



**NORFOLK STATE**  
UNIVERSITY

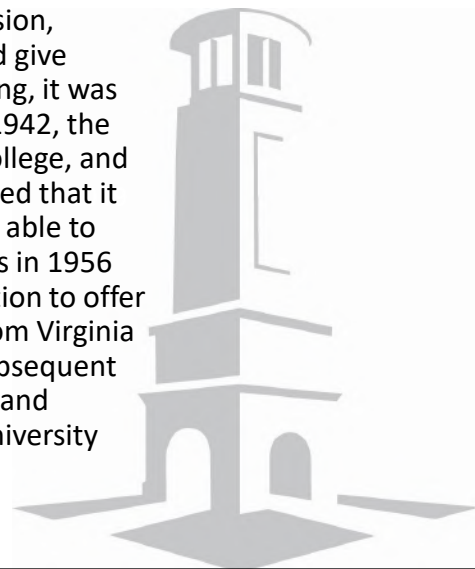
**In "Rarefied Air" - Among the 1% of  
Institutions in Compliance with  
*Standard 6.2.a Faculty Qualifications***

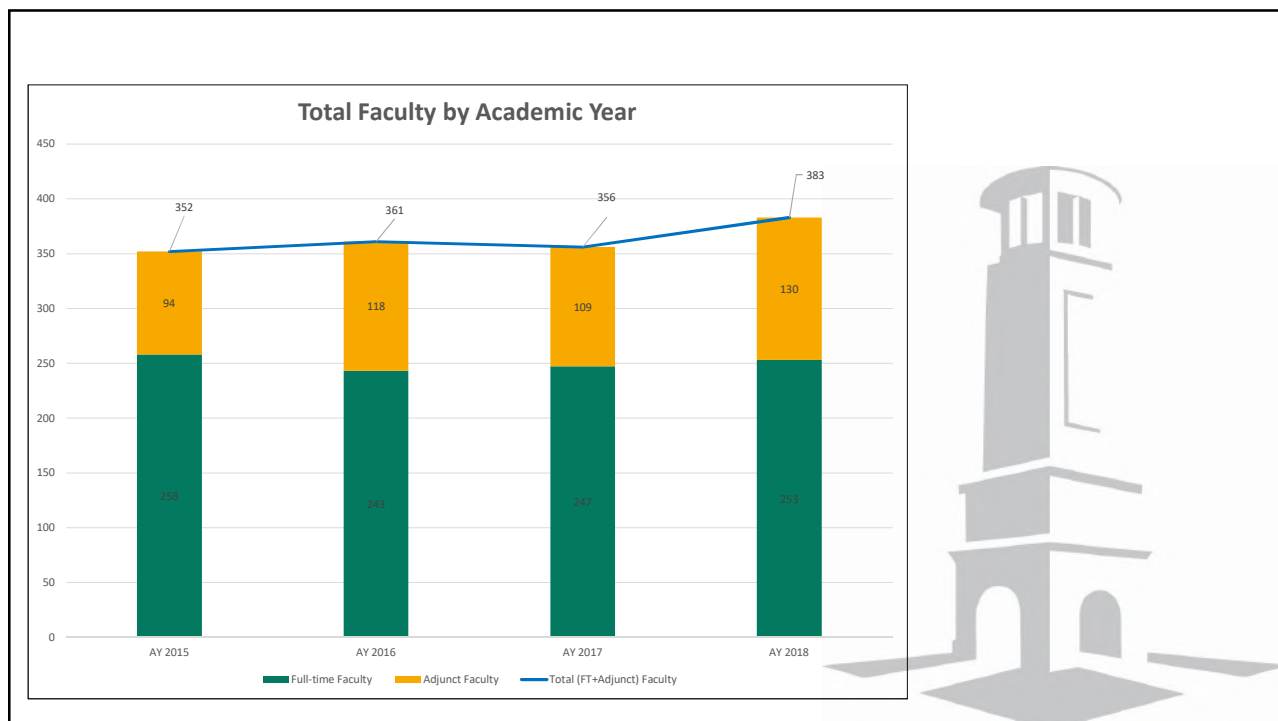
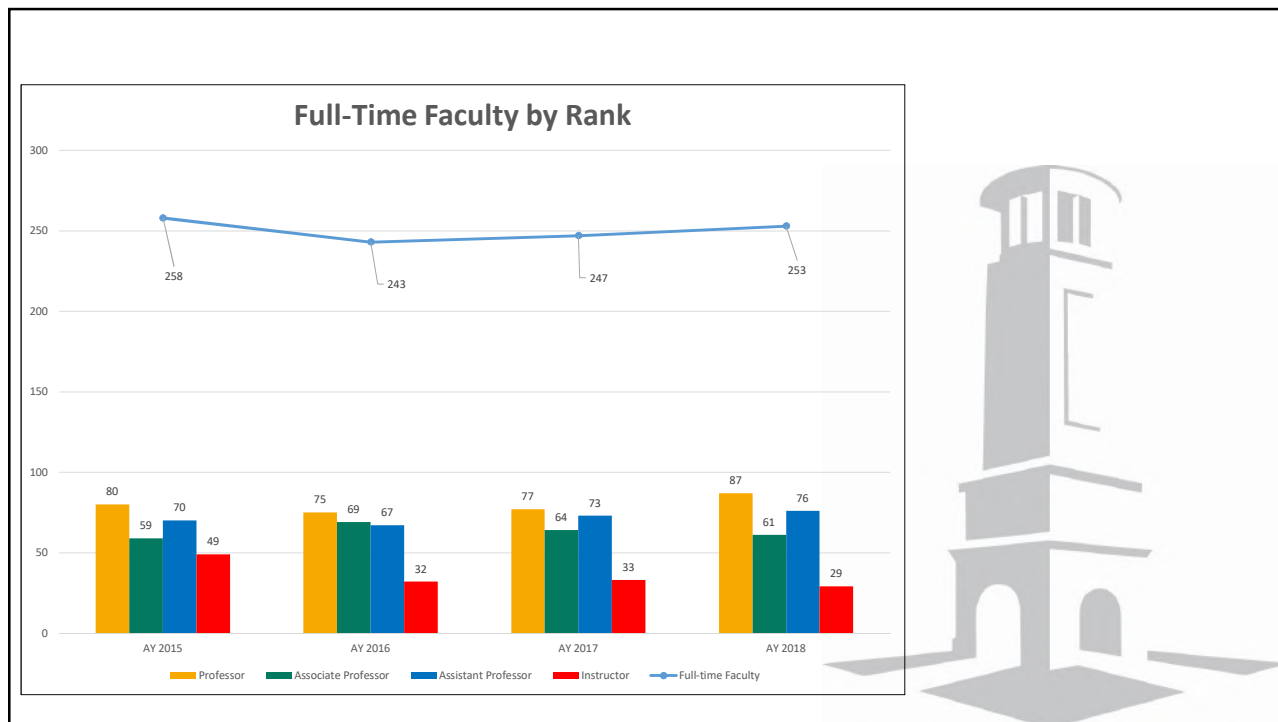
Dr. Leroy Hamilton, Jr., Provost and Vice President for Academic Affairs (I)  
Dr. Enrique G. Zapatero, Vice Provost for Academic Effectiveness (I)  
Norfolk State University | December 7-10, 2019 | SACSCOC Annual Meeting

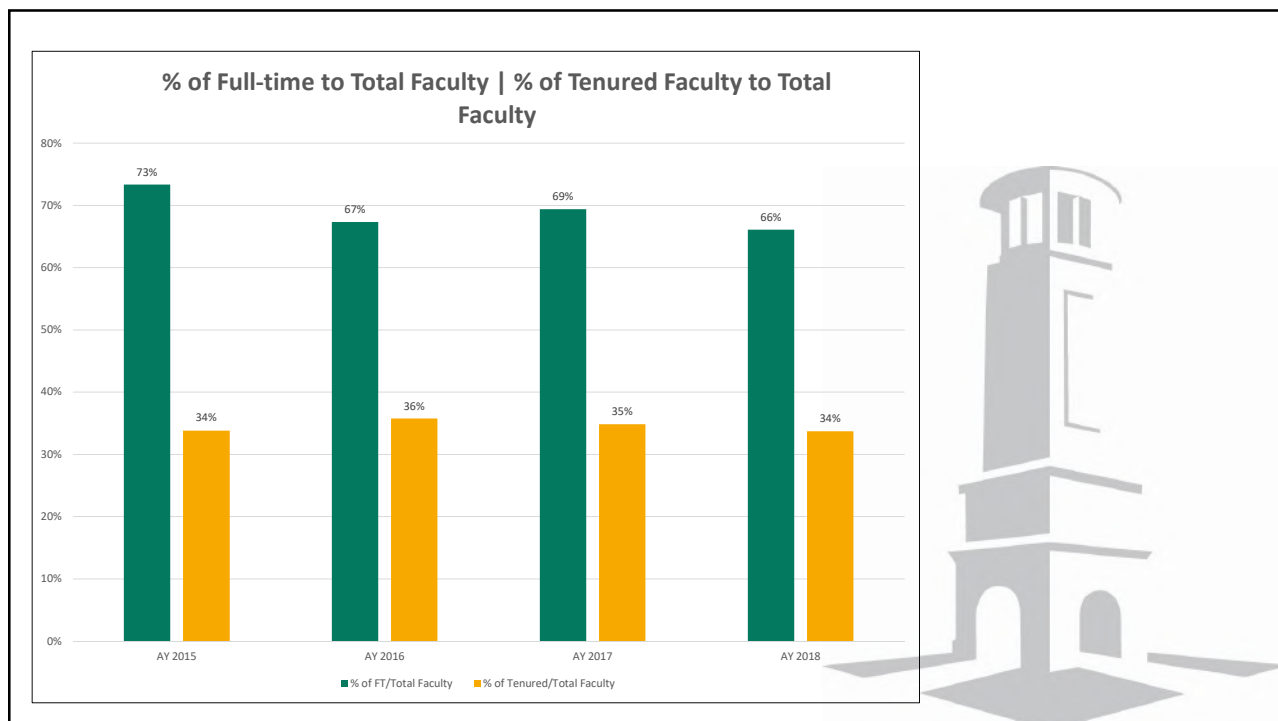
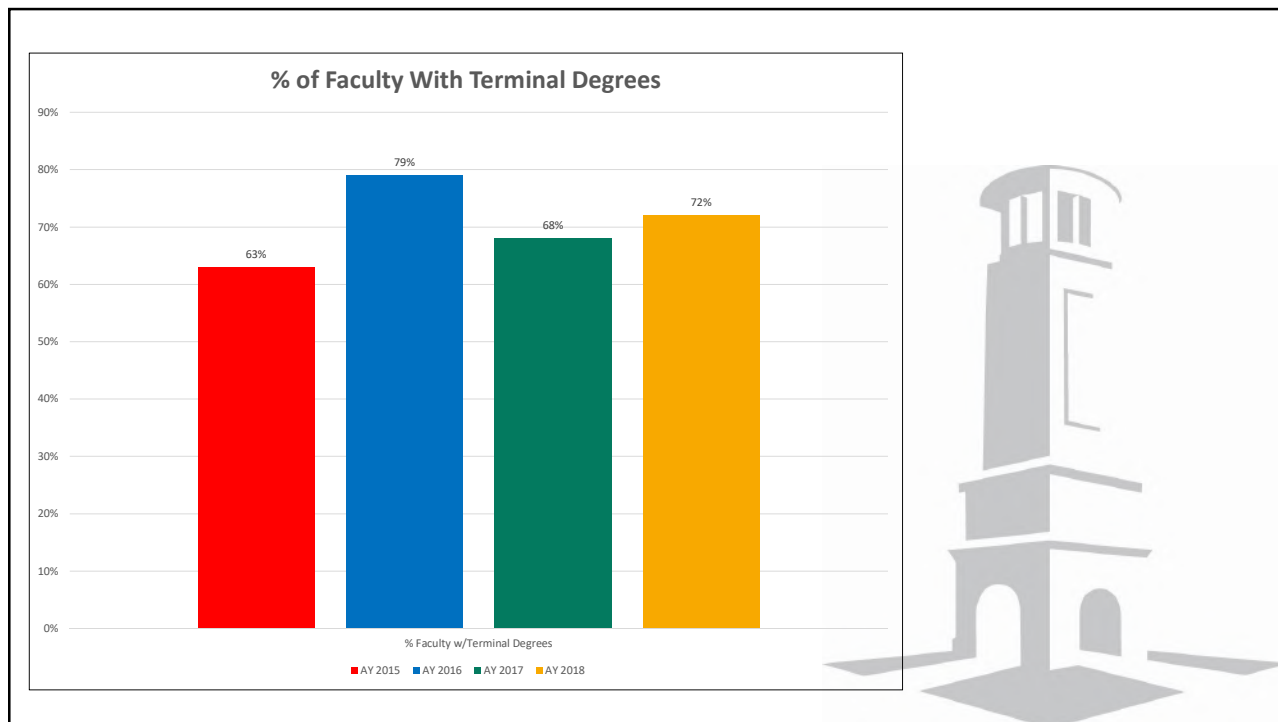


## Norfolk State University

Norfolk State College was founded September 18, 1935. The College, brought to life in the midst of the Great Depression, provided a setting in which the youth of the region could give expression to their hopes and aspirations. At this founding, it was named the Norfolk Unit of Virginia Union University. In 1942, the College became the independent Norfolk Polytechnic College, and two years later an Act of the Virginia Legislature mandated that it become a part of Virginia State College. The College was able to pursue an expanded mission with even greater emphasis in 1956 when another Act of the Legislature enabled the institution to offer its first Bachelor's degree. The College was separated from Virginia State College and became fully independent in 1969. Subsequent legislative acts designated the institution as a university and authorized the granting of graduate degrees. In 1979, university status was attained.







# Introduction

- Norfolk State University was found in compliance by the Off-Site Review Team on several standards, most notably on *Standard 6.2.a Faculty Qualifications* at our latest reaffirmation process.
- This fact prompted a comment from one of the team members, which became the title for this proposal - In "Rarefied Air."



**Top 10 Most Frequently Cited Principles (2012/2018) in Decennial Reaffirmation Reviews: 2018**

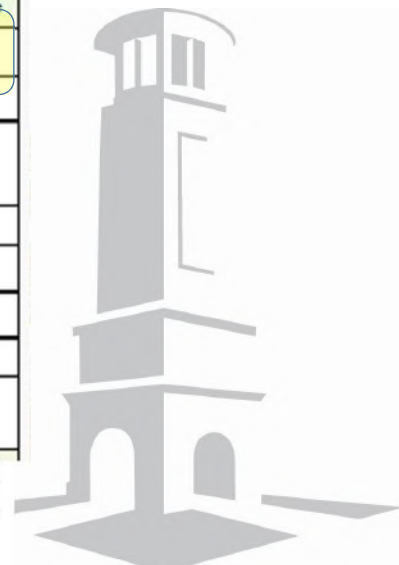
Review Stage I: Off-Site Committee (n=21)			Review Stage II: On-Site Committee			Review Stage III: Board of Trustees		
Rank	Requirement/Standard	% of Institutions in Non-Compliance	Rank	Requirement/Standard	% of Institutions in Non-Compliance	Rank	Requirement/Standard	% of Institutions in Non-Compliance
1.	3.7.1 (Faculty Competence)	99%	1.	3.7.1 (Faculty Competence)	99%			
2.	3.3.1.3 (IE - Educational Support)	60%	2.	3.3.1.3 (IE - Educational Support)	60%			
3.	3.3.1.2 (IE - Administrative Units)	51%	3.	3.3.1.2 (IE - Administrative Units)	51%			
4.	3.3.1.5 (IE - Community/Public Service)	49%	4.	3.3.1.5 (IE - Community/Public Service)	49%			
5.	3.3.1.1 (IE - Educational Programs)	49%	5.	3.3.1.1 (IE - Educational Programs)	49%			
6.	2.11.1 (Financial Resources)	44%	6.	2.11.1 (Financial Resources)	44%			
7.	2.8 (Faculty)	43%	7.	2.8 (Faculty)	43%			
8.	3.7.2 (Faculty Evaluation)	36%	8.	3.7.2 (Faculty Evaluation)	36%			
9.	3.4.11 (Academic Program Coordination)	32%	9.	3.4.11 (Academic Program Coordination)	32%			
10.	3.5.4 (Terminal Degrees of Faculty)	32%	10.	3.5.4 (Terminal Degrees of Faculty)	32%			

Key Descriptive Statistics (Number of Principles Cited Per Institution)			Selected Generations of Non-Compliance		
Mean=15.0 (n=43)	Median=14	Range=4-3	Governance and Administration (1.1, 1.1.1, 1.1.2, 1.1.3, 1.1.4, 1.1.5, 1.1.6, 1.1.7, 1.1.8, 1.1.9, 1.1.10, 1.1.11, 1.1.12, 1.1.13, 1.1.14, 1.1.15, 1.1.16, 1.1.17, 1.1.18, 1.1.19, 1.1.20, 1.1.21, 1.1.22, 1.1.23, 1.1.24, 1.1.25, 1.1.26, 1.1.27, 1.1.28, 1.1.29, 1.1.30, 1.1.31, 1.1.32, 1.1.33, 1.1.34, 1.1.35, 1.1.36, 1.1.37, 1.1.38, 1.1.39, 1.1.40, 1.1.41, 1.1.42, 1.1.43, 1.1.44, 1.1.45, 1.1.46, 1.1.47, 1.1.48, 1.1.49, 1.1.50, 1.1.51, 1.1.52, 1.1.53, 1.1.54, 1.1.55, 1.1.56, 1.1.57, 1.1.58, 1.1.59, 1.1.60, 1.1.61, 1.1.62, 1.1.63, 1.1.64, 1.1.65, 1.1.66, 1.1.67, 1.1.68, 1.1.69, 1.1.70, 1.1.71, 1.1.72, 1.1.73, 1.1.74, 1.1.75, 1.1.76, 1.1.77, 1.1.78, 1.1.79, 1.1.80, 1.1.81, 1.1.82, 1.1.83, 1.1.84, 1.1.85, 1.1.86, 1.1.87, 1.1.88, 1.1.89, 1.1.90, 1.1.91, 1.1.92, 1.1.93, 1.1.94, 1.1.95, 1.1.96, 1.1.97, 1.1.98, 1.1.99, 1.1.100)	% of the Total Number of Principles of Non-Compliance	
			Faculty (2.8, 3.4.1, 3.4.2, 3.4.3, 3.4.4, 3.4.5, 3.4.6, 3.4.7, 3.4.8, 3.4.9, 3.4.10, 3.4.11, 3.4.12, 3.4.13, 3.4.14, 3.4.15, 3.4.16, 3.4.17, 3.4.18, 3.4.19, 3.4.20, 3.4.21, 3.4.22, 3.4.23, 3.4.24, 3.4.25, 3.4.26, 3.4.27, 3.4.28, 3.4.29, 3.4.30, 3.4.31, 3.4.32, 3.4.33, 3.4.34, 3.4.35, 3.4.36, 3.4.37, 3.4.38, 3.4.39, 3.4.40, 3.4.41, 3.4.42, 3.4.43, 3.4.44, 3.4.45, 3.4.46, 3.4.47, 3.4.48, 3.4.49, 3.4.50, 3.4.51, 3.4.52, 3.4.53, 3.4.54, 3.4.55, 3.4.56, 3.4.57, 3.4.58, 3.4.59, 3.4.60, 3.4.61, 3.4.62, 3.4.63, 3.4.64, 3.4.65, 3.4.66, 3.4.67, 3.4.68, 3.4.69, 3.4.70, 3.4.71, 3.4.72, 3.4.73, 3.4.74, 3.4.75, 3.4.76, 3.4.77, 3.4.78, 3.4.79, 3.4.80, 3.4.81, 3.4.82, 3.4.83, 3.4.84, 3.4.85, 3.4.86, 3.4.87, 3.4.88, 3.4.89, 3.4.90, 3.4.91, 3.4.92, 3.4.93, 3.4.94, 3.4.95, 3.4.96, 3.4.97, 3.4.98, 3.4.99, 3.4.100)		
			Institutional Effectiveness (3.1, 3.1.1, 3.1.2, 3.1.3, 3.1.4, 3.1.5, 3.1.6, 3.1.7, 3.1.8, 3.1.9, 3.1.10, 3.1.11, 3.1.12, 3.1.13, 3.1.14, 3.1.15, 3.1.16, 3.1.17, 3.1.18, 3.1.19, 3.1.20, 3.1.21, 3.1.22, 3.1.23, 3.1.24, 3.1.25, 3.1.26, 3.1.27, 3.1.28, 3.1.29, 3.1.30, 3.1.31, 3.1.32, 3.1.33, 3.1.34, 3.1.35, 3.1.36, 3.1.37, 3.1.38, 3.1.39, 3.1.40, 3.1.41, 3.1.42, 3.1.43, 3.1.44, 3.1.45, 3.1.46, 3.1.47, 3.1.48, 3.1.49, 3.1.50, 3.1.51, 3.1.52, 3.1.53, 3.1.54, 3.1.55, 3.1.56, 3.1.57, 3.1.58, 3.1.59, 3.1.60, 3.1.61, 3.1.62, 3.1.63, 3.1.64, 3.1.65, 3.1.66, 3.1.67, 3.1.68, 3.1.69, 3.1.70, 3.1.71, 3.1.72, 3.1.73, 3.1.74, 3.1.75, 3.1.76, 3.1.77, 3.1.78, 3.1.79, 3.1.80, 3.1.81, 3.1.82, 3.1.83, 3.1.84, 3.1.85, 3.1.86, 3.1.87, 3.1.88, 3.1.89, 3.1.90, 3.1.91, 3.1.92, 3.1.93, 3.1.94, 3.1.95, 3.1.96, 3.1.97, 3.1.98, 3.1.99, 3.1.100)		
			Educational Programs/Curriculum (2.7, 3.4-6, 3.12.1, 4.2, 4.4, 4.9) - (3.4.3, 3.4.11, 3.4.12, 3.4.21)	17%	
			Financial and Physical Resources (2.11, 3.10, 3.11, 4.7)	14%	
			Student Services/Learning Support (2.8, 2.16, 3.10, 3.4.5, 3.4.12, 3.8, 3.8, 3.10.3, 4.5, 4.6, 4.8)	12%	

March 2019 | For more information, please contact Dr. Alana Mathews, Director of Planning and Research, at [amathews@nsu.edu](mailto:amathews@nsu.edu)

**PRELIMINARY DATA**



## Section 6: Faculty (2018 Principles of Accreditation)

2. For each of its educational programs, the institution
  - a. Justifies and documents the qualifications of its faculty members. (*Faculty qualifications*)



### Goal:

Achieve 100% review of Norfolk State University teaching faculty credentials for fall 2016 semester, spring 2017 semester, fall 2017 semester, and spring 2018 semester.

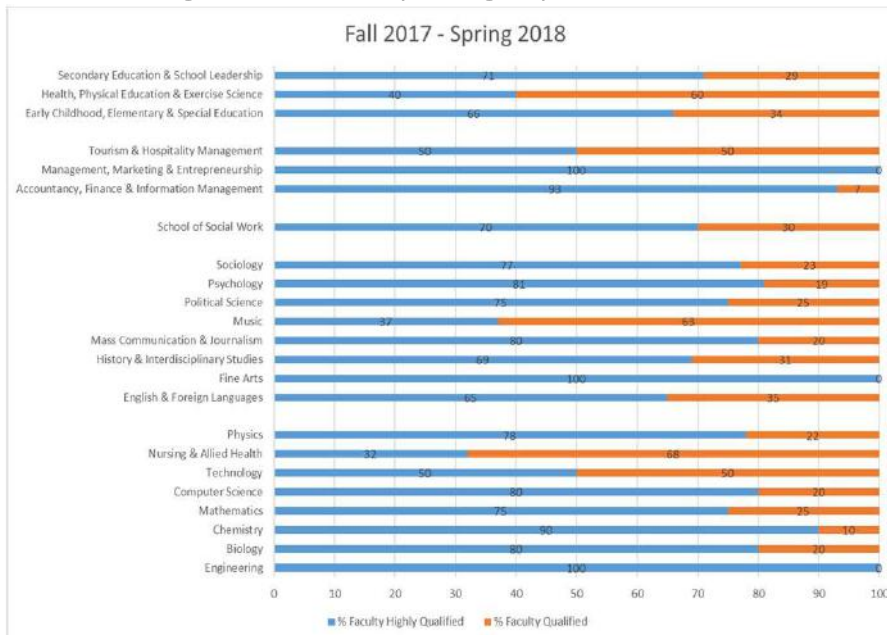


# Norfolk State University – Faculty Credentialing Rating

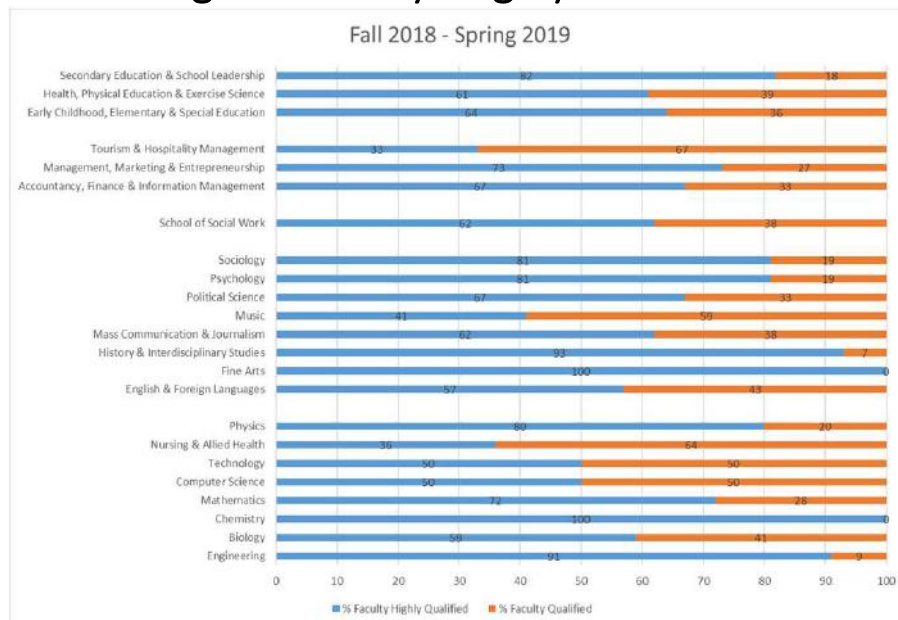
FACULTY QUALIFICATIONS RATING	CREDENTIALING GUIDELINES
Highly Qualified	Terminal degree in the teaching discipline.
Qualified	Terminal degree in a related discipline with at least 18 graduate semester credit-hours in the teaching discipline.
Qualified	Master's degree in the teaching discipline.
Marginally Qualified	Master's degree with at least 18 graduate semester credit-hours in the teaching discipline PLUS
	Alternative Justification: Related work or professional experience, licensure and certifications; scholarly publications and presented papers; and other demonstrated competencies and achievements that contribute to effective teaching and student learning outcomes.
	<b>Graduate teaching assistants:</b> master's in the teaching discipline or 18 graduate semester hours in the teaching discipline, direct supervision by a faculty member experienced in the teaching discipline, regular in-service training, and planned and periodic evaluations.
Not Qualified	Does not meet any of the above criteria.



## Percentage of Faculty: Highly Qualified and Qualified – AY 17-18



## Percentage of Faculty: Highly Qualified and Qualified – AY 18-19



## Description of Process Used

### FQS = Faculty Qualification System

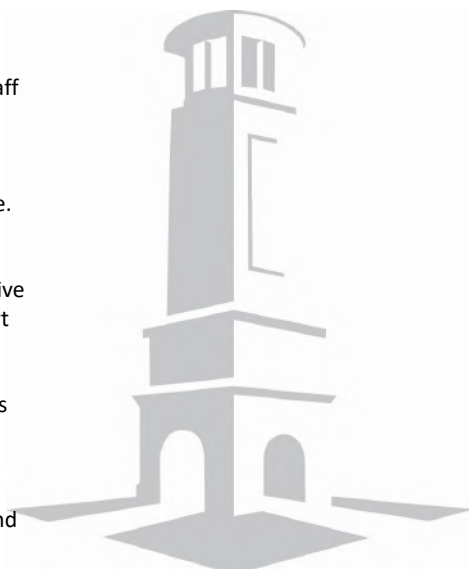
**Stage 1** – Identify Highly Qualified Faculty Consultants in their respective academic areas. Generate contracts. Performed by Provost's Office support staff and supervised by Vice Provost.

**Stage 2** – Preliminary Action Items such as digitization of existing official transcripts and scanning of transcripts submitted for recent promotion/tenure. Performed by Provost's Office support staff.

**Stage 3** – Verification of official transcripts and uploading them into FQS. Archive paper-based official transcripts securely. Performed by Provost's Office support staff and supervised by Vice Provost.

**Stage 4** – Training sessions for Faculty Consultants. Standardization of practices and understanding of guiding policies. Performed by Office of Information Technology developer, and supervised by Vice Provost.

**Stage 5** – Verification Process by Faculty Consultants. Supervised by Provost and Vice Provost.



## Description of Faculty Qualification System

The FQS Consultant will:

1. Arrange documents in Personnel file.
2. Login to the FQS.
3. Access the FQS Consultant's list.
4. Navigate to the Faculty Roster page.
5. Review faculty qualifications.
6. Determine qualification status of faculty member.



## Arrange documents in Personnel file

1. Current Curriculum Vitae.
2. Official transcript.
3. Certification of Credentials form.
4. Letter of Application.
5. Appointment and Acceptance Letters.
6. Official Commonwealth of Virginia application form.
7. Recommendations/References.
8. Performance reviews, evaluations, and other appropriate documents related to employee performance.
9. As applicable, official documentation of professional work experience.





# Example

16180089 Faculty Qualifications System - Norfolk State University

**NORFOLK STATE UNIVERSITY** Faculty Qualifications System

The Norfolk State University (NSU) Faculty Qualifications System (FQS), which is password protected, contains information documenting NSU's compliance with accreditation standards related to faculty qualifications and credentials. Course descriptions, course goals and measurable student learning outcomes, intended course outcomes are also included as part of the course syllabi.

### Search for Faculty

Welcome **egzapatero**, [ Sign Out ]  
Last Login: May 22 2019 11:46 AM [ Main Page ]

**Choose Options from below to Search for Faculty:**

**Using Alphabets:**

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

**BY SEMESTER**

Choose the semester from the list below: [ Select Semester ]  
Choose School from list below: [ Select from list ]

16180090 Faculty Qualifications System - Norfolk State University

### SEARCH ALL FACULTY (all semesters):

Last Name: [ ] Search Now

List of Faculty with Last Name starting with Alphabet: **K**  
Total Faculty Members: **10**

Kozhevnikov, Michael

104

Norfolk State University | Office of Academic Affairs | 700 Park Avenue | Norfolk, VA 23501

16180091 Faculty Qualifications System - Norfolk State University

**NORFOLK STATE UNIVERSITY** Faculty Qualifications System

Welcome **egzapatero**, [ Sign Out ]  
Last Login: May 22 2019 11:46 AM

**Name:** Dr. Michael Kozhevnikov  
**Contract Type:** Full-time Tenured (FT-T)  
**School:** College of Science, Engineering & Technology  
**Department:** Engineering

Faculty Roster

**Courses**

Linked to syllabus

[ Edit Rating ]

**Fall 2019**

- EEN-101-D1A - Engineering Problem Solving -
- OEN-201L-01 - Phys & Instrum Optics Lab -
- OEN-460-51 - Optical Communications I -

**Relevant Academic Degrees Earned**

**Institutions attended:**

- ScD, Technion-Israel Institute of Technology, Physics
- MS, Technion-Israel Institute of Technology, Physics

**Rationale for Qualifications to Teach Assigned Courses**

**Comment:**

- Faculty teaching graduate course work: earned doctorate in the teaching discipline.
- Faculty teaching baccalaureate courses:

16180092

Continued on next slide

https://webapps.nsu.edu/fqs/list\_details.php?id=401&random\_val=20590

10/15/2019

Faculty Qualification System - Norfolk State University

**Certification**

master's degree in the teaching discipline.

**Transcript**

Teaching Certification Form (earned academic degrees, discipline of each degree, institution awarding the degrees, and a minimum of 18 graduate semester hours in discipline)

Copy of transcript(s) to justify qualifications to teach in specified discipline (official document on file)

**Curriculum Vitae**

No Curriculum Vitae Available

**Spring 2019**

- OEN-460L-01 - Optical Communication I Lab - Highly Qualified: Terminal Degree in Teaching Discipline
- OEN-200L-01 - Geometric & Instr Optics Lab -
- OEN-461-01 - Optical Communications II - Highly Qualified: Terminal Degree in Teaching Discipline
- OEN-461L-01 - Optical Communications Lab I - Highly Qualified: Terminal Degree in Teaching Discipline

**Fall 2018**


- EEN-311-01 - Engineering Economics - Highly Qualified: Terminal Degree in Teaching Discipline
- OEN-460-51 - Optical Communications I -
- OEN-460L-01 - Optical Communication I Lab - Highly Qualified: Terminal Degree in Teaching Discipline

**Spring 2018**

- OEN-201L-01 - Phys & Instrum Optics Lab -
- OEN-461-01 - Optical Communications II - Highly Qualified: Terminal Degree in Teaching Discipline
- OEN-461L-01 - Optical Communications Lab I - Highly Qualified: Terminal Degree in Teaching Discipline

[https://webapps.nsu.edu/qs4st\\_details.php?id=4918&random\\_val=20599](https://webapps.nsu.edu/qs4st_details.php?id=4918&random_val=20599)

2/3



**Teaching (Instructional) Faculty Credentials Certification**

PLEASE TYPE: (A separate form MUST be filled out for each discipline in which a faculty member is credentialed.)

**Faculty Profile**

ID: 291686	School: CSET	Department: Engineering
Title: Dr.	Last Name: Kozhevnikov	First Name: Michael
Contract Type: FT-T	Rank: Associate Professor	Terminal Degree: Yes

**Graduate Course Work**

1. Graduate Degree: Master of Science	University: Technion - Israel Institute of Technology	Discipline: Physics
2. Graduate Degree: Doctor of Philosophy	University: Technion - Israel Institute of Technology	Discipline: Physics
3. Graduate Degree:	University:	Discipline:

Teaching Area: Electrical & Electronics Engineering


List graduate courses (a minimum of 18 credits) in teaching area(s)/discipline(s) as written on the transcript(s) from the University indicated above. Write the corresponding number in parenthesis.

Course Prefix/Number/Title	Semester Credit Hours
1. 118015 Selected Topics in Quantum Structures 2 - (1)	2
2. 118110 Selected Topics in Quatum Structures 1 - (1)	2
3. 048938 Nano Structre Semiconductor Lasers - (1)	2
4. 117014 Electrodynamics (2)	3.5
5. 117007 Quantum Mechanics 3 - (2)	3.5
6. 118066 Advanced Optics - (2)	3.5
7. 116001 Infrared Physics - (2)	2.5
8. 118076 Advanced Laboratory - (2)	4
<b>Total Semester Credit Hours</b>	<b>23</b>

Certification: I hereby certify that all entries are true and complete, and I agree and understand that any falsification of information herein, regardless of time of discovery, may cause forfeiture on my part to any employment of service at Norfolk State University.

Signature of Department Head: *[Signature]* Date: 5/1/2018


Signature of Dean: *[Signature]* Date: 5/2/2018



What is the rationale for qualifications to teach assigned course(s)? Please indicate yes in the space below.

Rationale	
1. Faculty teaching baccalaureate courses: master's degree in the teaching discipline.	
2. Faculty teaching graduate course work: master's degree in the teaching discipline or earned doctorate in the teaching discipline.	X
3. Faculty teaching baccalaureate courses: earned doctorate in the teaching discipline or master's degree in the teaching discipline.	
4. Faculty teaching baccalaureate courses: earned doctorate in a related teaching discipline.	
5. Faculty teaching baccalaureate courses: master's degree, a minimum of 18 graduate semester hours in the teaching discipline.	
6. Faculty teaching baccalaureate courses: earned professional degree in a related teaching discipline.	
7. Graduate course work in the teaching discipline with a minimum of 18 graduate semester hours.	
8. Other - Please Explain:	

2



TECHNION - ISRAEL INSTITUTE OF TECHNOLOGY  
 THE GRADUATE SCHOOL  
 TRANSCRIPT OF ACADEMIC RECORD

DATE: 17/09/2007

STUDENT: KOZHEVNIKOV MICHAEL ID: [REDACTED]  
 FOR DEGREE: DOCTOR  
 ACADEMIC UNIT: PHYSICS

DATE OF ADMISSION: 03/1995 STATUS: GRADUATED ON 11/1997

	GRADUATE	UNDERGRADUATE
REQUIRED CREDITS	: 8	
TRANSFERRED CREDITS	:	
EARNED CREDITS	: 8	

Approved


JUN 17 2017

Office of the Provost  
Initials: S. Y. 2017

<b>1995-1996 WINTER SEMESTER</b>	<b>GPA: 100</b>
118015 SELECTED TOPICS IN QUANTUM STRUCTURES 2	2.0 G 100
<b>1995-1996 SPRING SEMESTER</b>	<b>GPA: 86</b>
048923 SEMINAR IN MICROELECTRONICS	2.0 G 86
<b>1996-1997 WINTER SEMESTER</b>	<b>GPA: 100</b>
118110 SELECTED TOPICS IN QUANTUM STRUCTURES 1	2.0 G 100
<b>1996-1997 SPRING SEMESTER</b>	<b>GPA: 89</b>
048938 NANO STRUCTURE SEMICONDUCTOR LASERS	2.0 G 89
<b>TOTAL G.P.A.: 93.8</b>	

**LANGUAGE REQUIREMENTS:**  
 HEBREW - READING PROFICIENCY: EXEMPT      HEBREW - ADVANCED LEVEL: EXEMPT  
 ENGLISH - READING PROFICIENCY: EXEMPT      ENGLISH - ADVANCED LEVEL: EXEMPT  
 ADDITIONAL FOREIGN LANGUAGE: EXEMPT

**THESIS TOPIC:** Microwave and Optical Study of Electron and Hole Gases



**TOTAL G.P.A.: 93.8**

**LANGUAGE REQUIREMENTS:**  
 HEBREW - READING PROFICIENCY: EXEMPT      HEBREW - ADVANCED LEVEL: EXEMPT  
 ENGLISH - READING PROFICIENCY: EXEMPT      ENGLISH - ADVANCED LEVEL: EXEMPT  
 ADDITIONAL FOREIGN LANGUAGE: EXEMPT

**THESIS TOPIC:** Microwave and Optical Study of Electron and Hole Gases  
 In Bulk Gaas and Related Quantum Structures

**PASSED CANDIDACY EXAMINATION ON:** 10/03/1996

**THESIS PRESENTATION AND FINAL EXAMINATION:**  
 THESIS PRESENTATION DATE: 30/07/1997 SEMINAR LECTURE DATE: 22/06/1997  
 FINAL EXAMINATION DATE: 21/08/1997 COMBINED GRADE FOR THESIS AND EXAMINATION: PASS

**DEGREE CONFERRED:** DOCTOR OF SCIENCE

**SPECIAL PRIZES AND SCHOLARSHIPS**

YEAR	NO. OF SEMESTERS AWARDED	FUND
01/96	2	GUTWIRTH
01/96	2	GUTWIRTH & YE'IAL

  
 JUDITH GOLAN  
 SECRETARY OF THE GRADUATE SCHOOL  
 Hebrew Institute of Science and Technology

2/...



**Discussion / Questions and  
 Answers**

[lhamilton@nsu.edu](mailto:lhamilton@nsu.edu)      [egzapatero@nsu.edu](mailto:egzapatero@nsu.edu)

