82%	40.08%
TOTAL	0		(883,693.00)	(4,764,040)		

Cash & Investment Assets

Longwood University	15,056,774
All Longwood Foundations	165,355,652

Working Paper prepared by management to estimate year end results



Institutional Advancement

Courtney Hodges, Vice President

Highlights

- **Two Development Office staff receive promotions**
- **Save the Dates –Love Your Longwood Day – March 22, 2023 and Annual Scholarship Dinner – April 27, 2023**
- **Strong focus to increase commuter event programming for summer 2023**

Development

Staff News

We are pleased to announce the promotion of two staff members.

- Chris Neal '05 has worked for his alma mater over 11 years and most recently served as our Senior Director of Leadership Giving. He is a seasoned gift officer as well as a great team leader. Building on these strengths, Chris will now serve as the Assistant Vice President of Leadership & Planned Giving. In this new role, Chris will retain his primary focus on fundraising while leading growth within three key areas: gift officer management, planned giving programming, and expanding support of academic priorities. As we continue to build our donor pipeline, Chris will be responsible for recruiting, training, and managing new gift officers.
- Trey Eggleston previously served as our Associate Senior Director of Leadership Giving. Trey came to Longwood in 2014 and joined the Institutional Advancement team at the start of 2019. As a gift officer, Trey has excelled in his ability to build relationships and fundraise for a variety of priorities across campus. From athletics to nursing to student scholarships, Trey is skilled at matching donors' interests to opportunities on campus. Trey will now serve as the Assistant Vice President of University Priorities. In this role, he will continue as a gift officer, but also as the point person for mini-campaigns or initiatives that align with university priorities, such as athletic facility upgrades, capital projects, and student experiences. Trey will plan, implement, and track mini-campaigns for university priorities by collaborating with colleagues in Advancement as well as partners across campus.

Annual Giving

- The Calendar Year-End Campaign materials should arrive in mailboxes around Thanksgiving and will be followed up by several calendar year-end emails focusing on the traditions that we love at Longwood. The letter to alumni, friends, and parents will be signed by SGA President, Mackenzie Harry '24.
- A second email series was launched for the Fountain Society in early September and currently there are 260 members, an increase of 17 percent from last year. We expect membership to continue to grow throughout FY23. The Fountain Society offers the University a chance to recognize and celebrate those who include Longwood in their recurring giving. Monthly giving is the easiest way to have an impact, and it provides a constant flow or support without pause, to the areas that need it most. Much like the water that flows from Longwood's iconic fountains, monthly giving is sustaining and aids in the everyday development of citizen leaders.
- Love Your Longwood Day is scheduled for March 22, 2023. Preparations are well underway for our annual day of giving. This year we're adding an exciting student event, as well as a local community and faculty/staff event. Mark your calendar now!

Athletics Annual Giving (AAG)

- AAG launched the "Tag the Team" giving campaign for the first time this fall and raised over \$12,000 from 167 donors across all athletic teams. This campaign marks one of the most successful fall campaigns for AAG. "Tag the Team" asked friends, families, and fans of the Lancers to write encouraging notes to our student-athletes, coaches, and teams after making a minimum gift of \$22.23 in honor of the 2022-2023 athletics season.
- AAG is set to launch another brand new campaign, "Back 2 Back," that will run November 7-21. The "Back 2 Back" campaign is part of the Development Office's new crowdfunding giving platform "Longwood United" and will capitalize on the energy surrounding the beginning of basketball season. Lancer supporters will be invited to make gifts to the men's and women's basketball programs as they compete for "Back 2 Back" Big South Championship titles. A portion of the campaign will take place during the JK54 Classic men's basketball tournament that Longwood hosts November 18-20. Preparations have begun for another exciting Lancer Giving Madness this spring.

Events

- AAG hosted its annual men's basketball "Tip-Off Celebration" at the Aldrich home on October 21, where men's basketball donor prospects from the community were invited to celebrate the start of another exciting men's basketball season and learn more about the program's staff, team members, and vision. The event also featured the promotion of the men's basketball booster club, the "3-Point Club". The event saw a record number of guests totaling 91 individuals, up by 35 guests from the previous year.

- The Student Philanthropy Council hosted an on-campus National Philanthropy Day event in Upchurch and Dorrill halls on November 15, 2022 to celebrate and thank donors. The event will begin at 10:00 a.m. in Upchurch and end in Dorrill around 2:00 p.m. On National Philanthropy Day, we celebrate the extraordinary support that donors have provided and to help spread the word of philanthropy across campus.
- Mark your calendar for our annual Scholarship Dinner scheduled for April 27, 2023.

Longwood Together Virtual Series

The Longwood Together Virtual Series, a digital, Zoom-based webinar series will continue this spring with another lineup of Longwood-unique programs, initiatives, and causes we look to spotlight. This past semester, the office hosted four events as a part of the series, which included:

- Welcoming New Lancers: A Preview of Longwood’s Class of 2026—32 attendees.
- Connect with Coach: An Introduction of the New Women’s Basketball Staff—34 attendees
- Same Places, New Faces: An Introduction of the New Dean of the College of Business and Economics—18 attendees
- Same Places, New Faces: An Introduction of the New Dean of the College of Education, Health, and Human Services—26 attendees

Members of Longwood’s five giving societies are invited to these webinars, where they get to meet with, interact, and talk directly with faculty and staff who help to inspire, mentor, and lead our students.

This spring’s virtual series schedule is forthcoming, and will include a Civitae feature, an introduction of the new athletics director, and more!

Stewardship

- In late November scholarship donors will receive a “thankfulness” card celebrating Thanksgiving and extending our warm wishes for a wonderful holiday season. Along with the card, each donor will receive a Save the Date card for the upcoming Scholarship dinner along with a schedule of communications throughout the year.
- Fountain Society members will receive an impact video later in the year.
- Giving society members receive our monthly “On the Rise” digital update that showcases stories, news, and highlights students, faculty, alumni and supporters that are helping Longwood continue to grow.

Leadership Giving

Thus far in FY23, the Development office has secured and recorded over \$2.1M in leadership (\$2,500+) gifts, major (\$25,000+) gifts, and planned gifts that include:

- One (1) \$500,000 cash commitment (nursing scholarship)
- Four (4) gifts between \$100,000 - \$499,999
- Fifteen (15) gifts between \$25,000 - \$99,999
- \$950,000 from four (4) new planned giving commitments (this makes up the 4 gifts between \$100,000-\$499,999)
- Seven (7) new scholarships

Planned Giving

- During the first week of November a planned giving mailer was sent to all alumni age 70+ (just under 5,000) regarding charitable IRA rollovers and RMD's (Required Minimum Distributions)
- Launched in 2021, the Legacy Campaign has raised over \$5 million in new planned gifts. Legacy Challenge initiative has only \$51,000 in matching funds remaining.

University Events and Ceremonies

The University Events and Ceremonies team has wrapped up all of their COVID-19 Task force responsibilities and put procedures in place should their services be needed again in the future.

University Events and Ceremonies was pleased to produce successful opening ceremonies this fall with the Honor & Integrity and Convocation ceremonies. Planning is fully underway for both the Graduate and Undergraduate Ceremonies in May 2023.

Conference season 2022 was successful while still having some COVID precautions in place for our guests. We look forward to 2023 and welcoming back the return of: InTRventions, Virginia Department of Forestry, American Legion Auxiliary Virginia Girls State, Call Me Mister, Summer Literacy Institute, and the Talented and Gifted (TAG) program. We look forward to hosting some new day programming in place of the Christian Family Conference, such as the CTE New Teacher Institute lead by Jeanine Perry in Graduate Studies, The Beacon of Hope 8th Grade Symposium led by Whaled Ahmed in Admissions, the Junior Science and Humanities Symposium in March and Virginia Junior Academy of Sciences (2024) lead by Andrew Yeagley of the Chemistry and Physics Department.

Focusing on more commuter programming in the summer of 2023 will afford us the opportunity to reach a wide variety of guests who may more closely match a demographic of guests who will likely matriculate once ready to apply to college, advance our current student population via symposium and conferences that immediately impact them, as well as bringing back Alums for weddings and personal celebrations.

LONGWOOD UNIVERSITY

Fundraising Report

As of October 31, 2022

FUNDRAISING OVERVIEW

TOTAL PHILANTHROPIC DOLLARS

Fiscal Year	Total Raised
2014	\$2.82M
2015	\$7.94M
2016	\$4.18M
2017	\$11.18M
2018	\$12.41M
2019	\$17.61M
2020	\$4.00M
2021	\$5.98M
2022	\$10.1M
2023 YTD	\$2.85M

TOTAL ANNUAL GIVING DOLLARS

Fiscal Year	Unrestricted	Annual Giving
2014 YTD	\$88,534	\$200,040
2015 YTD	\$65,413	\$257,603
2016 YTD	\$95,442	\$310,930
2017 YTD	\$90,371	\$370,275
2018 YTD	\$64,943	\$668,197
2019 YTD	\$27,711	\$368,029
2020 YTD	\$41,394	\$189,030
2021 YTD	\$52,349	\$205,118
2022 YTD	\$48,953	\$303,776
2023 YTD	\$65,823	\$392,943

ALUMNI PARTICIPATION

Fiscal Year	Total Alumni Donors	# of Undergraduate Alumni of Record	Alumni Participation
2015	2,976	27,197	10.94%
2016	3,126	27,894	11.21%
2017	2,890	28,691	10.07%
2018	2,813	29,522	9.53%
2019	2,303	30,286	7.60%
2020	1,773	31,074	6%
2021	2,257	31,803	7.10%
2022	2,052	32,458	6.32%
2023 YTD	559	33,002	1.69%

TOTAL DONORS

Fiscal Year	Total Donors
2014 YTD	1,327
2015 YTD	997
2016 YTD	1,299
2017 YTD	1,354
2018 YTD	958
2019 YTD	528
2020 YTD	765
2021 YTD	1,063
2022 YTD	783
2023 YTD	937

Fundraising Report

As of October 31, 2022



LOVE YOUR
LONGWOOD DAY

Year	Donor Goal	Total Donors	Total Dollars
2016	500	533	\$65,000
2017	1,839	1,405	\$126,000
2018	1,790	2,976	\$268,000
2019	2,500	2,700	\$325,000
2020	2,020	Cancelled due to Covid-19	
2021	1,839	1,863	Over \$390,000
2022	1,893	1,723	\$392,500
2023	SAVE THE DATE: March 22, 2023		

LEGACY CHALLENGE

The Legacy Challenge program was launched in May 2021



Challenge Funds Deployed	\$232,070 (out of \$300,000)
Legacy Challenge Donors	34
# of Campus Programs Receiving Funds	28
Total Planned Gifts	\$5,515,827



Intercollegiate Athletics
Tim Hall, Director of Athletics

Highlights

- **Banner Raising**
- **Start of basketball season and JK54 Classic**
- **Men's Soccer Scholar-Athlete of the Year**
- **Hosting Big South Cross Country Championship**

Banner Raising

The basketball teams each raised a pair of championship banners in Willett Hall in their first home games in November. They celebrated each team winning a Big South Championship and advancing to the NCAA National Tournament. For each program, those were program-first milestones at the Division I level. An article in the upcoming edition of *Longwood Magazine* that is included at the end of this report highlights the way basketball can continue to elevate the entire University.

The women unveiled their banners against Delaware in their season opener on Monday, Nov. 7. The Lancer men did the same against Pfeiffer University on Sunday, Nov. 13

Start of Basketball Season

Basketball season has begun, with the two Lancer sides set to take on challenging schedules that will prepare them to defend their conference titles.

The Lancer men opened the season on the road at No. 20 Alabama and then at George Mason of the Atlantic-10, playing competitively but falling in both games. They won their home-opener against Pfeiffer 100-62 on November 13, heading into the 3-game JK54 Classic in Willett Hall the weekend before Thanksgiving.

The Longwood women also face a daunting non-conference schedule full of teams that consistently compete for their conference championships. The Lancers opened the season at home against Delaware, a regular at the top of the CAA standings, and earned their first-win over Ohio 66-65 in Willett. They have home games also scheduled against James Madison and Drexel. The team will travel to Final Four participant Louisville as well as Virginia Tech and Richmond, among others.

Men's Soccer Scholar-Athlete of the Year

Jonas Kalchner, a defender for the men's soccer team, was named the Big South Men's Soccer Scholar-Athlete of the Year following the conclusion of the soccer season at the beginning of November.

Kalchner is a graduate student with a perfect 4.0 GPA in the MBA program, and he graduated with his undergraduate degree from Longwood in the spring of 2022 with a 3.93 GPA in Psychology.

He became the first men's soccer player and third in the athletic department's history to be named a sport Big South Scholar-Athlete of the Year. He joined Carrie Reaver '19 (women's soccer) and Liz Trainer '15 (women's lacrosse).

In addition, Kalchner became the program's Division I leader in minutes played earlier this season.

Hosting the Big South Cross Country Championship

At the end of October, Longwood cross country hosted the Big South Cross Country Championship.

The event took place Saturday, Oct. 29, and it featured each cross country member of the Big South Conference.

The races took place on the Lancer Cross Country Course, across from the Longwood Athletics Complex on Johnston Drive.

The women's race was first, and the Lancers put together their best performance in the Big South Championship in team history. The women finished sixth, their best finish ever. Freshman Lanie Grogg led the way with one of the best races of her young collegiate career, and the future looks bright for a team that will lose one senior.

The Lancer men also put together a strong performance. They posted one of their fastest average team times since joining the Big South, and they finished eighth. Like the women, the future is bright for the men, as every single runner that raced is set to return. Four of the team's top five runners during the season were sophomores.

3 new deans focus on building relationships | Innovation Hub to foster entrepreneurship

longwood

A MAGAZINE
FOR ALUMNI
AND FRIENDS
OF LONGWOOD
UNIVERSITY

WINTER 2021

NET EFFECT

***The impact of a strong
basketball program
reaches far beyond the
scoreboard***

MORE THAN



WE ARE



LONGWOOD



A GAME



Longwood works to capitalize on the long-term, far-reaching positive influence of its highest profile sport BY MATTHEW MCWILLIAMS

Last season's Longwood basketball magic was unforgettable.

Students lining up to fill seats before sold-out games. The Lancer men and women posting a combined 24 wins in rocking Willett Hall—the toughest place for opponents to play in all Virginia. A nationally televised home game on ESPN. Twin Big South Tournament titles. Selection Sunday. And finally the holy grail—March Madness, the NCAA Tournament, the national stage.

But that magic was no trick. It was the fruit of hard work and a long-term plan that predated last year's success—and kept right on going soon after the final buzzers sounded.

It's about more than making a moment. It's about building a program, faithful to Longwood's culture and spirit, of sustained basketball success that uplifts the whole university—its camaraderie, alumni pride and national exposure.

There are colleges all over America that earn a taste of basketball success, but they don't fully capitalize on it," said President W. Taylor Reveley IV. "They don't sustain it, and it doesn't help push the whole institution forward. But there are a handful of spots that really do use it to become widely known, to build a brand of excellence and integrity, and to really take a broad leap forward. Think Gonzaga, Davidson, Butler. VCU has been a good example closer to home.

"We've really looked carefully at what makes a difference between a one-and-done ride and long-term success, and working to put those elements in place," Reveley said. "That may not mean every season is as magical as last year. But a college basketball program that is competing every year, that is getting its name out, where there's an energetic culture on campus and in the community of coming together for games—that's special and powerful."

If it were easy, every college would have done it already. But at Longwood, the pieces are in place.

Committed, experienced leadership.

An extraordinary new arena, the Joan Perry Brock Center—a gem of classical architecture that will open next season in the very heart of campus.

And finally a strong philanthropic engine kicking into gear to support success—and serve as a model for other parts of Longwood.

POSITION PLAYERS

The new leader of the team of Lancer magicians is new to Farmville, bringing with him 15 years of impressive experience. Tim Hall was announced as Longwood's athletics director in July, coming to campus from Southern Illinois Univer-



Joan Perry Brock Center

Head men's coach
Griff Aldrich



Head women's coach
Erika Lang-Montgomery



Keith Lucas



sity Edwardsville (SIUE) and University of Maryland Baltimore County (UMBC), where he led the athletics department during their historic victory over No. 1 seeded UVA in the first round of the 2018 NCAA Tournament.

"There is an insatiable appetite for a sport like basketball," said Hall. "Successful programs can create a lens through which you can more broadly see the university and the good work that's going on inside the community. It allows an increased amount of attention to be paid to a university that otherwise wouldn't be there."

One of the exciting things about coming to Longwood was President Reveley's vision of the program as a front porch for the university—more than just wins and losses.'

**—GRIFF ALDRICH
MEN'S HEAD COACH**

The next critical pieces are the head coaches. Griff Aldrich is entering his fifth year at the helm of the men's program after leading the team to Longwood's first-ever NCAA Tournament appearance and a nationally televised game on CBS. Erika Lang-Montgomery leads the women's team, after being lured from perennially ranked University of Florida in the offseason.

"One of the exciting things about coming to Longwood was President Reveley's vision of the program as a front porch for the university—more than just wins and losses," said Aldrich. "At the core, we are about the development of young men. But what excites me is also the influence a program can have on an entire university and the surrounding community. The values that this program espouses mesh really well with the values of the university and the values of the community, and that interconnectedness is really critical.

"Our mission is to graduate and transform men of character," said Aldrich. "That's something that's hard not to like and support. But it's also something that's at the core of what Longwood is, and it's at the core of what many people in Farmville and Prince Edward County cherish and value."

A hallmark of a successful, sustainable program: starting players who eschew the transfer portal and help recruit the next Lancer stars to the university. On the men's side, veteran starters like Deshaun Wade '22, Isaiah Wilkins '22 and Zac Watson '22

(all with remaining eligibility and currently in graduate school at Longwood) and Leslie Nkereuwem '23 return this year. All have bought into the mission of the program and formed a unique bond with the students who pack Willett's stands.

Lang-Montgomery felt the same sense of momentum and connection between the community and the university when she was considering leaving Gainesville, Florida, for a move 10 hours north.

"This was obviously a place where success wasn't just a one-time fluke," she said. "From the leadership style to the resources to the community support, things were already in place for sustainable success. And what was most impressive were the student-athletes who were already on the team. Their leadership and character and commitment to academic success made it very easy to recruit new high-quality players to the team and community."

Key personnel from athletics and across the university have played roles in building the programs—from new strength and conditioning coordinators to admissions counselors to university marketing and communications staff.

"One of the things that sold me on Longwood was the comprehensive institutional effort," said Hall. "The analogy is football's West Coast Offense, where a lot of players play an active role. Basketball can be that vehicle that helps grow admissions and retention and esprit de corps and alumni relations and philanthropy. To do that, we work closely with departments like admissions, marketing and communications, academic affairs and student services to make sure we are all rowing in the same direction."

BUILT TO WIN

To build a successful long-term program, Longwood has built a funding model that resembles investors supporting an emerging company.

Called Built To Win Partners, the concept is straightforward. Gather prospective donors, enlist them in the vision for the program and use philanthropy to drive the necessary investments to reach the next level of excellence.

"We aren't the only school that has ever invested in a basketball program," said Courtney Hodges, vice president for institutional advancement. "But for many of them who started in a similar place, it takes them a lot longer to get where they want to go. So the idea is, if you have a capital infusion at the beginning, can you get to where you want to go in five years instead of 10?"

Initial interest exceeded expectations. Donor support made possible a new state-of-the-art Basketball Performance Center that was constructed in Willett Hall. Built To Win raised nearly \$3 million in the past 12 months, which resulted in not only the new performance center but also hiring new staff, more home games, a nutrition program and enhanced player support.

"When the right resources come together with the right people, it sets the stage for a lot of success both in recruiting and on the court, as well as telling a compelling story of the university," said Hall. "This philanthropic support has allowed us to get to the next level in some fundamental areas of the programs: mental health care, nutrition, strength and conditioning, facilities. It's a holistic commitment to the program and athletes but also to the spotlight the program brings to Longwood."

\$81 MILLION

With a focus on prospective student target areas and storylines that emphasized Longwood's character and camaraderie, the university's storytelling efforts resulted in an avalanche of free media coverage. An analysis commissioned afterward calculated it would have cost \$81 million to purchase an equivalent amount of exposure.

200 MILLION

Longwood made nearly 200 million social media impressions during the Big South Tournament and NCAA Tournament appearances.

100 MILLION+

More than 100 million people heard about Longwood during March 2022.

24K INTERACTIONS

Only 20 universities had more than 20,000 Twitter interactions in March 2022. One of them was Longwood, with more than 24,000—ahead of even Final Four teams Villanova and Duke.

One of the next steps: taking the Built To Win funding model and applying it to other nonathletics departments on campus.

"It's a visionary investment model," said Hodges. "It can work whether you are talking about the College of Business and Economics or the Cormier Honors College or a basketball program. It's finding those initial folks to make leadership commitments to help accelerate the priorities of the program so that we can achieve them faster."

The philanthropic momentum is gathering steam already. In 2021, Longwood set giving records outside athletics.

"People are giving more," said Hodges. "Our annual Love Your Longwood Day and Lancer Giving Madness set records—and that's money that's earmarked for Greenwood Library or the College of Education, Health, and Human Services, and various other nonathletics departments. We had both more dollars and more donors for nonathletics philanthropy, and, when you look at how basketball played a role in that, the energy and excitement from Willett Hall really made an impact across the university."

A 'SEISMIC SHIFT' IN GAME DAY

More than a boon for the university as a whole, the success of the basketball program means more attention on the community. The showcase for that community for four decades has been Willett Hall, which is playing home to the Lancers for one final season before the team's transition to the new Joan Perry Brock Center, which is taking shape next door.

The new arena, already known as "JPB," will elevate Longwood's facilities to among the best in Virginia and be a space for celebratory cheers, raucous chanting and community togetherness.

"Willett Hall is unequivocally the toughest place to play in the Big South," said Aldrich. "I think there's no doubt that we are getting a huge competitive advantage from the support of the students but just as importantly from the community. There's an electricity when you walk in and the building is buzzing. In fact, one opposing coach last year joked that he wanted to call the fire marshal to cut down on the number of fans. It's a special

environment that is actually very rare across the college basketball landscape.”

One of the most ardent backers of the basketball program is Mayor David Whitus '83, a season ticket holder who is in the stands with his scarf at every home game.

“More attention on Longwood basketball means more opportunities to showcase our community,” said Whitus. “There’s been a seismic shift over the last few years on game days—people will stop you on the street to ask when you’re getting to the game or

In my time here, I’ve talked to people who have differing views on politics, religion, all sorts of things. But the one thing they all stand around and talk about is Longwood basketball and Longwood University.’

**—TIM HALL
DIRECTOR OF ATHLETICS**

whether you want to grab a bite to eat downtown before heading to Willett. I heard from so many people after the Selection Sunday show that they were proud we had the loudest roar of any of the 68 teams to make the tournament. That kind of energy and spirit are the lifeblood of a community, and we have it in spades.”

From watercoolers to restaurant tables, the Lancers are the talk of the town. From the women’s tipoff on Nov. 7 until the final buzzer for the men on Feb. 25, Longwood basketball is the ticket to have in Farmville.

“In my time here, I’ve talked to people who have differing views on politics, religion, all sorts of things. But the one thing they all stand around and talk about is Longwood basketball and Longwood University,” said Hall. “That’s a testament to the relationship people have with their university. And seeing that higher level of regional and national attention further legitimizes how folks believe and feel about their university and their town. There are a lot of really great things going on here, and, when attention is paid to the university in whatever capacity, everything benefits.”



WILLETT HALL: A LOOK BACK

Thunderous dunks. Threes that snap the net. Concerts that rattle the bleachers. And one live debate that launched Longwood into the national spotlight.

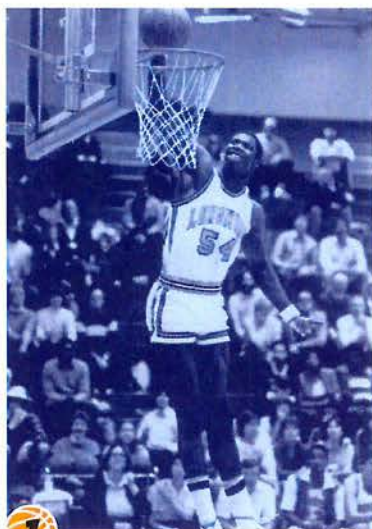
For 42 years, Willett Hall has been home to some of the most iconic moments in Longwood history from its commanding central campus presence on Brock Commons. After this season—the final one the Lancers will play on Willett hardwood—Willett will continue to be used for academic classes while transitioning to a different role within athletics with its Basketball Performance Center. It will also house space for new initiatives in sport, recreation and wellness.

Iconic players have competed in Willett Hall throughout its history—names that not only adorn the walls but live on in the memories of alumni who sat in the bleachers and cheered them on. Jerome Kersey '84. Kevin Jefferson '90. Ana Litton '94. Colin Ducharme '01. Carmille Barnette '91. Antwan Carter '12. Akila Smith '22. And, of course, the winningest coach in Longwood history, Shirley Duncan.

Willett Hall, originally Lancer Hall when it was opened in 1980, has gone through many iterations and upgrades over the last four decades. From 2006-08, extensive renovations led to upgraded seating, an addition on the back of the building for rehab and treatment, new lighting and expanded locker rooms that transformed the facility into a modern gym fit for a new Division I program.

The building is named after Longwood's 20th president, Dr. Henry I. Willett Jr., who served from 1967-81 and oversaw Longwood's transformation from an all-female school primarily for teachers to a fully coeducational and comprehensive institution. Willett Hall was completed and opened while he was president.

11 Cheer-Worthy Moments in Willett Hall History



1

NOV. 22, 1980 Freshman Jerome Kersey '84 pulls down 12 rebounds as Longwood defeats University of Maryland-Eastern Shore in the first game at newly opened Lancer Hall. That same day, sophomore Cindy Eckel '83 scores 15 points and 7 rebounds to lead the women's team past William & Mary in their first game.

5

AUG. 22, 2010 The first G.A.M.E., which starts the scarf tradition, is held as students gather for a pep rally in Willett Hall.

8

DEC. 6, 2016 Willett Hall's basketball court is named in memory of Jerome Kersey '84.



9

MARCH 20, 2019 Longwood men post the university's first Division I post-season win in a blowout victory vs. Southern Mississippi, 90-68.



After the flooding of Jennie Fennell, the Ramones will be playing on Longwood's campus. Sport. 2015

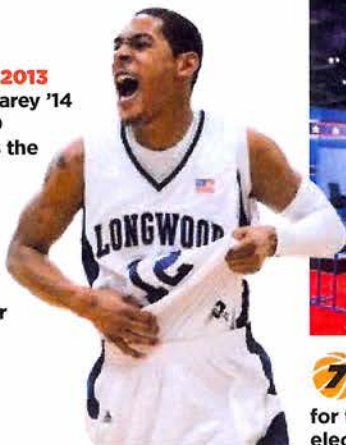
The Ramones drop everything to become a regular fan, Jennie Fennell

2

APRIL 30, 1995 At the heartfelt request of *Rotunda* editor Jennie Fennelle '95, the Ramones cancel their scheduled show in Charlottesville to rock Lancer Hall instead.

6

JAN. 19, 2013 Tristan Carey '14 drops 40 points as the Lancers beat in-state rival Liberty 102-101 on Senior Night.



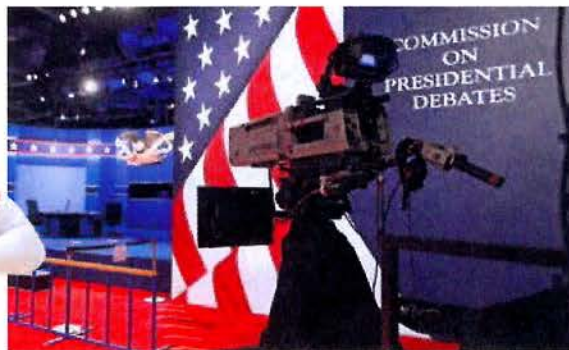
3

SEPT. 9, 2004 Lancer Hall is renamed Willett Hall in honor of former Longwood president Dr. Henry I. Willett (1967-81).



4

NOV. 13, 2007 Longwood posts its first home win as a Division I university, beating Norfolk State 80-67.



7

OCT. 4, 2016 Millions watch as Indiana Gov. Mike Pence and Virginia Sen. Tim Kaine take the stage for the only U.S. Vice Presidential Debate of the 2016 election.



10

FEB. 10, 2022 The cameras roll for the first nationally televised basketball game live from Farmville on ESPNU. The Lancers top USC Upstate 85-72.



11

MARCH 13, 2022 "The Moment" as CBS cameras go live inside Willett Hall in front of a thousand fans who came out for the NCAA's Selection Sunday.



Strategic Operations

Victoria Kindon, Vice President and CIO

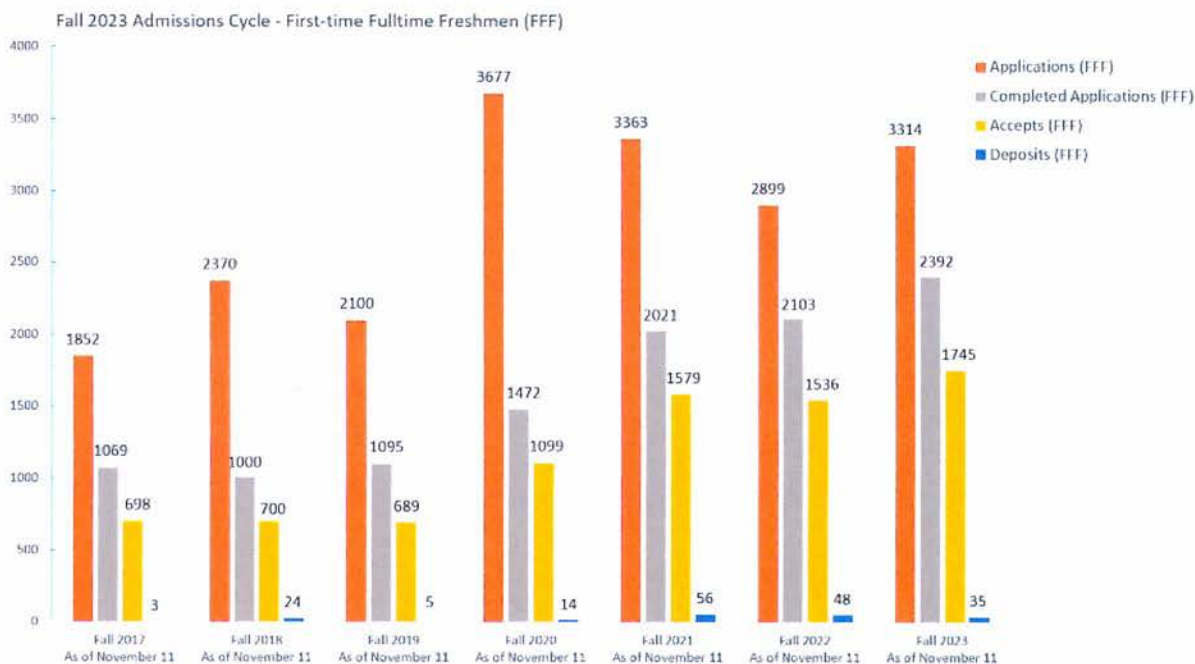
Highlights

- **Campus visit experience engaging more prospective students and families**
- **Preparation underway for changes to 2024–25 award year FAFSA**
- **ITS continues to rollout Multi-Factor Authentication**
- **Efforts underway to continue to #PackTheHall**

Undergraduate Admissions

Fall 2023 Cycle Update

The Fall 2023 Admissions cycle has been moving at another record-setting pace despite challenges presented by a smaller pool of available high school student names than usual. This decrease in availability is due to the lack of PSAT testing during the COVID-19 pandemic.



The Power of Connection

The campus visit has long been an essential element of the decision-making process for college-bound high school students and their families. The opportunity to assess the authenticity and heart and soul of a campus, its people, and culture by participating in a campus tour has proven to be a defining moment in determining whether an institution remains on their short-list or falls to the wayside in the prospective student's mindset. The pandemic illuminated how campus tours, or the lack thereof, can make an impact on the enrollment process. As all of us lamented how difficult the recruiting process had become in an environment where prospective families had to recalibrate their decision to exclude an on-campus visit, our office and marketing team worked diligently to reinvent the visit experience here at Longwood. To that end, we diversified our campus visit experience and made certain we were focused on the power of connection – to the academic program, to our people, and to the beauty of this campus.

We created a way for prospective students and their families to engage with us at their pace and in the way that they want to engage by offering these visit experiences:

- Fall Open House Programs – allow students to explore academic programs, preview campus life, ask questions of current students, and take a tour with a Lancer Ambassador. Financial aid and admissions counselors are also available.
- Longwood First Look - our 90-minute interactive information session and campus tour introduces students to Longwood and helps them get to know our welcoming community. At a very high level, we cover the admissions process, financial aid, academic majors and campus life.
- Immersion Days - Immersion Days are the perfect way to get a true peek at life as a Longwood student. In addition to an information session and campus tour, each program includes in-depth conversations/presentations with faculty members from the department, personal tour of the facilities, and substantial time with current students.
- Exploratory Studies Virtual Information Sessions - our Exploratory Studies program provides six focused paths for those students who aren't quite sure what they want to study. These sessions connect students with an Exploratory Studies advisor to better understand the program's options, opportunities, and support while validating for them that it is okay to be undecided.
- Lancer Herd - from senior classes, to scout troops, to field hockey teams—we arrange special group visits for groups of high school students. These days typically include a presentation and a student-led campus tour.
- Meet a Professor Chat Sessions – for those students ready to learn more about our academic programs and classroom life at Longwood. We connect them with a professor in the major(s) of choice and allow a conversation to highlight the transformative experience we offer.

- Explore Campus – while nothing can take the place of being in Farmville, we do allow students and families to experience campus without setting foot on campus. Through our interactive campus map, they can check out residence halls, explore places to dine and hang out, classrooms, the library, fitness center and more.

In addition to connecting families to our campus, we strive to connect each of them to our people. We will continue to work this year to improve the connections with our campus partners, specifically our Student, Faculty and Staff Ambassadors. In addition to strengthening our relationship with those groups, we will innovate the way that they are deployed and how we share information with each other. The end result should be a deeper connection for our prospective students and their parents as well the stake holders here at Longwood.

Ambitiously, our goal for the fall term was to have 1,110 prospects registered to attend an Open House, First Look, or a department specific Immersion Day. To date, we have 1,213 registered – putting us over 100 students past our goal. This number does not include students who visited through Lancer Herd/high school visit sessions, any virtual sessions, or any special events we have scheduled. As we knew visits to campus would increase some, we can point to the work we have done as a major reason why we are doing so well.

The Immersion Day model has certainly changed our visit landscape for the better. In short, it has been a game changer. Last year’s pilot was a bit challenging given many people still not traveling due to COVID restrictions, and most schools still not offering field trips. As indicated, we set lofty, but realistic goals, to grow those this fall. The goal was 245 registrations for immersion days – the actual count as of today is 444. We clearly have hit what students are looking for - an experience that feels more authentic and that drives deeper connections to campus. There is still a huge demand for an information session like First Looks. However, as we move into the next cycle, we will better balance the spread across our registration goals given this shift in behavior and the need to meet those students where they are in the process. Regardless of how we continue to evolve our program, we will keep the power of connection in mind to ensure the best possible visit experience for our families.

Enrollment Management and Student Success (EMSS)

Helping Students Transition to College, post-Covid

In our second year of offering “5 Things Every Lancer Needs to Know” (5 Things), an online summer preparation program about what to expect in college and sage advice from students and administrators, we had 13 percent increase in participation. Students indicated feeling more confident about their transition after completing 5 Things; here are a few excerpts from students:

“The five modules give me an easy understanding of what to expect this year as a freshman student in Longwood, providing me with usual information on where I can find tutors and resources, sports and clubs, and tips for time managing and planning between classes. I look forward to the new exciting adventure that Longwood will bring me this August.”

“I feel more confident than I did starting this. It is comforting to know that Longwood has so many things available for its students and genuinely cares about us and not just our academics. I learned a lot about the different organizations and places that can help us and I am eager to start school knowing that even though I may have questions or need help there will always be somewhere or someone who can help me.”

“I feel I can make it through; I have a terrible habit of procrastinating and dissociating, but with the resources and helpful tips from the videos: I believe I can come up with a schedule that produces the best experience at Longwood possible.”

Coaching Update

Early feedback from the Coaching groups (a 26 percent response rate) underscores the value that these interactions create for students. Students indicated the most beneficial part of the program was having a resource when they have questions. The second most beneficial aspect was the group gatherings and/or meetings. One student commented “My group does group activities with other groups. It was actually really helpful to combine groups every now and then to meet new people and receive more help and new connections.” Additionally, only 12 percent of respondents indicated the coaching group did not help them with their transition to college.

Removing Barriers to Graduation

The Registrar’s team is continuing to improve the re-enrollment process for students by removing barriers and increasing communication with students. One of the largest challenges for upper-class students was the process for rising seniors to indicate their plans to complete their degree, which included obtaining advisor signatures. This process accounted for about 30 percent of all holds each fall for the past 3 years. The new process leverages technology and our degree audit software to make the process easier and smoother for students, which resulted in significantly fewer holds (only 7 percent of all holds) preventing registration. We hit the highest fall to spring re-enrollment rate for this group since fall 2017 and all other groups of students either matched or exceeded the re-enrollment rate since 2017.

Preparation Underway for Major Changes to 2024–25 Award Year FAFSA

As we continue to prepare for the future, we are keeping a close eye on the upcoming changes to the Free Application for the Federal Student Aid (FAFSA) and how need will be calculated.

National analysis shows more students will become eligible for the federal Pell grant, which coincides with the population of students that also receive higher state grant aid. Financial Aid is partnering with University Analytics to use a modeling tool to project the changes in Longwood's student's gap between what the FAFSA indicates the student can contribute and the cost to attend as well as how that may shift eligibility for state grant aid.

Information Technology Services (ITS)

Data Security

Spirion, our sensitive data (i.e. social security numbers, credit card accounts) search tool, has been implemented in a phased approach. We currently have the product on the majority of active endpoints. All end-users now have the ability to scan their Longwood University desktops and laptops for possible sensitive data and take action to protect it.

The Phishing Alert Button has been implemented in all faculty and staff email. This tool allows phishing or suspicious emails to be reported to the Information Security Office with one single click. This button has performed above expectations in streamlining the investigation process of the Information Security Office. This tool will be implemented on student live email accounts by January 2023.

Multi-Factor Authentication (MFA) has been previously used for Longwood University's Outlook Web Access (OWA) and Virtual Private Network (VPN) with great success. On November 7th, MFA was implemented on all Privileged Access Account logons for all endpoints. MFA is planned to be implemented on student live email accounts on January 23, 2023.

Tabletop to test ITS Incident Response

The second annual Longwood University ITS Table-Top exercise took place on September 1, 2022 and was a huge success with invaluable feedback. The purpose of this exercise is to examine the coordination, collaboration, information sharing, and response capabilities of Longwood University ITS in response to an incident. The Information Security Office collaborated with Cybersecurity Infrastructure and Security Agency (CISA) and the Department of Homeland Security (DHS) to create and conduct the exercise.

Office of Alumni and Career Services (OACS)

Alumni Welcome the Class of 2022 to Arlington, Richmond and Virginia Beach

The OACS team successfully hosted their annual Welcome to the City series in three areas over three nights. The team brought together established alumni and those from the Class of 2022 to network together in Arlington, Richmond, and Virginia Beach. Over 100 alumni participated in this year's events.

Longwood Black Alumni Association in RVA

This November the Longwood Black Alumni Association (LBAA) hosted Black Alumni Weekend in Richmond, Virginia. Over 70 alumni participated in a weekend of reconnecting, celebrating, and planning spring events including Suit Up with JCPenney and monthly mentoring events with the students of Collaborating with Lancers for Academic Success.

VIP Home Basketball Game Packages

The OACS team has partnered with multiple offices around campus and community stakeholders to offer an exclusive VIP Home Game Packages to celebrate the last season in Willett – alumni, friends of the University, and parents of students are invited back to Farmville for any weekend in January or February. Packages include accommodations at the Hotel Weyanoke, game-ready gear, an exclusive VIP tour of JPB Center construction, guided tour of campus to see all the exciting changes at Longwood, tickets to the game, access to the hospitality suite before the game, and a \$10 gift card to North Street Press Club!

University Analytics

University Analytics has been busy with an enhanced fall reporting season. This reporting season is often one of reflection, wrapping up the previous academic year, crossing Ts and dotting Is. We have many mandated reports for federal and state authorities, as well as private parties like U.S. News and World Report that we prepare and submit each fall.

It's also a good time to make plans on how to change/enhance reporting processes for the next cycle and to that end, we have met with Deans Jeannine Perry and Sara Neher to delve deeper into U.S. News rankings surveys. We have made plans for automation to speed up the process but also begun planning data discovery to be able to provide more data in the future.

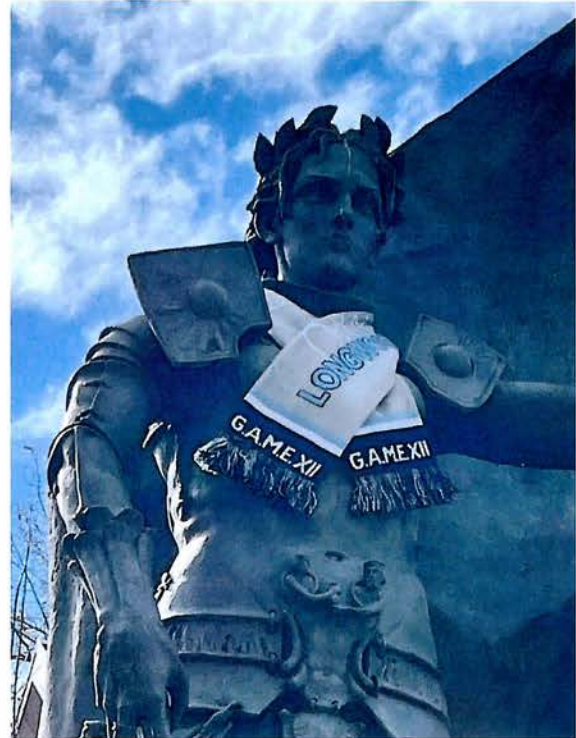
We continue to assist consultants and staff working with Financial Aid on large data pulls from third parties that aim to serve Strategic Operations in understanding our undergraduate applicant pool and how to best use financial aid and scholarship funds.

University Marketing and Communications

Marketing team preps and plans for upcoming basketball season

For the past couple of months, the team has been intensely preparing for marketing and engagement around the 2022-23 basketball season to continue the momentum and energy from last spring.

In coordination with Athletics and other campus areas, this multifaceted effort spans various digital media channels to target internal and external audiences through organic and paid content. In tandem, a print campaign includes newspaper ads, town banners and posters, game day signage and more. On home game days the new Joan of Arc statue at the south end of campus will sport a Longwood scarf and the cupolas of Moss and Johns halls will turn blue. Attendance at the men's and women's home openers was up 50 percent compared to last year.



New VIP home game packages will invite alumni and parents to campus for the last season in Willett, and basketball programming will be incorporated into key Admissions events, helping prospective students and families get a glimpse of our exciting Division I program.



Brock Experiences website refreshed with new look and feel

To better market Longwood's signature Brock Experiences program, the digital team worked with program leadership to revamp the website with a more streamlined, engaging look at the experience. The new site, which incorporates multiple video components, is designed not only to garner interest in specific offerings but also to provide a marketing tool targeting prospective students and families. View the website: <https://go.longwood.edu/brockexperiences>



Partnership with current students and recent grads proves successful for social content marketing efforts

To help engage younger audiences, the digital media team has embarked on an initiative this year to partner with groups of current students from each class year (along with recent grads) to help produce content for social platforms. The initiative, which ranges from day-in-the-life videos to interviews and event coverage, has proven remarkably successful on TikTok (<https://www.tiktok.com/@longwooduniversity>), increasing the number of posts by about 65 percent and growing views on average by 64 percent. One video went viral and garnered more than 23,000 views! We have also seen success anecdotally with TikTok comments such as “Longwood tiktok’s been killin the game lately tbh” and “This was the best video from LU yet.”



Student Affairs

Cameron Patterson, Interim Vice President

Highlights

- **SCHEV awards Higher Education Mental Health Workforce Pilot Program Grant**
- **Longwood repeats as the statewide winner for the Motivote competition through Virginia 21**
- **Longwood participates in First Generation College Celebration through the NASPA Center for First-Generation Student Success**

The fall semester continues to be full of energy and vibrancy. Our Longwood students continue to engage and connect in a strong way with a variety of campus activities and initiatives. We have really seen strong engagement from our first-year students. This is evident in the high number of students that have stepped forward to run for Class of 2026 Council leadership positions along with their engagement in various clubs and organizations.

Some key events throughout the fall semester have included Family Weekend. During this event, we had 300 families and 750 individuals participate. We also had the opportunity to do this in partnership with the Heart of Virginia Festival, the first for our community since 2019. Lancers Vote, an initiative by students, faculty, and staff to encourage voter registration and voter participation, has been a notable example of citizen leadership, including the strong partnership between the student leaders of the College Democrats and College Republicans, highlighting a recent article on longwood.edu. Longwood again won the statewide Motivote competition through Virginia 21. Motivote is a nonpartisan digital site that helps Lancers get ready to vote in our elections. The goal of our voting initiative is to help our students build strong civic habits.

Mental Health continues to be an important focus. Our Center for Counseling & Psychological Services (CAPS) received the SHEV *Higher Education Mental Health Workforce Pilot Program Grant*. Longwood was awarded funding along with six institutions by the Virginia General Assembly to support the addition of a Master of Counseling pre-licensure employee for a two-year period. This support builds on our strong internship and practicum program that has yielded

strong relationships with many Counselor Education programs across Virginia. We hope to have a professional in place by the beginning of the year to help facilitate our efforts.

Dean of Students Unit

The Dean of Students office and Care Team has assisted 294 students with issues spanning medical absences, family and personal emergencies, mental health, transition issues, academic and financial concerns. A substantial proportion of those assisted this semester has been the continuing role of the Care Team in supporting students completing COVID-19 isolation, notifying faculty of medical absences and isolation length.

Accessibility Resources

To date, 185 new students have pursued registering with Accessibility Resources for fall 2022, bringing the total number of registered students to 475. The largest percentage of disabilities is comprised of Attention-Deficit Hyperactivity Disorder (ADHD) (32%), emotional/mental health (24%), specific learning disabilities (21%), and chronic health conditions (16%). The overall average of student meetings is approximately 40 per week for registration intake, continued follow-up, and assistance with immediate issues. Meetings are addressing a variety of issues with students, most predominantly targeting retention to address a lack of motivation and limited skill sets for organization and study strategies. The Testing Center is operating at full capacity, having worked to administer, proctor, and return to faculty 251 tests so far this semester. (Statistics – November 2, 2022)

Residential and Commuter Life

Fall 2022 has seen reconnection engagement with students. Residential and Commuter Life has prioritized the return of in-person events and programs while continuing to utilize virtual and passive psychoeducational programming options. Restructuring of professional staff has taken place to streamline operations and provide appropriate support and adequate levels of services to students. Partnership with facilities management and housekeeping continues to be a strong focus to address the completion of student work orders.

Communication with students regarding housing registration for the 2023-2024 academic year has already begun. This communication included highlighting the 3-year residency requirement, 12-month housing/summer storage, newly flexible Lancer Park parking, apartment renovations, and procedures to register for housing.

Student Conduct and Integrity

Student Conduct and Integrity has adjudicated 45 cases so far this semester, 24 with administrative hearings officers, 14 Honor and Conduct Board hearings, and 7 agreed resolutions. Freshman account for 47% of cases, 3% sophomores, 2% juniors, 1% seniors, and

5% graduate students. All 12 graduate student cases stemmed from academic integrity violations. For undergraduate students, disciplinary suspension resulted from three disciplinary cases.

Title IX

So far during the fall 2022, the Title IX office has received 37 reports of notice. This figure is roughly in line with recent years. As is also typical, the majority of students are requesting supportive measures coordinated through the Title IX office including referrals to resources on campus (such as CAPS, ARO, Academic Success, etc.), and notification of medical-related absences to faculty, etc. About one-third of these reports are categorized as either reported coerced sexual intercourse or unwelcome sexual contact. The others include sexual harassment or discrimination, dating and relationship violence, or stalking. A handful of students are working closely with Longwood and Farmville Police pursuing criminal complaints. Longwood's Title IX office provides resources for students regardless of whether they decide to pursue a complaint within Longwood, with outside authorities, neither, or both. Kathleen Roberts '12 was appointed Title IX Coordinator and started in September 2022, and Faculty Senate appointed a new Deputy Title IX Coordinator in September 2022. Both employees have completed required Title IX training.

Student Engagement Unit

The fall has been a lively and full one. It has been exciting to see many students, especially the first-years, engage and connect on campus in ways we have not seen in a couple of years. The Student Engagement staff continued its commitment to closely work with students within specific efforts toward: *Visibility/Opportunity/Re-Imagining/Re-Engaging*.

Visibility and Re-Engaging

Family Weekend in mid-September occurred in conjunction with The Heart of Virginia Festival, a no-cost asset to the weekend. The Club and Organization Awards Dinner in October celebrated student leadership. The student groups PRIDE (GLBTQ+) and Anime, as well as the President of Lancer Productions, were recognized for their efforts. Student completion of Not Anymore, the online educational program focused on risk reduction and sexual harassment in which all new students participate, has a current completion rate of 85%, which is back to pre-pandemic numbers. The First Generation Student Celebration occurred in early November as part of national efforts to recognize students who are the first in their family to earn a Bachelor's degree. Longwood again won the statewide Motivote competition. The National Pan Hellenic Council (NPHC) created a very successful NPHC Week in October, including "Let's Talk About It", a student-led panel that attracted about 70 students including other underrepresented students from Hampden-Sydney College. There is exciting student interest in NPHC organizations who are recovering from lower student participation during COVID-19.

Opportunity

Increased and dedicated support of underrepresented students has been given by the office of Multicultural Affairs, both with individuals and with student organizations, as students supported by this office face unique transitions and experiences at Longwood. A primary topic for the Student Government Association (SGA) this fall has been addressing and advocating for student concerns related to Diversity, Equity, and Inclusion as underrepresented students have shared their experiences at, and concerns about, Longwood. Advocacy for and completion of Student Affairs priorities associated with Longwood's Diversity Strategic Plan continues to be a priority for the Student Engagement staff. Community, Humanity, Allyship, Grace, and Equity (CHANGE) multicultural council meets weekly and these students appreciated and enjoyed the chance to meet recently with Cookie Scott at the NH Scott Multicultural Center in Upchurch to share their perspectives and experiences. There has been an exciting initiative by two student groups to organize a Native Student Organization and a Muslim Student Association. Hispanic Heritage Month was celebrated in September and October. Education efforts related to hazing prevention and alcohol in compliance with Adam's Law have been ongoing this fall with over 1200 students participating in sessions so far. The Longwood Recovers collegiate recovery program received a grant renewal for two years. Inter-Fraternity Council (IFC) students are enjoying use of the Fraternity and Sorority Life (FSL) Lodge at Lancer Park and were excited to receive a recent grant from the Parent's Council to enhance resources for the Lodge.

Re-Imagining

Oktoberfest, with all of its festivities, was a highlight of the fall, though it had to adjust to some re-scheduling due to the hurricane on the east coast. The concert was held as scheduled, albeit indoors, to an enthusiastic crowd in Jarman. Color Wars, the parade and traditional dance, and the always-popular student organization booths (80, with a waiting list) were held two weeks later on a beautiful fall day. Weekend events sponsored by Lancer Productions contribute importantly to student life through comedy, illusion, poetry, musical and cultural performances, Glowga, Glow Golf, crafting—and a horror movie themed haunted house during Halloween weekend. One hundred sixty-five active student organizations also play a key role in contributing to the vibrancy of student life.

Well-Being Unit

This year's well-being theme is BELONGING. The Longwood University Design Lab students created an updated logo to capture the three services of the Well-Being Unit.



“Be Active” connects primarily with Campus Recreation, “Be Well” connects primarily with University Health, and “Be Yourself” connects primarily with CAPS; however, the mission and

operations of each three are interconnected. Although designed for the Well-Being Unit, the logo is universally applicable to the entire Longwood community. A sense of belonging is essential to the success and well-being of every Lancer. The theme and logo guide campus well-being initiatives.

Counseling and Psychological Services (CAPS)

CAPS applied for, and was awarded funding through the SHEV *Higher Education Mental Health Workforce Pilot Program*. Those selected will receive funding appropriated by the Virginia General Assembly to support the addition of a Master of Counseling pre-licensure employee for a two-year period. The purpose of the is pilot program is to (a) provide much-needed added mental health support to Virginia college students, (b) increase the number of mental health providers who successfully complete professional licensure in Virginia, and (c) create a pipeline of licensed mental health providers who choose a career in higher education.

CAPS expanded its Stepped Care Approach by training all clinicians in the Single Session Therapy (SST) modality in order to increase appointment options and thereby support more students with solution-focused treatment. SST provides greater access by decreasing barriers such as waiting for a scheduled appointment and completing a full intake. This modality can appeal to any student and perhaps especially underrepresented students (e.g., first generation, BIPOC, LBGTQI+).

Campus Recreation

Campus Recreation focused on Providing programs and facilities that foster Belonging: Activity, Inclusivity, and Community include (a) more than 340 participants engaged in intramural programs (and more than 200 people attended the Longwood University/Hampden-Sydney College Intramural flag football game), (b) more than 420 Longwood students participated in home and away Sport Club matches, (c) nearly 600 participants from the Longwood community participated in Group Fitness classes, and (d) 37 students participated in Outdoor Club day hike and/or overnight whitewater rafting trip.

Longwood University Police Department (LUPD)

LUPD continues to work with the Farmville Police Department and the Prince Edward County Sheriff's Office to develop a Unified Hostile Incident Action Guide. We are entering the phase where local fire, EMS and medical services are being brought into this group to further enhance the planning and response to a possible active threat in this area.

LUPD and Emergency Management has conducted five Code Red trainings faculty, staff and student groups this quarter. These classes instruct how to react in emergencies through situational awareness and the "Run, Hide, Fight" model.

Informational Items

**Report from Faculty Representative to the Board of Visitors
December 2, 2022**

Lee Millar Bidwell, Professor of Sociology

“Longwood University’s Janet D. Greenwood Library fosters inclusive services, diverse collections, engaging programming, and collaborative facilities to develop citizen leaders, support teaching, learning, and research, and prepare individuals to be compassionate lifelong learners” (Mission Statement)

The outstanding professionals at Longwood’s Greenwood Library support the work of faculty and contribute to the vitality of the campus and broader community in countless ways. For this report, I asked faculty to share how they utilize services at the library. The immediate, enthusiastic response I received from across campus highlights how our library colleagues support teaching and scholarship, and do so much more.

Instructional and Pedagogical Support

Faculty collaborate closely with their library liaison for a variety of instructional needs. Under the leadership of Dean Brent Roberts, each academic department and campus office is assigned a library liaison to provide expert, specialized disciplinary assistance. Faculty work closely with their liaisons in planning their courses and assignments.

- Liaisons help faculty teach students how to locate and evaluate sources for projects by working with whole classes in the library, visiting classrooms, or through direct one-on-one assistance with individual students. They design creative, interactive instruction specifically tailored to the course level and assignment criteria.
- Faculty teaching foundational Civitae courses of CTZN 110: Inquiry into Citizenship and ENGL 165: Writing and Rhetoric can bring their classes to the library where librarians guide students in exploring the library and learning to locate scholarly sources through fun, game-based activities called “Expedition Library” and “Search & Destroy.”
- Whether classes are offered in-person, as hybrid, or fully-online, library liaisons can be “embedded” into Canvas sections to add information relevant to assignments, respond to discussion questions, and serve as a direct resource for students.
- Students can get assistance from librarians during regular hours by visiting the facility in person or through a virtual chat. Graduate students, many of whom are working professionals and may be taking classes at off-site locations often need assistance when the library is closed; the graduate program library liaison makes herself available on nights and weekends and drives to off-site locations to meet with students in person.
- Liaisons also work with faculty and their library colleagues to ensure students have access to a wide collection of resources in digital and hard copies. Whatever the request--from locating plays on film for theatre classes to gathering a selection of children’s books to celebrate Hispanic Heritage month--our librarians work to see that the resources are available.
- Faculty describe their liaisons as “awesome,” “clear experts in their field,” “extremely reliable,” “routinely exceeding expectations,” and “generous with their time.”

Support for Scholarship

In addition to the ongoing support for pedagogical needs, our library staff provide faculty invaluable support for their scholarship. Often faculty have unique and nuanced needs for their research, and the library liaisons and other library staff work tirelessly to locate those resources.

- The interlibrary loan service is a frequently used service of the library. Faculty report that the requests are filled quickly and easily, even when the needs are rather obscure. As one faculty member explained, “I couldn’t keep up my publication schedule without interlibrary loan. They are never stumped by requests for books in Latin, German, French, Old French, etc. I can’t imagine trying to work without their steady and dependable help.”
- The library also provides equipment that aids in faculty research. For example, one faculty member reported, “I had to check out a Dell laptop for an entire semester to complete qualitative coding for a research project. The library accommodated this unusual request which helped me get this project completed.”

And so much more...

The library staff contribute to campus and community life in a variety of other ways. As Dean Roberts likes to say, “Librarians are everywhere! Woot! Woot!”

- Greenwood Library is always a welcoming place for events. They have hosted Graduate Research Symposiums, partnered with CAPS to offer wellness programming, supported the Sandra Cisneros event with the English and Modern Languages Department, and created a “magical bubble-rich experience” for thousands of K-12 students attending the Virginia Children’s Book Festival.
- One event that many faculty find particularly meaningful is the Bookplate reception that honors those who received tenure or retired by placing their name in a book of the honoree’s choice in the permanent collection. One faculty member said, “This was one of my favorite moments as a faculty member at Longwood. Earning tenure was a hard and long process and I felt honored and rewarded by this celebration. In addition, I got to know other faculty members in a little deeper way through learning about their book choices.”
- This year the library was able to get unlimited electronic access to many resources being used in classes to provide students substantial savings on their course materials.
- The library is a key player in offering fun activities during New Lancer Days, and librarians facilitate great conversations both virtually and in-person with the [Southside Reads](#) book challenge. In addition to serving on standing faculty committees such as the Civitae, CAFÉ, Intellectual Property, and Course Materials Affordability committees, they participate in SGA meetings and join the instructional teams for Brock Experiences.

One faculty member summed it up best by saying, “I love the library and the librarians!”